

LAUREN S. KAUFMANN

100 Darden Boulevard, Charlottesville, VA 22903
KaufmannL@darden.virginia.edu | +1 (434) 924-6030

ACADEMIC APPOINTMENTS

Darden School of Business, University of Virginia 2022 -
Assistant Professor of Business Administration

Women, Gender & Sexuality Department, University of Virginia
Affiliate Faculty Member 2023 -

EDUCATION

The Wharton School, University of Pennsylvania 2022
Ph.D. Managerial Science and Applied Economics
M.S. Ethics and Legal Studies

- Winner, Winkelman Fellowship in Applied Economics (the highest academic honorific at Wharton)

The London School of Economics and Political Science 2015
M.Sc. Gender (with Distinction)

University of Pennsylvania 2014
B.A. Philosophy, B.A. English (Honors); *Summa Cum Laude*; Phi Beta Kappa

RESEARCH AREAS

Business ethics, social impact, impact investing, gender

PUBLICATIONS

Kaufmann, L. & Derry, R. (in press) “On Valuing Women: Advancing an Intersectional Theory of Gender Diversity in Organizations.” *Academy of Management Review*. <https://doi.org/10.5465/amr.2021.0382>

- Winner of a Spilker Corporate Governance Fund Research Fellowship

Kaufmann, L. (2023). “*We Are Not Born Submissive: How Patriarchy Shapes Women’s Lives*, by Manon Garcia. Princeton, NJ: Princeton University Press, 2021. 234 pp.” *Business Ethics Quarterly*, 33(4), 777-780. <https://doi.org/10.1017/beq.2023.23>

Kaufmann, L. (2022). “Feminist Epistemology and Business Ethics.” *Business Ethics Quarterly*, 32(4): 546-572. <https://doi.org/10.1017/beq.2021.33>

WORKS IN PROGRESS

Lauren Kaufmann, Michael Brown, & Gorgi Krlev. Impact Measurement. (*under 3rd review*)

- Winner of a Mack Institute for Innovation Management Research Fellowship

Lauren Kaufmann & Helet Botha. Impact Risk. (*under 3rd review*)

- Winner of a Russell Ackoff Doctoral Student Fellowship Grant

Lauren Kaufmann & Shereen Chaudhry. Bystanders. (*under review*)

- Winner of a Zicklin Center for Business Ethics Research Grant
- Winner of a Wharton Risk Management and Decision Processes Center Grant

Lauren Kaufmann & Helet Botha. Gender, development, and impact investing.

Lauren Kaufmann, Valeria Cavotta, & Vontrese Pamphile. Impact experts.

Helet Botha & **Lauren Kaufmann**. Simone de Beauvoir and organizational ethics.

TEACHING

MBA (Darden)

- Business Ethics (first year core course)
- Feminist Business Ethics (second year elective)

Undergraduate (Wharton)

- Business Ethics and Social Responsibility
- Introduction to Management
- Research Methods (lecturer for experimental & qualitative methods)

Published Cases & Technical Notes

- Netflix and Dave Chappelle (A): [Darden Case E-0499](#) and (B): [Darden Case E-0501](#).
- Intersectionality: [Darden Technical Note E-0500](#).
- Returning to Redmond? Exploring equity in hybrid work environments at Microsoft: [Darden Case E-0497](#).
- Equity Considerations in remote and hybrid work environments: [Darden Technical Note E-0498](#)
- Moral theory and the language of ethics and business: [Darden Technical Note E-0405](#).

PRACTITIONER PUBLICATIONS & OUTREACH

Kaufmann, L., Dodd, T., & O'Neill, E. (2024). Intersectional: The next frontier in diversity. *Governance Directions*.

Kaufmann, L. & Bowers, K. "Pop culture and corporate culture: Netflix and the Dave Chappelle Controversy." *Darden Ideas to Action*. March 7, 2024.

Kaufmann, L. & Morse, M. "Outcomes-based financing: The quality education India development impact bond." *Darden Ideas to Action*. September 1, 2023.

Brown, M., & **Kaufmann, L.** (2022). "Impact underperformance: What it looks like and why it matters." *Impact Entrepreneur*. <https://impactentrepreneur.com/impact-underperformance/>

- Reprinted by **Salesforce** and **Mission Investors Exchange** in the thought leadership collection "Why Impact Management?" <https://www.salesforce.org/wp-content/uploads/2022/10/why-impact-management-series.pdf>

Interviews completed:

Wharton's *Dollars and Change* podcast, Research Notes interview with the Wharton ESG Initiative, Deming Center for Entrepreneurship *Creative Distillation* podcast, Darden *Stakeholder Podcast*

RECENT REFEREED RESEARCH PRESENTATIONS

2024

- International Association for Business & Society Conference: "Impact Aggregation," Annapolis
- Society for Business Ethics Annual Conference: "Gender, Development, and Investing," Chicago

2023

- 3rd Wittenberg Business Ethics Conference: “Gender Impact Investing,” Wittenberg
- Paper Development Workshop on Impact Investing, “Impact Measurement,” Helsinki
- Society for Business Ethics Annual Conference: “Impact Risk,” Boston
- Gender, Work, & Organization Conference: “Gender, Development, and Investing,” Stellenbosch
- International Association for Business & Society Conference: “Impact Risk,” Bath
- Business Ethics in the 6ix: “Gender Impact Investing,” Toronto

2022

- 19th Annual Social Entrepreneurship Conference: “Impact Risk,” Los Angeles
- Society for Business Ethics Annual Conference: “Impact Measurement,” Seattle
- INSEAD-Wharton Doctoral Consortium: “Impact Measurement,” Fontainebleau

INVITED TALKS

<i>Forté Foundation – “B School Short Course”</i>	2024
University of Oxford, Saïd Business School	2024
Indiana University, Kelley School of Business	2024
University of Michigan-Dearborn, College of Business	2023
<i>Society for Business Ethics</i> , Junior Scholars Research Network	2023
Carnegie Mellon, Tepper School of Business	2023
St. Joseph’s University, Pedro Arrupe Center for Business Ethics	2023
<i>American Philosophical Association - Central Division</i>	2023
University of Virginia, Darden School of Business	2021
Loyola Marymount University, College of Business Administration	2021
George Washington University, School of Business	2021

OTHER WORK EXPERIENCE

<i>Associate, Criterion Institute</i> , Haddam, CT	2016
• Developed research and training programs on gender impact investing for asset managers	
<i>Analyst, Encourage Capital</i> , New York, NY	2014
• Structured a pay-for-success environmental impact bond to address wildfire suppression	
• Recognized as a finalist in the U.S. Department of Forestry’s Barrett Foundation Challenge	

PROFESSIONAL AFFILIATIONS & SERVICE

Academy of Management (AOM)
 Society for Business Ethics (SBE)
 International Association for Business & Society (IABS)

Service to the field: *Society for Business Ethics* Diversity, Equity, and Inclusion [Committee Member](#)

Ad-hoc reviewer: *Business Ethics Quarterly*, *Journal of Business Ethics*