

# MATTHEW CAULFIELD

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## EDUCATION

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2021 (Expected)	The Wharton School, University of Pennsylvania Ph.D. Candidate in Ethics & Legal Studies Dissertation Committee: Alan Strudler (Advisor), Thomas Donaldson (Chair), Daniel J. Singer	Philadelphia, PA
June 2019	Tepper School of Business, Carnegie Mellon University Visiting PhD Scholar in Business Ethics	Pittsburgh, PA
2016	The Wharton School, University of Pennsylvania Bachelor of Science in Economics (Management) Summa Cum Laude, Wharton Research Scholar, PwC Scholar	Philadelphia, PA

## PUBLICATIONS

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### Articles

Caulfield, M. 2020. Pay Secrecy, Discrimination, and Autonomy. *Journal of Business Ethics*.

Caulfield, M. & Laufer, W.S. 2019. Corporate Moral Agency at the Convenience of Law and Ethics. *Georgetown Journal of Law & Public Policy* 17: 953-978.

### Book Chapters & Reviews

Caulfield, M. In press. Book Review: Big Business. *Business Ethics Quarterly*.

Kim, T.W., Caulfield, M., & Strudler, A. In press. Toward a “We”-Mode Team Production Theory of the Firm: A Confucian Approach. In D. Korten et al. (Eds.), *Alternative Theories of the Firm*. Routledge: Humanistic Management Series.

Laufer, W.S. & Caulfield, M. 2020. Wall Street and Progressivism, *Yale Journal on Regulation Bulletin*. 37: 36-51.

Caulfield, M. 2019. Expressive Business Ethics. In D.M. Wasieleski & J. Weber (Eds.), *Business Ethics* (Business & Society 360, Vol. 4): 123-153. Emerald.

Caulfield, M. 2018. The Expressive Functions of Pay. *Business Ethics Journal Review* 6(1): 1-6.

Caulfield, M. & Laufer, W.S. 2018. The Promise of Corporate Character Theory. *Iowa Law Review Online*, 103: 101-22.

### Institutional Reports

Caulfield, M. (Principal Investigator) et al. In press. *The Price of Voting: Today's Voting Machine Marketplace*.

Hitt, L. (Principal Investigator), Caulfield, M. (Lead Researcher), et al. 2017. *The Business of Voting: Market Structure and Innovation in the Election Technology Industry*. Wharton Public Policy Initiative.

## **UNDER REVIEW & IN PROGRESS**

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### **Under Review**

Caulfield, M. & Lynn, A. [Normative Corporate Social Responsibility]. *1<sup>st</sup> Round R&R at Academy of Management Review*.

### **Selected Working Papers**

Caulfield, M. & Kundro, T. A Convergent Approach to Ethical Behavior Constructs. *Preparing for submission to Academy of Management Review*.

Caulfield, M. Fair Wages in an Unjust Society. *Preparing for submission to Business Ethics Quarterly*.

Bhargava, V. & Caulfield, M. Truth and Business Ethics: What is the Normative Significance of Usefulness? *Preparing for submission to Business Ethics Quarterly*.

## **CONFERENCE & INVITED PRESENTATIONS**

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### **Refereed Conference Presentations:**

Caulfield, M. & Lynn, A. Normative Corporate Social Responsibility.

- Society for Business Ethics Annual Conference, Virtual (Aug. 2020).

Caulfield, M. Pay Secrecy, Discrimination, and Autonomy.

- Academy of Management Annual Conference, Atlanta, GA (Aug. 2019)
- Society for Business Ethics Annual Conference, Atlanta, GA (Aug. 2017)
- Wharton-INSEAD Doctoral Consortium, Philadelphia, PA (Nov. 2017)

Caulfield, M. 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)

Caulfield, M. Why Should Employers Pay for Employee Wrongdoing?

- International Association for Business and Society Annual Conference, Virtual (July 2020)

Caulfield, M. Social Media, Restorative Justice, and the Value of Discretion.

- Bentley University Global Business Ethics Symposium, Waltham, MA (Nov. 2020)

Bhargava, V. & Caulfield M. Truth and Business Ethics: What is the Normative Significance of Usefulness?

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

Caulfield, M. Secrecy Supporting Equality.

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

Caulfield, M. Expressive Business Ethics.

- Society for Business Ethics Annual Conference, Chicago, IL (Aug. 2018).

Caulfield, M. & Laufer, W. S. The Promise of Corporate Character Theory.

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

#### **Invited:**

Caulfield, M. Transparency, Stakeholder Influence, and the Mob Model of Corporate Governance.

- IHS Graduate Research Workshop, Arlington, VA (Oct. 2019)

Caulfield, M. & Laufer, W.S. 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, Washington, DC (Nov. 2018)

Caulfield, M. & Laufer, W.S. Moral Maximums for Multinationals: 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:**

MacDonald, C. Social Media Vigilantism.

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

Burg, R. The Ends of Efficiency

- Wharton Legal Studies & Business Ethics Doctoral Alumni Symposium, Philadelphia, PA (2018)

### **HONORS, AWARDS, & FELLOWSHIPS**

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- Platt Fellowship in Business Ethics (2017-Present)
- Society for Business Ethics Founders' Award (2017)
- Marc and Diane Spilker Corporate Governance Fund Award (2017, 2018, 2019, 2020)
- Hayek Fund Travel Award (2020)
- Humane Studies Fellowship (2019-2021)
- Adam Smith Fellowship (2020-2021)
- Graduate Research Fellowship, Penn Wharton Public Policy Initiative (2018-2019)
- Student Fellowship, Penn Wharton Public Policy Initiative (2017)
- George James Term Fund Travel Award (2018, 2019)
- George James First Year Doctoral Fellowship (2016-17)

### **TEACHING EXPERIENCE**

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#### **Primary Instructor:**

Ethics and Social Responsibility [Undergraduate]

*Teaching Eval. Overall Instructor Quality: 3.21/4*

#### **Co-Instructor:**

International Business Ethics (with Bill Laufer) (Fall 2018) [MBA/Undergraduate]

*Teaching Eval. Overall Instructor Quality: 3.44/4*

**Guest Lecturer:**

Responsibility in Global Management [MBA] (x2)  
Marketing Strategy [MBA/Undergraduate]  
Law & Social Values [Undergraduate]

**Teaching Assistant:**

Ethics and Social Responsibility [Undergraduate]  
Markets, Morality, and Capitalism [Undergraduate]  
    Guest Lecture: “Innovation & Inequality”  
Managing the Enterprise – Strategy [MBA Module]  
Washington, DC Public Policy Sector Program [Undergraduate]  
Evaluating Evidence [Upper-level Undergraduate Research Seminar]  
    Guest Lecture: “Normative Methodologies in Management Research”

**Pedagogical Development:**

Workshop on Teaching Professional Business Ethics, McDonough School of Business, Georgetown University, Washington, D.C.  
Center for Teaching and Learning: Teacher Development Training Program, Wharton School, University of Pennsylvania, Philadelphia, PA.  
Global Business Ethics Teaching Seminar, Hoffman Center for Business Ethics, Bentley University, Waltham, MA (exp. May 2021).

**SERVICE**

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## Referee

Academy of Management Review (2 in [2018], 2 in [2019], 2 in [2020])  
Journal of Business Ethics (2 in [2018], 1 in [2019], 1 in [2020])  
Academy of Management Annual Conference (2018 – Present)  
International Association for Business & Society Annual Conference (2018 – Present)  
Society for Business Ethics Annual Conference (2018 – Present)  
SAGE Publishing, Business Ethics Textbook Proposal (2017)

## Organizer &amp; Commentator

Wharton Legal Studies & Business Ethics Alumni Conferences (2018, 2020)

## Executive Board Member

Wharton Doctoral Council (2017-2019)

## Volunteer

Paper Session Chair, Society for Business Ethics Annual Conference  
Ph.D. Student Recruitment  
Wharton Doctoral Applicant Information Session (2018)  
Wharton Lunch & Learn Undergraduate Research Program

**INDUSTRY EXPERIENCE**

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2015	Goldman Sachs Investment Banking Compliance Summer Analyst	New York, NY
2014	Third Way [Policy Think Tank] Capital Markets Initiative Intern	Washington, DC
2013	Chernoff Diamond & Co., LLC Benefits Consultants Actuarial Benefits Consulting Intern, Compliance Clerk	Garden City, NY

## **PROFESSIONAL AFFILIATIONS**

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- Academy of Management
  - Social Issues in Management (SIM) Doctoral Consortium Participant (2020)
- International Association for Business & Society
  - Doctoral Consortium Participant (2019)
- Society for Business Ethics
  - Emerging Scholar (2017)
- Association for Practical and Professional Ethics

## **REFERENCES**

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Thomas Donaldson

Mark O. Winkelman Professor of Legal Studies & Business Ethics  
donaldst@wharton.upenn.edu

Alan Strudler

Professor of Legal Studies & Business Ethics  
strudler@wharton.upenn.edu

William S. Laufer

Julian Aresty Endowed Professor of Legal Studies & Business Ethics, Sociology, and Criminology  
Director – Carol and Lawrence Zicklin Center for Business Ethics Research  
lauferw@wharton.upenn.edu