

LAUREN S. KAUFMANN

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ACADEMIC APPOINTMENTS

University of Virginia

Darden School of Business, *Assistant Professor of Business Administration* 2022 -
 Women, Gender & Sexuality Department, *Affiliated Faculty* 2023 -

EDUCATION

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

PUBLICATIONS

Kaufmann, L. & Botha, H. "Impact Risk." *Accepted at Journal of Business Ethics.*

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

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 UNDER REVIEW & IN PROGRESS

Lauren Kaufmann, Michael Brown, & Gorgi Krlev. A qualitative study of impact measurement.

Lauren Kaufmann & Helet Botha. Postcolonial theory and microfinance.

Lauren Kaufmann, Valeria Cavotta, & Vontrese Pamphile. A qualitative study of impact experts.

Helet Botha, R. Edward Freeman, & **Lauren Kaufmann**. Existentialism and organizational ethics.

Bidhan (Bobby) Parmar, Helet Botha & **Lauren Kaufmann**. A mixed methods study of moral reasoning.

Helet Botha, Saras Sarasvathy, & **Lauren Kaufmann**. Business ethics and cynicism.

TEACHING

MBA (Darden)

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

Executive Education (Darden)

- Topics: Purpose-driven leadership, Ethical decision making, Business ethics

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 & ENGAGEMENT

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

Kaufmann, L. & Bowers, K. Pop culture and corporate culture: Netflix and the Dave Chappelle controversy. *Darden Ideas to Action*. March 7, 2024. [Link](#).

Kaufmann, L. & Morse, M. Outcomes-based financing: The quality education India development impact bond. *Darden Ideas to Action*. September 1, 2023. [Link](#).

Brown, M., & Kaufmann, L. (2022). Impact underperformance: What it looks like and why it matters. *Impact Entrepreneur*. [Link](#).

- Reprinted by **Salesforce** and **Mission Investors Exchange** in the thought leadership collection “Why Impact Management?” [Link](#).

Interviews: Wharton *Dollars and Change* podcast, Wharton ESG Initiative *Research Notes*, Deming Center for Entrepreneurship’s *Creative Distillation* podcast, Darden *Stakeholder Podcast*

RECENT RESEARCH PRESENTATIONS

2024

- Centre for Corporate Reputation: “Gender and Social Purpose,” Oxford
- Wharton-Groningen PPE Workshop, “Gender, Development, & Investing,” Groningen
- Society for Business Ethics: “Gender, Development, & Investing,” Chicago
- Ethical Issues of Our Time: “Intersectional Impact Investing,” Park City

2023

- 3rd Wittenberg Business Ethics Conference: “Gender Impact Investing,” Wittenberg
- Paper Development Workshop on Impact Investing, “Impact Measurement,” Helsinki
- Society for Business Ethics: “Impact Risk,” Boston
- Gender, Work, & Organization: “Gender, Development, and Investing,” Stellenbosch

- International Association for Business & Society: “Impact Risk,” Bath
- Business Ethics in the Six: “Gender Impact Investing,” Toronto

2022

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

INVITED TALKS

<i>Forté Foundation – “Business Essentials” webinar</i> (available here)	2024
University of Oxford, Saïd Business School (available here)	2024
Indiana University, Kelley School of Business	2024
University of Michigan-Dearborn, College of Business	2023
<i>Society for Business Ethics, Junior Scholars Research Network</i>	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
<ul style="list-style-type: none"> • Developed gender impact investing research and training programs for asset managers 	
<i>Analyst, Encourage Capital</i> , New York, NY	2014
<ul style="list-style-type: none"> • 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)

Society for Business Ethics: *Diversity, Equity, and Inclusion Committee Member* (2023-)
Ad-hoc reviewer: *Business Ethics Quarterly, Journal of Business Ethics*