

# WILLIAM R. HEASTON

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Legal Studies and Business Ethics Department  
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## EDUCATION

**The Wharton School, University of Pennsylvania.** Philadelphia, PA. Aug. 2018-Present  
Ph.D. Student, Ethics and Legal Studies

- George James Doctoral Fellowship

**University of Pennsylvania Law School.** Philadelphia, PA. Sept. 2017-Present  
J.D. Candidate, Law

- Lipman Redman Prize – Best Brief in First-Year Class
- Penn Law Advocates for the Homeless

**University of Sussex.** Brighton, England. Sept. 2015-Oct. 2016  
M.A., with Distinction, Corruption and Governance

- Award for Outstanding Corruption Analysis – Highest Honors
- Chancellor’s International Scholarship
- Thesis: *Fixing FIFA: Addressing the Cultural Conundrum of Corruption*

**Drake University.** Des Moines, IA. Aug. 2011-May 2015  
B.A., *summa cum laude*, International Relations and History  
--Minors: Economics and Business Administration

- Phi Beta Kappa
- Rhodes and Marshall Scholarships Nominee – Fall 2014
- President’s List
- Keach Johnson Award – Outstanding Graduating History Major
- Phi Alpha Theta (History) and Pi Sigma Alpha (Political Science) Honor Societies
- Editor, *Drake University Social Science Journal* – Spring 2015
- International Relations Thesis: *Agency and Inertia: Organizational Theoretic Perspectives on Procurement Corruption in the United Nations*
- History Thesis: *Reexamining the “Rape of Belgium”: An Analysis of German Deportation Policy and Public Outrage in the United States, 1914-1917*

## **RESEARCH**

### **Research Interests**

- Corruption and anti-corruption law/strategy
- Neo-institutionalism and organization theory
- Corporate crime, criminal liability, and compliance programs
- Organizational culture – conceptualizing and building ethical organizational cultures

### **Publications**

#### PEER-REVIEWED JOURNAL ARTICLES

- Mitchell, M.C., Kappen, J.A., Heaston, W.R. 2015. Taboo No More: A Qualitative Country Institutional Profile of Life Insurance in China and India. *Management Research Review* 38(8).

#### BOOK CHAPTERS

- Hough, D. & Heaston, W.R. 2018. The Art of Missing the Point: FIFA and the Control of Corruption. In I. Kubbe & A. Engelbert (Eds.), *Corruption and Norms: Why Informal Rules Matter*. London: Palgrave Macmillan.

#### EDITORIALLY-REVIEWED RESEARCH REPORTS AND ARTICLES

- Heaston, W.R. 2013. Essays on Cultural-Institutional Congruence in Politics: An Analysis of the French and German National Contexts. *Drake University Social Science Journal*.
- Mitchell, M.C., Hamad, M., Grimm, H., Klose, S., & Heaston, W.R. 2013. Short Term Pain – Long Term Gain? Doing Business in Egypt After the Arab Spring. *Drake Management Review* 2(2).

#### MEDIA AND BLOG POSTS

- Heaston, W.R. The Politics of False Dawns at FIFA. Blog Post. Sussex Centre for the Study of Corruption. 15 Nov. 2015. <https://scscsussex.wordpress.com/2015/11/15/the-politics-of-false-dawns-at-fifa/>.

### **Current Works Under Review**

- Heaston, W.R., Mitchell, M.C., Kappen, J.A. Institutional Reflections on Organizational Corruption Controls: The Case of FIFA. (*Global Governance* – Revise & Resubmit)

### **Research Accomplishments and Awards**

- Received “Best Presentation Award” at Drake University’s Undergraduate Conference on Global Affairs for presentation of senior thesis on corruption in the U.N. (Apr. 2015)
- Received “Best Undergraduate Paper Award” for paper on corruption in FIFA at Academy of International Business-Southeast Conference (Georgia Tech, Oct. 2013)
- Finalist for “Best Conference Reviewer Award” at AIB-Southeast conferences hosted by Florida Atlantic University (Nov. 2012) and Georgia Tech (Oct. 2013)

## Conference Papers and Presentations

- Heaston, W.R. 2015. Panel on Corruption, Political Institutions, and Civic Identity. *Nelson Institute Undergraduate Conference on Global Affairs*. Drake University. Des Moines, IA.
- Heaston, W.R. & Mitchell, M.C. 2014. Examining the Institutional Context of Organizational Corruption Controls: The Case of FIFA. *Academy of International Business-Global Meeting*. Competitive Track. Simon Fraser University. Vancouver, British Columbia, Canada.
- Heaston, W.R. 2014. Panel on International Political Economy. *Nelson Institute Undergraduate Conference on Global Affairs*. Drake University. Des Moines, IA.
- Heaston, W.R. 2013. Toward an Institutional Model of Organizational Corruption Controls: The Case of FIFA. Competitive Track. *Academy of International Business-Southeast*. Georgia Institute of Technology. Atlanta, GA.
- Mitchell, M.C. & Heaston, W.R. 2013. Savings and Superstitions: An Institutional Comparison of the Life Insurance Industries in China and India. *Academy of Management*. Orlando, FL.
- Mitchell, M.C. & Heaston, W.R. 2012. Savings and Superstitions: An Institutional Comparison of the Life Insurance Industries in China and India. *Academy of International Business-Southeast*. Florida Atlantic University. Fort Lauderdale, FL.

## Invited Discussions

- Heaston, W.R. & Mitchell, M.C. 2014. Toward an Institutional Model of Organizational Corruption Controls: The Case of FIFA. *International Management Division Paper Development Workshop: Academy of Management Annual Meeting*. Philadelphia, PA.

## ACADEMIC POSITIONS

**The Wharton School, University of Pennsylvania.** Philadelphia, PA. Aug. 2018-Present  
**Doctoral Student, Legal Studies and Business Ethics Department**

**Drake University.** Des Moines, IA. Jan. 2012-May 2015  
**Research Assistant for Matthew C. Mitchell, Associate Professor of International Business**

- Assisted Dr. Mitchell on projects examining the business implications of the Arab Spring; the interplay between religion and business; and the institutional contexts of life insurance in China and India

## WORK EXPERIENCE

**U.S. District Court for the Southern District of Iowa.** Des Moines, IA. July-Aug. 2018  
**Judicial Intern for Hon. Stephanie M. Rose**

**U.S. District Court for the Central District of Illinois.** Peoria, IL. June 2018  
**Judicial Intern for Hon. Jonathan E. Hawley**

**Bâton Global, LLC.** Des Moines, IA.

Feb.-July 2017

**Research Associate**

- Researched strategic and human resource management issues relevant to current and potential clients in the Gulf Cooperation Council (GCC) region
- Authored research briefs on talent retention, motivational management, and FinTech innovation in the GCC to establish an ongoing research agenda for Bâton Global and market its consulting capabilities to potential clients

**Soccer Coach.** Central Iowa Area; Brighton, England.

Aug. 2011-Dec. 2015

- Holds highest goalkeeper coaching qualification in the United States
- Clubs coached: West Des Moines Soccer Club; Iowa Rush Soccer Club; Dowling Soccer Club
- Schools coached: Dowling Catholic High School (boys and girls varsity); Simpson College (men); University of Sussex (women)

**Gislason & Hunter, LLP.** Des Moines, IA.

June 2011-July 2015

**Clerk**

- Managed files and electronic filing databases for an extensive list of medical malpractice and automobile accident lawsuits
- Organized and prepared essential documents for attorneys before depositions, mediations, and trials