

Thomas Donaldson

The Mark O. Winkelman Professor
The Wharton School
University of Pennsylvania
Department of Legal Studies and Business Ethics

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

2010-2013: Director, the Zicklin Center for Business Ethics Research, 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, 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.

Office Address:

The Wharton School
Department of Legal Studies
644 Huntsman Hall
University of Pennsylvania
Philadelphia, Pennsylvania
19104-6369
E-mail: donaldst@wharton.upenn.edu

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).

*Three named professorships were awarded 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.

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

Edited Books, Special Journal Issues and Reports:

Co-Editor, Special Issue: Jones, T. M., et al. (2016). Management Theory and Social Welfare
Academy of Management Review 41(2).

ECI (2016). *Principles and Practices of High Quality Ethics & Compliance Programs: Report of ECI's Blue Ribbon Panel Ethics & Compliance*. Arlington, VA., Certification Institute: 1-60.

Co-Editor, Special Issue: Festschrift on Richard T. De George, *Journal of Business Ethics*, Vol. 127, Issue 4, April 2015

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; eighth edition, 2008).

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).

Articles and Book Chapters:

“How Values Ground Value Creation: The practical inference framework.” *Organization Theory*, 2, 1-27, (2021).

“Social Approaches to Corporate Governance,” *The Encyclopedia of Corporate Governance* Edward Elgar. (2021)

"Taking Principles Seriously: A Hybrid Approach to Value Alignment in Artificial Intelligence," with John Hooker and Tae Wan Kim. *Journal of Artificial Intelligence Research (Jair)* 70 (2021).

“History can reject teleology; not so, scenario planning” 2020 *Futures & Foresight Science*, <https://doi.org/10.1002/ffo2.45>: 1-3.

“The Value of Business,” 2020. With James Walsh. 27-40. In *Responsible Board Leadership in a Digital Age*, Edited by Daniel Malan. International Center for Corporate Governance, Saint Gallen.

- “A Theory of Business” 2021. With James Walsh *Routledge Companion to Corporate Social Responsibility*. Edited by Thomas Maak, Nicola Pless, Marc Orlitzky, and Sukhbir Sandhu. Routledge Press.
- “Androids and Corporations: Why Their Rights Derive from Purpose.” 2019. *Georgetown Journal of Law and Public Policy*, 17 (Spring).
- “Toward a Theory of Business,” Donaldson, with Walsh, J. P. 2019. In D. G. Arnold, & T. L. Beauchamp (Eds.), *Ethical Theory and Business 10th Edition*. Pp. 235-247. Cambridge, UK: Cambridge University Press.
- “How Methods of Moral Philosophy Inform Business” (2019) In Neesham C., Segal S. (eds) *Handbook Of Philosophy of Management. Handbooks in Philosophy*. Springer, Cham
- “How competition harmed banking: the need for a Pelican Gambit” (2019) in Christopher J Cowton, James Dempsey and Tom Sorell (Eds.), *Business Ethics after the Global Financial Crisis: Lessons from the Crash*. Routledge. *Routledge Studies in Business Ethics*
- "Executive Compensation." (2019) *The International Encyclopedia of Ethics* Second Print Edition. Hugh LaFollette (Editor-in-Chief), Wiley-Blackwell.
- "Corporate Governance." (2019) *The International Encyclopedia of Ethics* Second Print Edition Hugh LaFollette (Editor-in-Chief), Wiley-Blackwell.
- “Groundwork of the Metaphysics of CSR” in *Handbook on the Economics of Social Responsibility: Individuals, Corporations and Institutions*, (2018) (Eds: L. Degli Sacconi, G. Antoni, Edward Elgar Publishing Limited
- "Rethinking Right: Moral Epistemology in Management Research" *Journal of Business Ethics* with Kim, T. W. (2018). 148 (1): 5-20.
- "Rethinking Right: Moral Epistemology in Management Research," (2017) Chapter 19. in *Research Approaches to Business Ethics And Corporate Responsibility*, edited by Patricia H. Werhane, R. Edward Freeman and Sergiy Dmytriyev. Cambridge University Press. (This is a version of a paper published in the *Journal of Business Ethics*.)
- “Donaldsonian Themes: A Commentary.” *Business Ethics Quarterly* 27 (1) January 2017: 125-142
- “Management Theory and Social Welfare: Contributions, Extensions, and Challenges.” 2016. With Jones, T., Freeman, R. E., Harrison, J., Leana, C., Mahoney, J. T., & Pearce., J. *Academy of Management Review*, 41(2): 216-228.
- “Toward a Theory of Business,” with Walsh, J. P. 2016. *Research in Organizational Behavior*, 35: 181-207.
- “Where the Facts End: Richard De George and the rise of business ethics,” *Journal of Business Ethics* Volume 127, Issue 4, April 2015: 783-787
- “Positive Economics and The Normativistic Fallacy: Bridging the Two Sides of CSR,” (with Schreck, P. and van Aaken, D.) *Business Ethics Quarterly*, Volume 23, Number 2 - 2013. (This article was identified by the editorial award panel of the *Business Ethics Quarterly* as one of the “Three Best Articles of 2013.”)

- “International Business Ethics,” *Wiley-Blackwell Encyclopedia of Management*, Edition III.
- "Business Ethics," *The Palgrave Encyclopedia of Strategic Management*
- “Self-Inflicted Industry Wounds: Early Warning Signals and Pelican Gambits (with Paul Schoemaker) *California Management Review* 55, No. 2. 2013: 24-35
- “The Epistemic Fault Line in Corporate Governance,” *Academy of Management Review* Volume 37, Number 2 April 2012: 256-271.
- “Personalizing Corporate Ontology: The French Way” in *Business Ethics* (Second Edition), Boylan, Michael (ed) Chichester, Wiley Blackwell, 2014. ISBN 978-1-118-49474-5. [This is a reprinted version of an article I wrote much earlier, namely, "Personalizing Corporate Ontology" in *Shame, Responsibility, and the Corporation*, edited by Hugh Curtler (New York: Haven Publishing, Inc., 1986), pp. 99-113.]
- “Three Ethical Roots of the Economic Crisis.” 2012. *Journal of Business Ethics*, 106(1): 5-8.
- "Corporate Governance." *The International Encyclopedia of Ethics*. Hugh LaFollette (Editor-in-Chief), Wiley-Blackwell.
- "Executive Compensation." *The International Encyclopedia of Ethics*. Hugh LaFollette (Editor-in-Chief), Wiley-Blackwell.
- "The Inescapability of a Minimal Version of Normative Stakeholder Theory." 2011. *Stakeholder Theory: Impact and Prospects*. Ed. Robert Phillips, Edward Elgar Publishers: 30-39.
- Review Essay: Brenkert, George G., and Beauchamp, Tom L., Editors. *The Oxford Handbook of Business Ethics*. *Ethics*, Vol. 121, No. 1, October, 2010: 187-193.
- “The Values Realignment of Modern Industrial Society,” *Business Ethics Quarterly* October 2010 Vol. 20, No. 4, pp. 728-29.
- “An Economic and Ethical Approach to Charity and to Charity Endowments.”; with J. Core. *Review of Social Economy*, 2010. LXVIII: 261-284.
- “Hedge Funds.” In J. Boatright (Ed.), *Finance Ethics: Critical Issues in Theory and Practice (Robert W. Kolb Series)*: 2010. 239-252. Hoboken, NJ: John Wiley & Sons.
- “Steps for Global Transformation: The 2008-9 Crisis.” In M. McIntosh, & S. Waddock (Eds.), *The UN Global Compact: Looking Forward Ten Years After*. 2010. Brisbane, Australia: Griffiths University.
- "Compass and Dead Reckoning: The Dynamic Implications of ISCT." *Journal of Business Ethics* 2009. v. 88, No. 4 pp. 659-664.
- “Dialogo: a traves de la teoria de los 'stakeholders' superior" with, Agle, B; Jensen, M., Mitchell, and Wood, D." *Aurkilan Spanish Annual*, 2009, 91-136.
- "Les racines etiques de la crise economique," *Le Soir*, October 15, 2009.
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- “Hedge Fund Ethics.” *Business Ethics Quarterly*, 2008, 18(3): 405-416.

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- “Social Blowback: The Achilles’ Heel of Modern Corporate Governance,” *Corporate Governance Journal*, (special edition on Corporate Governance, Eds, Francesco Perrini and Antonio Tencati, 2008.
- “Dialogue: Toward Superior Stakeholder Theory.” *Business Ethics Quarterly*. Chicago: Apr 2008. Vol. 18, Iss. 2; p. 153 with Bradley R Agle, R Edward Freeman, Michael C Jensen, et al.
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- "International Business Ethics." *Blackwell Encyclopedia of Management*, 2nd Edition. Ed. P Werhane, and Freeman, R. Oxford, UK: Blackwell Publishing, 2005. 254-257,
- Wempe, J. and T. Donaldson (2004). The Practicality of Pluralism: Redrawing the Simple Picture of Bipolarism and Compliance in Business Ethics. *Corporate Integrity & Accountability*. G. G. Brenkert. London, Sage Publications: 24-37.
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- "Integrative Social Contracts Theory." with Dunfee, Thomas. *Blackwell Encyclopedia of Management*, 2nd Edition. Ed. P Werhane, and Freeman, R. Oxford, UK: Blackwell Publishing, 2005. 243-247,
- "Avoiding Global Fault Lines: Why Corporate America's Scandal-Fixers Must Look Abroad," co-authored with Mark Rowe, *Ethics Matters*, Bentley College (July 2003).
- “Morally Privileged Relationships,” [excerpt of “Equim” thought experiment] in *Collected Thought Experiments in Philosophy*, Pearson Longman, 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, Greenleaf Publishing, Sheffield, UK, June 2004. (This same article appeared in 2003 in the *Journal of Corporate Citizenship*, i.e., “De-Compacting the Global Compact” *The Journal of Corporate Citizenship*. Autumn, 2003, 11:69-72.)

- “Social Contracts, *Sic Et Non*,” with Thomas Dunfee, *The social institutions of capitalism Evolution and design of social contracts*, ed, Pursey Heugens, Hans van Oosterhout og Jack Vromen, Edward Elgar 2004, 168 s.
- “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.
- “Stakeholder theory.” Editor, Special Edition of the Journal, *Business Ethics Quarterly*, Vol. 12, 2, 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,” Thomas W Dunfee. *Journal of Banking & Finance*. Amsterdam: Sep 2002. Vol. 26, Iss. 9; p. 1853.
- "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.
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- "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.
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- "The Corporate Ethics Boom: Significant, or Just for Show?" *Future Magazine*, March, 2001.
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- “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. Reprinted in Crane, Andrew; and Matten, Dirk. 2012 *New Directions in Business Ethics: International Perspectives on Business Ethics*. Sage Library in Business and Management. London.
- "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.
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- "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.
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- "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).

Non-peer-reviewed Publications (Selected examples):

- "Shared Values that are Lost in Translation," *Financial Times*, April 23, 2014.
- "The Deep Libor Lesson," *Ethisphere Magazine*, 2014. <http://ethisphere.com/magazine-articles/the-deep-libor-lesson/>
- "Chiquita and the U.S. Department Of Justice" (*UVA-BRI-1006*) 2012. with White, H.; Stewart, L.; & Krehmeyer, D.. Washington, DC: Business Roundtable Institute for Corporate Ethics. (Case Study)
- "Business Ethics: the Academic Renaissance." *Entrepreneurship Insights e-Bulletin*, Moscow, Russia, 2012
- "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.

PRESENTATIONS (Selected)

- Newcastle University Invited presentation for the Strategy, Organisations and Society (SOS) Research Goup, "Value creation as practical reason." Presentation to faculty members at Newcastle University and other universities. May 7, 2021.
- The Stakeholder Podcast-Zoomcast (Facilitated by Ed Freeman, Darden School, U. of Virginia) Featuring Tom Donaldson, the Mark Winkelman Professor of Legal Studies and Business Ethics at the Wharton School, U. PA. (Recorded December 20, 2021)
- Society for Business Ethics Annual Meeting. "Ethics of Supervision and Leadership," Chair of session, Thursday, July 29, 2021
- Annual Meeting of the Society for Business Ethics "Business Ethics and New Technologies: A Primer and Path Forward," panel presentation. July 30, 2021,
- Academy of Management Annual Meeting. Paper presentation: "Algorithmic Management: Toward a Cross-Disciplinary Research Agenda" August 2, 2021
- QUASI Seminar Series: Rutgers Institute for Corporate Social Innovation, presentation, "Do Corporations Have Human Rights Obligations?" Rutgers University, December 10, 2021

- "Deep values in organizational epistemology," The inaugural event of the Trinity Business Ethics Speaker Series. October 29, 2020. Trinity College Dublin. By Zoom.
- "The Problem of Value Alignment in Business Decision Making: Humans vs. Artificial Intelligence," with Cristina Neesham, Asynchronous presentation for the annual Academy of Management meeting. August 7-12.
- "The CSR implications of digitization and digitalization" August 11, 2020. Presentation at the Academy of Management annual meeting. By Zoom.
- "Integrating ethics with business school classes," Presentation to the Academic Advisory Board of the University of Arkansas Business School. June 17, 2020.
- "Ethics, Integrity, and Mission-Critical Leadership in Hard Times." Invited presentation to the Department of Orthopaedic Surgery, Penn Medicine. Conducted on Blue Jeans, June 12, 2020.
- "Human Dignity at Work: Advancing the Inclusive Organization" 79th Annual Meeting of the Academy of Management Boston, MA, Aug 9.
- "Corporate Responsibility for Wealth Creation and Human Rights: Reflections on Georges Enderle's work. Annual SBE Conference, Boston, MA, August 9, 2019
- "Artificial Intelligence and Values-as-Reasons-for-Action: The Need for Axiological Reflection," with Cristina Neesham Annual SBE Conference, Boston, MA, August 9, 2019
- "My reply to the presenters analysis of Donaldson/Dunfee's work." Special session, "The Social Contract Tradition in Business Ethics." At the Annual SBE Conference. August 10, 2019, Boston, MA
- "Digital transformation and philosophical methods," with Cristina Neesham 79th Annual Meeting of the Academy of Management, PDW session. Boston, MA, Aug 9.
- Plenary Address: "Management Theory and Social Welfare: Contributions, Extensions and Challenges." at the 32nd Annual EBEN (European Business Ethics Network) conference. Valencia, Spain, June 11
- "Making Machines Moral." at the 2019 Global Business Ethics Symposium, Bentley University, Waltham, MA. May 21
- "Teaching the Concept of Corporate Purpose," Pre-conference Workshop on teaching Business Ethics, at the 2019 Global Business Ethics Symposium Bentley University, Waltham, Mass, May 20, 2019
- "The Ethical Terrain of Artificial Intelligence in Business," at the 2019 Global Business Ethics Symposium, Bentley University, Waltham, MA. May 21
- "Mimetic vs Anchored Value Alignment in Artificial Intelligence," paper presented at the TABEC Conference, Rutgers Business School, November 2, 2018.
- Chair of a conference session dedicated to earlier work by Thomas Donaldson and Thomas Dunfee. Session entitled "ISCT: Integrative Social Contracts Theory," at the annual meeting of the Society for Business Ethics, Chicago, IL., Aug 12, 2018.

- "Improving Lives with Better Management Theory - Dignity and Well-Being as Cornerstones," a presentation given at the symposium, "Improving Lives with Better Management Theory: Dignity and Well-Being," at the Academy of Management Meeting, Aug 12, Chicago, 2018.
- "Civil Society in Management and Entrepreneurship Research," presented at the Academy of Management Meeting, Aug 11, Chicago, 2018.
- "Business Ethics in an Age of Robotics," University of Miami. Invited presentation to the law and philosophy faculty. Jan 23, 2017, University of Miami, Miami, Florida.
- "The Missing Ingredient in Robotics and Artificial Intelligence: Intrinsic Values," INFORMS Conference, Houston, Texas, George R. Brown Convention Center, Houston. Oct 23, 2017
- "Normative theory of business: defining purpose, accountability, control and success." European Institute for Advanced Study in Management, 14th Workshop on Corporate Governance., Brussels, Belgium, November 7, 2017
- "The Ethical Challenge: Building a Culture of Professionalism in Financial Services" Plenary address, Asian Institute of Finance, Plaza Sentral, Jalan Stesen Sentral 5, Kuala Lumpur, Malaysia, April 24, 2017.
- "Intrinsic values value creation" with James Walsh, U. of Michigan. Conference: Behavioral Ethics – A Case For Reformation In Normative Business Ethics, Wittenberg, Germany, June 28-30, 2017 (I also served as one of two co-organizers of this conference.)
- "From Responsibility to Governance: Rediscovering Intrinsic Values," Plenary Address given to the celebration of the Copenhagen Business School Centenary, and the EGOS Standing Working Group on Business and Society, 2010 – 2017, PorcelænsHAVN, Copenhagen Business School, Copenhagen, Denmark, July 5, 2017.
- "Philosophical Methods in Management and Organization Research," Academy of Management Meeting, August 4 2017, Atlanta, GA.
- "Faculty Mentor, Speed Mentoring Session," Society for Business Ethics Meeting, August 5, 2017, Atlanta, GA.
- "Presenter, BEQ Editors Panel," Society for Business Ethics, August 6, 2017, Atlanta, GA.
- "Building Paradigmatic Bridges across Disciplinary Boundaries," Academy of Management Meeting, August 6, 2017, Atlanta, GA.
- "Bringing Divisions together," Academy of Management Meeting, August 6, 2017, Atlanta, GA.
- "Business Strategies and Climate Change: An Intergenerational Perspective," Academy of Management Meeting, August 7, 2017, Atlanta, GA.
- "Ethics, Robotics and Self-driving Cars," a presentation at the conference, "Life in a Different Lane," organized by McKinsey Co., for CEOs in the Semiconductor Industry, Napa Valley, Carneros Inn, June 16, 2016.
- Keynote speaker, World Economic Forum event in South Africa: My presentation: "A New Social Covenant: A Philosophical Perspective" August 27, 2014 Stellenbosch University,

- South Africa. Audience: Invited academic and political leaders. Afterwards, interview by CNBC.
- "Managing Global Ethics," Walmart Board of Directors Meeting, Bentonville, Arkansas, February 7, 2014. Audience: members of the Walmart Board of Directors.
- "Navigating Ethics in the Global Economy," Presentation to the President of the World Bank, James Kim, and executives reporting to the President. The World Bank, Washington, DC, October 25, 2012
- "The Epistemic Fault Line in Corporate Governance," keynote speech at the ICCSR 10th Anniversary Conference CSR Futures: Knowledge & Practice on 26th & 27th April 2012 in Nottingham, UK.
- "Is maximizing shareholder value endangering Americas great companies? Aspen Ideas Festival, The Aspen Institute, Aspen, CO., July 1, 2012.
- "The 2012 Erasmus Distinguished Lectures," a series of four lectures presented at The Erasmus School, Rotterdam University, the Netherlands, June 4 and 5, 2012.
- "Sustainability from all Sides: An Impossible Dream?," Plenary presentation for the opening of the new Center for Sustainability at the Stockholm School of Economics, Riga Latvia. May 17, 2012. Funded by a Fulbright Grant.
- "Pelican's Gambit: Counter-intuitive Advice for Industry Leaders," World Economic Forum, Davos, Switzerland, Jan 27, 2011. Audience consisted of attendees at the World Economic Forum in Davos.
- "The Impossibility Theorem for Corporate Governance," presentation at Saint-Petersburg State University of Economics and Finance (FINEC), St. Petersburg, Russia, June 13, 2011. Academic audience.
- "Making Family Values Count," Plenary Address, The Owners Forum, Muscat, Oman, October 22, 2011. Audience: academics and owners of family businesses in Germany and the Middle East
- "What Plato and Aristotle have to teach us about Contemporary Theories of Corporate Governance," Conference on Ancient Philosophical Traditions and Management, Athens, Greece, June, 2011. Academic audience.
- "Business Ethics in North America and Western Europe," June 28, 2011, Moscow State University, Moscow, Russia. Academic audience.
- "Can management theory find a purpose? Andrews still elusive idea," at the Concept of Strategy Forum (an all-Academy event) at the Academy of Management Meeting, San Antonio, Texas, August, 2011. Academic audience.

"What do we teach about corporate purpose? Plenary session at the Aspen Conference on Corporate Governance, UCLA School of Law, September 30, 2011. Academic audience.

Prior to 2019 (selected examples):

"Ethics and the UN's Reform Initiative," to the Secretary General of the United Nations, Kofi Anan, and the other Assistant Secretary Generals regarding the UN's reform initiative. October, 2006, United Nations Building, NY., NY.

"Business Ethics in the Current Crisis," (expert witness testimony) to the US Senate Judiciary Committee, Summer 2002, regarding the pending Sarbanes-Oxley corporate reform legislation.

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

SELECTED EDITORIAL AND PROFESSIONAL POSITIONS

Associate Editor, *Business Ethics Quarterly*, 2015-

Member, Editorial Board, *Business and Society Review*, 2019-

Member, Editorial Board, *Philosophy of Management*, 2014-

Member, Editorial Board, *Business and Human Rights Journal*, 2016-

Member, Advisory Committee, FTSE ESG, 2002-2017

Director, Carol and Lawrence Zicklin Center for Research in Business Ethics, Wharton School, University of Pennsylvania, July, 2010-2013.

Chair, Social Issues in Management Division (SIM), Academy of Management, 2007-2008

Associate Editor, *Academy of Management Review* (2002- 2007)

Appointed member of the National Adjudicatory Council (NAC) of the Financial Industry Regulatory Authority (FINRA, formerly the NASD): 2005-2010.

Chair, PhD Program in Ethics and Legal Studies, Wharton School, 2002-2007.

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

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, 1993-2013

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, 1996-2006.

SELECTED AWARDS

2019- The 2019 Lifetime Achievement Award. The Society for Business Ethics.

2016- Winner of the 2016 Sumner Marcus Award. (by the Social Issues in Management Division of the Academy of Management “in recognition of and appreciation for your outstanding contributions of service and scholarship to the field.”)

2009: Presented with the Aspen Institute’s Pioneer Award for Lifetime Achievement, 2009. Ceremony, New York City, November, 2009.

2009: “Most influential ‘thought leader’” in *Ethisphere Magazine*’s ranking of the 100 Most Influential People in Business Ethics

Award for Outstanding Book of 2005, SIM Division of the Academy of Management (Given for *Ties that Bind: A Social Contracts Approach to Business Ethics*, Oxford University Press, coauthored with Thomas W. Dunfee.).

Wharton Outstanding Teacher of the Year award, 2005 (The Class of 1984 MBA Teaching Award).

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).

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

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

EDUCATION

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