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PROFESSIONAL EXPERIENCE

- 2011-Present ACADEMIC CO-DIRECTOR, INSTITUTE FOR BUSINESS IN SOCIETY,
The Darden School, University of Virginia, Charlottesville, VA.
- 1987-Present UNIVERSITY PROFESSOR (effective 2010); ELIS AND SIGNE OLSSON
PROFESSOR OF BUSINESS ADMINISTRATION; SENIOR FELLOW
(2009) [Director/co-director 1987-2009], THE OLSSON CENTER FOR
APPLIED ETHICS, The Darden School, PROFESSOR OF RELIGIOUS
STUDIES (courtesy), Department of Religious Studies, University of Virginia,
Charlottesville, VA.
- 2004-Present ADJUNCT PROFESSOR OF STAKEHOLDER MANAGEMENT,
Copenhagen Business School, Copenhagen, Denmark
- 2009-Present VISITING PROFESSOR, Nyenrode Business Universiteit, Amsterdam,
Netherlands.
- 2011-Present ADJUNCT PROFESSOR OF MANAGEMENT, Faculty of Business and
Economics, Monash University, Melbourne, Australia.
- 2011-Present VISITING PROFESSOR, International Center for Corporate Social
Responsibility, Nottingham University Business School, Nottingham, United
Kingdom.
- 2008-Present HONORARY MEMBER OF THE FACULTY, Comillas University, Madrid,
Spain.
- 2013-Present HONORARY MEMBER OF THE FACULTY, Radbord University,
Nijmegen, Netherlands.

2014-Present HONORARY MEMBER OF THE FACULTY, Hanken School of Economics, Helsinki, Finland.

2016-Present HONORARY MEMBER OF THE FACULTY, School of Administration, Sherbrooke University, Sherbrooke, Quebec, Canada.

2018-Present HONORARY MEMBER OF THE FACULTY, Tampere University, Tampere, Finland.

2019-Present HONORARY MEMBER OF THE FACULTY, School of Sustainability, Leuphana University, Luneburg, Germany.

2016-2020 CO-EDITOR-IN-CHIEF, *Journal of Business Ethics*, This journal is an FT 50 journal published by Springer Inc.

2004-2014 ACADEMIC DIRECTOR, BUSINESS ROUNDTABLE INSTITUTE FOR CORPORATE ETHICS, The Darden School, University of Virginia, Charlottesville, VA.

2009-2010 GOURLAY PROFESSOR OF ETHICS, (Visiting appointment), Melbourne Business School and Trinity College, Melbourne, Australia.

2008-2010 WELLING PROFESSOR, (Honorary visiting appointment), George Washington University, Washington, D.C.

1993-1998 VISITING SCHOLAR; Institut Pengembangan Manajemen Indonesia, Jakarta, Indonesia

1986-1987 VISITING ASSOCIATE PROFESSOR OF BUSINESS ADMINISTRATION, The Darden School, University of Virginia, Charlottesville, VA.

1983-1987 ASSOCIATE PROFESSOR, Department of Strategic Management and Organization, The School of Management, University of Minnesota, Minneapolis, MN.

1981-1983 ASSISTANT PROFESSOR, Department of Management, The Wharton School, University of Pennsylvania, Philadelphia, PA.

1977-1981 SENIOR PROJECT MANAGER (1980), PROJECT MANAGER (1978), RESEARCH SPECIALIST (1977), FOUNDING MEMBER (1977), The Wharton Applied Research Center, The Wharton School, University of Pennsylvania, Philadelphia, PA.

1979-1981 LECTURER, Department of Management, The Wharton School, University of Pennsylvania, Philadelphia, PA.

1977-1979 ADJUNCT ASSISTANT PROFESSOR OF BUSINESS, LaSalle College,
Philadelphia, PA.

1976-1977 SENIOR MANAGEMENT RESEARCH ANALYST, The Busch Center,
University of Pennsylvania, Philadelphia, PA.

EDUCATION/DEGREES

Doctor Honoris Causa, Leuphana University, Luneburg, Germany, 2019

Doctor Honoris Causa, University of Tampere, Tampere, Finland, 2018.

Docteur d'honneur en administration, Universite de Sherbrooke, Sherbrooke, Canada, 2016.

Doctor Honoris Causa, Economics, Hanken School of Economics, Helsinki, 2014.

Doctor Honoris Causa, Management Science, Radboud University, 2013.

Doctor Honoris Causa, Economics, Comillas University, Madrid, 2008.

Ph.D., Philosophy, Graduate School of Arts and Sciences, Washington University, St. Louis,
Mo, 1978.

B.A., Mathematics and Philosophy, Duke University, Durham, NC, 1973.

PUBLICATIONS

Edited Book Series

Co-Editor with Mette Morsing (Copenhagen Business School) and Jeremy Moon (Nottingham)
Business, Society and Value Creation, Cambridge University Press. Volumes include:

Stitching Government for Labor Rights, (Reinecke and Donaghey).

Climate Activism, (Skoglund and Bohm).

Megacorporation, Glen Whelan, 2021

Visible Hands, Jette Steen and Jeremy Moon, 2019

Business Ethics for a Material World, Ryan Burg, 2018

Business, Integrity and Peace, Timothy Fort, 2007.

Entrepreneurs and Democracy, Pierre Yves-Gomez & Harry Korine, 2008.

Corporations and Citizenship, Andrew Crane, Dirk Matten and Jeremy Moon, 2008.

Business Ethics as Practice, Mollie Painter-Morland, 2008

NGOs and Corporations Michael Yaziji and Jonathan Doh, 2009

Business and Public Policy, Jorge Rivera, 2010.

Stakeholders Matter: A New Paradigm for Strategy in Society, Sybille Sachs and Edwin Ruhli, 2011.

Capitalism, Corporations, and the Social Contract: A Critique of Stakeholder Theory, Samuel Mansell, 2013.

Virtue in Business: An Aristotelian Approach, Edwin Hartman, 2013.

Corporate Social Entrepreneurship: Integrity Within, Christine A. Hemingway, 2013

Ethics and the Global Financial Crisis, Boudewijn de Bruin, 2015

Managing Corporate Impacts, Jennifer J. Griffin, 2016.

Editor, ***The Ruffin Series in Business Ethics***, Oxford University Press. 16 books in the Series. Titles include:

Beyond Success: Corporations and Their Critics in the 1990s, James W. Kuhn and Donald W. Shriver

Business as a Humanity, Thomas J. Donaldson and R. Edward Freeman, editors

Business Ethics: The State of the Art, R. Edward Freeman, editor

Ethics and Agency Theory, Norman E. Bowie and R. Edward Freeman

Ethics and Excellence: Cooperation and Integrity in Business, Robert C. Solomon

Ethics and Governance: Business as Mediating Institution, Timothy L. Fort

The Ethics of International Business, Thomas J. Donaldson

Ethics Through Corporate Strategy, Daniel R. Gilbert, Jr.

Managers vs. Owners: The Struggle for Corporate Control in American Democracy, Allan Kaufman, Lawrence Zacharias, and Marvin Karson

Moral Imagination and Management Decision-Making, Patricia H. Werhane

Organizational Ethics and the Good Life, Edwin M. Hartman

The Politics of Ethics: Methods for Acting, Learning, and Sometimes Fighting with Others in Addressing Ethics Problems in Organizational Life, Richard P. Nielsen

Rethinking Business Ethics: A Pragmatic Approach, Sandra B. Rosenthal and Rogene A. Buchholz

The Twilight of Corporate Strategy: A Comparative Ethical Critique, Daniel R. Gilbert, Jr.

Values, Nature, and Culture in the American Corporation, William C. Frederick

Women's Studies and Business Ethics, Andrea L. Larson and R. Edward Freeman, editors

Editor, ***Ruffin Lecture Series in Business Ethics***, Society for Business Ethics and Philosophy Documentation Center. Volumes include:

Co-Editor (with P. Werhane), Volume 4, *Business Ethics and Science*, 2004.

Co-Editor (with S. Venkataraman), Volume 3, *Ethics and Entrepreneurship*, 2002.

Co-edited by P. Werhane and J. Reichart, Volume 2, *Business, Ethics and the Environment*, 2000.

Editor, Volume 1, *New Directions in Business Ethics*, 1998

Edited Journals

Co-Editor-in-Chief (with Michelle Greenwood), *The Journal of Business Ethics*, volumes 133-167, 2016-20.

Guest Co-Editor (with Tom Jones, Thomas Donaldson, Jeffrey Harrison, Carrie Leana, Joseph Mahoney, and Jone Pearce and others) *Academy of Management Review* Special Theory Forum, Management Theory and Social Welfare, volume 41 (2), 2016.

Guest Co-Editor (with Jeffrey Harrison and Monica Cavalcanti Sa de Abreu) *Brazilian Review of Business Management*. Special issue on Stakeholder theory in Multiple International Contexts. Volume 17, No. 55, 2015

Guest Co-Editor (with Michelle Greenwood, Harry van Buren and Ron Mitchell) *Journal of Management Studies* Special Issue on Accounting for Stakeholders, Volume 52 Number 7, 2015.

Guest Co-Editor (with Robert Strand and Kai Hocketts) *Journal of Business Ethics*, Symposium on Corporate Social Responsibility and Sustainability in Scandinavia, Volume 127, No. 1, 2015.

Guest Co-Editor (with Gianfranco Rusconi, Silvana Signori and Alan Strudler), *Journal of Business Ethics*, Issue on Stakeholder Theory(ies): Ethical Ideas and Managerial Action, Volume 109, No. 1, August 2012.

Guest Co-Editor (with Kristijan Krkac) *Croatian Journal of Ethics*, Inaugural Issue published in 2012.

Guest Co-Editor (with Maurizio Zollo) *European Management Review*, special issue on “Re-thinking the Firm”, Published in 2010-2011.

Guest Co-Editor (with Grant Savage and Salme Nasi), *The Journal of Business Ethics*, “Stakeholder Thinking: A Tribute to Juha Nasi”, Volume 96, No.1, 2010.

Guest Co-Editor (with Jeffrey Harrison), *Academy of Management Executive*, “Special Forum on Corporate Democracy”, forthcoming in 2004.

Guest Co-Editor (with P. Werhane), *Business and Society Review*, Volume 106, Number 3, “Scholars in Business Ethics”, Fall 2001.

Guest Co-Editor (with Jeffrey Harrison), *Academy of Management Journal*, “Special Research Forum on Stakeholders and Corporate Responsibility”, 1999.

Books

Philosophy and Stakeholder Theory, in progress.

Stakeholder Capitalism: A Definitive Guide, in progress.

Defeating Dengue: The Role of Stakeholder Engagement, with A. Sell, forthcoming from Columbia University Press in 2024.

Humanizing Business: What the Humanities Can Say to Business, with M. Dion and S Dmytriiev, Springer, 2022.

R Edward Freeman’s Selected Works on Stakeholder Theory and Business Ethics, with S. Dmytriiev (eds.) Springer Nature, 2023.

Models of Leadership in Plato and Beyond, with Dominic Scott, Oxford University Press, 2021.

Research Handbook of Responsible Management, with O. Lasch, D. Jimali, and R. Suddaby, Edward Elgar Press, 2020.

The Power of And: Responsible Business Without Tradeoffs, with B Parmar and K Martin, Columbia University Press, 2020.

A Handbook of Stakeholder Theory, with Jeffrey Harrison, Jay Barney, Rob Phillips as co-editors. Cambridge: Cambridge University Press, 2019.

Stakeholder Management: A Short Introduction, with Stelios Zyglidopoulos and Jeffrey Harrison. Cambridge: Cambridge University Press, 2018.

Research Methods in Business Ethics, with Patricia Werhane and Sergiy Dmytriiev, Cambridge University Press, 2018.

The Moral Imagination of Patricia Werhane: A Festschrift, with Sergiy Dmytriev and Andrew Wicks, Springer, 2018.

Case Studies in Stakeholder Engagement, with Johanna Kujala and Sybille Sachs, Springer, 2017.

Bridging the Values Gap, with Ellen Auster, San Francisco: Barrett-Koehler, 2015.

Corporate Social Responsibility and Corporate Governance: The Contribution of Economic Theory and Related Disciplines, co-edited with Lorenzo Saccone, Margaret Blair, and Alessandro Vercelli, Cheltenham, U.K: International Economics Association and Palgrave Press, 2011.

Business Ethics: A Managerial Approach, with A. Wicks, P. Werhane, and K. Martin, Prentice Hall, 2010.

Stakeholders, (edited with R. Phillips), Edward Elgar Press, 2010.

Stakeholder Theory: The State of the Art, with J. Harrison, A. Wicks, B. Parmar, and S. de Colle, Cambridge University Press, 2010. Chinese Translation forthcoming.

Strategic Management: A Stakeholder Approach, Boston: Pitman (Harper and Row), 1984. Chinese translation with a new preface, Shanghai: Shanghai Academy of Social Sciences, 2007. Re-issued with a new preface in 2010 by Cambridge University Press.

Managing for Stakeholders: Survival, Reputation, and Success, with J. Harrison and A. Wicks, New Haven: Yale University Press, 2007. (Wachovia Award Winner, The Darden School). Japanese translation with a new preface 2010. Korean translation 2010.

Teoria Degli Stakeholder, edited with G. Rusconi and M. Dorigatti, Milano: ACLI, 2007.

The Portable MBA, Fourth Edition, with Bruner, Eaker, Spekman, Teisberg and Venkataraman, John Wiley and Sons, 2003.

The Blackwell's Handbook of Strategic Management, (edited with M. Hitt and J. Harrison), Oxford: Basil Blackwell Inc., 2001.

Environmentalism and the New Logic of Business, with R. Dodd and J. Pierce, Oxford University Press, 2000. (Wachovia Award Winner, The Darden School)

The Portable MBA, 3rd Edition, with Robert Bruner, Mark Eaker, Robert Spekman, and Elizabeth Teisberg, New York: John Wiley and Sons, 1997. Translated into Japanese, Portuguese, and Chinese 1999.

The Encyclopedic Dictionary of Business Ethics, (edited with Patricia Werhane), Oxford: Blackwells, 1997. This volume also appears as Volume 11 in C. Cooper and C. Argyris (eds.) *The Blackwells' Encyclopedia of Management*, Oxford: Blackwells, 1997. An edited version of this dictionary appears as "Business Ethics" in a one volume encyclopedia of management by the same editors and publishers. *2nd Edition*, 2005.

Business Ethics and Women's Studies, (edited with Andrea Larson), New York: Oxford University Press, 1997.

Business as a Humanity, (edited with Tom Donaldson), New York: Oxford University Press, 1995.

Ethics and Agency Theory (edited with Norman Bowie), Oxford University Press, 1991.

Business Ethics: The State of the Art, edited, New York: Oxford University Press, 1991.

Management, Fourth Edition, with James Stoner, Englewood Cliffs, NJ: Prentice-Hall, 1989. Translated into Spanish and Bahasa Indonesian.

Management, Fifth Edition, with James Stoner, Englewood Cliffs, NJ: Prentice Hall, 1992. Translated into Spanish and Bahasa Indonesian.

Management, Sixth Edition with James Stoner and Daniel Gilbert, Englewood Cliffs, NJ: Prentice Hall, 1995. Translated into Spanish, Portuguese, Dutch, Bahasa Indonesian, and Polish.

A Logic for Strategy, with Daniel Gilbert, Edwin Hartman and John Mauriel, New York: Harper and Row, 1988.

Corporate Strategy and the Search for Ethics, with Daniel Gilbert, Englewood Cliffs, NJ: Prentice-Hall, 1988. Translated into German as *Unternehmens-strategie, Ethick und personliche Verantwortung*, Frankfurt: Campus Verlag.

Articles

"Towards a Humanistic Business Ethics." with. De Colle, S., Wicks, A. C., *Business & Society*, forthcoming in 2024

"Forward". *Conversations on Ethics and Business*" in *A Guide to Thinking about Workplace Ethics*. Forthcoming in 2024.

"Moving beyond "the" business case: How to make corporate sustainability work." With Busch, T., Barnett, M. L., Burritt, R. L., Cashore, B. W., , Henriques, I., Husted, B. W., Panwar, R., Pinkse, J., Schaltegger, S., (Forthcoming). *Business Strategy and the Environment*.

“Preface.” *International Management of CSR/SD: Concepts, Methods and Tools for Action..*
Forthcoming in 2024

“Letters to Stakeholders.” With Civera, C., Dmytriiev, S., *Business Ethics, the Environment & Responsibility* forthcoming in 2024

“Toward a Theory of Marginalized Stakeholder-Centric Entrepreneurship.
With Chowdhury, R., and Sarasvathy, S. D . *Business Ethics Quarterly*, forthcoming in 2024

“Business in a Post-COVID World: The Move to Stakeholder Capitalism” With B. Freeman
Journal of Human Values, 29(2), 105-114, 2023.

“Epilogue”. In Dmytriiev and Freeman (eds.) *Selected Works on Stakeholder Theory and Business Ethics* (pp. 811-814). 2023. Springer Nature.

“Stakeholder Capitalism and Implications for How We Think About Leadership.” with R.T. By.
Journal of Change Management, 2022, 22(1), 1-7.

de Gooyert, V., Rouwette, E., van Kranenburg, H., Freeman, R. E., van Breen, H., (2022).
Cognitive change and consensus forming in facilitated modelling: A comparison of experienced
and observed outcomes. *European Journal of Operational Research*, 299(2), 589-599.

Botha, H., Freeman, R. E., (2022). Existentialist Perspectives on the Problem and Prevention of
Moral Disengagement. *Journal of Business Ethics*, 1-13.

Parmar, B. L., Wicks, A. C., Freeman, R. E., (2022). Stakeholder Management & The Value of
Human-Centered Corporate Objectives. *Journal of Management Studies*, 59(2), 569-582.

Freeman, R. E., Sollars, G. G., (2022). A puzzle about business ethics. *Business Ethics, the Environment & Responsibility*, 31(1), 272-273.

“Forward.” In Johanna Kujala, Annika Blomberg and Anna Heikkinen (Ed.), *Stakeholder Engagement in a Sustainable Circular Economy*. forthcoming

“Stakeholder Theory.” With Menghwar, P. In *Sage Business Foundations*, L.Nair Ed. SAGE
forthcoming

“The Promise of Pragmatism: Richard Rorty and Business Ethics.”with S. Pouryousefi, *Business Ethics Quarterly* forthcoming.

“The Relationship between Stakeholder Theory and Corporate Social Responsibility:
Differences, Similarities, and Implications for Social Issues in Management.” With Dmytriiev,
S., and Horisch, J., *Journal of Management Studies*, 58(6), 1441-1470. 2021

“Cognitive change and consensus forming in facilitated modelling: A comparison of experienced and observed outcomes” with de Gooyert, V., Rouwette, E., van Kranenburg, H., van Breen, H., *European Journal of Operational Research*, forthcoming.

“Stakeholder Theory and the Resource-Based View of the Firm.” With Dmytriiev, S. D., Phillips, R. A., *Journal of Management*, 47(7), 1757-1770.

“Stakeholder Management & The Value of Human-Centred Corporate Objectives” with Parmar, B. and A. Wicks. *Journal of Management Studies*, 2021

“A puzzle about business ethics” with G. Sollars. *Business Ethics, the Environment & Responsibility*, 2021

“Some Reflections on My Role as Co-EIC at JBE”. *Journal of Business Ethics* (vol. 168, No. 1) 2021.

“Injecting New Meaning into Stakeholder Capitalism”, in Clarke, T., Benn, S. and Edwards, M.(Ed.), *The Routledge Companion to Corporate Sustainability*. Routledge, forthcoming in 2022.

“Forward.” *Encyclopedia of Sustainable Management*. Springer Nature, forthcoming.

“Forward.” In E. Ivanova and I. Rimanoczy (Ed.), *Sustainability in Management Education*. Routledge, 2021.

“Managing Stakeholders in the Age of Sustainability” With Dmytriiev, S. D., Strand, R. G., Wainwright, L. R. In M. Morsing, J. Moon, A. Rasche, and A. Kourula (Ed.), *Corporate Sustainability, 2nd Edition*. Cambridge University Press. forthcoming.

“Viewing Giving Voice to Values Through a Pragmatic Lens” with B. Moriarty. In Mary Gentile and Jerry Goodstein (Ed.), *Giving Voice to Values: An Innovation and Impact Agenda*. Routledge, 2021

“Three Generations, One Voice” with J. Burton and B. Freeman in David Cooperider (ed.) *The business of building a better world*, Berret Koehler, 2021.

“Forward to World Business Council on Sustainable Development”. *Boards and their stakeholders: The state of play*. World Business Council for Sustainable Development.

“Interview With R. Edward Freeman- Business Ethics Pioneers”. *Ethikos*, and *Business and Professional Ethics*, forthcoming in 2022.

“Stakeholders expect more from Corporate America,” *Directors and Boards*, forthcoming in 2021.

“Integrating stakeholder theory and sustainability accounting: A conceptual synthesis.” With Hörisch, J., Schaltegger, S. *Journal of Cleaner Production*, 275, 2020

“Circular Economy and Relationship-Based View.” With Casalegno, C., Civera, C., *Symphonya. Emerging Issues in Management*, 2020(1), 149-164.

“Stakeholder Accounting: Hacia un Modelo Ampliado de Contabilidad (Stakeholder Accounting: Towards an Extended Accounting Model)”. With Retolaza, J. L., San-Jose, L., *CIRIEC, Espana*, 100, 2020

“On the 2019 Business Roundtable “Statement on the Purpose of a Corporation”. With Harrison, J., Phillips, R., *Journal of Management*, 46(7), 1223-1237, 2020.

“Deepening Methods in Business Ethics”. With M. Greenwood, *Journal of Business Ethics*, 161, 1-3, 2020.

“Tensions in Stakeholder Theory”. With Phillips, R., Sisodia, R. *Business & Society*, 59(2), 213-231, 2020.

“Viewing Giving Voice to Values Through a Pragmatic Lens.” With B. Moriarty. In Mary Gentile and Jerry Goodstein (Ed.), *Giving Voice to Values: An Innovation and Impact Agenda*. Routledge, 2020.

“A New Perspective on Stakeholder Relationships and Responsibilities: Antecedents and Implications “ with C. Civera, *Symphonya. Emerging Issues in Management* in press.

“Business Cases for Sustainability: A Stakeholder Theory Perspective”. With Schaltegger, S., Horisch, J., *Organizations and Environment*, 32(3), 191-212.

“Unethical, neurotic, or both? A psychoanalytic account of ethical failures within organizations.” With Simone de Colle. *Business Ethics: A European Review*, 29(1), 167-179, 2020.

“Stakeholder Capitalist: Professor R. Edward Freeman Q&A”. With Zhang, L., *Global Finance magazine online*, 2020.

“Business Ethics in the Time of Covid-19.” In Adriana Grigorescu and colleagues (Ed.), *Proceedings of 1st International Conference on Global Ethics—Key of Sustainability*, 2020.

“The Old Story of Business: Towards a Better Capitalism.” With B. Freeman, *Economic Times of India*. 2020.

“Is There a Generation Gap in Business”. With B. Freeman, *MIT Sloan Management Review Online*. 2020.

“Rethinking Business Ethics”. With B. Freeman *The Smart Manager* 1st ed., vol. 19, pp. 12-14, 2020.

“Herding cats and other epic challenges: Creating meaningful stakeholder engagement in community mental health research.” With Seithikurippu, Pandi-Perumal, Zellerb, Parthasaraathy, Narairlan *Asian Journal of Psychiatry*, 42, 19-21. 2019.

“American Pragmatism and Responsible Management: The Role of John Dewey.” With S. Dmitrieva, Dmytriye, S. N. In Oliver Lasch, Roy Suddaby, R. Edward Freeman, and Dima Jimali (Ed.), *Research Handbook of Responsible Management*. Edward Elgar Publishing, 2020.

“Forward.” *Intrinsic CSR and Competition: Doing Well among European SMEs*. Stephanie Looser, Palgrave MacMillan, 2019.

“From ‘Management Sucks’ to ‘Responsible Management Rocks!’”. With Oliver Lasch In Oliver Lasch, Roy Suddaby, R. Edward Freeman, and Dima Jimali (Ed.), *Research Handbook of Responsible Management*. Edward Elgar Publishing 2020.

“Mapping the Emerging Field of Responsible Management: Domains, Spheres, Themes, and Future Research.” With Lasch, O., Suddaby, R., Jamali, D., In Oliver Lasch, Roy Suddaby, R. Edward Freeman, and Dima Jimali (Ed.), *Research Handbook of Responsible Management*. Edward Elgar Publishing, 2020.

“What ‘are’ Responsible Management? A conceptual potluck.” With Carroll, A. B., Adler, N., Mintzberg, H. In Oliver Lasch, Roy Suddaby, R. Edward Freeman, and Dima Jimali (Ed.), *Research Handbook of Responsible Management*. Edward Elgar Publishing, 2020.

“A Stakeholder Approach to Value Creation and Leadership.” With Kujala, J. and Lehtimäki, In Anni Kangas, Johanna Kujala, Anna Heikkinen, Antti Lönnqvist, Harri Laihonen and Julia Bethwaite (Ed.), *Leading Change in a Complex World: Transdisciplinary Perspectives*. Tampere University Press, in press.

“Manifesto for the Middle.” With Burton, J., *MIT Sloan Management Review Online*. MIT Sloan Management Review. 2019.

“Should Businesses Fight For Democracy?” With Burton, J. *MIT Sloan Management Review Online*, 2019.

“The False Choice Between Business and Ethics”. With B. Parmar. *MIT Sloan Management Review*. MIT Sloan Management Review.

“Ethics As Conversation: A Process for Progress”. With B. Parmar. *MIT Sloan Management Review online*.

“Business, Technology and Ethics: The Need for Better Conversations” with S. Lashley. *MIT Sloan Management Review*, 2018

“Strategising Stakeholder Empowerment for Effective Co-management within Fishery-based Commons” with Civera, C. and Cortese, D., *British Food Journal* 2018 in press.
Case Studies in Stakeholder Engagement, with Johanna Kujala and Sybille Sachs, Springer, 2017.

“The Business Sucks Story”. *Journal of Humanistic Management*, 2018.

“An Essay in Honor of Patricia Werhane”. With J. Freeland and A. Wicks in Freeman, Wicks and Dmytriiev (eds.) *The Moral Imagination of Patricia Werhane: A Festschrift*. Springer, 2018.

“Governments as Facilitators of Value Creation”. With J. Burton, *MIT Sloan Management Review*. 2018.

“Shake Your Stakeholder: Firms leading engagement to cocreate sustainable value.” With Sulkowski, A., Edwards, M. *Organizations and Environment*, 31(3), 223-241.

“The Time for Retraining is Now”. *MIT Sloan Management Review*. 2018.

“Responsible Disruption: Which Rules Are Worth Breaking?” *MIT Sloan Management Review* 59(3). 2018.

“Deepening Ethical Analysis in Business Ethics.” With M. Greenwood, *Journal of Business Ethics*, Volume 147(Issue 1), 1-4.

“The Social Responsibility of Business is to Create Value for Stakeholders.” With H. Elms *MIT Sloan Management Review*.

“The New Story of Business: Towards a More Responsible Capitalism”, *Business and Society Review*, 2017, 122:3, 449-465.

“Business Cases for Sustainability: A Stakeholder Theory Perspective.” *Organizations and Environment* with Schaltegger, S., Horisch, J., forthcoming

“Corporate Social Responsibility and Stakeholder Theory: Learning From Each Other.” With Dmytriiev, S. *Symphonya. Emerging Issues in Management, 1 - Integrated Corporate Social Responsibility*, 2017 (1), 7-15.

“Responsible Disruption: Which Rules Are Worth Breaking?” With B. L. Parmar. *Sloan Management Review*. 2017.

“Reviewing the role of stakeholders in operational research: A stakeholder theory perspective.” With de Gooyert, V., Rouwette, E., van Kranenburg, H. *European Journal of Operational Research.*, 2017 forthcoming.

“Intra-Stakeholder Alliances in Plant-Closing Decisions: A Stakeholder Theory Approach.” With Fassin, Y., de Colle, S. *Business Ethics: A European Review*, 26(2), 97-111.

“Deepening Ethical Analysis in Business Ethics.” With M. Greenwood. *Journal of Business Ethics*, 2018, 147.1, 1-4.

“A Pragmatist Approach to Business Ethics Research.” With Parmar, B. L., Phillips, R. In P. Werhane, E. Freeman, and S. Dmytriiev (eds.) (Ed.), *Research Approaches to Business Ethics and Corporate Responsibility* Cambridge University Press, pp. 258-269.

“Introduction.” With P. Werhane, R.E. Freeman and Dmytriiev. in Werhane, Freeman and Dmytriiev (eds.) *Research Approaches to Business Ethics and Corporate Responsibility*, Cambridge University Press, 2017, pp. 1-7

“The Use of Historical Figures as a Research Approach.” With P. Werhane and SDmytriiev in Werhane, Freeman and Dmytriiev (eds.) *Research Approaches to Business Ethics and Corporate Responsibility*, Cambridge University Press, 2017, pp. 12-24.

“Stakeholder Engagement: Practicing the Ideas of Stakeholder Theory”. With J. Kujala, S. Sachs and Stutz, C. in Freeman, Kujala and Sachs (eds) *Stakeholder Engagement: Clinical Research Studies* (vol. IBET Vol 46, pp. 1-12). Springer.

“When David Beats Goliath: Two Case-Studies in the Brewery Sector”. With S. deColle, Y Fassin. In Freeman, Kujala and Sachs (eds) *Stakeholder Engagement: Clinical Research Studies* (vol. IBET Vol 46, pp. 311-338). Springer.

“A Pragmatist Perspective on Management Scholarship and on Stakeholder Engagement in Particular”. With Dmytriiev, S., Kujala, J., Sachs, S. in Freeman, Kujala and Sachs (eds) *Stakeholder Engagement: Clinical Research Studies* (vol. IBET Vol 46, pp. 391-400). Springer.

“Preface” to L.Spence, J Frynas, J. Muthuri and Navare, J. (eds) *Small Business and Social Responsibility*, Elgar, 2017, p. xi.

“Shake Your Shtakeholder: Firms Leading Engagement to Cocrete Sustainable Value”. With A Sulkowski, M. Edwards. *Organization and Environment*, 2017 in press

“Ethics and the Algorithm” with B. L. Parmar. *Sloan Management Review*, 58(1), 16-17, 2016.

“Short term vs. long term.... a skeptical view and an alternative”. *Boards and Directors, Annual Review*, 2016, 84-3.

“Theorie des parties Prenantes: Entretien avec Freeman”. *La Revue Des Affaires*, 5, 121-123.

“Profit and Other Values: Thick Evaluation as Basis for Decision Making” with B. van der Linden, *Business Ethics Quarterly*, 2017, 27:3, 353-379.

“Illustrating the new story of business: The Case of Extanobe”, with San-Jose, L., Retolaza, J. in Freeman, R. E., Kujala, J., and S. Sachs *Stakeholder Engagement: Clinical Research Cases*. Springer, 2017, 285-310.

“Five Challenges to Stakeholder Theory: A Report on Research in Progress”. In D. Wasieliski and J. Weber (eds) *Stakeholder Management, Business and Society* 360, 1-20.

“Managing for Stakeholders in the Digital Age” with S. Dmytryiev and R. Strand, in A. Rasche and M. Morsing (eds.) *Corporate Social Responsibility: Strategy, Communication, Governance*, Cambridge University Press, 2017, 110-135.

“Stakeholders Everywhere”, *Annual Review of Social Partnerships*, 2016, p. 80.

“A Collaborative Stakeholder Approach Through Conversation” with C. Manno and M. Morse, *Annual Review of Social Partnerships*, 2016, p. 81-84.

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PRESENTATIONS (partial listing)

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TEACHING

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- Economic Inequality and Opportunity
- Business in Society: Stakeholder Management and Regulation
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First-Year Organization Behavior
Business and Success
True Leadership: Leading with Meaning
Ethics and Managerial Decision-Making
Workshop on Creative Capitalism
Business Fundamentals for Engineers
Foundations of Management: Stakeholder Theory and Pragmatism
Business Ethics Through Literature
Leadership, Values and Ethics
Business Ethics and Science
Business Fundamentals for Engineers
Business Ethics and Pragmatism
The Foundations of Value Creation and Trade
The Social, Moral, Economic and Religious Foundations of Business
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Research Methods in Business Ethics
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Emerging Political Leaders
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Power and Leadership
Young Managers' Program
The Darden Partnership Program
Strategic Management for Line Managers
Strategy, Leadership and Change

University of Minnesota

Business Policy
Seminar in Strategic Management
Seminar in Ethics and Strategic Management
Seminar in the Theory of the Firm
Business, Government and Society

The Wharton School

Business Policy
Introduction to Management
Organizational Behavior and Management Theory
Seminar in Human Resources Management: Models of the Person
Seminar in Political Concepts in Strategic Management
Stakeholder Theory and the Modern Corporation
Managerial Philosophy
Mathematical Models in Operations Research

LaSalle College
Business and Society

Washington University
Game Theory

PROFESSIONAL, UNIVERSITY, AND COMMUNITY SERVICE (partial listing)

University of Virginia

President's Committee on Academic Integrity in Athletics (2015)
Search Committee for Vice Provost for Research. (2018)
Faculty Advisory Committee, The Institute for Practical Ethics. (Current)
Chair, Darden School Appointments Committee, (1999-2003).
Area Coordinator, Strategy, Organization and Management (2005-2008).
Associate Dean for Academic Affairs (1989-90).
Courtesy appointment as Professor of Religious Studies.
Past service includes Admissions, Appointments, MBA Policy, Required Curriculum, and Academic Standards Committees, The Darden School.
Community seminars and speeches on ethics through the Olsson Center for Applied Ethics.

Academy of Management, Social Issues in Management Division

Division Chair, 1988-89.
Division Chair-elect, 1987-88.
Program Chairperson, 1986-87.
Research Committee: Chair, 1984-85; Co-chair, 1983-84; Member 1982-83.
Doctoral Consortium: Chair, 1985-86; Faculty Member, 1983-current.

Strategic Mangement Society

Founding Member and President, Stakeholder Strategy Interest Group, 2011.

International Association for Business and Society

Founding Member, 1987.
Fellow, (Elected in 2011.)

Society for Business Ethics

President, 1995.
Program Chair, 1994.
Executive Committee, 1993-95.

Other Professional and Community Service

Board Member, Music Resource Center 2015-2018.
National Fellow, The Business Enterprise Trust, Palo Alto, CA.

National Endowment for the Humanities, Outside Member of Review Panel for Philosophy and Religion Section, Fellowships for College Teachers, 1982, 1983.

Referee for Professional Journals

Strategic Management Journal
Organization Studies
Management Science
NOUS
Business and Professional Ethics
California Management Review
Academy of Management Journal
Academy of Management Review
Journal of Business Ethics
Business Ethics Quarterly
Organization Science
Corporate Governance
Organizations
Ethics and Behavior

Reviewer for Publishers

Cambridge University Press
Harvard Business School Press
University of California Press
Stanford University Press
McGraw Hill
McMillan
SRI International
Jossey-Bass
Pitman Publishing, Inc.
Little, Brown and Co.
West Publishing Co.
Business Publications, Inc.
Ballinger Press
Oxford University Press
Prentice-Hall

Editorial Boards

Co Editor in Chief *Journal of Business Ethics* (2016-2020)
Humanistic Management Journal (2016+)
Business Ethics: A European Review (Current)
Journal of Corporate Citizenship (Current)
Sustainability Accounting, Management and Policy Journal (Current)
Management et Sciences Sociales (France)
Multidisciplinary Journal of Applied Ethics (Croatia)
Journal of Organizational Moral Psychology (Current)

Ethics and Behavior (Current)
Turkish Journal of Business Ethics (Current)
Issues in Social and Environmental Accounting (Current)
Corporate Governance (Current)
Journal of Strategic Management Education (Current)
Business Ethics Quarterly (Ended in 2015)
The Governance Mentor (Current)
Strategic Management Journal (Ended in 2015)
Philosophy of Management (Executive Editor, 2010-2015)
Business and Professional Ethics (North American Editor, 2010-2015)
Organizations and Environment (Past)
Business and Society (Past)
Research in Corporate Social Performance and Policy (Past)
Employee Rights and Responsibility (Past)
Academy of Management Executive (Past)

PROFESSIONAL SOCIETIES

The Society for Business Ethics
Strategic Management Society
The Academy of Management
American Philosophical Association
International Association for Business and Society: Founding Member

HONORS

Thomas Jefferson Award for Scholarship, University of Virginia, 2022.
Doctor Honoris Causa, Leuphana University, Luneburg, Germany, 2019.
Doctor Honoris Causa, Tampere University, Tampere, Finland, 2018.
Distinguished Researcher Award, Academy of Management, 2018.
Docteur d'honneur en administration, Université de Sherbrooke, Sherbrooke, Canada, 2016.
Verizon Professor, Bentley University, 2016.
Lifetime Achievement Award, Humboldt University Conference on Corporate Sustainability and Responsibility, 2014.
The Humanist Management Network Award for Leadership in Humanist Management, 2014.

Doctor Honoris Causa. Hanken School of Economics, 2014.

Fellow of the Academy of Management, elected in 2013.

Educator of the Year, Academy of Management, 2013.

Doctor Honoris Causa. Radbord University, 2013.

University Professor, University of Virginia.

Darden Multiyear Teaching Award, 2011, 2015 and 2019.

Darden Multiyear Research Award, 2011, 2015 and 2019.

Elected to Hall of Fame of the Reputation Institute, for scholarly contributions to field, 2011.

Elected as Fellow of the International Association of Business and Society, 2011

Lifetime Achievement Award for Scholarly Contributions, Society for Business Ethics, 2010.

Doctor Honoris Causa, Comillas University, Madrid, 2008.

Member of Honor, Aurkilan Business Ethics Institute, Bilbao, Spain.

Welling Professor, George Washington University.

Ethisphere Magazine, 100 Most Influential People in Business Ethics, 2007, 2008, 2009.

Top 100 Thought Leaders in Trustworthy Business Behavior. Trust Across America, 2011, 2012.

Elected Faculty Marshall by the classes of 1991, 1998, 2002, 2004, 2007, 2008. The Darden School.

SCHEV Outstanding Faculty Award, 2005.

All-University Teaching Award, University of Virginia, 2004.

Green Visiting Honors Professor, Texas Christian University, 2002.

Faculty Pioneer Award for Lifetime Achievement, World Resources Institute and the Aspen Initiative on Social Responsibility, 2001.

Wachovia Award for Research Excellence, The Darden School, 2000.

Sumner Marcus Award for Outstanding Achievement, Social Issues in Management Division, Academy of Management, 1999.

The Raven Society, University of Virginia, elected 1995.

Outstanding Faculty Award, The Darden School, 1993.

Social Issues in Management Book Award for *Strategic Management: A Stakeholder Approach*, 1991.

Outstanding Teacher Award, School of Management, University of Minnesota, 1986.

Outstanding Service Award, University of Minnesota Student Alumni Association, 1986.

"Top Ten Teachers Award", The Wharton School, MBA Program, 1984.

Wharton Advisory Board: 6th Annual Outstanding Teaching Award, 1981.

Nominee for The Lindback Award for Distinguished Teaching, 1983. (Nominated by The Department of Management, The Wharton School.)

Cum Laude, Duke University

University Fellow and Scholar, Washington University

EPDA Part E Fellow, Duke University, 1972-1974

PERSONAL VITAE

Birthdate: 18 December 1951

Birthplace: Columbus, Georgia, U.S.A.

REF 01/2021