

# DAVID W. HESS

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## ACADEMIC APPOINTMENTS

Ross School of Business, University of Michigan, Ann Arbor, MI  
Assistant Professor, 2003-Present

Rutgers Business School, Newark & New Brunswick, NJ  
Lecturer, 2001-2003

## EDUCATION

The Wharton School, University of Pennsylvania, Philadelphia, PA  
Ph.D. in Management (Major Field: Corporate Strategy), 2003  
M.A. in Applied Economics and Management Science, 2000

University of Iowa College of Law, Iowa City, IA  
J.D. with *high distinction*, 1995

Grinnell College, Grinnell, IA  
B.A. in Economics, 1992

## PUBLICATIONS

### *Journals*

Hess, D., McWhorter, R. & Fort, T. (Forthcoming). "The 2004 Amendments to the Federal Sentencing Guidelines and Their Implicit Call for a Symbiotic Integration of Business Ethics." *Fordham Journal of Corporate & Financial Law*.

Hess, D. & Dunfee, T.W. (Forthcoming) "The Kasky-Nike Threat to Corporate Social Reporting: Is a Standard of Optimal Truthful Disclosure a Solution?" *Business Ethics Quarterly*.

Hess, D. 2005. "Protecting and Politicizing Public Pension Fund Assets: Empirical Evidence on the Effects of Governance Structures and Practices." *University of California-Davis Law Review*, vol. 39: 187-224.

Hess, D., Rogovsky, N., & Dunfee, T.W. 2002. "The Next Wave of Corporate Community Investment: Corporate Social Initiatives." *California Management Review*, vol. 44 (2): 110-125.

Dunfee, T.W. & Hess, D. 2001. "Getting From Salbu to the 'Tipping Point': The Role of Corporate Action Within a Portfolio of Anti-Corruption Strategies." *Northwestern Journal of International Law & Business*, vol. 21 (2): 471-490.

Hess, D. 2001. "Regulating Corporate Social Performance: A New Look at Corporate Social Accounting, Auditing, and Reporting." *Business Ethics Quarterly*, vol. 11 (2): 307-330.

Hess, D. & Dunfee, T.W. 2000. "Fighting Corruption: A Principled Approach." *Cornell International Law Journal*, vol. 33 (3): 593-626.

Dunfee, T. W. & Hess, D. 2000. "The Legitimacy of Direct Corporate Humanitarian Investment." *Business Ethics Quarterly*, vol. 10 (1): 95-109.

Hess, D. 1999. "Social Reporting: A Reflexive Law Approach to Corporate Social Responsiveness." *Journal of Corporation Law*, vol. 25 (1): 41-84.

Hess, D. 1995. "Note, The Iowa Franchise Act: Towards Protecting the Reasonable Expectations of Franchisees and Franchisors." *Iowa Law Review*, vol. 80 (2): 333-62.

### ***Book Chapters***

Hess, D. (forthcoming 2005). "The Legal Approach to Corporate Social Responsibility," in José Allouche (ed.), *Corporate Social Responsibility*. European Foundation for Management Development

Hess, D. & Impavido, G. 2004. "Governance of Public Pension Funds: Lessons from Corporate Governance and International Evidence." In Musalem, A. R. & Palacios, R. (eds.) *Public Pension Fund Management*, pp. 49-89. Washington D.C.: The World Bank.

Hess, D. & Dunfee, T.W. 2003. "Taking Responsibility for Bribery: The Multinational Corporation's Role in Combating Corruption," in Sullivan, R. (ed.) *Business and Human Rights: Dilemmas and Solutions*, pp. 260-271. Sheffield, UK: Greanleaf Publishing.

Hess, D. & Dunfee, T.W. 2002. "The Private Sector Role in Alleviating Human Misery," in Daniele Giovannucci (ed.) *A Guide to Developing Agricultural Markets and Agro-enterprises*, World Bank (online book).

Useem, M. & Hess, D. 2001. "Governance and Investments of Public Pensions," in Olivia S. Mitchell & Edwin C. Hustead (eds.), *Pensions in the Public Sector*: pp. 132-152. Philadelphia: University of Pennsylvania Press.

### *Miscellaneous*

Hess, D. 2001. "Leadership" and "Leverage and Leveraged Buy-outs" in Jonathan Michie (ed.), *Reader's Guide to the Social Sciences*. London: Fitzroy Dearborn.

Dunfee, T. W. & Hess, D. 2000. "Bankruptcy," in *Grolier Multimedia Encyclopedia* (Bethel, CT: Grolier).

Hess, D., Dunfee, T. W. & Taka, I. 1998. *Nomura II: Japanese Business Ethics*, CaseNet, South-Western College Publishing.

## **PRESENTATIONS**

### *Academic Association Conference Papers*

"Corporate Social Reporting as New Governance Regulation." Tri-State Academy of Legal Studies in Business Annual Meeting, East Lansing, MI, November 2005.

"The 2004 Amendments to the Federal Sentencing Guidelines and Their Implicit Call for a Symbiotic Integration of Business Ethics." (with T. Fort & R. McWhorter) Society for Business Ethics Annual Meeting, Honolulu, HI, August 2005.

"The Kasky-Nike Threat to Corporate Social Reporting: Is a Standard of Optimal Truthful Disclosure a Solution?" (with T. W. Dunfee) Academy of Legal Studies in Business Annual Meeting, Ottawa, ON, August 2004.

"The Choice of Organizational Governance Form for Corporate Social Initiatives." Academy of Management Annual Meeting, New Orleans, LA, August 2004.

"Public Pension Fund Activism and the Symbolic Management of Shareholders," Academy of Management Annual Meeting, Washington D.C., August 2001.

"Getting Serious About Corruption: Corporate Strategies to Combat Corruption," (with T. W. Dunfee) Academy of Management Annual Meeting, Toronto, ON, August 2000.

"Legal Rights Under TANF: A Historical Perspective," (with J.J. Shook) Law and Society Annual Meeting, Miami, FL, May 2000.

"The Desirability (and Legality) of Direct Corporate Humanitarian Investment," (with T. W. Dunfee) Academy of Legal Studies in Business Annual Meeting, St. Louis, MO., August 1999.

“A Reflexive Law Approach to Legislating Corporate Social Responsiveness,” Society for Business Ethics Annual Meeting, San Diego, CA, August 1998.

***Invited Presentations***

Presenter and panelist. Symposium on “The Corporation.” Erb Institute, University of Michigan, Ann Arbor, MI. October 2005.

“Protecting Public Pension Fund Assets: Empirical Evidence on the Effects of Governance Structure.” Capital Matters Conference, Harvard Law School, Cambridge, MA, April 2005.

“Corporate Corruption.” Ethics in the Public Eye Lecture Series, University of Michigan Health System, Ann Arbor, MI., March 2005.

“Social Reporting and Corporate Governance.” Markkula Center for Applied Ethics Conference on the Accountable Corporation, Santa Clara University, February 2005.

“Optimal Truthful Disclosure and Corporate Social Reporting.” *Anne Ballantyne Lecture*, McCombs School of Business, University of Texas, January 2005.

“What Works and What Hurts in Protecting Human Rights in International Business.” McCombs School of Business, University of Texas, January 2005.

Discussant and panelist. Conference on “Contractarian Approaches to Business Ethics.” The Wharton School, University of Pennsylvania. November 2004.

Presenter and panelist. Symposium on “The Corporation.” Institute for Historical Studies, University of Michigan, Ann Arbor, MI. October 2004.

“When Do Firms Adopt Meaningful Social Initiatives?” Interdisciplinary Committee on Organizational Studies, University of Michigan, Ann Arbor, MI. September 2004.

“Best Practices in the Governance of Public Pension Funds.” World Bank Conference on the Principles of Pension Fund Management, Washington, D.C., May 2003.

Presenter and panelist. Cornell International Law Journal Symposium: “Fighting International Corruption and Bribery in the 21st Century,” Cornell Law School, Ithaca, New York, March 31-April 1, 2000.

“Governance and Investments of Public Pensions,” (with M. Useem) Pension Fund Research Council Impact Conference, University of Pennsylvania, Philadelphia, PA, April 1999.

“Union and Employee Nominated Directors,” National Center on Employee Ownership Annual Meeting, San Francisco, CA, April 1999.

## TEACHING

### ***The Ross School of Business, University of Michigan***

- *Ethics of Corporate Management* (MBA)
- *Cultural Norms in Global Business* (MBA)
- *Legal Environment of Business* (undergraduate)
- *Corporate Social Responsibility and Business Ethics* (undergraduate and graduate)

### ***Rutgers Business School, Rutgers, The State University of New Jersey***

- *Legal Environment of Business* (MBA)
- *Business, Government & Society* (undergraduate)

### ***The Wharton School, University of Pennsylvania***

- *Corporate Social Responsibility and Ethics* (undergraduate)

### ***Guest Lectures in Law and Ethics***

- *LEAD (Leadership Education and Development) Program*, Ross School of Business
- *BBA Senior Seminar*, Ross School of Business
- *Topics in Manufacturing*, Ross School of Business

## AWARDS & HONORS

- Best Paper, 2005 Society for Business Ethics Annual Meeting (with T. Fort & R. McWhorter)

## EDITORIAL RELATED EXPERIENCE

- Ad hoc reviewer for:
  - *Academy of Management Review*
  - *Business Ethics Quarterly*
  - *California Management Review*
  - *Journal of Business Ethics*
  - *Thunderbird International Business Review*
- Associate Editor, *Iowa Law Review*, 1994-1995.

## SERVICE

- Ethics in Public Life Steering Committee, University of Michigan 2005-
- Faculty Sponsor for Undergraduate Research Opportunity Program, 2004-2005
- Liaison for Academy of Legal Studies in Business and the Society for Business Ethics
- Web Grades Committee, 2004-2005

- Walter V. Shipley Business Leadership Case Competition Judge for University of Michigan entrants, 2004
- Faculty Affiliate:
  - *Erb Institute for Global Sustainable Enterprise*, University of Michigan
  - *Nonprofit and Public Management Center*, University of Michigan

## **PROFESSIONAL MEMBERSHIPS**

Admitted, Pennsylvania Bar, 1997

## **ASSOCIATION MEMBERSHIPS**

- Academy of Legal Studies in Business
- Academy of Management
- Association for Practical and Professional Ethics
- International Association of Business & Society
- Law and Society Association
- Society for Business Ethics