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The Wharton School  
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Department of Legal Studies

1996- present: The Mark O. Winkelman Professor of Legal Studies, The Wharton School, University of Pennsylvania.

1990-1996: The John F. Connelly Professor of Business Ethics, School of Business, Georgetown University\*

1988-1989: The C. Stewart Sheppard Professor of Business Administration, Darden Graduate School of Business, The University of Virginia

1984-1988: The Henry J. Wirtenberger Professor of Ethics, Department of Philosophy, Loyola University of Chicago; 1981-84, Assoc. Professor; 1976-1981, Asst. Professor.

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\* Three professorships were held at Georgetown during this period, the third of which was the John Connelly Professorship (from 92-96). Prior to 1992 were the John Carroll Professorship and the John A Largay Scholar positions.

## EDUCATION

Ph.D. University of Kansas (Philosophy), 1976  
 B.S. University of Kansas (Business), 1967  
 United States Naval Academy, Annapolis, MD., 1963-1965

## PUBLICATIONS

### Books:

#### Authored Books:

*Ties that Bind: A Social Contracts Approach to Business Ethics*, with Thomas W. Dunfee (Cambridge, MA: Harvard University Business School Press, 1999).  
 ---[Chinese translation, 2002].

*Business Ethics: Corporate Competitiveness and Ethics Compliance Management Systems*, co-authored with Iwao Taka (Tokyo: Bunshindo Publishing, 1999.) [Language: Japanese]

*The Ethics of International Business* (New York: Oxford University Press, 1989).

*Corporations and Morality*, (Prentice-Hall, 1982). [Korean translation in 1985]

#### Edited Books:

*Ethical Issues in Business: A Philosophical Approach*, co-edited with Patricia Werhane (Englewood Cliffs: Prentice-Hall, first edition-1979; second edition-1983; third edition-1988; fourth edition-1993; fifth edition-1996; sixth edition – 1999; seventh edition, 2002).

*Uncompromising Integrity: Motorola's Global Challenge: 24 Global Case Studies with Commentaries*. Co-edited with Moorthy, RS; Solomon, R; DeGeorge, R.; Ellos, W.; and Textor, R. (Shaumburg, Illinois: Motorola University Press, 1998).

*Ethics in Business and Economics-2 Volume Set*, co-edited with Thomas W. Dunfee, (Aldershot: Ashgate Publishing Ltd., 1997).

*Business as a Humanity*, co-edited with F. Edward Freeman, (New York: Oxford University Press, 1995).

*Case Studies in Business Ethics*, co-edited with Al Gini (Prentice-Hall, first edition-1983; second edition-1988; third edition-1992; fourth edition-1995).

*Issues in Moral Philosophy*, ed. (McGraw-Hill Inc., 1985).

### **Special Editions of Journals:**

Editor for special issue of the *Business Ethics Quarterly* dedicated to stakeholder: *Business Ethics Quarterly*, Vol. 12 , 2, 2002.

### **Articles and Book Chapters:**

“Taking Ethics Seriously: A Mission Now More Possible,” *Academy of Management Review* 2003, Vol. 28, No. 3, 363–366.

“The Practicality Of Pluralism: Redrawing The Simple Picture Of Bipolarism And Compliance In Business Ethics,” (with Johan Wempe), in *Corporate Integrity Challenged*, Sage Publications, forthcoming 2004.

“Dangerous Currents,” *Directors & Boards*, Winter, 2004.

“Integrative Social Contracts Theory,” (with Thomas Dunfee), *Blackwell Encyclopedic Dictionary of Business Ethics*, forthcoming, 2004.

"Avoiding Global Fault Lines: Why Corporate America's Scandal-Fixers Must Look Abroad," co-authored with Mark Rowe, *Ethics Matters*, the online magazine of the Center for Business Ethics, Bentley College (July 2003).

“Morally Privileged Relationships,” [excerpt of “Equim” thought experiment] in *Collected Thought Experiments in Philosophy*, Pearson Longman, forthcoming July, 2004; excerpted from “Morally Privileged Relationships” *The Journal of Value Inquiry* 24: 1-15, 1990.

De-Compacting the Global Compact," in *Learning To Talk: The Early Years of the UN Global Compact*, edited by Malcolm McIntosh, Sandra Waddock and Georg Kell, Foreword by Kofi Annan, Published by Greenleaf Publishing, Sheffield, UK, forthcoming, June 2004. (This same article appeared in 2003 in the *Journal of Corporate Citizenship*.)

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

“De-Compacting The Global Compact” *The Journal Of Corporate Citizenship*. Autumn, 2003, 11:69-72.

“Connecting Enron to Indonesia—and Beyond” in ISBEE Newsletter, International Society of Business, Economics, and Ethics. Vol 1, No. 3, October 2002.

“Preface” to Chinese edition of *Ties That Bind: A Social Contracts Approach to Business Ethics* (See “books” above.). With T. Dunfee, 2002.

“The Stakeholder Revolution And The Clarkson Principles,” *Business Ethics Quarterly*, Vol. 12, 2, 2002, . pp. 107–111.

“Ties that Bind in Business Ethics: Social Contracts and Why They Matter,” forthcoming in the *Journal of Banking and Finance*. In Special Issue: “Managing Ethical risk: How Investing in Ethics Adds Value,” with T. Dunfee.

"Untangling the Corruption Knot: Global Bribery Viewed Through The Lens Of Integrative Social Contract Theory " with Dunfee, T. W. in N. Bowie (Ed.), *Guide to Business Ethics*: Blackwell, 2002.

"Negotiated Integrity: The Social Contracts Of Business," with Thomas W. Dunfee, in *The Ethics of Contract and Other Promises*, ed. Robin Lovin, forthcoming.

"Ethics In Cyberspace: Have We Seen This Movie Before?" (2001). *Business & Society* **106**(4): 273–291.

“Tightening the Ties That Bind--defending a contractarian approach to business ethics.” Book review dialogue with Dunfee, T. W. 2000. : *American Business Law Journal*, 37(3): 579-585.

"The Business Ethics of Bioethics Consulting" *Hastings Center Report*, 31(2): 12-14.

“The Ethical Wealth of Nations.” *Journal Of Business Ethics* **31** (1):25-36, May 2001.

"Précis for: Ties That Bind"; with Thomas W. Dunfee; *Business and Society Review*, New York; Winter 2000; Vol. 105, Iss. 4; pg. 436, 8 pgs.

“Securing the Ties that Bind: A response to commentators”; with Thomas W. Dunfee; *Business and Society Review*, New York; Winter 2000; Vol. 105, Iss. 4; pg. 480, 13 pgs.

“Can Global Companies Conform to Code?” (2000) *Human Rights Dialogue*.

"Adding Corporate Ethics To The Bottom Line," *Financial Times*, November 9, 2000, Financial Times Mastering Management Series: , 6-7. London.

“Business Ethics,” (2000), Grolier *Encyclopedia* and *Encyclopedia Americana*

"The Corporate Ethics Boom: Significant, or Just for Show?" *Future Magazine*, March, 2001.

“A Brief Critique of Henk van Luijk’s Concept of Participatory Ethics,” with Thomas W. Dunfee, in *Drieluijk: Godsdienst-Samenleving-Bedrijfsethiek Liber Amicorum voor Henk van Luijk*, and. Eds. Kimman, Schilder, and Jacobs. (Thela-Thesis, Amsterdam, Netherlands: 2000)

“Are Business Mangers "Professionals?" *Business Ethics Quarterly*. 2000, 10: 1; pp. 83-93.

Stakeholder management and organizational wealth"; with Lee E Preston; *The Academy of Management Review*, 1999; Vol. 24, Iss. 4; pg. 619.

“When Ethics Travel: The Promise and Peril of Global Business Ethics,” with Thomas W. Dunfee, *California Management Review*, Vol. 41, No. 4, Summer, 1999:45-63.

“Values in Tension: Ethics Away from Home” in *Managing in the New Economy*. J. Magretta, (Cambridge, MA.: Harvard Business Review, 1999).

“Making Stakeholder Theory Whole,” *Academy of Management Review*, Vol. 24, No. 2, April, 1999: 237-241.

“Social Contract Approaches to Business Ethics: Bridging the "Is-Ought" Gap" with T. W. Dunfee *A Companion to Business Ethics*. ed. Robert E. Frederick. (London: Blackwell, 1999) Pp: 38-64.

"Morally Informed Iconoclasm: A Response to Ferguson’s "Post Modernism, Feminism, and Organizational Ethics," in *Women's Studies and Business Ethics: Toward a New Conversation*. Andrea L. Larson and R. Edward Freeman, eds. New York: Oxford University Press, 1997

"The Perils of Global Corporate Largess: A Reply to Professor Jackson," in *Ethics in Business*, ed. Michael Boylan (Harcourt Brace & Co, forthcoming).

"International Business Ethics" *The Blackwell Encyclopedic Dictionary of Business Ethics*. P. H. Werhane and R. E. Freeman, eds. Oxford, Blackwell Business, 1997: 346-348.

"Transnational Corporations," *The Blackwell Encyclopedic Dictionary of Business Ethics*. P. H. Werhane and R. E. Freeman, eds. Oxford, Blackwell Business, 1997: 632-633.

“International Business Ethics,” in *The Concise Blackwell Encyclopedia of Management*, ed. Cary L. Cooper and Chris Argyris (Oxford: Blackwell Publishers, 1998) Pp. 314-315.

“Values in Tension: Ethics away from Home,” *Harvard Business Review*, (September-October, 1996). Also appearing in *Managing in the New Economy* ed. J. Magretta, (Harvard Business Review, MA: 1999)

“The Business Ethics of Social and Organizational Processes,” in *Codes of Conduct: Behavioral Research & Business Ethics*,” edited by David M. Messick and Ann E. Tenbrunsel, Russell Sage

Press, 1996: 187-196.

"Dialogue: Reply to Jacobs and Getz," *Academy of Management Review* (October 1995) co-authored with Lee Preston: pp. 795-796.

"Contractarian Business Ethics: Current Status and Next Steps," *Business Ethics Quarterly*, co-authored with Thomas W. Dunfee, 5:2, 1995: pp. 173-186.

"International Communitarianism and Economic Life," in *Moral Education*, Volume 4 (1995): 71-84.

"International Deontology Defended," *Ethics and International Affairs*, 9, 1995: 147-155.

"The Stakeholder Theory of the Corporation: Concepts, Evidence, Implications," *Academy of Management Review* (January, 1995) co-authored with Lee Preston: 65-91.

"Integrative Social Contracts Theory: A Communitarian Conception of Economic Ethics." co-authored with Thomas W. Dunfee, 11:1 (Spring, 1995) in *Economics and Philosophy*, pp. 85-112.

"The Perils of Multinationals' Largess," *Business Ethics Quarterly* 4:3, July, 1994. Pp. 367-371.

"Toward a Unified Conception of Business Ethics: Integrative Social Contracts Theory," *Academy of Management Review*, co-authored with Thomas W. Dunfee, (April 1994) 19:2, 252-284.

"The Property Rights Justification for Stakeholder Theory," *Business and Society* 1994, co-authored with Lee Preston 33: 105-108.

"When Integration Fails: The Logic of Prescription and Description in Business Ethics," *Business Ethics Quarterly* 4, 1994: 157-169.

"Multinational Enterprises," (Multinationale Unternehmen), *Lexikon der Wirtschaftsethik*, edited by Georges Enderle, Karl Homann, Martin Honecker, Walter Kerber, and Horst Steinmann Freiburg: Verlag Herder, 1993, pp. 731-742.

"Fundamental Rights and Multinational Duties," in *Ethical Theory and Business*, 4th Edition, ed. Tom Beauchamp and Norman Bowie (Prentice-Hall, Inc., 1993), pp. 532-542.

"The Language of International Corporate Ethics," *Business Ethics Quarterly*, 1992, pp. 271-282. Also in *Business Ethics: Japan and The Global Economy*, ed. Thomas Dunfee and Yukimasa Nagayasu, Kluwer Academic Press, Dordrecht, The Netherlands: 1993, pp. 115-132.

"Kant's Global Rationalism," in *Traditions of International Ethics* (Cambridge Studies in

International Relations: 17), ed. Terry Nardin and David R. Mapel (Cambridge: Cambridge University Press, 1992), pp. 136-157.

"The Ethics of Conditionality in International Debt," in *Millennium: Journal of International Studies* Vol. 20, 2 (Summer, 1991), pp. 155-169.

"The Circumstances of Justice," for the *Garland Encyclopedia of Ethics*, (New York: Garland Publishing Co, 1992), edited by Lawrence C. Becker, Volume I, pp. 653-655.

"Just Business Abroad," in *The Responsive Community*, 4 (Fall, 1991), pp. 48-56.

"Rights in the Global Market," in *Business Ethics: The State of the Art* ed. Edward Freeman (Oxford University Press, 1991), pp. 139-162.

"Social Contracts and Corporations: A Reply to Hodapp," *Journal of Business Ethics* 9 (February, 1990) pp. 133-139.

"Morally Privileged Relationships," *The Journal of Value Inquiry*, 24 (Spring, 1990): 1-15. Also in *Kindred Matters*. Edited by Diana Tietjens Meyers, Kenneth Kipnis, Cornelius F. Murphy, Jr. Ithaca, NY: Cornell University Press, 1993, pp. 21-40.

"Moral Minimums for Multinationals," *Ethics and International Affairs*, 3 (1989): pp. 163-182. This article also appears in *Business Ethics: Readings and Cases in Corporate Morality*, by W. Michael Hoffman, (McGraw-Hill), and in *International Affairs: A Reader-Second Edition* ed. Joel H. Rosenthal (Washington, D.C.: Georgetown University Press, 1999) pp. 455-480

"Corporate Takeovers: The Moral Backdrop," in *Mergers, Takeovers and Corporate Restructuring*, eds. W. Michael Hoffman, Robert E. Frederick, and Edward Petty, Jr. (Westport, Conn.: Quorum Press, 1989), pp. 1-13.

"The Ethics of Risk in the Global Economy," *Business and Professional Ethics Journal*, Volume 5, No. 3 Albert Flores (London: University Press of America, 1989), pp. 39-56.

"Disinvestment," *Public Affairs Quarterly*, Volume 2, 2, (April, 1988): 37-56.

"Fact, Fiction, and the Social Contract: A Reply to Kultgen," *Business and Professional Ethics Journal*, Vol. 4, (1988), pp. 31-49. Also in *Ethics and Risk Management in Engineering*, ed. V. No. 1, 1987, pp. 40-47.

"Non-Strategic Nuclear Thinking," *Ethics* 97 (April, 1987): 638-653.

"Personalizing Corporate Ontology" in *Shame, Responsibility, and the Corporation*, edited by Hugh Curtler (New York: Haven Publishing, Inc., 1986), pp. 99-113.

"Multinational Decision-Making: Reconciling International Norms" in *Ethics and International Affairs: The Fulbright Papers*, edited by Antony Ellis (England: Manchester University Press, 1986), pp. 127-141. The same paper appeared in the United States in *The Journal of Business Ethics*. (1985) Vol. 4. No. 4., p. 354-367, and has been reprinted in anthologies, e.g., Milton Snoeyenbos et al., ed., *Business Ethics* (Buffalo, NY: Prometheus Books, 1992), pp. 518-530.

"Nuclear Deterrence and Self-Defense," *Ethics* 95 (April, 1985): 537-549. The same paper appeared in *Nuclear Deterrence: Ethics and Strategy*, edited by R. Hardin, J. Mearsheimer, G. Dworkin, and R. Goodin (University of Chicago Press, 1985).

"Trading Justice for Bread: A Reply to Professor Nickel," in *Economic Justice: Private Rights and Public Interests*, ed. Kenneth Kipnis and Diana T. Meyers (Rowman and Allanheld, 1985): 226-229.

"Deriving Employee Rights from the Right to Behave Responsibly," in *Beyond Whistleblowing: Defining Engineers' Responsibilities*, ed., Vivian Weil, (Chicago: IIT-Center for the Study of Ethics in the Professions, 1984), .pp 33-40.

"A Response to James M. Gustafson," *Criterion*, Vol 23, No 2 (Spring 1984):1-13. (A special issue on the Bishops' Letter on War and Peace).

"What Justice Demands," *Review of Social Economy* Vol. XL (December, 1982), No. 3.

"Accountability and the Bureaucratization of the Corporation," in *Profits and Professions: Essays in Business and Professional Ethics*, ed. J. Ellin, M. Pritchard, and W. Robison, (Clifton,N.J.: Humana Press, Inc., 1982), .pp 215-225.

"What is Business in America?" *Journal of Business Ethics* (1982),.pp 259-266.

"Moral Agency and Corporations," *Philosophy in Context*, Vol. 10 (Fall, 1980), pp. 54-70.

"Moral Change and the Corporation," *Proceedings of the Second Annual Conference on Business Ethics* (Waltham, Mass: Bentley, 1979), .pp 83-91.

"A Mistake in Anscombe's Account of Voluntary Action," *The Journal of Value Inquiry*, Vol. XII, (1978), .pp 317-320.

"Psychoanalysis and the Practical Inference Model," *Philosophy Research Archives*, (1978), .pp 1-23.

"Acquired Skills: Knowing How at an Intuitive Level," *Eros*, Vol. 5, (1977).

"Connecting Nature and Freedom in Kant's *Third Critique*," *Auslegung*, Vol. II, .pp 98-107, (1975).

## Other Articles:

"Global Business Must Mind its Morals," *New York Times*, Sunday, February 13, 1994. Page F-11. (An article in the "Viewpoints" section of the Sunday *Times* Business section.)

"Ethics in Business: A New Look," in *Corporate Ethics* ed. Theophane A. Mathias (New Delhi, India: Allied Publishers Limited, 1994), pp. 9-23.

"The Ethics of Conditionality in International Debt," in *Ethical Theory and Business*, 4th Edition, ed. Tom Beauchamp and Norman Bowie (Prentice-Hall, Inc., 1993), pp. 630-638.

"When in Rome, Do ... What?: International Business and Cultural Relativism" in *Ethics of Business in a Global Economy*, (Dordrecht, The Netherlands: Kluwer Press, 1993), p. 67-78. Also appears in *Qualeimpresa*, September 1992, as "Quando ?via a Roma? spesso non sai pi? come comportarti", pp. 14-22.

"International Principles of Business Ethics: Opportunities and Limits." Edited by Lucy V. Katz, J.D., *The Fairfield Business Review*, Fairfield University School of Business, Fairfield, CT: 1993, pp. 18-23. Also published in *Proceedings of the Conference on Corporate Visions and Values: The Contribution of the Humanities to the Understanding of Corporate Codes of Ethics*. (Connecticut Humanities Council, 1992).

"Individual Rights and Multinational Corporate Responsibilities," *National Forum*, (Winter, 1992) 72: 7-10. The same article appears as "Can Multinationals Stage a Universal Morality Play," *Business and Society Review* (20th Anniversary Issue), (Spring, 1992) 81: 51-56.

"Ethics in Japanese and U.S. Financial Markets," in the *Shinkoso Forum* (published in Japanese), 4, (1991), pp 6-9.

"De sociaal contract benadering binnen de bedrijfsethiek," coauthored with Thomas Dunfee (translated from English into Dutch) in *Dilemma* 4 (1991), pp. 4-6.

"Multinational Corporate Ethics: Rights and Norms," in *Scaling the Corporate Wall: Readings in Social Issues of the Nineties*, ed. S. Prakash Sethi, Paul Steidlmeier, and Cecilia M. Falbe, (Prentice-Hall, 1991), pp. 328-343.

"Business Ethics: The Maturation of a Fad," in *Social Responsibility*, edited by Louis W. Hodges (Lexington, VA.: Washington and Lee University, 1989), pp. 16-24.

"Insider Trading's Widespread Harm," editorial in the *Chicago Tribune*, February 20, 1987.

"The Ethics of Global Risk" *Technology and Society: Special Issue on The Value Dimensions of Controlling Hazardous Technology* Vol. 5, No. 2 (June 1986); also appears in *Social, Ethical,*

*and Policy Implications of Engineering: Selected Readings*, ed. Herkert, Joe (IEEE Press, 1999).

"Tangled Accountability," *SIM Newsletter* (1986); (The Newsletter for the Social Issues Division of the Academy of Management.)

"A Conversation with Thomas Donaldson," *U. S. News and World Report* (September, 1982), p. 31.

" Logic," editorial in the *Chicago Tribune* (August, 1982).

"Ethics and the Business Schools: A Proposal," *The National Forum*, (Summer, 1978), pp 11-15.

## PUBLIC PAPERS

### **Selected Invited Addresses or Reviewed Papers Presented at Academic Gatherings (From 1992 to 2003)**

World Economic Forum in Davos, Switzerland, January, 2003: "What is missing in the business school curriculum."

"De-Compacting The Global Compact," Presented at a plenary session of the Academy Of Management Meeting, , Denver, Co., August, 2002.

"Ethics Programs: What Works in Public and Private Organizations?" IV Congreso Latinoamericano de Ethca, Negocios y Economia: La Ethica in the gesstion publica y privada: fortalezas y debilidades, Buenos Aires, Argentina, 27 July, 2001.

"Ethics in Cyberspace," the 2000 Verizon Distinguished Lecture, Bentley College, February 5, 2001.

The Freeman Distinguished Lecture for 2002, Tulane University. "The Ethical Wealth of Nations," delivered at Tulane University, March 14, 2002.

"Ethics and E-Commerce," Plenary address for the Conference Board's "2001 Business Ethics Conference: The Ethically Effective Organization," Plaza Hotel, New York, May 3-4, 2001.

"The Conceptual Glue of Corporate Stakeholder Theory: the Kantian Logic of "As If,"" invited presentation to the Kansas University Faculty Seminar on Global Policy, November 1, 2001, Lawrence, Ks. .

Two formal academic presentations given at the APPE (Association for Practical and Professional Ethics), Cincinnati, OH, February, 2002. "The Business Ethics of Bioethics Consulting," and "The Global Context of Business."

"Ethics and the Internet," presented to faculty at Georgetown University, April 6, 2001.

“Ethics and E-Commerce,” Plenary address for “The 2001 Business Ethics Conference: The Ethically Effective Organization,” Plaza Hotel, New York, May 3-4, 2001.

“Business Ethics as a Discipline,” September 16, 2000, at the Transatlantic Business Ethics Summit Conference, Budapest, Hungary, sponsored by the Budapest University of Economic Sciences.

“Ethics and e-commerce,” Meeting of the Fast 500 (Heads of the fastest growing 500 companies in the US), Amelia Island Ritz-Carlton Florida, Thursday - May 11, 2000. Organized by Deloitte & Touche.

“The Ethical Wealth of Nations,” ISBEE (International Society for Business, Economics, and Ethics), Sao Paulo, Brazil, July 23, 2000.

“Ethics in Cyberspace,” the 2000 Verizon Distinguished Lecture, Bentley College, February 5, 2001.

“Ethics and the internet,” presented to faculty at Georgetown University, April 6, 2001.

“Capitalism in the 21<sup>st</sup> Century: Can Companies Afford to Be Ethical?” Event sponsored and organized by *The Economist* magazine, Munich, Germany, March 20, 2000.

“The Ethical Wealth of Nations,” Speaker for the Zicklin Series, The Wharton School, January 28, 2000.

"The Ethical Advantage Of Nations," Conference, "Corruption: Ethical Challenge to Globalization," Georgetown University, November 5, 1999.

"Stakeholders & the New Social Contract," Plenary address to the 12th Annual Conference of the European Business Ethics Network, Amsterdam, The Netherlands, September 4, 1999.

“Staking a Claim to Intellectual Property,” with Alan Singer and Jerry Calton, presented at the International Association for Business and Society Annual Meeting, Paris, France, June 26, 1999

“Making Stakeholder Theory Whole,” an invited presentation to faculty members at the University of Washington School of Business, University of Washington, Seattle, WA, April 23, 1999.

"Can Integrity Travel? Ethics in Global Business." Keynote address at Integrity Week Speakers Series, Duke University, Durham, N.C. March 22, 1999. Sponsored by the Duke University Honors Council.

"Corporate Wrongs. . . and Rights" Keynote address at conference on "Corruption and Human Rights" 3/5/99, Rutgers University, Newark Campus, Robeson Hall.

“The Economic, Financial, And Social Consequences Of The Asian Crisis,” and “The Asian Financial Crisis: What are the Lessons?” at International Studies in the Era of globalization: States, Markets, and Values, held May 23-26, 1998, in Bangi, Malaysia.

“The Implications of Stakeholder Theory for Global Management,” invited presentation to faculty at Erasmus University, Rotterdam, The Netherlands, June 10, 1997.

“Business Ethics,” invited presentation at Fundacao Getulio Vargas Escola de Administracao de Empresas de Sao Paulo, Sao Paulo, Brazil, May 22, 1997.

“Making Every Value Count,” The Ninth G. Albert Shoemaker Lecture in Business Ethics, The Smeal College of Business Administration, Penn State University, April 8, 1997.

“Economic Dimensions of Rights in East Asia,” Harvard East Asian Human Rights Conference, December 6, 1996, Harvard University.

"Integrative Social Contracts Theory: Why Social Contracts Matter" with Thomas W. Dunfee in the session entitled “Concepts and Controversies in Business Ethics and Society,” at the Academy of Management Meeting, Cincinnati, Ohio, August 12, 1996.

“The Empirical And Normative Together At Last" at the Academy of Management Meeting, Cincinnati, Ohio, August 12, 1996.

“Hypernorms without Lists,” Annual Meeting of the Society for Business Ethics, August 9, 1996, Quebec City, Quebec, Canada.

"Hypernorms: The Limits of Consent in ISCT," with Thomas W. Dunfee at the International Society for Ethics, Economics, and Business (ISBEE) meeting, Tokyo, Japan, July 26, 1996.

“Business Ethics in America,” with Thomas W. Dunfee at Mieji University, Tokyo, Japan, July 29, 1996.

“Values Away from Home,” The 1996 Kenneth Robinson Lecture, Hong Kong University, January 8, 1996.

“Integrated Social Contracts Theory,” a presentation to interdisciplinary Ph.D. students at the Ethics and Economics Ph.D. Seminar, University of Virginia, October 30, 1995.

“Social Contracts in International Business,” The 1995 Pamplin Lecture: Keynote Address, Virginia Polytechnic Institute and State University, October 10, 1995.

“Values in Tension: Business Ethics away from Home,” Plenary presentation for The Eleventh Annual Faith, Reason and World Affairs Symposium, Concordia College, Moorhead, Minnesota, September 20, 1995.

“Going Global with Business Ethics,” at the IABS Annual Meeting, Vienna, Austria, June 29, 1995.

“European and U.S. Trends in Economic Ethics,” invited paper given in Vienna, Austria, June 27, 1995, at the Vienna Republican Club.

“A Hypernorm for Global Business: The Principle of Economic Civility,” a paper presented at Brigham Young University, March 31, 1995.

“Duties of Economic Civility,” invited presentation at the Leonard Stern School of Business, International Business Seminar Series, March 2, 1995.

“Global Business Ethics,” invited lecture at Harvard University under the auspices of the Program in Ethics and the Professions Lecture, Feb 10, 1995.

“Making Every Value Count,” The 1995 John Aram Distinguished Lecture, Gonzaga University, Spokane, Washington, November 10, 1994.

"New Directions in Social Contract Theory," at the Academy of Management Meeting, Dallas, Texas, August 15, 1994.

"The Stakeholder Model of the Corporation," a presentation at the Academy of Management Meeting, Dallas, Texas, August 15, 1994.

"International-business political behavior: Absolute and Relative Views of its Legitimacy," presentation at the Academy of Management Meeting, Dallas, Texas, August 15, 1994.

Led workshop on Social Contract Theory in Business Ethics, for members of the Academy of Legal Studies, Dallas, Texas, August 14, 1994.

"Richard DeGeorge and *Competing with Integrity in International Business*," presentation to the Society of Business Ethics at the Society of Business Ethics Meeting, Fairmont Hotel, Dallas, Texas, August 13, 1994

"Moral Free Space and Professional Ethics," plenary presentation to members of The Academy of Legal Studies, Dallas, Texas, August 13, 1994.

"International Business Ethics," breakfast presentation for The Academy of Legal Studies, Dallas, Texas, August 13, 1994.

"Business Ethics in the Social Sciences," a rapporteur's presentation at the Northwestern University Kellogg School's Conference on Business Ethics in the Social Sciences, Allan Center, Northwestern University, July 30, 1994.

"Integrative Social Contract Theory: Challenges for Hypernorms," presented with Thomas W. Dunfee at the Society of the Advancement of Socio-economics, Paris, France, July 16, 1994.

Commentator on a paper presented by Linda Trevino at the SASE meeting, Paris, France, July 16, 1994.

"Science and Values in Economic Ethics," presentation at the Science and Values seminar, June 6, 1994.

"International Business Ethics," series of presentations presented at Iona College in New York, May 9 - 10, 1994.

"Dealing with Ethics Overseas," presented at the annual Conference Board Meeting on Business Ethics, New York City Grand Hyatt Hotel, May 5, 1994.

"The Social Contracts of International Business," presented at the Notre Dame University Conference, "The Good Corporation," April 13, 1994.

"What Ph.D. Candidates Can Hope for in Business Ethics," a presentation to Ph.D. candidates from universities in the United States, presented March 19, 1994, at the IABS meeting Hilton Head Island, South Carolina.

"The Merits of Meritocracy," A debate between myself and Professor Tom Jones, arranged by the IABS Executive Committee, March 18, 1994, at Hilton Head Island.

"What Does International Business Ethics Mean?" invited presentation at the International Association for Business and Society, March 18, 1994, at Hilton Head Island, South Carolina.

"International Business Ethics: Why We Need A Communitarian Approach," paper presented at the conference, "Individuals and Society: The Community-Based Ethics Formation Reconsidered," Tokyo, Japan, November 9, 1994. Conference sponsored by the Carnegie Council on Ethics and International Affairs.

"Ethics in Global Economics," presentation at INSEAD, Paris, France, to members of the Advanced Management Program on November 26, 1993.

"Ethics Beyond National Boundaries," presentation given at the Dartmouth Institute, The Tuck School, Dartmouth College, October 8, 1993.

"Designing Corporate Ethics Programs," European Business Ethics Network Sixth Annual Conference, Oslo, Norway, September, 1993.

Social Contract-Social Contracts: Moral Free Space in Business Ethics," presented with Thomas

W. Dunfee at the Annual Meeting of the Society for Business Ethics, Atlanta, Georgia, August, 1993.

"Response to "The Origin, Creation, and Implementation of International Public Policy," presented at the Annual Meeting of the Academy of Management, Atlanta, Georgia, August, 1993.

"When in Rome...Do What? International Business and Cultural Relativism," The Graduate Advisory Board, Georgetown University, 1993.

"Values as Background Market Conditions," presented at the Business Ethics Conference in New Russia, Moscow, Russia, June, 1993.

"Methodology and Applied Ethics," presented at The National Endowment for the Humanities Summer Session on Applied Ethics, Marquette University, Milwaukee, Wisconsin, June, 1993.

"Relativism and International Business Ethics" presented at the CIBER seminar on International Ethics, Bentley College, Waltham, Massachusetts, June, 1993.

"The Stakeholder Theory of the Corporation: Concepts, Evidence, Implications," given at the conference on Emerging Stakeholder Theory, Toronto, Canada, May, 1993.

"Applying Ethical Concepts to Cases," at the Conference on Professional and Applied Ethics, University of Maryland, March, 1993.

"Integrative Social Contracts Theory," at the annual meeting of the International Association of Business and Society, San Diego, CA, March, 1993.

"Virtue and a Global Economy: Cultural Diversity and Moral Universals," at the annual meeting for the Society For The Advancement of Socio-Economics, The New School for Social Research, New York City, March, 1993.

"The Pitfalls of Corporate Patriotism," at Rosemont College, Bryn Mawr, PA, at the Conference on Global Responsibility to America in a Global Market, Feb. 1993.

"Social Contracts in Economic Life," presented with Thomas W. Dunfee at the Annual Conference of EBEN, Paris, France, October 15, 1992.

"The Values Wheel of International Business Ethics," an invited presentation to participants in the Dartmouth Institute, September 25, 1992, Dartmouth College, Hanover."

"When Integration Fails: The Logic of Prescription and Description in Business Ethics," presented at the Annual Meeting of the Academy of Management, Las Vegas, Nevada, August 11, 1992.

"The Methodology of Social Contract," presented at the annual meeting of the Society for the Advancement of Socio-Economics, University of California at Irvine, March 29, 1992.

"When in Rome...Do What?," plenary address to the International Conference on Ethics and Economics, Columbus, Ohio, March 25th, 1992, sponsored by the Council for Ethics in Economics.

"Social Contracts and Economic Rationality," invited paper to faculty and graduate students at Pittsburgh University, Graduate School of Business, March 11, 1992.

"The Economic Roots of Business Ethics," Keynote Address to the First Indian Conference on Ethics and Business, XLRI, Jamshedpur, India, February 27, 1992.

"International Business Ethics," Plenary session presentation to faculty and students at INSEAD School of Business, Fontainbleu, France, February 7, 1992.

"Social Contracts in Economic Life," paper read at the National Conference on Ethics and the Professions, University of Florida, Gainesville, FLA., Jan 31, 1992.

"Can Government Control Business Behavior and Ethics?" presentation to Congressional staff members, Cannon House Office Building, January 23, 1992.

### **Selected Presentations To General Audiences Or Media Appearances:**

From Sept, 2001 – March, 2002: Appearances on national television and in national media: The NBC Nightly News with Tom Brokaw (3 times); The "Today Show" (2 times); CNBC (4 times); Interviewed and quoted in New York Times (3 times); The Washington Post; Business Week; "All Things Considered" National Public Radio, and others.

"When Lawyers Make It Worse—Lessons From the Tobacco Industry," at the 6<sup>th</sup> Annual Ethics Officers Association Meeting, New Orleans, October 21-23, 1998.

"Managing Ethics," presentation to the Chairman and officers of Texaco, Texaco Corporate Headquarters, April, 1998.

"Keeping current: Update on International Issues," presented at the Conference Board's Annual Business Ethics Conference, New York City, May 19, 1998.

"Business Ethics and Reputation Management within organizations dealing with contradicting societal expectations," invited presentation to executives of Shell Oil Company, Erasmus University, Rotterdam, The Netherlands, June 9, 1997.

"When Ethics Travel: The Promise and Peril of Global Business Ethics", April 10, 1997, Presentation to the Chairman and officers of Johnson & Johnson Company, New Brunswick, New Jersey.

"Making Ethics Work," Presentation to the Chairman and officers of the Walt Disney Company, September, 1996, Aspen, Colorado.

"Challenges in Developing and Living Corporate Values," a presentation to members of the New York Human Resources Planners, Millennium Broadway Hotel, New York City, New York, January 25, 1996.

"Ethics, Derivatives, and Corporate Culture," a presentation to managing directors for derivatives at Bankers Trust, Inc., New York City, October 26, 1995.

"Hard Choices Abroad," invited address to the National Trades Council, Newark, N.J., September, 1995.

"Globalization and The Ethics Officer," Presentation at the Ethics Officer Association: Fourth Sponsoring Partner Forum, April 20, Chicago, Ill. 1995.

"Going Global with Ethics," Presentation at the Society for Human Resource Management Annual Meeting, Boston, MA., April, 1995.

"Looking Ahead to the Twenty-first Century: The Ethical Lessons of Barings PLC," a speech sponsored by Forbes Magazine at the Plaza Hotel, New York City, March 9, 1995, on the occasion of the Forbes-ABEA Awards Presentation for Ethics in Business.

"Global Business Ethics," Plenary Presentation at the annual meeting of the Ethics Officers Association, Dallas, TX., November 3, 1994.

Host for "Our Common Bond," a video tape produced by AT&T in which Robert Allen, Chairman of AT&T and eleven AT&T employees discuss values and management. September 16, 1992.

"Global Business Ethics," presentation at the Dartmouth Institute, Dartmouth College, September 25.

"Individual Rights and Multinational Corporate Responsibilities," presented at the annual meeting of officers of the Phi Kappa Phi Society, August 7, 1992, Charlotte, North Carolina.

"Ethics on the Job," a presentation to C.E.O.s and C.F.O.s of hospitals in the National Medical Enterprises Corporation (NME), May 7, 1992, Colorado Springs, Colorado.

"Values Centered Management," a four hour presentation and workshop for Robert Allen,

Chairman, AT&T, and the fifty top officers of AT&T. May 26, 1992.

"Required Behavior," Host for a 45 minute video presentation on the new Federal Corporate Sentencing Guidelines. The tape is available for corporate audiences and was produced by B.E.S.T. Filmed May-July, 1992.

"Beyond the Law's Reach," presentation to business executives and university faculty members in the Baltimore area, Jan 13, 1992.

"Ethics in Hospital Management," for the CTNA Television Network, May 29, 1991.

Host for a one-hour, nationally televised PBS special, "BUSINESS ETHICS," that aired in November of 1991.

"Are There Business Ethics?" for The Monitor Television Network, Friday, June 7, 1991.

"Business Ethics in the United States," for World Net Television Network (broadcast to Europe and elsewhere), November, 1991.

### **EDITORIAL AND PROFESSIONAL POSITIONS**

Associate Editor, *Academy of Management Review* (July, 2002 -)

Academic Director, Executive Development Program, The Wharton School, University of Pennsylvania. 1998-

Member, Editorial Board, *Academy of Management Review* (1996-2002)

Member, Editorial Board, *Reason in Practice*

Member, Editorial Board, *Business and Society*

Member, Editorial Board, *Studies in Economic Ethics and Philosophy* (2004-)

Member, Editorial Board, *Business Ethics Quarterly*

Member, Editorial Board, *Ethique des Affaires*

Member, Editorial Board, Jing ji lun li jian jiu cong shu (Ethical Economy. Studies in the Ethics, Culture, and Philosophy of the Economy. A Book Series in the Chinese Language).

Member, Committee on Toward Improved International Labor Standards: Data, Monitoring, and Compliance, National Academy of Sciences (2002-2003 )

Member, Executive Committee, International Society for Economics, Business and Ethics, 1993-2001.

Trustee, Carnegie Council on Ethics and International Affairs

Senior Fellow, The Olsson Center for Ethics, The Darden School, University of Virginia.

Member, International Program Committee, Society for the Advancement of Socio-Economics; 1991-92.

President, Society for Business Ethics, 1985-86; 1984-85 and 1981-1982. Officer, Society of Business Ethics, 1983-86. (Chairman of the Organizing Committee, Society for Business Ethics, 1978-1980).

Member, Advisory Board for the Center for Bioethics, University of Pennsylvania Health System, 1996--.

### **SELECTED AWARDS**

Freeman Distinguished Lecturer, 2002, Tulane University.

David W. Hauck Award for Outstanding Teaching, 2002, Wharton School.

The MBA "Above and Beyond the Call of Duty" Award. 2002.

Award for Outstanding Book of 1998, SIM Division of the Academy of Management (Given for *Ethics in International Business*, Oxford University Press).

Wharton Outstanding Teacher of the Year award, 1998 (The Class of 1984 MBA Teaching Award).

Wharton Excellence in Teaching Award, 1998, 1999, and 2001.

Wharton Miller-Sherrerd MBA Core Teaching Award, Wharton, 1997, 1998, 1999, 2000, and 2001.

Wharton (Undergraduate) Outstanding Teaching Award, 1999 and 2001.

Wharton Core Cohort Teaching Award, Wharton, 1996, 1997, 1998, 1999, 2000, and 2001.

The Marc and Sheri Rapaport Undergraduate Core Teaching Award (2001)

Outstanding Teacher of the Year, 1991, Georgetown University Graduate School of Business.

Distinguished Researcher of the Year, Georgetown University School of Business, 1995.

The Distinguished Giblin Fellow, New York University Stern School of Business, 1995.

The Kenneth Robinson Fellow, Hong Kong University, 1995.

The John Aram Distinguished Lecturer, Gonzaga University, 1994.

Distinguished Lecturer in Business Ethics, 1993, Emory University.