

**CURRICULUM VITAE**  
**NORMAN E. BOWIE**  
**Professor Emeritus U of Minnesota**

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***I. EDUCATION***

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|----|--|---------------|
| A. | Bates College<br>Lewiston, Maine                 | 1960-64 A.B.  |
| B. | Union Theological Seminary<br>New York, New York | 1964-65       |
| C. | University of Rochester<br>Rochester, New York   | 1965-68 Ph.D. |

***II. EMPLOYMENT HISTORY***

- A. University of Minnesota, Professor Emeritus 2009-  
Elmer L. Andersen Chair in Corporate  
Responsibility (1989-2009), Joint Appointment (1989-2004}  
On leave 1998-99  
On sabbatical leave 1996-97
- Department of Strategic Management and Organization: Carlson School  
of Management. (1989-2009) Department Chair (1992-95)
- Department of Philosophy: College of Liberal Arts (1989-2004)
- B. Visiting Professor, Robert H Smith School of Business, University  
of Maryland, Winter, 2010, Winter 2011, Spring 2012.
- C. Visiting Professor, The Wharton School, University of Pennsylvania, Fall  
2010

- D.. Dixons Professor of Business Ethics and Social Responsibility, London Business School (1999 – 2000). Joint with the University of Minnesota
- E. The Aspen Institute, Executive Vice President, Seminars (1998-1999)
- F. Fellow, Program in Ethics in the Professions, Harvard University (1996-97). On Sabbatical from the University of Minnesota
- G. University of Delaware, Director, Center for the Study of Values (1977-89) Department of Philosophy (1975-89)
- H. Visiting Professor, School of Business Administration, Georgetown University, Washington, D.C. (1988-89)
- I Visiting Professor, School of Management, University of Scranton, Scranton, Pennsylvania (1986-87)
- J.. Lynette S. Autrey Visiting Professor of Business Ethics, Rice University, Houston, Texas (Spring Semester 1986)
- K. Project Director, NEH sponsored project to prepare curriculum materials in business ethics (1977-79) Under the auspices of the University of Delaware
- L. Executive Secretary, American Philosophical Association (1972-77) Joint Appointment with Hamilton College 1972-75 and the University of Delaware. 1975-77.
- M. Project Director, NEH sponsored project to identify prospective non-academic employers of philosophers (1975-77) Under the auspices of the American Philosophical Association and the University of Delaware
- N. Hamilton College, Clinton, New York, (1969-75)
- O. Lycoming College, Williamsport, Pennsylvania, (1968-69)

### **III. ACADEMIC HONORS AND AWARDS**

2012 Kantian Business Ethics: Critical Perspectives is a festschrift published in my honor by two former students Denis G Arnold and Jared D Harris.

2010 Teaching Award: Top 15% MBA courses with 60 or more students. Robert H Smith School of Business, University of Maryland

2009 Society for Business Ethics Lifetime Achievement Award for Excellence in



#### **IV. PUBLICATIONS – Books**

2017 *Business Ethics A Kantian Perspective*, 2<sup>nd</sup> Edition Cambridge University Press, 1<sup>st</sup> Edition 1999 Blackwell Publishers: Also published in Chinese by the Shanghai Academy of Social Sciences Also published in Japanese by Koyoshobo Publishers 2008

2013 Business Ethics in the 21<sup>st</sup> Century, Springer

2013 *Ethical Theory and Business*, Ninth Edition Co-editor with Tom Beauchamp and Denis Arnold, Prentice- Hall. First Edition, 1977 Second Edition, 1983 .Third Edition, 1988 Translated into Japanese. Fourth Edition, 1993. Fifth Edition, 1997, Sixth Edition 2001, Seventh Edition 2003 Eighth Edition 2008

2011 *Business Ethics for Dummies* with Meg Schneider Wiley

2008 *The Individual and the Political Order: An Introduction to Social and Political Philosophy*, Fourth Edition Co-authored with Robert Simon, Rowman and Littlefield Third Edition 1998, Second edition, 1985, Prentice Hall, First Edition 1977, Prentice Hall

2005 *Management Ethics* Blackwell Publishers, to be translated into Chinese and published by Economic Management Publishing House. Translated into Japanese. Publisher Koyo Shobo

2005 *Ethical Marketing* with Patrick E. Murphy, Gene R. Lazniak, and Thomas A Klein Pearson Prentice Hall, also in initial Prentice Hall SafariX Series. Translated into Chinese, Peking University Press.

2002 *Guide to Business Ethics*, Editor Blackwell Publishers

1994 *University-Business Partnerships: An Assessment*, Rowman and Littlefield. An article based on Chapter 5, "The Clash Between Academic Values and Business Values," appeared in *Business & Professional Ethics Journal*, Vol. XII, 1993, pp. 3-19

1992 *Ethics and Agency Theory*, Co-editor with R. Edward Freeman, Oxford University Press

- 1990 *Business Ethics*, Prentice Hall. Second Edition, Co-author with Ronald Duska, A selection has been reprinted as "Criteria for Government Regulations" *Ethical Issues in Business*, Michael Boylan, Editor, Harcourt Brace, 1995, pp. 434-439. First Edition single authored 1982
- 1988 *Equal Opportunity*, Editor, Westview Press
- 1986 *The Tradition of Philosophy*, Co-editor with Harrison Hall, Wadsworth Publishing Company
- 1985 *Making Ethical Decisions*, Editor, McGraw-Hill Book Co.
- 1983 *Ethical Theory in the Last Quarter of the 20th Century*, Editor, Hackett
- 1982 *Ethics, Public Policy, and Criminal Justice*, Co-editor with Frederick Elliston, Oelgeschlager, Gunn & Hain Publishers
- 1981 *Ethical Issues in Government*, Editor, Temple University Press
- 1971 *Towards A New Theory of Distributive Justice*, University of Massachusetts Press Translated into Spanish, 1972.

### **Articles and Book Chapters**

- 2017 "Why Kant's Insistence on Purity-of-the-Will Does Not Preclude an Application of Kant's Ethics to For-Profit Businesses," in *Wealth, Commerce, & Philosophy, Foundational Thinkers and Business Ethics*, Eugene Heath and Byran Kaldis, eds., Oxford University Press
- 2016 "The Future of Business Ethics in the 21<sup>st</sup> Century," in *Handbuch zur Europäischen Wirtschaftsethik*, Alexander N Krylov Ed. (Berlin, Berliner Wissenschafts-Verlag 13-28
- 2014 "Richard De George and the Use of Ethical Theory in Applied Ethics," [Journal of Business Ethics](#) Published online May 21, 2014 Print Version (2015) 127 (4) 699-706
- 2013 "Privacy and the Internet" [International Encyclopedia of Ethics](#) Hugh LaFollette, editor Wiley Blackwell Revised Version forthcoming in the 2<sup>nd</sup> edition.
- 2012 "A Reply to my Critics," in [Kantian Business Ethics: Critical Perspectives](#), Denis G Arnold and Jared D Harris (eds.) Cheltenham: UK, Edward Elgar.
- 2009 "L'Entreprise Comme Regne' des Fins," in [Ethique des affaires](#), Alain

Aquetil, ed. Paris: Librairie Philosophique J. Vrin pp.163-195.

- 2010: "Transaction Cost Economics, Knowledge Transfer and Universal Business Norms in Multinational Enterprises" with Paul Vaaler, International Journal of Strategic Change Management 2.4, pp 269-297
- 2010 No Longer an Endangered Species But Still Threatened," Business Ethics Quarterly 20:4 pp. 713-715.
- 2010 How Empirical Research in Human Cognition Does and Does Not Affect Philosophical Ethics, Journal of Business Ethics, V.88 #4 pp.635- 643.
- 2009 " Organizational Integrity and Moral Climates" in George Brenkert and Tom L Beauchamp Oxford Handbook of Business Ethics Oxford University Press pp. 701-724
- 2009 Lessons for Philosophers from Business Ethics: How Philosophy Can Get its Groove Back" in A Teacher's Life Robert B Talisse and Maureen Eckert eds. 1-12.
- 2008 Economics, Friend or Foe of Ethics, Politeia 89 13-26.
- 2007 Ethical Issues in IT: The More Things Change the More They Stay the Same," Politeia, 88 7-16.
- 2007 Respect for Workers in Global Supply Chains: Advancing the Debate over Sweatshops: A Reply to Sollars and Englander, Business Ethics Quarterly 17 (January 1977, 135-145.
- 2006 "An Ethical Analysis of the Trust Relationship" with Sanjay Banerjee and Carla Pavone in Handbook of Trust Research Reinhard Bachmann and Akbar Zaheer, eds. Northampton, MA: Edward Elgar Publishing, 303-317
- 2006 Privacy Rights on the Internet," with Karim Jamal, Business Ethics Quarterly, July pp. 323-342.
- 2006 The Philosophical Foundations of Business Ethics" in The Accountable Corporation V.2 Marc J Epstein and Kirk O Hanson Eds. Westport, CT: Praeger. Pp.3-10
- 2005 "Expanding the Boundaries of Leadership: Integrity Really Counts," in Quest for Moral Leaders, Joanne Ciulla, Ed. Northampton, MA: Edward Elgar Publishing.
- 2005 Kantian Ethical Thought" in The Ethics of Human Resources and Industrial Relations, John W. Budd and James G Scoville, eds., Champaign: IL: Labor and Employment Relations Association.

- 2005 "Digital Rights and Wrongs: Intellectual Property in the Information Age," Business and Society Review, Spring 2005 pp. 77-96
- 2004 "What I Try to Achieve by Teaching Business Ethics" Journal of Business Ethics Education V.1 #1 2004 pp. 9-11
- 2004 "Conflicts of Interest and Abuse of Information Asymmetry Are Keys to Lack of Integrity and What Should Be Done About It," in Financial Reporting and Accountability, George Brenkert, ed. Sage Publications, pp.59-71.
- 2004 "Kantian Perspective on the Characteristics of Ethics Programs," with Scott Reynolds, Business Ethics Quarterly 14:2, pp. 275-292.
- 2003 "Sweatshops and Respect for Persons," with Denis Arnold, Business Ethics Quarterly, 13:2,pp.221-242. Reprinted in Taking Sides: Clashing Views On Controversial Issues in Business Ethics, Lisa Newton and Maureen Ford eds. Dushkin-McGraw Hill, 2006.
- 2003 "Employment Practices as Economic Value Added," in Werhane and Radin, Employment and Employee Rights Blackwell Publishing
- 2003 "The Role of Ethics in Professional Education" A Companion to the Philosophy of Education, Randall Curren ed., Blackwell Publishing Ltd. pp. 617-626.
- 2002 "Confronting Morality in Markets" with Thomas W Dunfee, Journal of Business Ethics, 38 #4 (July) pp.381-393.
- 2001 "The role of business ethics: where next? Is there a role for academics?" Business Ethics: A European Review V.10 #4 (October 2001) pp.188-193.
- 2000 "A Kantian Theory of Leadership." Leadership and Organization Development, 21, #4, pp. 185-193.Reprinted in the International Library Of Leadership, J. Thomas Wren, Douglas A Hicks, and Terry L Price Eds., Translated into Greek for Business Ethics, Alexander Antoniou editor, 2004
- 2000 " Business Ethics, Philosophy, and the Next 25 Years" Business Ethics Quarterly, 10 # 1, pp. 7-20.
- 1999 "Some Arguments for Universal Moral Standards" with Paul Vaaler in International Business Ethics: Challenges and Approaches ed. Georges Enderle, University of Notre Dame Press, pp.160-173
- 1999 "A Kantian Approach to Business Ethics" in A Companion To Business

Ethics, Robert E. Frederick, Ed. Blackwell Publishers, pp.3-16. To be Reprinted in Donaldson, Werhane, and Cording 7<sup>th</sup> ed. Prentice Hall, 2002 Translated into Greek for Business Ethics, Alexander Antoniou editor, 2004

- 1998 "A Kantian Theory of Capitalism" in Business Ethics Quarterly The Ruffin Series, Special Issue # 1, pp.37-60. Translated into Greek for Episteme kai Koinonia 2008
- 1998 "A Kantian Theory of Meaningful Work," Journal of Business Ethics, 17 1083-1092.
- 1998 "*Finding a Place for the Ethical in the Cultural and Economic Milieu of Business*" in Education, Leadership and Business Ethics, Essays on the Work of Clarence Walton, edited by Ronald F. Duska, Kluwer Academic Publishers, pp.123-134
- 1998 "Business Ethics, Postmodernism, and Solidarity" in a book, Applied Ethics in a Troubled World, Eds. Edgar Marscher and Otto Neumaier, Kluwer Academic Publishers. pp.179-93
- 1998 "Moral Hazards of the Road to the 'Virtual' Corporation", with Thomas M. Jones, Business Ethics Quarterly Vol. 8 pp.273-92.
- 1998 "Dow Corning Corporation: The Breast Implant Controversy" with Kenneth E. Goodpaster" in Policies and Persons Kenneth E. Goodpaster and Laura Nash Eds. New York: McGraw Hill pp. 498-514.
- 1997 "The Role of Philosophy in Public Policy", Philosophical Studies, March 1997.
- 1996 "The Moral Foundations of Capitalism", Human Action in Business, Praxiological and Ethical Dimensions, Ed. Brother Leo V. Ryan, C.S.J., Transaction Publishers, New Brunswick, N.J.
- 1995 "Cultural and Moral Relativism," Ethical Issues in Business, Eds. Thomas Donaldson and Patricia Werhane, Prentice Hall, Fifth Edition, pp. 91-95. Also Blackwell Dictionary of Business Ethics 1997-pp.551-555
- 1995 "Theoretical Considerations for a Meaningful Code of Professional Ethics," with Karim Jamal, Journal of Business Ethics, Vol. 14, pp. 703-714
- 1994 "Statistical Discrimination and Public Policy," A Quarter Century of Value Inquiry, Amsterdam: Rodopi, Ed., Richard T. Hull, pp. 203-220



- 1994 "Economics and The Enlightenment: Then and Now," *Ethics and Economic Affairs*," Eds. Lewis and Karl-Erik Warneryd, London: Routledge
- 1993 "International Business, A Universal Morality and the Challenge of Nationalism," *Business Ethics: Japan and the Global Economy*, Eds. Thomas W. Dunfee and Yukimasa Nagayasu, Kluwer Academic Publishers, pp. 95-114
- 1993 "H.B.Fuller in Honduras: Street Children and Substance Abuse" with Stefanie Lenway, published in *Ethical Issues in Business*, Eds. Thomas Donaldson and Patricia H. Werhane, Prentice Hall, Fourth Edition, 1993, pp. 24-38, and Fifth Edition 1995, pp. 78-90. Sixth Edition, 1999 pp. pp. 234-46 Seventh Edition 2002, pp. 20-32 Reprinted in *Case Studies in Business Ethics*, Eds. Thomas Donaldson and Al Gini, Prentice Hall, Publisher, 1993, pp. 236-311, 1996, pp. 267-279. Reprinted in *Cases in Ethics and the Conduct of Business*, Ed. John Boatright, Prentice Hall, 1995, pp. 301-314. Reprinted in *Case Studies in Business, Society, and Ethics*, 3rd Edition, Ed. Tom L. Beauchamp, Prentice Hall, 1993, pp. 161-171 and in *Business Ethics for the 21<sup>st</sup> Century* David M. Adams and Edward W. Maine eds. Mayfield Publishing Company
- 1992 "Unternehmensethikkodizes: können sie eine losung sein?" ("Business Codes of Ethics: How Much of an Answer?") in a book, *Wirtschaft und Ethik*, Eds. Hans Lenk and Matthias Maring, Philipp Reclam, Publisher, pp. 334-349
- 1991 "The Firm as a Moral Community," in *New Perspectives on Socio-Economics*, Ed. Richard M. Coughlin, M.E. Sharpe Inc., pp. 169-183
- 1991 "Firm Size and Employees' Attitudes About Ethics: Some Preliminary Empirical Evidence," with Thomas Dunfee (major author), James E. Hennessey, Katherine Nelson, Diana C. Robertson in *Market Morality and Company Size*, Eds., Brian Harvey, Hank Van Lujik, Guido Corbetta, Kluwer Academic Publishers, pp. 103-117.
- 1991 "New Directions in Corporate Social Responsibility," *Business Horizons*, Volume 34, Number 4, July-August, pp. 56-65. Reprinted in *Business Ethics Readings and Cases in Corporate Morality*, Eds.W. Michael Hoffman and Robert E. Frederick, 1995, McGraw Hill Inc., 440-446 And in the fourth edition 2001.
- 1991 "Business Ethics as a Discipline: The Search for Legitimacy," in *Business Ethics The State of the Art*, Ed. R. Edward Freeman, Oxford University Press, pp. 17-41
- 1991 "Challenging the Egoistic Paradigm," *Business Ethics Quarterly*, Vol. 1, No.1. pp. 1-21 Reprinted in The Next Phase of Business Ethics,

Integrating Psychology and Ethics, John W. Dienhart, Ronald F. Duska, and Dennis J Moberg editors JAI Publishers 2001  
Translated into Spanish: "Desafiando El Paradigma Egoista" in "Etica De Los Negocios, Ludovico Videla and Richard Crespo editors, Editorial De Lar Universidad Catolica Argentina, 2004

- 1990 "Money Morality and Motor Cars," *Business, Ethics, and the Environment*, Eds. W. Michael Hoffman, Robert Frederick, and Edward S. Petry Jr., Quorum Books, pp. 89-97. Reprinted in *Business Ethics Readings and Cases in Corporate Morality*, Eds. W. Michael Hoffman and Robert E. Frederick, 1995, McGraw Hill Inc., pp. 440-446, Fourth edition 2001 *Contemporary Issues in Business Ethics*, Eds. Joseph R DesJardins and John J. McCall, 1996, pp.447-451 Fourth Edition 2000 pp.436-441 Wadsworth Publishing Co., and *Business Ethics for the 21<sup>st</sup> Century*, David M Adams and Edward W Maine eds. Mayfield Publishing Company 1998 pp. 487-493.
- 1990 "Business/University Partnerships," *Studies in Academic Ethics*, Ed. Steven Cahn, Temple University Press, pp. 195-217
- 1990 "Empowering People as an End for Business," *People in Corporations: Ethical Responsibility and Corporate Effectiveness*", Eds. George Enderle, Brenda Almond, and Antonio Argandona, Kluwer Academic Publishers, pp. 105-112
- 1990 "How Do Corporate Managers Shape Public Policy Issues?", *The Ethical Contexts for Business Conflicts*, Eds. Samuel M. Natale and John B. Wilson, University Press of America, pp. 143-158
- 1990 "Business Ethics and Cultural Relativism," *Essentials of Business Ethics*, Eds. Peter Madsen and Jay M. Shafritz, Meridian-Penguin Books USA Inc.,
- 1988 "The Moral Obligations of Multinational Corporations," *Problems of International Justice*, Ed. Steven Luper-Foy, Westview Press, pp. 97-113. Reprinted in *Ethics in Business and Economics*, Vol. 1, Eds. Dunfee and Donaldson, Dartmouth Publishing Company, 1996 Reprinted in Business, Institutions, and Ethics , John W. Dienhart Oxford University Press, 2000
- 1988 "The Law: From a Profession to a Business," *Vanderbilt Law Review*, Vol. 41, No. 4 (May), pp. 741-759
- 1988 "Accountants, Full Disclosure, and Conflicts of Interest," *Business & Professional Ethics Journal*, Vol. 5, Nos. 3 and 4, pp. 59-73
- 1988 "Fair Markets," *Journal of Business Ethics*, Vol. 7, pp. 89-98

- 1988 "The Natural Cereals Case", with Patrick Murphy, Arthur Anderson & Co. Reprinted in Business, Institutions, and Ethics, John W. Dienhart, Oxford University Press, 2000.
- 1987 "Corporate Managers: Doing Good and Doing Well," *Hastings Center Report*, (February) pp. 17-18
- 1986 "Business Ethics," *New Directions in Ethics*, Ed. Richard M Fox and Joseph P. DeMarco, Routledge & Kegan Paul, pp. 158-172
- 1985 "Should Collective Bargaining and Labor Relations Be Less Adversarial?" *Journal of Business Ethics*, Vol. 4, pp. 283-291
- 1985 "Ethics, Full Disclosure, and Accountants," Proceedings of a Conference, *Ethics in the Accounting Profession*, University of Southern California, pp. 13-22
- 1985 "Are Business Ethics and Engineering Ethics Members of the Same Family?" *Journal of Business Ethics*, Vol. 4, pp. 283-291
- 1984 "Pitfalls and Proposals in the Teaching of Values," *The Community College Humanities Review*, No. 6, pp. 64-73
- 1984 "Peeling the Onion, Commentary on 'Should We Be Discussing This?'" *Teaching Philosophy*, Vol. 7, No. 3, pp. 87-91
- 1984 "Commentary on 'Advertising and Program Content'", *Business Professional Ethics Journal*, Vol. 3, Nos. 3 and 4, pp. 87-91
- 1982 "Applied Philosophy - Its Meaning and Justification," *Journal of Applied Philosophy*, Vol. 1, No. 1, pp. 1-18
- 1982 "Business Education, The Liberal Arts, and the Community College," *The Review and Proceedings of the Community College Humanities Association*, No. 3, February pp. 20-33
- 1982 "Role As A Moral Concept in Health Care," *The Journal of Medicine and Philosophy*, 1982, pp. 57-63
- 1981 "The Moral Contract Between Employer and Employee," *The Work Ethic in Business*, Ed. W. Michael Hoffman and Thomas J. Wyly, Oelgeschlager, Gunn & Hain, pp. 195-202. Reprinted in *Ethical Issues in Business*, Ed. Michael Boylan, Harcourt Brace, 1995, pp. 118-122
- 1980 "Does Philosophy Belong in Philosophy Departments?" Working Papers, The Rockefeller Foundation, *Philosophy and Public Policy*, October, pp. 63-65

- 1980 "Equal Basic Liberty For All," *John Rawls' Theory of Social Justice*, Eds. H. Gene Blocker and Elizabeth H. Smith, October, pp. 110-131
- 1980 "The Humanistic Experience - Two Views, `In Defense of Tradition'", *Humanities News*, Vol 1, No. 2
- 1979 "Teaching Business Ethics," *The Philosophy Teacher's Handbook*, American Association of Philosophy Teachers, Vol. 1, No. 2, pp. 19-28; Vol. 1, No. 1, April, pp. 1-18
- 1979 "Welfare and Freedom," *Ethics*, Vol. 89, April, pp. 254-268
- 1979 "Business Codes of Ethics: Window Dressing or Legitimate Alternative to Government Regulation?" *Ethical Theory and Business*, Eds. Thomas L. Beauchamp and Norman E. Bowie, Prentice Hall, pp. 234-239. Reprinted in *Business Ethics: Readings and Cases in Corporate Morality*, Eds. W. Michael Hoffman and Jennifer Moore, 1984; *Ethical Issues in Professional Life*, Ed. Joan Callahan, Oxford University Press, 1988, pp. 421-424 and in *Ethics and the Professions*, Eds. David Appelbaum and Sarah V. Lawton, Prentice Hall
- 1978 "A Taxonomy for Discussing the Conflicting Responsibilities of a Multinational Corporation," *Responsibilities of Multinational Corporations to Society*, (Washington D.C. Council of Better Business Bureaus, 1978, pp. 21-43
- 1978 "Why Should a Corporation be Moral?" *Proceedings of 12th Conference on Value Inquiry, Human Values and Economic Activity*, April, pp. 329-345
- 1978 "Value Theory in Economics: Inclusions and Exclusions," *Philosophy in Context*, Vol. 7, pp. 30-50
- 1977 "Graduate Education and Non-Academic Careers," *Liberal Education*, May, pp. 220-229
- 1976 "Dialogue: How Can Nontraditional College Programs Best Acquire the Legitimacy of Traditional Offerings and Institutions?" *Change*, August 1976, pp. 54-55
- 1974 "The War Between Natural Law Philosophy and Legal Positivism," *Idealistic Studies*, Vol. IV, No. 2, pp. 145-155
- 1974 "Some Comments on Rawls' Theory of Justice," *Social Theory and Practice*, Vol. 3, No. 1, pp. 65-74
- 1971 "Aspects of Kant's Philosophy of Law," *The Philosophical Forum*, Vol. 11,

No. 4, 1971, pp. 469-478

1970 "Equality and Distributive Justice," *Philosophy*, April 1970, Vol. XV, pp. 140-148

### **Reviews**

2010 Lying and Deception by Thomas L Carson reviewed in Business Ethics Quarterly 22 3 July 2012 pp.579-585

2012 Stakeholder Theory: The State of the Art by R Edward Freeman et. al, reviewed in Business Ethics Quarterly, 22 1 (January) 2012, pp.179-185.

2002 "The Ambiguities of Work" Business Ethics Quarterly 12 #3 pp. 379-382 A review of Joanne Ciulla's The Working Life.

1999 "A Pluralist Theory of Organizational Ethics" Business Ethics Quarterly, 9 #4 pp. 707-712. A review of Edwin M. Hartman, Organizational Ethics and the Good Life.

1997 *The Ethics of Asking: Dilemmas in Higher Education Fund Raising* by Deni Elliot, *Ethics*, January, pp. 398-399.

1995 *Responsibility Matters*, by Peter French, *Philosophy and Phenomenological Research*, Vol. IV, pp. 478-481.

1994 *Corporations in the Moral Community*, by Peter French et al. *Business Ethics Quarterly*, Vol. No. 4, pp. 513-517.

1994 *Presumed Superior*, by John D. Aram, *Journal of Business Ethics*, 12:1-2.

1992 *Good Management: Business Ethics in Action*, by Frederick Bird and Jeffrey Gandz in *The Corporate Ethics Monitor*, Prentice Hall Canada, Inc., Scarborough, Ontario.

1991 *Ethics of International Business*, by Thomas Donaldson in *Business Ethics Quarterly*, Vol. 1, No. 2, Oxford University Press, pp. 223-232.

1988 *Privacy in a Public Society*, by Richard F. Hixson in *Ethics*, Vol. 99, No.1, October 1988, pp. 161-162.

1988 *The Empire Builders*, by J. Paul Mark in *Academy*, Vol 74, No. 3, pp. 84-85.

1988 *Bureaucratic Responsibility*, by John P. Burke in *Ethics*, Vol. 98, No. 2, pp. 432-433.

- 1988 *Representation and Responsibility*, by Bruce Jennings and Daniel Callahan in *Ethics*, Vol. 97, No. 2, pp. 485-486.
- 1986 *Rights*, by Alan R. White in *Philosophy and Phenomenological Research*, Vol. XLVII, No. 1, pp. 165-168.
- 1985 *Computer Ethics*, by Deborah J. Johnson in *Metaphilosophy*, Vol. 16, No. 4 pp. 319-322.
- 1985 *Freedom, Justice, and the State*, by Ronald H. Nash in *International Studies in Philosophy*, Vol. XIV, No. 2, pp. 108-110
- 1982 *The Work Ethic: Working Values and Values That Work*, by David J. Cherrington in *Industrial and Labor Relations Review*, Vol. 35, No. 4, pp. 627-628
- 1980 *Strategies of Ethics*, by Bernard Rosen in *Review of Metaphysics*, Vol. XXXIII, No. 4, pp. 802-803
- 1977 *Taking Rights Seriously*, by Dworkin in *Catholic University Law Review*, Vol. 26, No. 4, Summer, pp. 908-928
- 1970 *Scripta Hierosolymitana Vol. XX : Further Studies in Philosophy*, Ed. Ora Segal, in *Journal of Human Relations*, Vol. 18, No. 2, pp. 948-959

### **Special Issue Guest Editor**

- 2005 The Roots of the Obligation of Business to Preserve the Environment, Business and Professional Ethics Journal 24 #1 and 2
- 2004 The Stand Alone Course in Business Ethics Journal of Business Ethics Education 1 #2
- 2004 Ethics in the Financial Services After Sarbanes-Oxley, Business and Professional Ethics Journal, 12 # 1 and 2.

### ***Invited Papers, Program Participation and Papers Presented (1991-present only)***

- 2016 Invited Paper Can One Be A Kantian and Subscribe to “Good Ethics is Good Business”? York University Toronto January 18

- 2014 Invited Panelist Society for Business Ethics, Research Methods in Business Ethics, Philadelphia, August 2.
- 2013 Invited Panelist, Society for Business Ethics,
- 2012 Invited Panelist Society for Business Ethics,
- 2011 Invited Symposium Panelist, Commentary on Stakeholder Theory: The State of the Art, Society for Business Ethics, San Antonio, August 13,.
- 2011 Invited Speaker, "Varieties of Capitalism: Which One Will Prevail?" Conference in Honor of Lisa H Newton, Applied Ethics: Directions of the Discipline Today, June 7.
- 2009 Invited Panelist, Global Justice and the Current Financial Crisis, Society for Business Ethics meeting, New York City, December 28
- 2009 Invited Lecturer, Sophia University, Tokyo Japan, September 9.
- 2009 Invited Panelist, "Recent Interpretations of Kant,". Society for Business Ethics, Chicago, August 7.
- 2009 Invited Panelist," Commerce in the Kingdom of Ends: A Tribute to Norm Bowie, Society for Business Ethics, Chicago, August 7.
- 2009 Invited Speaker, "Economics, Friend or Foe of Ethics," Hamilton College, April 20.
- 2009 Invited Speaker, "Organizational Integrity" Business Ethics Conference University of Calgary, April 13.
- 2008 Invited Speaker "Organizational Integrity" Paduano Seminar, Stern School of Management, New York University December 11
- 2008 Invited Speaker, Transaction Cost Economics and Business Ethics, University of California-Irvine, March 7
- 2007 Invited Speaker, Globalization, Business Ethics, and Business Strategy for Shanghai Academy of Social Science, Shanghai, Peoples Republic of China, October 18.
- 2007 Keynote Speaker, " Economics: Friend or For of Ethics" Fourth Annual Forum on Business Ethics and Corporate Social Responsibility in a Global Economy, Politeia, Milan Italy September 13.

- 2007 Invited Speaker “Ethical Issues in Information Technology: The More Things Change the More They Stay the Same” SAI SBB Milan Italy September 12.
- 2007 Invited Speaker, Society for Business Ethics “Organizational Integrity” Featured Paper Philadelphia August 3.
- 2007 Carlson School Research Talk, “A Research Journey from Philosophy to the Business School,” Minneapolis, April
- 2007 Keynote Speaker “Western Moral Foundations of Globalization” for Globalization: Trends and Issues, Yuan Ze University, March 30-31.
- 2006 Invited Commentary Paper, “Comment on Zowlinski” Department of Philosophy, University of Arizona, January 6.
- 2006 Invited Paper, Stakeholder Representations as a Means of Governance, Transatlantic Business Ethics Conference, Wharton, University of Pennsylvania, April 6
- 2005 Seminar Director, Kantian Capitalism BI Norwegian School of Business, Oslo Norway, September 26-30.
- 2004 Invited Paper, Varieties of Corporate Social Responsibility Japan Business Ethics Research Council, Tokyo Japan October 11.
- 2004: Invited Paper, “The Obligations of Consumers to Support Sustainable Corporations, Transatlantic Conference on Business Ethics, ISEDE Barcelona Spain October 1.
- 2004 Refereed Paper Roots of Business Malfeasance: Understanding the Sources of Ethical Crises in the Financial Markets and Their Implications for Potential Reform” with Jared Harris, Society for Business Ethics, August 6.
- 2004 Refereed Panelist Kantian Ethics and Business: Reflections on the Occasion of the 200<sup>th</sup> Anniversary of Kant’s Death. Society for Business Ethics August 6.
- 2004 Verizon Lecture, “Digital Rights-and Wrongs” Center For Business Ethics Bentley College, March 29.
- 2004 Invited Conference Paper, “Expanding the Boundaries of Leadership: Integrity Really Counts”, Ethics in Leadership Conference, Kravis Leadership Institute, Claremont McKenna College, March 6



- 2003 Invited Address First Erasmus Lecture on Business Ethics, Erasmus University, Rotterdam, June 2, 2003
- 2002 Invited Paper, "Why Conflicts of Interest and Abuse of Information Asymmetry are Keys to Lack of Integrity and What Should Be Done About It. Georgetown University September, September 28, University of Northern Iowa, November 11.
- 2002 Refereed Paper, " A Kantian Perspective on the Characteristics of Ethics Programs," with Scott Reynolds, SIM Division Academy of Management, August 12.
- 2002 Refereed Panel Discussant, Philosophers and Social Scientists on Business Ethics: Two Solitudes or Theoretical Mosaic" Joint Session Society for Business Ethics and Social Issues in Management, August 10.
- 2002 Invited Paper, "The Incompatibility of Contemporary Leadership Theory and Contemporary Theory in Organization Studies" Society for Business Ethics, August 9
- 2001 Refereed Paper, "Constructing the Universal Norms of International Business Ethics" SIM Division Academy of Management, August 7.
- 2001 Panel Discussant, "Review of Two Books on Work" Society for Business Ethics, Washington D.C. August 4.
- 2001 Refereed Paper, "Kant and Sweatshops" with Denis Arnold, Society for Business Ethics, Washington D.C., August 4.
- 2001 Invited Speaker "University Business Partnerships Reconsidered" University of Missouri, April 10.
- 2001 Invited Speaker "What Does Philosophy Have to Say to Economics?" St Olaf College, April 4
- 2000 Invited Speaker, "Constructing the Universal Norms of International Business," University of California, Riverside, November 16. Also delivered at the Transatlantic Business Ethics Summit, Budapest University of Economic Sciences, Budapest, September 15.
- 2000 Invited Speaker, "The World of Business Ethics, "Where Next" European Business Ethics Network Annual Meeting, University of Cambridge, Cambridge UK, September 13.
- 2000 Respondent, Special Session on Norman Bowie's Business Ethics: A

Kantian Perspective, Society for Business Ethics, August 11

- 1999 Invited Speaker, "Placing Accounting Ethics in a Larger Context" for a conference sponsored by the American Accounting Association, the American Institute of Certified Public Accountants and the National Association of State Boards of Accountancy" Arlington, Virginia, April 23.
- 1997 "The Economics and Ethics of the Knowledge Intensive Multinational Corporation," with Paul Vaaler presented at the Academy of International Business Annual Meeting, Monterrey Mexico, October 8-12
- 1997 Invited Speaker, "Finding a Place for the Ethical in the Economic and Cultural Milieu of Business", Education, Leadership and Business Ethics: A Symposium Honoring Clarence Walton, Bryn Mawr Pennsylvania, May 20.
- 1997 Keynote Speaker, "Kantian Capitalism", 25th Conference on Value Inquiry, Inquiry, Boone, North Carolina, April 1997
- 1997 "When in Rome, When Should You Do As the Romans Do?" Institute for Fiduciary Education Giants, West Palm Beach Florida, February 3, 1997
- 1997 Keynote Address, "University-Business Partnerships, Iowa State University, Des Moines, January 7. This address was for a faculty retreat on university business partnerships based on my book, University-Business Partnerships: An Assessment.
- 1996 Conference Speaker, "Some Arguments for Universal Standards", The First World Congress of Business, Economics, and Ethics, Tokyo, Japan, July 26
- 1996 Invited Speaker, "The Role of Philosophy in Public Policy", Pacific Division Meeting, American Philosophical Association, April 6, Seattle, WA
- 1996 Conference Speaker, with Thomas M. Jones, "Moral Hazards on the Road to the 'Virtual' Corporation", International Association of Business and Society, Santa Fe, New Mexico, March 23
- 1996 Invited Speaker, "Relationship Between Ethics and the Bottom Line", Second Ethics Conference, March 11,12, North Dakota State
- 1995 Inaugural Lecturer, Collegium Invisible, Warsaw, Poland, October 6
- 1995 Invited Speaker, "The Moral Foundations of Capitalism," Polish Academy of Sciences, Warsaw, Poland, October 6

- 1995 Invited Speaker, Business Ethics in the Czech Republic Conference, Prague, Czech, June 23
- 1995 Conference Speaker, Business Ethics in Europe and America Conference, University College Cork, Cork, Ireland, June 14
- 1995 Walter W. Powell Lecturer, "Relationships Between Ethics and Profits," and "When in Rome Do as the Romans Do," Linfield College, April 25
- 1995 Invited Keynote Speaker, "Financial Securities, Caveat Emptor," National Conference on Finance Ethics, University of Florida, January 26
- 1994 Conference Speaker, "Some Arguments for Universal Moral Standards," NAFTA Conference, University of Colorado at Denver, December 9
- 1994 Ruffin Lecturer, "A Kantian Theory of Capitalism," Darden Graduate School of Business, University of Virginia, November 20
- 1994 Conference Speaker, "A Transactions Cost Argument for Universal Ethical Standards within Multinational Corporations," with Paul M. Vaaler, Society for the Advancement of Socio-Economics Annual Meeting, Paris, France, July
- 1994 Invited Speaker, "In Defense of the Caux Round Table Principles of Business," Caux Round Table, Caux, Switzerland, July 26
- 1994 Invited Speaker, "Is There A Special Ethics for Professionals?" NEH sponsored "Ethics in the Professions," University of Nebraska, June 7
- 1993 Invited Speaker, "Theoretical Considerations for A Meaningful Code of Professional Ethics," Marquette University, July 8
- 1992 Invited Speaker, "Linking Theory and Practice," Mankato State University October 19
- 1992 Conference Speaker, "Business Ethics, Social Science, and the Egoistic Paradigm: An Interdisciplinary Dialogue," Society for Business Ethics, August 7
- 1991 Invited Speaker, "The Public Good and the Private Good: Defining the Social Responsibilities of the Corporation and the Community" Center for the Study of Ethics and Contemporary Moral Problems, Hebrew Union College-Jewish Institute of Religion University of Cincinnati, May 20-21.

***V. CONSULTANTSHIPS (1988-present)***

- 1996 Conference Board, Workshop Leader, Four Frameworks From Philosophy and Religion, and Their Implications for Corporate Decision-Making
- 1994 3M
- 1993- National Science Foundation Ethics and Value in Science Program  
1996
- 1993 Minnesota Center for Corporate Responsibility
- 1993 H.B. Fuller Company
- 1989 Pitney Bowes, Consultant
- 1989 Graduate School of Sales Management and Marketing, Seminar Director sponsored by Syracuse University in cooperation with Sales & Marketing Executives-International, June 15-16
- 1989 American Accounting Association Seminar on Professionalism and Ethics, Montvale, New Jersey and Atlanta, Georgia, May 15
- 1989 General Motors-Passport International, Montreal, Canada, Consultant Jan 10-11
- 1988- Arthur Andersen & Co., Governing Board and Faculty Member for  
1992 Business Ethics Project.
- 1988 Hercules Incorporated, Consultant April 28
- 1987 Vanderbilt University, July 15-16
- 1981- Humanities Advisory Committee, Edison Community College  
1989
- 1976- National Endowment for the Humanities, National Board of Consultants  
1989
- 1976- NEH Education division Panel of Evaluators  
1989
- 1976- Archives for Philosophy, Board of Referees  
1989

## ***VI. PROFESSIONAL OFFICES***

- 2010 Review Board for the International Encyclopedia for Ethics

2008-2011 Advisory Board The American College Center for Ethics in Financial Services

2006-2008 Editorial Board Academy of Management Review

2005 Business *Ethics Quarterly* Editorial Review Board, 1990-present Associate Editor 2005-2009

2004-2007 Academic Advisor Business Roundtable Institute for Corporate Ethics

2004-Associate Editor, Encyclopedia Of Business, Ethics, and Society

2004- Senior Contributing Editor, Journal of Business Ethics Education

1998- 2003 Section Editor, Theoretical Foundations, Journal of Business Ethics

1992- Governing Board, Social Issues in Management  
1995

1992- 2004 Board of Directors, Minnesota Center for Corporate Responsibility (Renamed Center for Ethical Business Cultures 2000)

1992- Editorial Board, *Sage Series in Business Ethics*  
present

1989- Managing Director, The Alling Institute for Ethics, Inc.  
1993

1988- ?Editorial Board, *Philosophy in Context*

1988-2003 Editorial Advisory Board, *International Journal of Value Based Management*

1987- Advisory Council, Partnership for the Assimilation of Cases in Ethics  
1993 (PACE), Arthur Andersen & Co.

1987 Advisory Board, *Values and Ethics in Organizations and Human Systems Development*, An Annotated Bibliography, Ed. Mark S. Frankel, American Association for the Advancement of Science

1986- Society for Business Ethics, Executive Committee ('86-'88)  
1988 President ('88)

1986 Advisory Board, *Frontiers in Philosophy*, Ed. Peter Hare, Prometheus Books

1985- Editorial Board, *Ethics*  
1991

1985- Board of Editors, University of Delaware Press  
1988

1984- Board of Editors, *Journal of Applied Philosophy*  
present

1981- Co-editor, *Business & Professional Ethics Journal*  
1988

1975- Board of Editors, *Journal of Pre-College Philosophy*  
1989

1972- American Philosophical Association  
National Executive Secretary, 72-77  
Chair, Subcommittee on Publications and Research, 87-89.  
Acting Chair, 86-87

## **VII. CORPORATE BOARD**

1995-1999 Dayton Hudson Receivables Corporation

## **VIII. FACULTY COMMITTEES AND GRADUATE STUDENT SUPERVISION (University of Minnesota)**

### **Graduate Student Committees**

#### **1. Doctoral Dissertation Advisor**

Arnold, Denis G.	(Philosophy) (Completed 1995)*
Brewer, Kathryn B.	(Strategic Management) (Completed 1997)
Forschler, Scott	(Philosophy) ( Completed 2004)*
Harris, Jared	(Strategic Management) (Completed 2006)*
Reynolds, Scott	(Strategic Management) (Completed 2002)*
Schultz, Walter	(Philosophy) (Completed 1997)*
Soderholm, Steven A.	(Philosophy) (Completed 1996)
Weinstein, Chad	(Philosophy) (Completed 2001)*
Walsh, Nancy	(Philosophy) (Completed 2004)

- Co-advisor.

#### **2. Doctoral Dissertation Committees (Completed Only)**

Brophy, Matthew	(Philosophy)
Burchard, Melissa	(Philosophy)
Campbell, Eric	(Education)
Hargrave, Timothy	(Management)
Jeffries, Paul F.	(Philosophy)
Paulson, Darla Flint	(Human Resources and Industrial Relations)
Swenson Lepper, Tammy	(Education)
Thompson, Jeff	(Strategic Management)
Virakul, Busaya	(Education)
Winter, Michael	(Philosophy)

### 3. Masters' Committees (Completed only)

Brownawell, Robert	(Philosophy)
Hupp, David W.	(Philosophy)
Smith, Jeff	(Philosophy)
Schultz, Walter	(Philosophy)
Swanson, Terri A.	(Management of Technology)
Tiernan, Craig	(Philosophy)

### **University of Minnesota Committees**

1. University Senate, 1995-96
2. Council on Liberal Education, 1991-93
3. Social Concerns Committee, 1990-93. Chair 1991-92  
Subcommittee on Socially Responsible Investment, Chair, 1990-91
4. Task Force on Liberal Education, 1990-91
5. Board of Advisors, Silha Center, 1990-97

### **Carlson School Committees**

1. Term Chair Advisory Committee 2001
2. Academic Coordinator with Center for Ethical Business Cultures and University of Saint Thomas, 2000-2004
3. Faculty Advisor, Net Impact, 2000-2003
4. Dean's Advisory Council, 1995-96
5. Realignment Committee, 1995-96
- 5A Chair, Subcommittee on Promotion and Tenure
6. Art Selection Committee, 1994
7. Search Committee, Kappell Chair, 1994-95

### **Department Committees**

#### Strategic Management Department

1. Department Chair, 1992-1995
2. Teaching Committee Chair, 1991-92

3. Ph.D. Committee, 1990-92, 1995-
4. Personnel Recruiting, 1990-91
5. Strategy Committee, 1989-90
6. Van de Ven Chair Review Committee 2006

Philosophy Department

1. Brian Bix Tenure Review Committee, Chair 2001
2. Sarah Holtman Tenure Review Committee 2001
3. Placement Coordinator 2000-2002
4. Diversity Committee, 1997-1998
5. Colloquium Committee, 1995-96
6. Chair, Misconduct Committee, 1995-1996
7. Woodbridge Prize, 1991-92
8. Ph.D. Committee, 1990-91
9. Curriculum Committee, 1989-90

***IX. PROFESSIONAL ASSOCIATIONS***

Academy of International Business, 1997-1999

Academy of Management, Social Issues in Management Division  
Governing Board, 1992-1995

American Philosophical Association  
Executive Secretary, 1972-1977

American Association of University Professors

American Society for Political and Legal Philosophy

American Society for Value Inquiry  
President 1980-81

European Business Ethics Network

International Association for Business and Society

Society for Business Ethics  
Founder 1978  
President 1988

Society for the Advancement of Socio-Economics  
Governing Board, 1993-1996



## **X Public Service**

Elected Talbot County Maryland Board of Education, 2009-2011

Appointed West Hurley New York Library Board of Directors 2014  
President 2016-

Appointed Hurley New York Zoning Board of Appeals, 2015-