

Jamie Darin Prenkert

Kelley School of Business

Indiana University, Bloomington

ACADEMIC LEADERSHIP EXPERIENCE

Kelley School of Business Office of the Dean

Executive Associate Dean for Faculty and Research, August 2021 – Present

Oversee the research mission of the School and serve as the chief administrator for the Bloomington-based faculty, consisting of around 380 full-time tenured, tenure-eligible, and instructional/non-tenure-eligible faculty members who teach in nearly 30 distinct degree programs School-wide. Supervise two associate deans, nine department chairs/area directors, eight associate department chairs, and three direct-report professional staff members.

KEY ACCOMPLISHMENTS AND DUTIES

- *Faculty Development and Advancement*
 - Administer School tenure and promotion process for all faculty (24 cases in academic 2021-22 year; 29 cases in 2022-23 academic year)
 - Manage pre-tenure review process for third- and fourth-year assistant professors
 - Implemented School-level third-year pre-promotion and long-term contract review for clinical and lecturer faculty
 - Provide yearly informational workshop for future tenure and/or promotion candidates
 - Developed Kelley Faculty Resources Portal for faculty information, policies, and systems
 - Manage faculty salary-setting process within campus and School budget guidelines
- *Faculty Recruitment*
 - Recruited 19 tenured or tenure-eligible, 7 clinical, 17 lecturer, and 12 visiting faculty members in 2021-22 academic year.
 - Implemented diversity and equity-oriented practices, including mandatory diversity statements from applicants, consistent interview experience, and medium- and long-term prospective faculty relationship cultivation plans by each department for women and historically marginalized faculty candidates
 - Serve as School's representative for IUB Dual Career Network
 - Retained key faculty members who were heavily recruited by competitor schools
- *Diversity, Equity, Inclusion, and Belonging (DEIB)*
 - Convened and serve *ex officio* on first ever School-level standing DEIB Committee
 - Serve on search committee for Associate Dean for DEIB
 - Organized and served as liaison with consultant for semester long DEIB professional development series for faculty and staff
 - Secured Presidential Diversity Hiring Initiative and campus strategic hiring funds for three faculty lines in 2021-22 academic year

- Advised Office of Diversity Initiatives on 21st Century Business Leaders Summit
- Created and supervise Kelley Bias Incident Support Ombudsperson
- Planning training on how instructors can recognize students' need for greater support for mental and emotional health
- *Research and Research Funding*
 - Oversee and award 93 endowed/named faculty chairs, professorships, and fellowships
 - Administer faculty research and teaching supplement (RATS) funds
 - Manage research-based summer support and teaching release program
 - Consult with Associate Dean for Research on oversight of centers and institutes
 - Envisioned, coordinated, and founded center in partnership with IU's Kinsey Institute, the Kinsey-Kelley Center for Gender Equity in Business
- *Accreditation*
 - Responsible for components of faculty qualification and sufficiency, research impact, intellectual contributions, and strategic plan related to faculty and research for 2022 Continuous Improvement Review by AACSB International
 - Implementing strategic approach to societal impact for 2027 Continuous Improvement Review
 - Designing streamlined faculty reporting processes for 2027 Continuous Improvement Review
- *Academic Integrity*
 - Oversee School-level academic integrity/misconduct and grade appeal processes
 - Revised Kelley School Graduate Code of Rights, Responsibilities, and Conduct
 - Created series of videos to instruct faculty and students on
- *Governance*
 - Preside over and set agenda for Academic Council, the School's policy committee
 - Assign and manage all School-level faculty governance committees
 - Coordinate and charge task forces on specific issues, including review of Communication, Professional and Computer Skills curriculum, COVID Accommodations, Digital Education Technologies, and Hybrid Course Design and Implementation
- *Development/Fundraising*
 - Secured initial gift to fund directorship for Kinsey Kelley Center for Gender Equity in Business
 - Cultivated relationship with Kinsey-Kelley donor, which resulted in doubling of gift
 - Coordinate closely with Executive Director of Kelley Office of Development and Engagement, as well as major gift officers, regarding development opportunities related to faculty and research
 - Engage with key donors to ensure ongoing connection and stewardship
- *Alumni Relations*
 - Coordinate with Office of Development and Engagement for interface with Dean's Council and Alumni Board on issues related to faculty and research
 - Attend alumni events on behalf of Dean's office (New York, Chicago, San Francisco in summer 2022)

Associate Dean of Academics, August 2019 – July 2021

Administered teaching and learning processes for School, including providing guidelines and support for instructors during pandemic-affected years of 2020 and 2021. Handled course and curricular governance issues. Coordinated with Executive Associate Dean on policy development. Worked closely with other deans and department chairs on faculty support, advancement, and misconduct issues. Served as liaison to Office of the Vice President and General Counsel.

KEY ACCOMPLISHMENTS AND DUTIES

- *Policy Refinement and Development*
 - Revised School's promotion, tenure, and pre-tenure review criteria and procedures
 - Drafted promotion criteria for new rank of Teaching Professor
- *Teaching and Learning Support*
 - Drafted guidance for COVID-affected classroom and online instruction for courses offered in each term from summer 2020 through spring 2021
 - Convened COVID Accommodation Task Force
 - Managed oversight of faculty teaching loads and releases
 - Oversaw faculty governance processes for all course/curricular changes, updates, and proposals
- *Diversity, Equity, Inclusion, and Belonging (DEIB)*
 - Served as Dean's office liaison for DEI Task Force in 2020-21 academic year
- *Legal/Compliance*
 - Streamlined process for review of non-disclosure agreements used with corporate and non-profit partners in project-based learning and course consulting engagements
 - Negotiated renewal of publishing contracts with major academic publishers
 - Served as primary contact for General Counsel on all legal issues for the School

AACSB Faculty Qualifications Coordinator, August 2007 – March 2017

Led processes related to faculty sufficiency, faculty qualification, and intellectual contributions and impact for two cycles of AACSB Continuous Improvement Review.

KEY ACCOMPLISHMENTS AND DUTIES

- *Policy and Process Development*
 - Drafted and implemented entirely new approach to faculty qualification and sufficiency for School, which is still in use today (and which was highlighted by then-Dean Idalene Kesner in a presentation at an AACSB ICAM conference presentation)
 - Developed processes for collecting impact statements from faculty related to their intellectual contributions
 - Continually updated policies and processes in response to AACSB revisions of accreditation standards
- *Accreditation Reporting*
 - Prepared detailed reports and tables for CIR reviews

Office of the Vice Provost for Faculty and Academic Affairs, Indiana University Bloomington

Associate Vice Provost for Faculty and Academic Affairs, August 2016 – July 2019

Served as one of two Associate Vice Provosts in the office, with primary responsibilities for oversight of campus-level promotion reviews for associate-to-full professors and all research and clinical faculty; informal advising of candidates for tenure; policy review and support for non-tenure-eligible faculty; new faculty orientation; sabbatical leaves; awards for junior faculty; and advice and mediation related to faculty disputes.

KEY ACCOMPLISHMENTS AND DUTIES

- *Faculty Development and Advancement*
 - Convened and led campus Promotion Advisory Committee consisting of faculty from throughout campus, which reviewed all promotion cases for tenured faculty, research scientists/scholars, and clinical faculty
 - Analyzed contested promotion cases and recommended vote to Vice Provost
 - Co-led task force to revise IUB Principles and Practices on Tenure and Promotion (unified document of tenure and promotion criteria) to provide greater clarity and guidance
 - Led workshops for tenure and promotion candidates (including developing a specific workshop for research rank faculty promotions)
 - Focused on policy development and support for non-tenure-eligible faculty
 - Served as Vice Provost's representative on Non-Tenure-Track Task Force, which proposed creation of Teaching Professor rank for Lecturer faculty
 - Collaborated with Center for Innovative Teaching and Learning to develop and host NTT Day on Professional Development (January 2017, 2018, 2019)
 - Scrutinized, communicated to faculty about, and followed up with programming to address findings of COACHE survey
 - Served as advisor to pre-tenure faculty regarding tenure process
 - Administered sabbatical leave program for campus
- *Leadership Development*
 - Served as liaison for Big Ten Academic Alliance Department Executive Officer Seminars
 - Planned and led series of "Chair Chats" to support department chair professional development
 - Helped plan Big Ten Academic Alliance Academic Leadership Program meeting hosted in Bloomington fall 2016
- *Awards*
 - Led committee for selection of campus Outstanding Junior Faculty Award
 - Served on committee to select Mary Burgan Distinguished Service Award
- *Faculty Mediation and Dispute Resolution*
 - Served as Title IX and Code of Academic Ethics decisional officer when Vice Provost recused due to conflict
 - Convened Campus Review Committees for graduate academic misconduct hearings
 - Consulted with department chairs and deans regarding faculty conflict
 - Served as informal mediator to resolve faculty conflict

Kelley School of Business Department of Business Law and Ethics

Department Chairperson, August 2014 – July 2016, August 2019 – July 2020

Led department through period of rapid growth in faculty number and expanding curriculum.

KEY ACCOMPLISHMENTS AND DUTIES

- *Faculty Support and Governance*
 - Developed new faculty onboarding program
 - Initiated new faculty mentoring program
 - Established new faculty governance and committee structure to formalize more equitable and effective departmental administration
- *Faculty Recruiting*
 - Hired four tenure-track, three clinical, and one lecturer faculty member
 - Increased diversity of department faculty by race/ethnicity, gender, and LGBTQ+ identity
- *Curriculum Development*
 - Chaired committee that developed the Law, Ethics, and Decision Making (LEAD) co-major and several new courses in support of it
 - Led department through development and roll-out of new required business ethics course (Ethics and the 21st Century Business Leader); spearheaded subsequent expansion of the course from 2 to 3 credit hours in order to incorporate campus-required “Diversity in the United States” learning goals
 - Supported development of immersive, interactive first-person simulation game “Crimson Dilemma”
- *Budget Administration*
 - Administered department within budgeted constraints
 - Stewarded endowed gift to department to support faculty activities and departmental initiatives

OTHER LEADERSHIP POSITIONS AND INITIATIVES

Academy of Legal Studies in Business

- Immediate Past President, July 2022 – Present
- President, August 2021 – July 2022
- President-Elect and Conference Program Chair, August 2020 – August 2021
- Vice President, August 2019 – August 2020
- Secretary, August 2018 – August 2019

Elected Representative, Bloomington Faculty Council, August 2013 – May 2016

Elected Representative, Indiana University Faculty Council, August 2009 – May 2011

SELECTED LEADERSHIP TRAINING

- Intercultural Competence Certificate, Indiana University (in progress)
 - Executive Leadership Institute, Indiana University, 2018-19
 - Academic Leadership Program, Big Ten Academic Alliance, 2015-16
 - Department Executive Officer Seminar, Big Ten Academic Alliance, October 2014
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ACADEMIC APPOINTMENTS

Indiana University, Bloomington, Indiana

Kelley School of Business

- Executive Associate Dean for Faculty and Research (2021-present)
- Associate Dean of Academics (2019-2021)
- Chair, Department of Business Law & Ethics (2014-2016; 2019-2020)
- Charles M. Hewitt Professor (2017-present)
- Arthur M. Weimer Faculty Fellow (2011-2017)
- Professor of Business Law (2014-present)
- Associate Professor of Business Law (2008-2014)
- AACSB Faculty Qualifications Coordinator (2007-2017)
- Assistant Professor of Business Law (2002-2008)

Office of the Vice Provost for Faculty and Academic Affairs

- Associate Vice Provost for Faculty and Academic Affairs (2016-2019)

Affiliated Faculty Appointments

- Center of Excellence for Women & Technology, Advocates + Allies for Equity (2018-present)
- Center for the Study of Law, Society, and Culture (2019-present)
- Ostrom Workshop (2018-present)
- African Studies Program (2014-present)
- Consortium for the Study of Religion, Ethics, and Society (2014-2020)

NON-ACADEMIC PROFESSIONAL EXPERIENCE

U.S. Equal Employment Opportunity Commission

Trial Attorney/Senior Trial Attorney, July 1999 – June 2002

Baker & Daniels (now Faegre Drinker Biddle & Reath LLP)

Associate Attorney, July 1998 – July 1999

EDUCATION

Harvard Law School, J.D., *magna cum laude*, June 1998

Anderson University, B.A., *summa cum laude*, Political Science (History/Econ minors), May 1995

AWARDS AND HONORS

General

- Kay Duffy Award for outstanding contributions to the profession and the Academy of Legal Studies in Business, 2022
- Outstanding Young Alumnus Award, Anderson University, 2005
- Heyman Fellowship, Harvard Law School

Research

- Ralph J. Bunche Award for the Outstanding International Paper, 2013
- Distinguished Proceedings Award, Academy of Legal Studies in Business, 2013
- Best Conference Paper Award, Pacific Southwest Academy of Legal Studies in Business, 2012
- Fellow, 2009-10 Multidisciplinary Workshop on Empathy sponsored by IU Poynter Center and the Institute for Advanced Study
- Kelley School of Business Outstanding Research Award, 2008
- Ralph C. Hoeber Award for Outstanding Article in American Business Law Journal, 2006
- Best Conference Paper Award, Mid-Atlantic Academy of Legal Studies in Business, 2006

Teaching

- *Poets & Quants'* Top 40 Undergraduate Business Professor, 2017
- IU Trustees' Teaching Award, winner 2015
- Harry C. Sauvain Undergraduate Teaching Award, winner 2007
- Memorable Faculty Award, selected by 2009 graduating class of Kelley School of Business
- Charles M. Hewitt Master Teacher Award, Academy of Legal Studies in Business, 2005
- Kelley School of Business Innovative Teaching Award, 2003

RESEARCH AND PUBLICATIONS

Books

Editor

Law, Business, and Human Rights: Bridging the Gap (Robert Bird, Daniel R. Cahoy, & Jamie Darin Prenkert, eds. 2014)

Chapters

Certification Marks as Private Employment Regulation, *in* Managing the Legal Nexus Between Intellectual Property and Employees: Domestic and Global Contexts (Oswald & Pagnattaro, eds. 2015)

Conflict Minerals and Polycentric Governance of Business and Human Rights, *in* Law, Business, and Human Rights: Bridging the Gap (Bird et al., eds. 2014)

Journals

Articles

In the Best Interest of Children: A Proposal for Corporate Guardians ad Litem, 26(2) UCLA Journal of International Law & Foreign Affairs 1-48 (2022) (with Angela N. Aneiros)

Short-Term International Business Immersion Courses: Short-Term Program, Long-Term Effects?, 61 Business Horizons 903 (2018), available at <https://doi.org/10.1016/j.bushor.2018.06.003> (with Keith Dayton, Karleigh Koster, and Robert Bordone)

Employment Arbitration at the Crossroads: An Assessment and Call for Action, 2014 Journal of Dispute Resolution 255 (with Stephen Hayford and Anjanette H. Raymond)

How Businesses Can Promote Cyber Peace, 36 University of Pennsylvania Journal of International Law 353 (2014) (with Scott J. Shackelford & Tim Fort)

Business, Human Rights, and the Promise of Polycentricity, 47 Vanderbilt Journal of Transnational Law 451 (2014) (with Scott J. Shackelford)

Retaliatory Disclosure: When Identifying the Complainant Is an Adverse Action, 91 North Carolina Law Review 889 (2013) (with Julie Manning Magid & Allison Fetter-Harrott)

Handle with Care: Avoiding and Managing Retaliation Claims, 55 Business Horizons 409 (2012), available at <http://www.sciencedirect.com/science/article/pii/S000768131200064X>.

The Role of Second-Order Uniformity in Disparate Treatment Law: McDonnell Douglas's Longevity and the Mixed-Motives Mess, 45 American Business Law Journal 511 (2008)

Bizarro Statutory Stare Decisis, 28 Berkeley Journal of Employment & Labor Law 217 (2007)

A Hobson's Choice Model for Religious Accommodation, 43 American Business Law Journal 467 (2006) (with Julie Manning Magid) (Winner of 2006 Ralph C. Hoerber Outstanding Article Award)

The Religious and Associational Freedoms of Business Owners, 7 University of Pennsylvania Journal of Labor & Employment Law 191 (2005) (with Julie Manning Magid) (Lead Article), *reprinted at* 3 International Journal of Civil Society Law 14 (2005)

Liberty, Diversity, Academic Freedom, and Survival: Preferential Hiring Among Religiously Affiliated Institutions of Higher Education, 22 Hofstra Labor & Employment Law Journal 1 (2004)

Notes and Commentary

The American Business Law Journal at Fifty: Past, Present, and Future, 50 American Business Law Journal 159 (2013) (with Robert Bird, Daniel R. Cahoy, Joan T.A. Gabel, and Stephanie Greene)

Perspectives on Teaching: On Being a "Scholarly" Teacher, 30 Journal of Legal Studies Education 195 (2013)

Censorship, Compelled Speech, and Marketing Sexually Explicit Video Games, 36 Journal of the Academy of Marketing Science 438 (2008)

Book Review

Charting a Course to Effective Business Education: Lessons from Academically Adrift and Rethinking Undergraduate Business Education, 29 *Journal of Legal Studies Education* 127 (2012) (with Joshua E. Perry)

Editorial Articles

Best Interest of Patients First Priority, *Bloomington Herald-Times*, Jan. 30, 2013, at A6 (with Joshua E. Perry)

Health Workers, Flu Shots: What's Best for Patients?, *Indianapolis Star*, Jan. 29, 2013, at A7 (with Joshua E. Perry)

Clarifying the Ethics and Law of Healthcare Employee Flu Shot Refusals, *Alden March Bioethics Blog*, Jan. 24, 2013, <http://www.amc.edu/BioethicsBlog/post.cfm/clarifying-the-ethics-and-law-of-healthcare-employee-flu-shot-refusals> (with Joshua E. Perry)

Editor's Corner: Law, Business, and Parenting in a Connected World, 49/1 *American Business Law Journal v* (2012)

Editor's Corner: The ABLJ's "Big Tent," 49/2 *American Business Law Journal v* (2012)

Editor's Corner: On Mentoring and Development, 49/3 *American Business Law Journal v* (2012)

Textbook & Supplementary Materials

Jamie Darin Prenkert et al., *Business Law: The Ethical, Global, and Digital Environment* (McGraw-Hill 19th Ed, forthcoming 2024) (lead author, primary author of thirteen chapters)

Jamie Darin Prenkert et al., *Business Law: The Ethical, Global, and Digital Environment* (McGraw-Hill 18th Ed, 2021) (lead author, primary author of thirteen chapters)

Arlen W. Langvardt et al., *Business Law: The Ethical, Global, and E-Commerce Environment* (McGraw-Hill 17th Ed, 2018) (primary author of twelve chapters)

Jane P. Mallor et al., *Business Law: The Ethical, Global, and E-Commerce Environment* (McGraw-Hill 16th Ed, 2016) (primary author of nine chapters)

Chapter 51: Employment Law, in Jane P. Mallor et al., *Business Law: The Ethical, Global, and E-Commerce Environment* (McGraw-Hill 15th Ed, 2012)

SELECTED PROFESSIONAL EDUCATION PRESENTATIONS

Transforming Academic Culture: Understanding and Identifying Implicit Bias, September 20, 2022

"Making the Most of ALSB," *ALSB Business Law Career Clinic*, August 7, 2019; August 1, 2021; July 28, 2022

Becoming Allies & Co-Conspirators, *IU Center of Excellence for Women & Technology Male Advocates + Allies*, March 25, 2021

Male Allies Workshop, IU Center of Excellence for Women & Technology Male Advocates + Allies,
October 15, 2018; April 10, 2019; October 3, 2019; November 22, 2019

“Leadership Perspectives: Lessons Learned,” Big Ten Academic Alliance, Department Executive
Officer Seminar, November 11, 2017; October 27, 2018

“The Corporate Responsibility to Respect Human Rights,” Kelley Direct, Kelley Connect Week,
Faculty Research Highlights, March 2015

SELECTED JOURNAL EDITORIAL AND REFEREE ACTIVITY

American Business Law Journal

- Advisory Editors Board member, August 2012 – Present
- Advisory Editor in Chief, August 2012 – July 2013
- Editor in Chief, August 2011 – July 2012
- Managing Editor, August 2010 – July 2011
- Senior Articles Editor, August 2009 – July 2010
- Articles Editor, August 2007 – July 2009
- Staff Editor, August 2004 – July 2007
- Ad hoc reviewer, 2003 – 2004, 2013-present

Journal of Business Ethics

- Ad hoc reviewer, 2017 – Present

BAR ADMISSION

Indiana 1998 (currently on inactive status)