

November 2003

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Joseph Kolodny Professor of Social Responsibility
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The Wharton School
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PRIOR EMPLOYMENT

The Wharton School: Vice Dean and Director, Wharton Undergraduate Division; Chairman, Legal Studies, 1979 - 1984, 1987 - 1991, and Public Management 1979-1983; Director, Wharton Ethics Program, start to September, 1996; Director, Zicklin Center for Business Ethics, start to June 30, 2000; Associate Professor, July 1975 - June 1979

The Ohio State University: Associate Professor, September 1972 - June 1975; Assistant Professor, September 1970 - August 1972

Illinois State University: Assistant Professor, September 1968 - September 1970

New York Institute of Technology: Instructor & Debate Coach, September 1965 - June 1968

VISITING APPOINTMENTS

University of Michigan: Visiting Professor, March-June 2000

Georgetown University: Distinguished Connelly Visiting Scholar, January - May 1994

University of Florida: Visiting Huber Hurst Eminent Scholar in Business and Law, January-March 1989

University of Newcastle: Australia, June-August 1985; February-April 1981

The Wharton School: July 1974-June 1975

Indiana University: Summer 1972

EDUCATION

L.L.M., October 1969, New York University

J.D., June 1966, New York University

A.B. cum Laude in Economics, August 1963

(with special honors in economics) Marshall University

BOOKS

- Ties That Bind, A Social Contracts Approach to Business Ethics*, Harvard Business School Press, with Thomas Donaldson, 1999.
Chinese Language edition, Shanghai Academy of Social Sciences Publishing House, 2001.
Chapter 8 reprinted as Donaldson and Dunfee, 1999. "When Ethics Travel: The Promise and Peril of Global Business Ethics," *California Management Review* 41(4, Summer): 45-63.
Reprinted in Osland, Kolb & Rubin, *The Organizational Behavior Reader*, Seventh Edition, Prentice-Hall, 2001
- Book Reviews: Lavengood, Lawrence G. "Donaldson, Thomas and Dunfee, Thomas W. *Ties That Bind: A Social Contracts Approach to Business Ethics*." *Ethics*, 111(3): 627-630, . 2001. Calton, Jerry. *Business and Society*, Vol. 40, No. 2, 220-240, June 2001. Rowan, John R.. "How Binding The Ties? Business Ethics As Integrative Social Contracts," *Business Ethics Quarterly*, Vol. 11 (2): 379-390, 2001. Calton, Jerry M. *International Journal of Organizational Analysis* 9(4): 395-398, 2001. Book Review: *Ties That Bind: A Social Contracts Approach to Business Ethics*. Frederick, William C., "Pragmatism, Nature and Norms," *Business and Society Review*, Vol. 105(4):467-479, Winter 2000. Boatright, John R., "Contract Theory and Business Ethics: A Review of Ties That Bind," *Business and Society Review*, Vol. 105(4):452-466, Winter 2000. Salbu, Steven R., "Ties That Bind: ISCT as a Procedural Approach to Business Ethics," *Business and Society Review*, Vol. 105(4):444-451, Winter 2000. Fort, Timothy L., "A Review of Donaldson and Dunfee's Ties That Bind: A Social Contracts Approach to Business Ethics." *Journal of Business Ethics* 28 (4): 383-387, 2000. Shaw, Bill., "Review Essay: Ties That Bind." *American Business Law Journal* 37 (3): 563-578, 2000. Sanchez, Carol M., "Ties That Bind: A Social Contracts Approach to Business Ethics," Book Review. *The Academy of Management Executive*, 13(4):109-110, 1999.
- Ethics for Business and Economics*, 2 Vols., Dartmouth Publishing, edited with Thomas Donaldson, 1,092 pages, 1997.
- Business Ethics: Japan and the Global Economy*, Kluwer Academic, edited with Yukimasa Nagayasu, 275 pages, 1993. Book Review: Cunningham, Peggy H., *Journal of the Academy of Marketing Science*, 25(3): 365-368, 1997.
- Modern Business Law and the Regulatory Environment*, 3rd Edition, McGraw-Hill, with Frank F.Gibson, William McCarty, John Blackburn, Douglas Whitman, Bartley Brennan and David B.Cohen, 1,375 pages, 1996.
- Business and Its Legal Environment*, 3rd edition, Prentice Hall, with Janice Bellace and David Cohen, 815 pages, 1992.
- Law and Business*, Random House, with Douglas Whitman, William McCarty, Frank F. Gibson, Bartley Brennan, and John Blackburn, 1987.
- Ethics and the MBA Curriculum: A Proposal for Integration of Ethics Into the MBA Core Curriculum*, 169 pages, 1986.
- Antitrust and Trade Regulation: Cases and Materials*, 2nd edition, John Wiley & Sons, edited, with Frank F. Gibson, 461 pages, 1985.

Legal Aspects of Government Regulation of Business, 3rd edition, John Wiley & Sons, with Frank F. Gibson, 335 pages, 1984.

An Introduction to Contracts, 2nd edition, John Wiley & Sons, with Frank F. Gibson, 437 pages, 1984.

Modern Business Law: Sales, Grid, Inc., with Douglas Whitman, 313 pages, 1981.

Business Law: Key Issues & Concepts, Grid, Inc., edited with J. David Reitzel, 156 pages, 1978.

Modern Business Law: The Legal Environment of Business, John Wiley & Sons, with Frank F. Gibson, William McCarty, and Julia Lamber, 325 pages, 1978.

REFEREED PUBLICATIONS

"Does National Context Matter in Ethical Decision Making? An Empirical Test of Integrative Social Contracts Theory," *forthcoming, Academy of Management Journal*, with Andrew Spicer and Wendy J. Bailey, 2003. (Best Paper Award, Eighth Symposium on Ethics Research in Accounting, American Accounting Association, August 3, 2003, Honolulu.)

"Corporate Hypergoals, Sustainable Peace and the Adapted Firm," *Vanderbilt Journal of Transnational Law*, 36:1637-1692, with Timothy Fort, 2003.

"Social Investing: Mainstream or Backwater," *Journal of Business Ethics*, 43(1):247-252, 2003

"Ties that Bind in Business Ethics: Social Contracts and Why They Matter," *Journal of Banking and Finance*, 26:1853-1865, with Thomas Donaldson, 2002.

"Confronting Morality in Markets," *Journal of Business Ethics* 38(4):381-393, with Norman E. Bowie, 2002.

"The Next Wave of Corporate Community Involvement," *California Management Review*, 44(2):110-125, with Nikolai Rogovsky and David Hess, 2002.

"Is Guanxi Ethical? A Normative Analysis of Doing Business in China.," *Journal of Business Ethics* 32(3):191-204, with Danielle Warren, August, 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*, Volume 44, Number 2, with David Hess, Winter 2001.

"Fighting Corruption: A Principled Approach: The C2 Principles (Combating Corruption.)," *Cornell International Law Journal*, 33(3): 595-628, with David Hess, Spring 2000.

"The Legitimacy of Direct Corporate Humanitarian Investment," *Business Ethics Quarterly*, 10(1):95-109 with David Hess, 2000.

"Social Contracts and Marketing Ethics," *Journal of Marketing*, 63(July):14-32 with N. Craig Smith and William T. Ross, 1999.

"Corporate Governance in a Market with Morality," 62(3) *Law and Contemporary Problems*, Duke University Law School, 129-158, Summer 1999.

- “The Marketplace of Morality: First Steps Toward a Theory of Moral Choice,” *Business Ethics Quarterly*, 8(1):127-146, 1998.
- “The Role of Business Ethics and Stakeholder Theory in Dynamic Economic Systems,” *Philosophy Translations Quarterly*, #4, pp. 33-45. In Chinese. Journal published by Chinese Academy of Social Sciences, Institute of Philosophy, Beijing, 1997.
- “Japanese Morality as Business Ethics,” *Journal of Business Ethics*, 16 (5): 507-519 with Iwao Taka, 1997.
- “On the Synergistic, Interdependent, Relationship of Business Ethics and Law,” *American Business Law Journal*, 34(2):317-326, 1996.
- “Ethical Issues Confronting Travel Agents,” *Journal of Business Ethics*, 15(2):207-217 with Bruce M. Black, 1996.
- “Integrative Social Contracts Theory: A Communitarian Conception of Economic Ethics,” *Economics and Philosophy*, 11(1):85-112 with Thomas Donaldson, 1995.
- “Internationalizing The Business Ethics Curriculum: A Survey,” *Journal of Business Ethics*, 14(5): 331-338 with Christopher J. Cowton, 1995.
- “Contractarian Business Ethics: Current Status and Next Steps,” *Business Ethics Quarterly*, 5(2):173-186 with Thomas Donaldson, April 1995.
- “Towards a Unified Conception of Business Ethics: Integrative Social Contracts Theory,” *Academy of Management Review*, 19(2) 252-284 (1994), with Thomas Donaldson. Republished in Sethi, Steidlmeier & Falbe, *Scaling the Corporate Wall: Readings in Business and Society*, 2nd Edition, Prentice Hall, 1997.
- “Establishing Normative Ethical Standards for Global Business Transactions,” 1(1) *Reitaku International Journal of Economic Studies*, 7-21, Japan, 1993.
- “Corporate Attorney Whistle-Blowing: Devising a Proper Standard,” 11(3&4) *Business and Professional Ethics Journal*, 3-39 with Virginia C. Maurer, 1992.
- “Business Ethics and Extant Social Contracts,” *Business Ethics Quarterly*, 1(1):23-51, 1991.
- “Beyond the Law: A Brief Ethical Analysis of Milken's Securities Violations,” *Journal of Social Philosophy*, 22(1):137-145, 1991.
- “Integrating Ethics into the Business School Curriculum,” *Journal of Business Ethics*, 7(11):847-859 with Diana C. Robertson, 1988. Translated into Japanese and published in Japan in *Review of Business Administrative Behavior*, 5(4):57-68 (translated by Takeo Tsuchiya and Yukimasa Nagayasu), 1990.
- “The Case for Professional Norms of Business Ethics,” *American Business Law Journal*, 25(3):385-406, 1987.

- “The Extraterritorial Application of United States Antitrust Laws: A Proposal for an Interim Solution,” *Ohio State Law Journal*, 45(4):883-932 with Aryeh Friedman, 1985.
- “Work-Related Ethical Attitudes: Impact on Business Profitability,” *Business and Professional Ethics Journal*, 3(2):25-40, with Diana C. Robertson, Winter 1984.
- “The Future of Legal Studies: Prospects and Problems,” *Journal of Legal Studies Education*, 2(1):23-31, 1984.
- “Bounding Markets in Merger Cases: Identifying Relevant Competition,” *Northwestern University Law Review*, 78(4):601-641 with Louis W. Stern and Frederick D. Sturdivant, 1983, Republished in *Corporate Practice Commentator*, 27:217, 1985.
- “A Rule of Reason Analysis of Territorial Restrictions in the Soft Drink Industry,” *Antitrust Bulletin*, 27(1):481-515 with Louis W. Stern and Eugene Zelek, Summer 1982.
- “A Rule of Reason Decision Model After Sylvania,” *California Law Review*, 68(1):13-47, with Eugene Zelek and Louis W. Stern, 1980.
- “The Business Law Curriculum: Recent Change and Current Status,” *American Business Law Journal*, 18(1):59-76-76 with Bartley Brennan and C. Richard Decker, 1980.
- “Privity in Antitrust: *Illinois Brick v. Illinois*,” *American Business Law Journal*, 16(1):107-117, a case note, 1978.
- “A ‘Fix’ for the Retail Pharmacy: The Supreme Court Redefines Application of the Robinson-Patman Act to Drug Sales by Nonprofit Hospitals,” *California Western Law Review*, 13(2):195-264 with Arnold J. Rosoff, 1977.
- “Kontrolle von Industriestrukturen: Neue Entwicklungen im US-Amerikanischen Antitrust-Recht,” *Recht der Internationalen Wirtschaft* with Volkard Riechmann, August 1977.
- “Potential Competition Theory As An Antimerger Tool Under Section 7 of the Clayton Act: A Decision Model,” *Northwestern University Law Review*, 69:821-871 with Louis W. Stern, 1975.
- “Two Decades of 2-207: Review, Reflection, and Revision,” *Cleveland State Law Review*, 24(2):171-214 with Paul Barron, 1975.
- “Sherman Act Applicability to Real Estate Boards,” *American Business Law Journal*, 10(1):139, Fall 1972. Revised and republished as “Real Estate Boards, Brokerage Commissions, and the Antitrust Laws,” *Bulletin of Business Research*, December 1972.
- “Criminal Liability of Accountants: Sources and Policies,” *American Business Law Journal*, 9(1):1-20, with Irvin N. Gleim, Spring 1971.
- “Joint Efforts Programs: A Proposal for Integration of International and Functional Concepts,” *Journal of International Business Studies*, 2(2):61-67, with David A. Ricks, Fall 1971.
- “Professional Criminal Liability: *United States v. Simon*” a case comment, 8 *American Business Law Journal*, 8(3):315, Winter 1971.

“Facts and Factors Relating to the Evaluation and Administration of Business Law Faculty,” *American Business Law Journal*, 8(1):191, Fall 1970.

“A Business Law Survey: Preliminary Results,” *Business Law Forum*, 3(1):71, Spring 1970.

“Need and Proposal: Specific Integration of Business Law into the Business School Curriculum,” 7 *American Business Law Journal*, 7(1):277 with C. Richard Decker, Winter 1970.

BOOK CHAPTERS

“Taking Responsibility for Bribery: The Multinational Corporation’s Role in Combating Bribery,” *forthcoming*, in Rory Sullivan, ed. *Business and Human Rights: Dilemmas and Solutions*, Greenleaf Publishing, with David Hess, 2003.

“Negotiated Integrity: The Social Contracts Of Business,” eds., *William F. May and Robbin Lovin*, (Eds.), *The Ethics of Contracts and Other Promises*, SMU Press, with Thomas Donaldson, 2002.

“Untangling the Corruption Knot: Global Bribery Viewed Through the Lens of Integrative Social Contract Theory,” in N. Bowie (Ed.), *The Blackwell Guide to Business Ethics*, Malden, MA: Blackwell Publishers, with Thomas Donaldson, 2002.

“Social Contracts, *Sic Et Non*,” in collection published by Edward Elgar Publishers, Netherlands, with Thomas Donaldson, 2002.

“Market-Like Morality Within Organizations,” in Darley, John M., Messick, David M. and Tyler, Tom R., *Social Influence and Ethics*, Mahwah, NJ: Lawrence Earlbaum Publishers, pp. 217-233, 2001.

“A Brief Critique of Henk van Lujik’s Concept of Participatory Ethics,” in Kimman, Eduard, Arnold Schilder and Frans Jacobs (Eds), *Drieluijk: Godsdienst, Samenleving-Bedrijfsethiek Liber Amicorum voor Henk van Lujik*, Thela Thesis, Amsterdam, The Netherlands, pp. 119-124, with Thomas Donaldson, 2000.

“The Private Sector Role in Alleviating Human Misery,” in *World Bank, A Guide to Developing Agricultural Markets and Agro-Enterprises*, Washington, D.C.: World Bank, book and web site, with David Hess, 2000.

“Moral Dimensions of Risk Transfer and Reduction Strategies,” in Kreimer, Alcira and Margaret Arnold, *Managing Disaster Risk in Emerging Economies*, Washington, DC: World Bank, pp. 154-165, with Alan Strudler, 2000.

“Social Contract Approaches to Business Ethics: Bridging the ‘Is-Ought’ Gap,” in R.E. Frederick (ed.), *A Companion to Business Ethics*, Blackwell, pp. 38-55, with Thomas Donaldson, 1999.

“A Response to Richard T. DeGeorge’s ‘Business as a Humanity: A Contradiction in Terms?’” in Thomas Donaldson and R. Edward Freeman, *Business as a Humanity*, Oxford University Press, pp. 33-41, 1994.

“Global Business Ethics and Japanese Economic Morality: An Introduction and Overview,” in Dunfee and Nagayasu, *Business Ethics: Japan and the Global Economy*, Kluwer Academic, pp. 3-22, with Yukimasa Nagayasu, 1993.

“The Role of Ethics in International Business,” in Dunfee and Nagayasu, *Business Ethics: Japan and the Global Economy*, Kluwer Academic, pp. 63-80, 1993.

“The Role of Ethics in International Business,” in *Globalization and Ethics of Economy*, Institute of Moralogy, pp. 40-62, (published in Japan), 1991.

“Firm Size and Employees' Attitudes About Ethics: Some Preliminary Empirical Evidence,” in Brian Harvey, Henk J.L. Van Luijk and Guido Corbetta, eds., *Market Morality and Company Size*, Kluwer Academic Publishers, pp. 103-117, with Norm Bowie, James Hennessey, Kate Nelson and Diana Robertson, 1991.

“The NYNEX Ethics Challenge,” in James E. Hennessey and Suki Robins, eds., *Managing Toward the Millennium*, Fordham University Press, pp. 269-290, with Diana C. Robertson, 1991.

“To Encourage or Repress? Corporate Policy and Whistleblowing,” in Enderle, Almond and Argandona, eds., *People in Corporations: Ethical Responsibilities and Corporate Effectiveness*, Kluwer Academic Publishers, pp. 129-138, 1990.

“Professional Business Ethics and Mergers and Acquisitions,” in Hoffman, Frederick and Petry, Jr., eds., *The Ethics of Organizational Transformation*, Quorum Books, pp. 15-26, 1989.

“Work-Related Ethical Attitudes: A Key to Profitability,” a chapter in Sethi and Falbe, *Business and Society: Dimension of Conflict and Cooperation*, Lexington Books, 1987.

“Business Ethics,” A chapter in *Business Law: Key Issues and Concepts*, pp. 29-36, edited by Dunfee and Reitzel, Grid, Inc., 1978.

“Public Policy Implications of Non-Price Marketing Strategies and Deoligopolization in the Cereal Industry,” Fred C. Allvine (ed.) *Public Policy and Marketing Practices*, Chicago: American Marketing Association, pp. 271-287, with Louis Stern, 1973.

MISCELLANEOUS PUBLICATIONS

“Integrative Social Contracts Theory,” *forthcoming*, Second Edition, *The Blackwell Encyclopedic Dictionary of Business Ethics*, Patricia Werhane and R. Edward Freeman, Eds., Blackwell Publishing, with Thomas Donaldson.

“A Framework for Auditor Independence,” *forthcoming*, Sage Publishing, with Susan McGrath, Arthur Siegel, Alan S. Glazer, and Henry R. Jaenicke.

“Below the Bottom Line,” *Across the Board*, p. 23, Jan/Feb 2002.

“Assessing Your Audit Firm’s Independence: Guidance for Audit Committee Members,” *Corporate Board Member*, with Susan McGrath, Arthur Siegel, Alan S. Glazer, and Henry R. Jaenicke, <http://www.boardmember.com/>, Autumn 2001.

“A Framework for Auditor Independence,” *Journal of Accountancy*, 191(1):39-42, with Susan McGrath, Arthur Siegel, Alan S. Glazer, and Henry R. Jaenicke, 2001.

“International Business Ethics,” *International Encyclopedia of Business and Management - 2nd Edition*, 8-volume set, ed., Malcolm Warner, published by Thomson Learning, 2001.

- “Précis for Ties That Bind,” *Business and Society Review*, Vol. 105(4):436-443, with Tom Donaldson, Winter 2001.
- “Securing the Ties that Bind: A Response to Commentators,” *Business and Society Review*, 105(4):480-492, with Tom Donaldson, Winter 2001.
- “Continuing the Conversation: Dunfee Re Frederick, Nature and Norms,” *Business and Society Review*, 105(4):493-501, Winter 2001.
- “Book Review Dialogue: Tightening the Ties that Bind - Defending a Contractarian Approach to Business Ethics,” *American Business Law Journal*, 37(3):579-585, with Tom Donaldson, Spring 2000.
- “Business Law Research and Teaching: Two Models,” *Academics Forum* 7(1):11-12 published by the International Bar Association, Section on Business Law, with George Siedel, 1999.
- “Ethical Issues in Financial Services,” *Business and Society* 104(1):5-12, with Robert Gunther, 1999.
- “International Business Ethics,” *IEBM Handbook of International Business*, ed. Rosalie Tung, published by International Thomson Business Press, 1999.
- Book Note, *Ethics* 108(1):238 of Bowie, Norman E. *University-Business Partnerships: An Assessment*, 1997.
- “Social Contract Theory,” *The Blackwell Encyclopedic Dictionary of Business Ethics*, pp. 585-589, Patricia Werhane and R. Edward Freeman, Eds., Blackwell Publishing, 1997, second edition, *forthcoming*.
- “Report on Business Ethics in North American,” *Journal of Business Ethics*, 16(14):1589-1595, with Patricia Werhane, 1997.
- “Marketing an Ethical Stance,” *Financial Times* of London, November 17, 1995.
- “Commentaire Sur L'Ouvrage” (Review of Hall's Making the Right Decision) in *Manageris*, March, 1994, p. 18 (In French), reprinted in *L'Expansion Management Review*, p. 104, Summer 1994.
- “Introduction to the Special Issue on Social Contracts and Business Ethics,” *Business Ethics Quarterly*, 5(2): 167-171, April 1995.
- “Business Ethics in the New Russia: A Report,” 3:1 *Business Ethics: A European Review*, 1-4, 1994.
- “De sociaal contract benadering binnen de bedrijfsethiek,” *Dilemma* 4: 4-6, with Thomas Donaldson, 1994
- “American Business Law Association President's Address, 1990,” *The Journal of Legal Studies Education*, 9(2):233-238, 1991.
- “The Role of Business in Our Society,” *NATD Coordinator*, p. 5 et. seq, 1983
- “Employee Ethical Attitudes and Business Firm Productivity,” *Wharton Annual*, 8:75-86, 1983.

“Uranium Shows the Need for a Trade Law Treaty,” an op-ed comment in *The Sydney Morning Herald*, page 7, March 27, 1981.

“Entries on Bankruptcy and Business Law,” for the *Academic American Encyclopedia*, Arete Publishing, Inc., reprinted in the *Grollier CD-ROM Encyclopedia* and the *Dow Jones Encyclopedia*, 1981.

“Are You Directing a Characterless Corporation?,” *Directorship*, July, 1976.

“New Antitrust Challenges to Directors in 1976,” *Directorship*, January, 1976.

“The Trustbusters Had Better Tread Carefully for Now,” an op-ed page comment in *The Philadelphia Inquirer*, January 14, 1976, page 7A and other newspapers subscribing to the University of Pennsylvania editorial service, e.g., *San Francisco Herald-Examiner*, page 27, January 26, 1976.

“Beating the System' Robs Us All,” an op-ed comment in *The Philadelphia Inquirer*, July 14, page 7A, and other newspapers subscribing to the University of Pennsylvania editorial service, 1975.

PROFESSIONAL EXPERIENCE

Doctoral advising:

Degree committee:

David Hess, University of Pennsylvania (Chair), 2002

Danielle Warren, University of Pennsylvania (Chair), 2001

drs J.F.D.B. Wempe, Erasmus University, Rotterdam, April, 1998

Steven R. Salbu, University of Pennsylvania, April, 1990

Karen Marquiss, University of Pennsylvania, current

National Science Foundation:

Reviewing proposals

Board of Directors, Americans for Medical Progress Educational Foundation, Inc., 1996-2001.

Advisory Board, International Business Ethics Institute.

Member, Selection Committee, Business Ethics Awards

Best Business Practice Awards, Council of Better Business Bureaus, Inc., 1995-1997.

Social Responsibility Awards, *Business Ethics Magazine*, 1995.

American Business Ethics Awards, the American Society of CLU and ChFC, 1995.

Academy of Legal Studies in Business

President, 1989-90.

AACSB/ACBSP Liaison, 1994-1996.

Executive Committee, 1976-1979, 1985-1991, 1994-1996.

Program Chair, national meeting in New Orleans, 1988.

Director of Placement Service, 1970-1973.

Society for Business Ethics

President, 1995-1996.

Program Chair, national meeting in Vancouver, 1995.

Executive Committee, 1993 - 1997.

Society for the Advancement of Socio-Economics
Chair, Nominating Committee, 1992.
Executive Council, 1993 - 1995.

Journal of Business Ethics Education
Editorial Board, 2002 -present.

New Academy Review
Editorial Review Board, 2001-present.

Academy of Management Review
Staff Editor, 2002-present.

Business Ethics Quarterly
Editorial Review Board, 1991-2003.
Editor, Special Issue on Social Contracts and Business Ethics, Vol. 5, #2, 1995.

Journal of Business Ethics
Editorial Board, 1996-2003.

Coordinator, Doctoral Consortium, Social Issues in Management Division, Academy of Management,
New Orleans, 1987.

American Business Law Journal, Editor-In-Chief 1976-1979; Co-Editor 1973-1976; Staff Editor, 1972-
1973; Advisory Editor, 1979-1986, 1993-present.

Reviewing manuscripts:

Academy of Management Review, Administrative Science Quarterly, American Business Law Journal, Business Ethics Quarterly, Business and Society, California Management Review, European Journal of Marketing, The International Executive, Journal of Business Ethics, Journal of Marketing, Journal of Policy Analysis & Management, and Organization Science

Member, Wharton Faculty Personnel Committee, 1985-86; 1992-93; 1994-95; Chairman 1986-87; 1995-
96.

Law Clerk, Campbell, Woods, Bagley, McNeer, & Herndon; Huntington, West Virginia, June, 1965 -
September, 1965; June 1966 - September, 1966.

LECTURER/COORDINATOR IN A VARIETY OF CONTINUING EDUCATION PROGRAMS

Glaxo SmithKline/Jefferson Medical School
Wharton International Business Forum.
Wharton Family Business Program.
Young Presidents Organization, Philadelphia Chapter.
Wharton Pension Funds Seminar.
National Commercial Finance Association.
Dean Witter Program.
Wharton Advanced Management Program.
American Electronics Association.
Wharton Strategic Management Program.

Management of a Professional Practice.
Securities Institute of America.
Wharton-EBASCO Executive Program.
Wharton-Philadelphia Federal Reserve Bank Program for Federal Judges on Law and Economics.
Young Presidents Organization Mini-University.
Bantel Memorial Institute.
AT&T/Wharton Advanced Marketing Management Program.
Wharton Marketing Strategy Program.
Western Electric Management Training Program.
SCM Sales Management Program.
The American College Graduate Residence Program.
Wharton Business Writers Conference.
Philadelphia National Bank Executive Program.
Colorado Graduate School of Banking.
Wharton Life Long Program for Alumni.
The Real Estate Institute.
The Real Estate Instructors Seminar.
The Executive Development Program (Ohio State).
Agriculture Cooperative Extension Program.
Purchasing Management Seminar.
Ohio Contractors Association Program on Financial Planning for Family Owned Business.
Ohio Academy of Real Estate Instructors.

CONSULTING AND FUNDED RESEARCH

University of Texas, Austin, External Reviewer, Undergraduate Program of the McCombs School of Business, December 2002.
Ethics Consultant, Independence Standards Board, 1999-2001.
Institutional Animal Care and Use Committee, Glaxo SmithKline, 1987- present.
“Morality in Global Markets,” Wharton International Programs Research Grant, 1999-2000.
London Business School, External Assessor, Dixons Chair Search, 1992-3, 1997-8.
Caux Round Table, 1997-present:
 Annual Meeting, Mexico, September 2002.
 Annual Meeting, Singapore, September, 2000.
 Annual Meeting, Switzerland, July, 1997, 1998.
 Moderated meeting, Washington, D.C., April, 1996.
 Planning with President and Regional Coordinators, 1997.
United Way of America Ethics Committee (consulted re revision of UWA Ethics Code and Program).
Super Regional Group of Travel Companies, White Paper on Ethics in the Travel Agency Industry.
James Kemper Foundation: Internationalizing the Teaching of Business Ethics, with collaboration of faculty at Templeton College, Oxford University.
Rider College, External Reviewer, Department of Business Policy and Environmental Law.
NYNEX: Development of business ethics questions.
Securities Industry Association: Spoke at 1987 annual meeting in Boca Raton.
National Medical Enterprises, Inc.: Professional Ethics.
Citibank: Teaching Ethics.
Expert Witness: Corporate social responsibility, business ethics (various corporate and law firm clients, e.g. *New Jersey v. Great Adventure, Inc.* (Testified concerning social responsibility and safety management)).
University of Tennessee, External Reviewer, Department of Accounting and Business Law.
McGraw-Hill: Consulting Editor, Business Law.

Exxon Foundation: Integration of Ethics and Social Issues Into the MBA Curriculum.
Standard Oil Company of Ohio: Business Ethics and Productivity.
Wharton International Programs: Extra-Territorial Application of U.S. Antitrust Laws.
AT&T: Program Director, Advanced Marketing Management Program, 1980.
National Tire Dealers and Retreaders Association: Distribution Channels.
National Endowment for Humanities; American Philosophical Association: Business Ethics.
Grid Publishing, Inc.: Textbook Publishing in Law (edited 18 books in Law Series).
General Foods Corporation: Social Responsibility and Advertising.
United States Postal Service: Alternative Transportation Modes.
Western Electric: Corporate Education Program.
U.S. Department of Commerce: International Implications of Conglomerate Merger Legislation.

PRESENTATIONS ON TEACHING OF ETHICS / GUEST LECTURES ON ETHICS

Doctoral Seminar, The Darden School, discussion of *Ties that Bind*, 2000, 2003
Society for Business Ethics, annual meeting, Boston, 1997
University of North Carolina, Greensboro, 1995
Charles University, Prague, 1995
University of Tennessee, 1994
Georgetown University, 1994
Indiana State University, 1994
Reitaku University (Japan), 1993
Wake Forest University, 1993
William & Mary, 1993
INSEAD, 1993
Valapraiso University, 1992
Erasmus University, Rotterdam, 1991, 1989
Western Michigan University, 1991
Notre Dame University, 1991
University of Texas, Austin, 1991, 1989
London Business School, 1990
Wayne State University, 1990
University of Florida, 1989
Bocconi University, Milan, 1989
University of Texas, San Antonio, 1989
Harvard Business School, 1988
Georgia State University, 1988
Seton Hall University, 1988
California State University, Long Beach, 1988

PAPERS PRESENTED AND PROGRAM PARTICIPATION (2003-1990 and Select List of 1980's)

"A Ten Year Retrospective of the Uses (and Abuses) of ISCT: What Next? Legal Studies Departmental Research Workshop, The Wharton School, November 20, 2003.

"Business Ethics," University of Minnesota Great Conversations Program, Minneapolis, with Norman E. Bowie, March 2003.

Participant, Mitchell Forum on Business Ethics and the Insurance Industry, Boca Raton, January 2003, Palm Springs, January 2001

“Strategies for Obtaining the Hypergoal of Sustainable Peace,” Conference on Corporate Governance and Sustainable Peace, The William Davidson Institute, University of Michigan Business School and The Aspen Institute, with Timothy Fort, November 2002.

“An Ethical Framework for Auditor Independence,” Transatlantic Business Ethics Conference, Georgetown University, September 2002.

Panelist, Star Trek, Business Law and Business Ethics, “The Prime Directive and Its Implications for Global Business Ethics,” Academy of Legal Studies in Business Annual Meeting, Las Vegas, August 2002.

Respondent, Panel on ISCT and Global Citizenship Standards: An Interactive Search for Improved Theory and Practice, International Association for Business and Society (IABS), Victoria, British Columbia, Canada, June 2002.

“What Role Does Corporate Social Responsibility Play Today?” 7th European Forum Berlin, sponsored by the *Financial Times* and the Herbert Quandt Stiftung, Berlin, Germany, November 2001.

“ISCT: A Pragmatic Use of Social Contracts,” Conference on Institutionalized Sociality, Erasmus University, Rotterdam, The Netherlands, November 2000.

“Encouraging Morality Within Markets: A Paradigm for the 21st Century,” Transatlantic Business Ethics Conference, Budapest University of Economic Sciences, September 2000.

“Getting Serious About Corruption: Using Sullivan-Like Principles to Combat Corruption,” Caux Roundtable, annual meeting, Singapore, with David Hess, September 2000.

“Challenges in Teaching International Business Ethics,” Society for Business Ethics, annual meeting, Toronto, August 2000.

“Getting Serious About Corruption: Using Sullivan-Like Principles to Combat Corruption,” Academy of Management, annual meeting, with David Hess, Toronto, August 2000.

“New Corporate Strategies for Social Accountability: Separating the Good from the Problematic,” Western Michigan University, May 2000.

“The Good, the Bad and the Ugly: New Corporate Strategies for Social Accountability,” University of Michigan, March 2000.

“Corporate Community Investment: Strategies, Legality and Desirability,” University of Texas, December 1999.

Facilitator, Workshop on Corporate Community Investment Programs, International Labour Organization, Geneva, September 1999.

“The Desirability (and Legality) of Direct Corporate Humanitarian Investment,” Academy of Legal Studies in Business Annual Meeting, St. Louis, with David Hess, August 1999.

Panelist, "Addressing Bribery and Corruption in the 21st Century," Academy of Legal Studies in Business Annual Meeting, St. Louis, August 1999.

"Moral Dimensions of Risk Transfer and Reduction Strategies," World Bank Conference on Issues for a Consultative Group for Global Disaster Reduction, Paris, France, with Alan Strudler, June 1999.

"Why Transparency?," Ethica y Transparencia en Marketing y Publicidad, Gerenciar, Salguero Plaza, Buenos Aires, Argentina, April 1999.

"Corporate Governance in Markets with Morality," Hurst Seminar, University of Florida, February 1999.

Panelist, Colloquium on Research Centers, Eighth Annual Meeting of Association for Practical and Professional Ethics, Washington, DC, February 1999.

"Morality in Global Markets," Communitarian Summit, Washington, DC, February 1999.

Panelist, "Private Enterprise and Social Responsibility," Mid-Year Conference for Muskie and Freedom Support Act Fellows, University of Pennsylvania, November 1998.

"The Marketplace of Morality," Master Class, KPMG and Dutch Business Ethics Network, Amsterdam, May 1998.

"The Marketplace of Morality," Hurst Seminar, University of Florida, February 1998.

"The Nature and Limits of an Internal Market of Morality in Organizations," Conference on Social Influence and Ethics in Organizations, Northwestern University, Evanston, January - February 1998.

"Social Transformation and the Marketplace of Morality," International Workshop on Business Organizations and Social Transformation, sponsored by the International Institute for Labour Studies, International Labour Organization, Geneva, September 1997.

Discussant, "Managerial Adaptation in a Transitional Economy: China, Joint symposium sponsored by the International Management and Social Issues in Management Divisions, Academy of Management annual meeting, Boston, August 1997.

Panelist, "AccountAbility, Consumer Rights and Organizational Responsibilities," Workshop on Ethics, Professionalism and the Healthcare Revolution, Center for Bioethics, University of Pennsylvania, Philadelphia, January 1997.

"Ethical Challenges of Managing Across Cultures," European Business Ethics Network, Annual Meeting, Frankfurt, Germany, September 1996.

Panelist, "Concepts and Controversies in Business Ethics and Society," Academy of Management Annual Meeting, Cincinnati, August 1996.

"The Marketplace of Morality," Presidential Address, Society for Business Ethics Annual Meeting, Quebec City, August 1996.

“The Role of Business Ethics and Stakeholder Theory in Dynamic Economic Systems,” Colloquium on Chinese and American Economic Ethics, Chinese Academy of Social Sciences, Institute of Philosophy, Beijing, July - August 1996.

“Business Ethics in America,” Staff Seminar, School of Commerce, Meiji University, Tokyo, Japan, with Thomas Donaldson, July 1996.

“Business Ethics in North America,” International Society for Business, Economics and Ethics, Tokyo, Japan, with Patricia Werhane, July 1996.

“Hypernorms: The Limits of Consent in Integrative Social Contracts Theory,” International Society for Business, Economics and Ethics, Tokyo, Japan, with Thomas Donaldson, July 1996.

“Details, Details, Details,” an invited response to Patricia Werhane's “In Search for a New Model of Employment” at the Baumhart Business Ethics Lectures, Loyola University of Chicago, May 1996.

“A Contractarian Extension of Stakeholder Analysis,” Legal Studies Departmental Workshop, The Wharton School, November 1995

“A Contractarian Extension of Stakeholder Analysis,” University of Maryland, October 1995.

“Does Stakeholder Theory Make Sense in a Global Context?,” International Association of Business and Society, Vienna, Austria, June 1995.

Panelist, “Constructing Responsibility: Knowledge, Ethics and Individual Choice,” Inaugural Symposium, University of Pennsylvania, October 1994.

Panelist, “Communitarianism and Social Contracts,” Academy of Management, Dallas, August 1994.

Discussant, “Perspectives on Ethical Work Climates: Emerging Issues in the Theory and Research,” SASE Meeting, HEC School of Management, Jouy-en-Josas, France, with Thomas Donaldson, July 1994.

Presenter, “Integrative Social Contracts Theory and Business Ethics ,” SASE Meeting, HEC School of Management, Jouy-en-Josas, France, with Thomas Donaldson, July 1994.

Presenter, Research Consortium, Academy of Legal Studies in Business, Dallas, August, 1994; Colorado Springs, August, 1993.

Integrative Social Contracts Theory (*with Thomas Donaldson)
 Georgetown University, April 1994
 Copenhagen Business School, September 1993
 Society for Business Ethics, August 1993*
 University of North Carolina, Chapel Hill, April 1993
 Indiana State University, March 1993
 St. John's Law School, Faculty Workshop, December 1992
 Legal Studies Departmental Workshop, The Wharton School, December 1992

European Business Ethics Network, Paris, October 1992*
 Graduate School of Business, University of Michigan, April 1992
 Association for Practical and Professional Ethics, Indianapolis, March 1992
 Conference on Ethics and the Professions, University of Florida, January 1992*
 Society for the Advancement of Socio-Economics /International Association for Research in
 Economics and Psychology, Stockholm School of Economics, June 1991*
 Dutch Business Ethics Network, Utrech, June 1991*
 Erasmus University, June 1991*
 Notre Dame University, May 1991*
 Midwest Business Law Association & Society for Business Ethics, Chicago, 1991
 Georgetown University, Ethics Workshop, February 1991

“Business Ethics in a Liberalized Economic Environment,” (3 presentations), Kingston, Jamaica, March 1994.

Panelist, “Partiality in Business Ethics,” Society of Business Ethics meeting, Atlanta, GA, with Iwao Taka, Thomas Donaldson, and Johan Wempe, August 1993 .

“Integrating Ethics into the Business Curriculum,” First Annual Conference, Ethics Officer Association, Waltham, MA, October 1993.

Faculty Presenter, Workshop on Internationalizing Business Ethics Courses, Sponsored by Bentley-Tufts Center For International Business Education and Research (CIBER), June 1993.

“Devising a New Social Contract for Russian Business Ethics,” International Conference on Business Ethics in New Russia, Academy of National Economy by the government of Russia, Moscow, June 1993.

“Social Contracts and Social Control: Insights into City-Business Relationships,” Joint meeting of European Business Ethics Network and Association des Cadres dirigeants de l'Industrie pour le Progres Economique et Social (ACADI), on Shaping Cities: The Role and Responsibility of Business, CNIT-La Defense, with William S. Laufer, Paris, October 1992.

“Social Contracts in Economic Life,” with Thomas Donaldson. Joint meeting of European Business Ethics Network and Association des Cadres dirigeants de l'Industrie pour le Progres Economique et Social (ACADI), on Shaping Cities: The Role and Responsibility of Business, CNIT-La Defense, Paris, October 1992.

Comment on Nancy Rourke's “Talking Across Difference: An Experiment in Perspectivism,” International Association for Philosophy of Law and Social Philosophy, (AMINTAPHIL), Allentown, October 1992.

Organized and chaired panels on “Social Contract Theory and Business Ethics,” (Conry, Donaldson, Gauthier, Keeley); and on “Japanese Business Ethics” (Nagayasu, Sasaki, Mochizuki, Taka); Society for Advancement of Socio-Economics, University of California at Irvine, March 1992.

Organized and chaired panel on “Contemporary Japanese Business Ethics in a Global Economy” (Hosaka Nagayasu, Sasaki, Taka); International Perspectives on Business Ethics, the Ninth Bentley Conference on Business Ethics, Waltham, MA, March 1992.

- “Corporate Attorney Whistle-Blowing: In Search of a Proper Norm,” Conference on Ethics and the Professions, University of Florida, with Virginia Maurer, January 1992.
- “Establishing Normative Ethical Standards for Global Business Transactions,” 1991 Tokyo Conference on the Ethics of Business in a Global Economy, The Institute of Moralogy, with collaboration of Reitaku University, September 1991.
- Panelist, “Technology, Longevity, and the Costs of Health Care: A Colloquium,” sponsored as part of the 1990 Bower Awards Ceremonies by the Franklin Memorial Commission, Philadelphia, November 1990.
- “Firm Size and Employees' Attitudes About Ethics: Some Preliminary Empirical Evidence,” presented at the third annual European Business Ethics Conference, Bocconi University, Milan, Italy, with Norm Bowie, Kate Nelson and Diana Robertson, October 1990.
- “Business Ethics and Extant Social Contracts,” Department of Legal Studies Brown Bag Workshop, October 1990.
- “ABLA President's Address, 1990, The State of the Profession,” ABLA National Convention, Toronto, August 1990.
- Faculty/Alumni Panels as part of the University of Pennsylvania's 250th anniversary celebration, one at the Law School on Legal Ethics, and one at the Wharton School on Business Ethics; later repeated by request at the University of Pennsylvania Alumni Leadership Conference held in conjunction with Homecoming, October 1990.
- “The Law and Beyond: Ethical Dimensions of Corporate Compliance,” BEST-NYU Conference on Corporate Compliance, New York City, April 1990.
- “Social Contracts and International Business Ethics,” Council for Ethics in Economics, Columbus, Ohio, March 1990.
- “The Law and Beyond: Legal and Ethical Issues in the Enforcement of Securities Law,” Society for Business Ethics, American Philosophical Association, Atlanta, December 1989.
- “The Role of Ethics in International Business,” International Conference on Asian Economy and Culture, Kashiwa City, Japan. Published in proceedings of conference in both English and Japanese, 1989.
- “To Encourage or Repress? Corporate Policy and Whistle-Blowing,” The Second European Business Ethics Conference, Barcelona, Spain, September 1989.
- “La preoccupatin ethique modifie-t-elle le jeu de la rationalite dans les affaires?,” 1st Symposium International Ethique, Economie et Enterprise, Paris. Published in proceedings of the conference (in French), 1989.
- “Business Ethics and the Skeptical Manager,” Annual Ring Lecture on Business Ethics, University of Florida, February 1989.

“Professional Ethics and Management Decision Making Concerning Environmental Risk,” PARSS (Program for Assessing and Revitalizing the Social Sciences) Seminar, University of Pennsylvania, March 1989.

Speaker: Conference on Ethics in the Workplace, Los Angeles, Ethics Resource Center and University of Southern California, October 1988.

“Corporate Social Responsibility and Animal Welfare,” Conference on Science and Animals: Addressing Contemporary Issues, Scientists Center for Animal Welfare, Washington D.C., June 1988.

Speaker: Conference on Ethical Standards & Practices in the Marketplace, The National Conference of Christians & Jews, Cherry Hill, NJ, April 1988.

“Bringing Ethics into the Classroom: The Challenge of Making Ethics a Relevant, Meaningful Part of the Management Curriculum,” Association of University Programs in Health Administration, Montreal, May 1987.

Panelist, “Teaching Business Ethics: What Next?” American Assembly of Collegiate Schools of Business, New Orleans, April 1987.

“Extraterritorial Application of U.S. Antitrust Laws: An Aggressive Interim Strategy,” Workshop, University of Melbourne, Parkville, Victoria, August 1985.

AWARDS AND HONORS AND COMMUNITY INVOLVEMENT

Distinguished Senior Faculty Award for Excellence, American Business Law Association, 1991.

Faculty Advisor, Beta Gamma Sigma, 1986-1988.

Charter member, Hall of Fame, Huntington High School, Huntington, West Virginia, 1986.

Distinguished Alumni Award, Marshall University, 1984.

Who’s Who in Finance and Industry

Who's Who in the World.

Who's Who in America.

Who's Who in American Law.

Root-Tilden Scholar of Law, New York University, 1963-1966.

Community Lectures: The Madeira School, February, 1999; Princeton Ethical Humanist Fellowship, October, 1994; Trinity Presbyterian Adult Sunday School, various; Penn Faculty-Staff Christian Fellowship, Margaret Roper Forum, April, 1999.

Elder, Trinity Presbyterian Church, Cherry Hill, NJ, 1989-present, Deacon, 1984-87.

CASE AND VIDEO DEVELOPMENT

AUTHORED CASES

Dare Air

Case and Teaching Note, 1997

CaseNet Series, Southwestern Publishing

Nomura II: Japanese Business Ethics

Case and Teaching Note, 1997

CaseNet Series, Southwestern Publishing with David Hess and Iwao Taka

VIDEOS

Wharton Executive Video Series: Business Ethics

Kantola Publications with Diana C. Robertson, 1988

SUPERVISED CASES

The House of Nomura and the Japanese Securities Scandals

Written by Iwao Taka

Case and Teaching Note, 1993

Reprinted in Sethi and Steidlmeier, *Up Against the Corporate Wall*, 6th ed., 1996

Chemical Bank: South Africa Policy

Written by Kevin Distelhorst, Ritson Ferguson, and Michael Moffson

Co-Supervised by Joanne B. Ciulla

Case and Teaching Note, 1987

Campbell Soup Company

Written by S. David Model

Co-Supervised by Paul Tiffany

Case and Teaching Note, 1986

Reprinted in: Boatright, *Cases in Ethics and the Conduct of Business*, Prentice-Hall, 1995

SHORT ETHICS CASES (all from 1980s)

Foreign Assignment

With Diana Robertson

Reprinted in Ronald M. Green, *The Ethical Manager*, Macmillan, 1994; Tom L.

Beauchamp and Norman E. Bowie (eds.), *Ethical Theory and Business*, Englewood

Cliffs, Fourth Edition, Prentice-Hall, Inc., 1993; Thomas Donaldson and Patricia H.

Werhane (eds.), Third Edition; *Ethical Issues in Business: A Philosophical Approach*,

Englewood Cliffs, NJ: Prentice-Hall, Inc., 1993; Thomas Donaldson and Al Gini, *Case*

Studies in Business Ethics, Third Edition, Prentice Hall, Inc.; and Dunfee, Bellace,

Cohen, *Business and Its Legal Environment*, Third Edition, Prentice Hall, Inc., 1992

Classic Container

With Sam Davis

Reprinted in Dunfee, et.al., *Modern Business Law*, Third Edition, McGraw-Hill, 1996,

2nd Ed., 1989

Desperate Air

Reprinted in Dunfee, et.al., *Modern Business Law*, Third Edition, McGraw-Hill, 1996

ABC Steel

Reprinted in Dunfee, et.al., *Modern Business Law*, Third Edition, McGraw-Hill, 1996

False Statements in Business Transactions

Reprinted in Dunfee, et.al., *Modern Business Law*, Third Edition, McGraw-Hill, 1996