

# MATTHEW T. CAULFIELD

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Ph.D. Student, Platt Fellow in Business Ethics  
Legal Studies & Business Ethics Department  
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## EDUCATION

**Candidate for Ph.D. Ethics & Legal Studies (ABD)**, Legal Studies and Business Ethics Dept.  
Wharton School, University of Pennsylvania, Expected Spring 2020

Dissertation: *None of Your Business Ethics: A Defense of Secrecy in Business*  
Committee: Alan Strudler (Advisor), Thomas Donaldson (Chair), Daniel J. Singer

**Visiting PhD Scholar in Business Ethics**, Tepper School of Business, Carnegie Mellon  
University, June 2019

**B.S. Economics**, *summa cum laude*, Wharton School, University of Pennsylvania, 2016  
Concentrations: Management, Legal Studies & Business Ethics  
Wharton Research Scholar (2016), PwC Scholar (2016)

## AREAS OF INTEREST/COMPETENCE

*Normative Business Ethics:*

Organizational Secrecy, Organizational Authority, Equality in Organizations, Ethics in Strategy,  
Moral Limits of Markets, Exploitation, Compensation Ethics, Expressive Ethics

*Corporations:*

*Respondet Superior*, Normative Theories of Corporate Punishment, Corporate Moral Agency

## RESEARCH & PUBLICATIONS

*Articles:*

The Expressive Functions of Pay, *BUSINESS ETHICS JOURNAL REVIEW* 6(1) (2018) ([Link](#))

The Promise of Corporate Character Theory, (with William S. Laufer), *103 IOWA LAW REVIEW ONLINE* 101 (2018) ([Link](#)).

Corporate Moral Agency at the Convenience of Law and Ethics (with William S. Laufer)  
(forthcoming), *GEORGETOWN JOURNAL OF LAW & PUBLIC POLICY* – (Symposium by Georgetown  
Institute for the Study of Markets and Ethics)

*Book Chapters:*

Expressive Business Ethics (forthcoming), *in BUSINESS ETHICS (BUSINESS & SOCIETY 360 VOL. 4)*  
(Emerald)

Toward a “We”-Mode Team Production Theory of the Firm: A Confucian Approach (with Tae Wan Kim & Alan Strudler), in *ALTERNATIVE THEORIES OF THE FIRM* (Routledge; Humanistic Management Series), (forthcoming).

*In Progress:*

Keeping Good Secrets: In Defense of Pay Secrecy

Truth and Business Ethics: What is the Normative Significance of Usefulness? (with Vikram R. Bhargava)

Diversity and Inclusion: A Normative Analysis (with Tae Wan Kim)

Taming Hierarchies by Silencing Pay: An Egalitarian Defense of Pay Secrecy

Moral Maximums for Multinationals: The Limits Of Corporate Beneficence (with William S. Laufer)

*Media Engagement:*

“Corporate Character and Corporate Punishment,” *Columbia Law School Blue Sky Blog on Corporations and Capital Markets* (June 24, 2019) [bit.ly/2JLLlqu](http://bit.ly/2JLLlqu)

The Business of Voting: Market Structure and Innovation in the Election Technology Industry, Penn Wharton Public Policy Initiative (2017). <http://whr.tn/BusinessofVoting> (Coverage: [Vox](#), [USA Today](#), [Bloomberg](#))

- Invited panelist to National Academies of Sciences, Engineering, and Medicine: Committee on the Future of Voting; the National Conference of State Legislatures; Election Verification Network Conference; Global Election Technology (GET) Summit
- Op-Ed, Washington Post, “Two Virginia counties did the improbable: They replaced their voting machines.” (with Michael Windle) (July 7, 2017) <http://wapo.st/2tu3wbV>
- SiriusXM Business Radio Interview, Knowledge@Wharton Podcast, “Building a Better Voting System” (May 2, 2017) <http://whr.tn/2oX3wRj>

Third Way Think Tank Report. *Bitcoin: Back to the Future*. Jim Kessler, John Vahey, Matthew Caulfield. [bit.ly/2SunnyOR](http://bit.ly/2SunnyOR) (Jan 16, 2015).

*In Progress Media/Reports:*

Principal Investigator, “The Business of Voting 2.0: Issues Facing Election Technology Markets,” Penn Wharton Public Policy Initiative.

*Description:* Collecting a novel, unprecedented dataset of voting machine prices and pricing strategies.

## **PROFESSIONAL AFFILIATIONS & SERVICE**

Member, Society for Business Ethics (SBE) (2016-Present); SBE ‘Emerging Scholar’ (2017)

Member, Academy of Management (2017-Present)

Doctoral Consortium Participant, International Association for Business and Society (2019)

Peer Reviewer, Academy of Management Review (2 reviews in 2018, 1 review in 2019)

Peer Reviewer, Journal of Business Ethics (2 reviews in 2018, 1 review in 2019)

Reviewer, SAGE Publishing, Business Ethics Textbook Proposal (2017)

Peer Reviewer, SBE Annual Conference (2018-Present)

Peer Reviewer, Academy of Management Annual Conference (2018-present)  
Peer Reviewer, International Association for Business and Society Conference (2017-present)

#### *Departmental & School Service*

- Organizer & Commentator, Wharton Legal Studies & Business Ethics Alumni Conferences (March, 2018; March, 2020)
- Executive Board Member, Wharton Doctoral Council (2017-Present)
- Panelist, Wharton Doctoral Applicant Information Session (2018)
- Volunteer, Wharton Lunch & Learn Program (PhD students meet with undergraduates to discuss business research and academia)
- Active in Recruitment of PhD student applicants (2017, 2018)

### **CONFERENCE AND SEMINAR PRESENTATIONS**

#### TRUTH AND BUSINESS ETHICS: WHAT IS THE NORMATIVE SIGNIFICANCE OF USEFULNESS?

- Society for Business Ethics Conference, Boston, MA (exp. Aug. 9, 2019)

#### KEEPING GOOD SECRETS: IN DEFENSE OF PAY SECRECY

- Society for Business Ethics Annual Conference, Atlanta, Georgia (Aug. 5, 2017)
- Wharton-INSEAD Consortium (Nov. 6, 2017)
- Wharton School, Legal Studies and Business Ethics Department (April 26, 2017)
- Academy of Management Conference, Social Issues in Management Division (exp. August 2019)

#### TAMING HIERARCHIES BY SILENCING PAY: AN EGALITARIAN DEFENSE OF PAY SECRECY

- Society for Business Ethics Annual Conference, Boston, MA (exp. Aug. 9, 2019)

#### CORPORATE MORAL AGENCY AT THE CONVENIENCE OF LAW AND ETHICS

- Symposium on the 'Ethics of Corporate Moral Agency', Georgetown Institute for the Study of Markets and Ethics, Georgetown University

#### EXPRESSIVE BUSINESS ETHICS

- Wharton Ethics Doctoral Consortium, Philadelphia, PA (Oct. 2, 2017)
- Society for Business Ethics Annual Conference, Chicago, Illinois (Aug. 9-12, 2018).

#### FAIR WAGES IN AN UNJUST SOCIETY

- International Association for Business & Society (San Diego, CA; March 2019)
- European Institute for Advanced Studies in Management (Brussels, Belgium; May 2019)

#### TOWARDS AN ETHICS FOR CURRENCY ADOPTION: THE CASE OF BITCOIN

- Wharton School, Legal Studies and Business Ethics Department (April 26, 2017)

#### THIRD PARTY REMEDIAL DUTIES

- Wharton Ethics Doctoral Consortium, Philadelphia, PA (Dec. 14, 2016)

#### THE PROMISE OF CORPORATE CHARACTER THEORY

- ComplianceNet Conference: Business Ethics & Compliance (Villanova University Law School, 2019)

#### MORAL MAXIMUMS FOR MULTATIONALS: THE LIMITS OF CORPORATE BENEFICENCE

- Congress on Criminal Responsibility of Corporations for Human Rights Violations (University of Castilla, Carlos III; Madrid, Spain June 2019)

*Comments:*

*Commentator on Social Media Vigilantism* (Prof. Chris MacDonald)

- Harvard Business School, Business Ethics for the Digital Age Conference (2019)

## **HONORS, FELLOWSHIPS, ACTIVITIES**

*Graduate:*

Institute for Humane Studies Fellow (2019-2020)  
Marc and Diane Spilker Corporate Governance Fund Award (2017, 2018, 2019)  
Graduate Research Fellow, Penn Wharton Public Policy Initiative (2018-2019)  
George James Term Fund Travel Award (2018, 2019)  
Platt Fellowship in Business Ethics (2017-Present)  
Society for Business Ethics Founders' Award (2017)  
Penn Wharton Public Policy Initiative Student Fellowship (2017)  
George James First Year Doctoral Fellowship, Wharton School (2016-17)

*Undergraduate:*

Wharton Research Scholar (2015-2016)  
PwC Scholar (2015-2016)  
Co-Chair, University Honor Council of University of Pennsylvania (2015-16)  
Managing Editor, Penn Undergraduate Law Journal (2015-16); Executive Editor (2014-15)  
Executive Board, Penn Government & Politics Association  
Penn Political Union, Liberal Caucus Leadership (2014-15)

## **TEACHING**

*Pedagogical Development:*

Georgetown Workshop on Teaching Professional Business Ethics (June 2018, Washington, D.C.)

Penn's Center for Teaching and Learning: Teacher Development Training Program Participant (2018)

*Primary Instructor:*

Ethics and Social Responsibility (LGST 100, Fall 2019) [Undergraduate]

*Co-Instructor:*

International Business Ethics (with Prof. Bill Laufer) (LGST 220, Fall 2018) [MBA & Undergraduate] (60 Students)

***Teaching Evaluation—***

Instructor Engagement: 3.5/4, Overall Instructor Quality: 3.4/4, Overall Quality of Lectures: 3.3/4, Helpfulness of Assigned Readings: 3.2/4

*Guest Lecturer:*

Marketing Strategy (MKTG 277 & 777, Prof. Tom Roberston) (Fall 2017)  
[Undergraduate/MBA]

Law & Social Values (LGST 101, Prof. Phil Nichols) (Fall 2017) [Undergraduate]

*Teaching Assistant:*

Ethics and Social Responsibility (LGST 100, Prof. Brian Berkey) (Fall 2017) [Undergraduate]

Markets, Morality, and Capitalism (LGST 226, Prof. Rob Hughes) (Spring 2018)  
[Undergraduate]

*Guest Lecture: "Friedrich Hayek on Innovation & Inequality"*

Managing the Enterprise – Strategy Module (MGMT 611, Prof. David Hsu) (Summer 2018)  
[JD/MBA]

*Description:* The strategy module examines topics that are central to the long- and short-term competitive position of an enterprise. The topics include industry analysis, complements, competitive dynamics, competitive positioning, resources and capabilities, and the boundaries of the enterprise.

Washington, DC Public Policy Sector Program (WH 297, Prof. David Zaring) (Spring 2019)

## **PRE-DOCTORAL WORK EXPERIENCE**

Summer Analyst, Investment Banking Compliance  
Goldman Sachs, New York, NY (2015)

Research Assistant

Professor Michael Knoll, Penn Law School (2016) [Corporate Tax Inversions]

Penn Wharton Public Policy Initiative (2016) [Strategic Industry Analysis]

Professor Nicolas Cornell, Wharton School (2015) [Moral Philosophy & Contract Law]

Ph.D. Candidate Rachel Pacheco, Wharton School (2013-2014) [Impact Investing]

Capital Markets Initiative Intern

Third Way (Public Policy Think Tank) (2014) [Cryptocurrency Research, Capital Markets Policy]

Actuarial Benefits Consulting Intern, ERISA Compliance Clerk

Chernoff Diamond & Co., LLC Benefits Consultants (2013)

## **REFERENCES**

Thomas Donaldson, Ph.D., Mark O. Winkelman Professor of Legal Studies & Business Ethics

William S. Laufer, J.D., Ph.D., Julian Aresty Endowed Professor of Legal Studies & Business Ethics, Sociology, and Criminology; Director, Carol and Lawrence Zicklin Center for Business Ethics Research

Alan Strudler, J.D., Ph.D., Professor of Legal Studies & Business Ethics

Daniel J. Singer, Ph.D., Assistant Professor of Philosophy