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## Education

Ph.D. *Religious Ethics.* University of Virginia - 1992.  
M.A. *Religious Ethics.* University of Virginia - 1989.  
B.A. *College Scholars.* University of Tennessee at Knoxville - 1986 (Summa Cum Laude).

## Academic and Professional Experience

**Professor:** The Darden School. University of Virginia. Charlottesville, VA. 9/11-pres.

*Richard Waitzer Chair* The Darden School. University of Virginia. 8/23-pres.  
*Ruffin Chair* The Darden School. University of Virginia. 8/09-pres.  
*Adjunct Faculty* Religious Studies Department, University of Virginia. 8/06-pres.  
*Director* The Olsson Center for Business Ethics, Darden 6/09-pres.  
*Co-Director* The Olsson Center for Business Ethics, Darden 6/02-6/09.  
*Academic Advisor* Business Roundtable Institute for Corporate Ethics 8/05-6/22.  
Courses taught: “Business Ethics” (MBA; MBA for Executives; Global MBA for Executives)  
“Leadership, Values and Ethics” (MBA)  
“Faith, Religion and Responsible Management Decision Making” (MBA)  
“Ultimate Questions and Creating Value in Business” (MBA; MBAE)  
“Contemporary Issues in Business Ethics” (Doctoral Seminar)

**Associate Professor:** The Darden School. University of Virginia. Charlottesville, VA. 8/02-9/11  
School of Business. University of Washington. Seattle, WA. 9/99-8/02.

**Assistant Professor:** School of Business. University of Washington. Seattle, WA. 6/92-9/99.

**Guest Editor:** Business Ethics Quarterly.  
Special issue: Under-Appreciated Thinkers in Business Ethics 11/21.  
Restorative Justice in Business 10/14.  
Health Care and Business Ethics 9/02.

Special issue: Journal of Management, Spirituality and Religion.  
Stakeholder Theory and Workplace Spirituality 8/14.

**Visiting Lecturer:** Cheung Kong Graduate School of Business. China. 9/05; 10/06; 10/9; 5/10; 4/11;  
3&11/12.  
Course taught: “Business Ethics and Management Decision-Making” (MBA)

**Visiting Lecturer:** Harbin Engineering University. Harbin, China. 6/01.  
Course taught: “Business Ethics” (Lecture series for MBA’s and Undergraduates)

- Lecturer:** Venture Capital Institute. Atlanta, GA. 9/03-pres.  
Course taught: "Business Ethics and Venture Capital"
- Visiting Professor:** School of Business. University of Tennessee. Knoxville, TN. 9/00-1/01.
- Visiting Professor:** Helsinki School of Economics and Business Administration. Helsinki, Finland. 9/96; 9/97; 9/98; 9/99; 10/00; 5/04.  
Course taught: "Business Ethics" (MBA and Executive MBA courses)

## Research

### *Papers in Peer Reviewed Journals*

- 1) *Value Pluralism and Accountability in Business*. Available online as of April 10, 2023 at **Journal of Business Ethics** (Bas Van Der Linden, Wicks, Ed Freeman).
- 2) *Towards Humanistic Business Ethics*. Available online as of July 27, 2023 at **Business and Society** (Simone DeColle, Ed Freeman, Wicks).
- 3) *Managerial Mindset and Perspective Taking: A Test of Stakeholders v. Shareholders*. Paper forthcoming at **Business and Professional Ethics Journal** (Bobby Parmar, Wicks and Karim Ginena).
- 4) *The Fork in the Road for Social Enterprises: Leveraging Moral Imagination for Long-Term Stakeholder Support*. Vol. 47 (1: 2023): 91-112. **Entrepreneurship Theory and Practice** (Jill Brown, Bill Forster and Wicks).
- 5) *Stakeholder Management & The Value of Human-Centered Corporate Objectives*. Vol. 59 (2: 2022): 569-582. **Journal of Management Studies** (Bobby Parmar, Wicks, Ed Freeman).
- 6) *Spheres of Influence: A Walzerian Approach to Business Ethics*. Vol. 174 (1: 2021): 1-14 **Journal of Business Ethics** (Wicks, Patricia H. Werhane, Heather Elms, John Nolan).
- 7) *Under-Appreciated Theorists and the Future of Business Ethics*. Vol. 31 (4: 2021): 489-499. **Business Ethics Quarterly** (Wicks, Patricia Werhane, Lindsay Thompson, Norm Bowie).
- 8) *Harmful Stakeholder Strategies*. **Journal of Business Ethics**. Vol. 169 (3: 2021): 405-419. (Jeffrey S. Harrison and Wicks).
- 9) *Dignity and the Process of Social Innovation: Lessons from Social Entrepreneurship and Transformative Services for Humanistic Management*. **Humanistic Management Journal**. Vol. 4 (2: 2019): 125-153 (Michael Pirson, Mario Vazquez-Maguirre, Canan Corus, Erica Steckler, and Wicks).
- 10) *Can Multi-Stakeholder Initiatives Improve Global Supply Chains? Insights from a Stakeholder Orientation Perspective*. **Business Ethics Quarterly**. Vol. 29 (3: 2019): 385-412 (Vivek Soundarajan, Jill Brown and Wicks).
- 11) *People and Profits: The Impact of Corporate Objectives on Employee's Self-Determination at Work*.

- Journal of Business Ethics**. Vol. 154 (1: 2019): 13-34 (Bobby Parmar, Adrian Keevil, Wicks).
- 12) *When Worlds Collide: Medicine, Business, the Affordable Care Act and the Future of Healthcare in the US.* **Journal of Law, Medicine and Ethics** Vol. 42 (4: 2014): (Wicks, Adrian Keevil).
  - 13) *Individual and Organizational Reintegration after Ethical and Legal Transgressions – Challenges and Opportunities.* **Business Ethics Quarterly** Vol. 24 (3: 2014): 315-342 (Jerry Goodstein, Ken Butterfield, Mike Pfarrer, Wicks).
  - 14) *Decoration, Self-Transcendence, and Spiritual Expression: Stakeholder Cooperation and the Creation of Joint Value in the Workplace.* **Journal of Management, Spirituality, and Religion** Vol. 11 (4: 2014): 357-382 (Jesse Kluver, Wicks).
  - 15) *Stakeholder Theory and Spirituality.* **Journal of Management, Spirituality, and Religion** Vol. 11 (4: 2014): 294-306 (Wicks).
  - 16) *An Entrepreneurial Perspective on Value Creation in Public Private Ventures.* **Academy of Management Review** Vol. 38 (2: 2013): 307-309 (Jeffrey York, Saras Sarasvathy, Wicks).
  - 17) *Stakeholder Theory, Value and Firm Performance.* **Business Ethics Quarterly** Vol. 23 (1: 2013): 97-124 (Jeff Harrison and Wicks).
  - 18) *Normative Theories of the Firm and Sustainable Business Development: A System Mindset Approach.* **Business and Professional Ethics Journal** Vol. 31(3-4: 2012): 375-98 (Wicks, Adrian Keevil, and Bidhan Parmar).
  - 19) *'Public Trust' and Trust in Particular Firm-Stakeholder Interactions.* **Corporate Reputation Review** Vol. 13 (2: 2010): 142-154 (Jared Harris and Wicks).
  - 20) *Stakeholder Theory: The State of the Art.* **The Academy of Management Annals**, 4: 1, 403 - 445: 05 July 2010. (Parmar, Bidhan L., Freeman, R. Edward, Harrison, Jeffrey S., Wicks, Purnell, Lauren and de Colle, Simone).
  - 21) *Values Enactment in Organizations: A Multi-Level Examination.* **Journal of Management** Vol. 34 (4: 2008): 806-843 (Melissa L. Gruys, Susan M. Stewart, Jerry Goodstein, Mark N. Bing, and Wicks).
  - 22) *Corporate and Stakeholder Responsibility: Making Business Ethics a Two-Way Conversation.* **Business Ethics Quarterly** Vol. 17 (3: 2007): 375-398 (Jerry Goodstein and Wicks).
  - 23) *The Effects of Context on Trust in Firm-Stakeholder Relationships: The Institutional Environment, Trust Creation, and Firm Performance.* **Business Ethics Quarterly** Vol. 14 (1:2004): 141-160 (Wicks and Shawn Berman).
  - 24) *Stakeholder Theory and "The Corporate Objective Revisited".* **Organization Science** Vol. 15 (3: 2004): 364-369 (Ed Freeman, Wicks, and Bobby Parmar).
  - 25) *What Stakeholder Theory is NOT.* **Business Ethics Quarterly** Vol. 13 (4: 2003): 479-502 (Robert Phillips, Ed Freeman and Wicks).
  - 26) *Ethics and Incentives: An Inductive Development of Stakeholder Theory in the Health Care Industry.* **Business Ethics Quarterly**. Vol. 12 (4: 2002): 413-432 (Heather Elms, Shawn Berman, and Wicks).

- 27) *Introduction: Special Issue on Health Care and Business Ethics.* **Business Ethics Quarterly**. Vol. 12 (4: 2002): 409-412.
- 28) *The Value Dynamics of Total Quality Management: Ethics and The Foundations of TQM.* **Business Ethics Quarterly**. Vol. 11(3: 2001): 501-536.
- 29) *Ethics, Economics, and Information.* **Research in Accounting Ethics**. Vol. 6 (2000): 205-220 (Gary Sundem and Wicks).
- 30) *Does Stakeholder Orientation Matter? An Empirical Examination of The Relationship Between Stakeholder Management Models and Firm Financial Performance.* **Academy of Management Journal**. Vol. 42 (5: 1999): 488-506 (Shawn Berman, Wicks, Suresh Kotha and Tom Jones).
- 31) *Getting Real: Stakeholder Theory, Managerial Practice, and the General Irrelevance of Fiduciary Duties Owed to Shareholders.* **Business Ethics Quarterly**. Vol. 9 (2: 1999): 273-294 (Richard Marens and Wicks).
- 32) *Cooperating With The Disempowered: Using ESOP's to Create A Stakeholder Relationship Between Managers and Employees.* **Business & Society**. Vol. 38 (1: 1998): 51-82 (Richard Marens, Wicks, and Vandra Huber).
- 33) *Convergent Stakeholder Theory in Management Research.* **Academy of Management Review**. Vol. 24 (2: 1998): 206-221 (Tom Jones and Wicks).
- 34) *The Structure of Optimal Trust: Moral and Strategic Implications.* **Academy of Management Review**. Vol. 24 (1: 1998): 99-116 (Wicks, Shawn Berman, and Tom Jones).
- 35) *Screening Workers for Genetic Hyper-susceptibility: Potential Ethical, Legal, and Social Issues Arising From The Human Genome Project.* **Journal of Health and Human Services Administration**. Vol. 21(1: 1998):116-132 (Wicks and Lowell Sever).
- 36) *How Kantian a Theory of Kantian Capitalism?* **Business Ethics Quarterly**. Special Issue #1 (1998): 61-74.
- 37) *Organization Studies and The New Pragmatism.* **Organization Science**. Vol. 9(2: 1998): 123-140 (Wicks and R. Edward Freeman).
- 38) *In Search of Experts: A Conception of Expertise for Business Ethics.* **Business Ethics Quarterly**. Vol. 8 (1: 1998): 105-126 (Wicks and Paul Glezen).
- 39) *On Macintyre, Modernity and the Virtues: A Response to Dobson.* **Business Ethics Quarterly**. Vol. 7 (1: 1997): 133-135.
- 40) *Reflections on The Practical Relevance of Feminist Thought to Business.* **Business Ethics Quarterly**. Vol. 6 (4: 1996): 523-532.
- 41) *An Evaluation of Journal Quality: The Perspective of Business Ethics Researchers.* **Business Ethics Quarterly**. Vol. 6 (3: 1996): 359-372 (Wicks and Robbin Derry).
- 42) *Overcoming the Separation Thesis: The Need for a Reconsideration of SIM Research.* **Business and Society**. Vol. 35 (1:1996): 89-118.

- 43) *Integrating Strategic Decision-Making and Business Ethics: A Cognitive Approach*. **Academy of Management Best Paper Proceedings for 1996** (Anne Ilinitich and Wicks).
- 44) *The Business Ethics Movement: Where are We Headed and What Can We Learn From Our Colleagues in Bioethics?* **Business Ethics Quarterly**. Vol. 5 (3: 1995): 603-20.
- 45) *Albert Schweitzer or Ivan Boesky? Why We Should Reject The Dichotomy Between Medicine and Business*. **Journal of Business Ethics**. Vol. 14 (May 1995): 339-51.
- 46) *A Feminist Re-Interpretation of The Stakeholder Concept*. **Business Ethics Quarterly**. Vol. 4 (4: 1994): 475-98 (Wicks, Daniel R. Gilbert, Jr. and Ed Freeman).
- 47) *Divide and Conquer? The Public-Private Distinction in Rorty's Writings on Feminism, Politics and Postmodernism*. **Soundings**. Vol. LXXVI (4: 1993): 551-70.
- 48) *Norman Bowie and Richard Rorty on Multinationals: Does Business Ethics Need "Metaphysical Comfort?"* **Journal of Business Ethics**. Vol. 9 (March 1990): 191-200.

#### ***Peer Reviewed Books***

- 1) **The Moral Imagination of Patricia Werhane: A Festschrift**. (Springer, 2018). (Edited by Ed Freeman, Sergiy Dimitrov and Wicks).
- 2) **Public Trust in Business**. (Cambridge University Press, 2014). (Edited by Jared Harris, Brian Moriarty, and Wicks).
- 3) **Stakeholder Theory: The State of The Art**. (Cambridge University Press, 2010). (Ed Freeman, Jeff Harrison, Wicks, Bidhan Parmar, Simone DeColle).
- 4) **Managing for Stakeholders: Reputation, Survival and Success**. (Yale University Press, 2007). (Ed Freeman, Jeff Harrison, Wicks).

#### ***Textbook***

- 1) **Business Ethics: A Managerial Approach**. (Upper Saddle River, NJ: Pearson/Prentice Hall, 2010). (Wicks, Ed Freeman, Kirsten Martin, and Patricia Werhane).

#### ***Other Published Papers***

- 1) *The Role of Business in Community Health*. Chapter in the **Surgeon General of the United States Report on Community Health in the US** (published January 2021).
- 2) *Researching the Public's Trust in Business*. **Advances in Trust Research**. A. Zaheer and R. Bachmann, ed's. (Edward Elgar, 2013). (Jared Harris, Adrian Keevil, Wicks).
- 3) *Stakeholder Responsibility and Stakeholder Commitment*. **POLITEIA**, Anno XXV (93, 2009: 9-24) (Jerry Goodstein and Wicks).

- 4) *Corporate and Stakeholder Responsibility: A Two-Way Conversation*. **Batten Briefings**. Spring 2006 (1, 7-10) (Jerry Goodstein and Wicks).
- 5) *Stakeholder Theory: The State of the Art and Future Perspectives*. **POLITEIA**, Anno XX (74: 2004) (R. Edward Freeman, Wicks, Bidhan Parmar and John McVea).
- 6) *Stakeholder Responsibility and Value Creation in Organizations: Insights from the Health Care Sector*. Forthcoming in **Proceedings of the 2020 Academy of Management Meeting** (Simone Barakat, Jerry Goodstein, Wicks).

### **Book Chapters**

- 1) *Stakeholders are Human: The Micro-Foundations of Stakeholder Theory and an Application to the Value Distribution Problem*. **Humanizing Business**, edited by R.E. Freeman, M. Dion and S. Dmytryiev (ed's). (Springer Press, 2022). (Jeffrey Harrison, Wicks and Maximilian Palmie): 529-558.
- 2) *Responses to religious identity threat in thick and thin cultures*. In C. Caldwell, & V. Anderson (Eds), **Business Ethics: Perspectives, Management, and Issues**. (Hauppauge, NY: NOVA Publishing 2020). (Morela Hernandez, Hana Johnson, and Wicks).
- 3) *Stakeholder Management: A Practitioner Perspective*. **Oxford Handbook of Corporate Social Responsibility: Psychological and Organizational Perspectives** edited by A. McWilliams, D.E. Rupp, D.S Seigel, G.K. Stahl and D.A. Waldman. Oxford University Press, 2019. (Jeff Harrison and Wicks): 433-454. Published online November 11, 2019.
- 4) *An Essay to the Festschrift in Honor of Patricia Werhane*. **The Moral Imagination of Patricia Werhane: A Festschrift**. R. Ed Freeman, Sergiy Dmytriviev and Wicks (ed's). (Springer Press, 2018: 1-8). (Ed Freeman, Sergiy Dmytriyev, Wicks and James Freeland).
- 5) *Building Bridges: Patricia Werhane, Business Ethics and Health Care*. **The Moral Imagination of Patricia Werhane: A Festschrift**, edited by Ed Freeman, Sergiy Dmytriyev and Andy Wicks. (Springer Press, 2018: 143-163). (Sergiy Dmytriyev and Wicks).
- 6) *Stakeholder Theory in the Law and Public Policy*. Forthcoming in **The Handbook of Stakeholder Theory**, edited by Freeman, Harrison, Phillips. (Cambridge University Press, 2018). (Wicks, Elmore, Jonas).
- 7) *Toward a More Productive Dialogues between Stakeholder Theory and Strategic Management*. **Business and Society 360: Stakeholder Management**. David M. Wasieleski and James Weber, ed's. (Bingley, UK. Emerald Publishing, 2017: 249-273). (Wicks and Jeffrey Harrison).
- 8) *Public Trust in Business: What's the Problem and Why Does it Matter?* **Public Trust in Business**. J. Harris, B. Moriarty, and A. Wicks (Editors). (Cambridge University Press: Cambridge, NY; 2013: 1-16). (Jared Harris, Brian Moriarty, and Wicks).
- 9) *Public Trust and Trust in Particular Firm-Stakeholder Interactions: A Theoretical Model and Implications for Management*. **Public Trust in Business**. J. Harris, B. Moriarty, and A. Wicks (Editors). (Cambridge University Press: Cambridge, NY; 2013: 179-202). (Jared Harris and Wicks)

- 10) *Toward a Better Understanding of Public Trust in Business*. **Public Trust in Business**. J. Harris, B. Moriarty, and A. Wicks (Editors). (Cambridge University Press: Cambridge, NY; 2013: 361-368). (Jared Harris, Brian Moriarty, and Wicks).
- 11) *Stakeholder Theory as a Basis for Capitalism*. **Corporate Social Responsibility and Corporate Governance**. L. Saccone, M. Blair, and R. Edward Freeman (Editors). (New York, NY: IEA Palgrave MacMillan, 2011: 52-72) (Ed Freeman, Wicks, Bobby Parmar).
- 12) *Stakeholder Theory: The State of the Art*. In Bowie, N.E. (ed.) **The Blackwell Guide to Business Ethics** (Oxford, UK: Blackwell Publishers Limited, 2002:19-37). (Thomas Jones, Ed Freeman and Wicks).
- 13) *Health Care Ethics/Business Ethics*. **Encyclopedic Dictionary of Business Ethics**. Edited by Patricia Werhane and R. E. Freeman. (Oxford: Blackwell Publishers Ltd., 1997: 315-317).
- 14) *Is Pharmacy a Profession?* **Ethical Issues in Pharmacy**. Edited by Bruce D. Weinstein (Vancouver, WA: Applied Therapeutics, 1996: 1-28). (William E. Fassett and Wicks).
- 15) *Some Resources for Dialogue in Ethics*, in **Basic Clinical Ethics and Health Care Law**. Edited by John C. Fletcher (Charlottesville, VA: Ibis Press, 1991).
- 16) *Visions of Justice in The Health Care System*, in **Basic Clinical Ethics and Health Care Law**. Edited by John C. Fletcher (Charlottesville, VA: Ibis Press, 1991).

### ***Papers Under Review***

- 1) *Stakeholder Responsibility and The Evolution of Health Care in the US: Institutional Theory, Patient Responsibility and the Future of Health Care*. Paper invited for a revise and resubmit at **Business and Society** (Simone Barakat and Wicks).

### ***Work in Progress***

- 1) **Ultimate Questions and Creating Value for Stakeholders: A Users Guide**. This is a book project, built off of the elective class I teach at Darden, that is now under contract with UVA Press. We have multiple draft chapters and hope to have a full draft of the book by Spring 2024 (Wicks and John Nolan).
- 2) *Managerial Mindset and Doing Harm: A Test of Stakeholders v. Shareholders*. Project in development (Bobby Parmar, Sergiy Dmitriyev, Wicks).
- 3) *Leveraging Communities in Nascent Markets: A Process of Layering Emotive and Cognitive Community Building*. Paper under development for publication in a management journal (Alex Murray, Suresh Kotha, and Wicks).
- 4) *A Hybrid Theory of Climate Change Response* (Arijit Paul, Patricia Werhane, Rupert Baurgartner, and Wicks). Paper under development for submission to a journal.
- 5) *A Process Model for Business Responses to Climate Change* (Arijit Paul, Patricia Werhane, Rupert Baurgartner, and Wicks). Paper under development for submission to a journal.

### ***Ideas to Action Articles***

- 1) *Healthy Profit: Reflections on the UVA Hospital Billing Controversy*. Darden Ideas to Action. February 2020 (Geoffrey Schmelkin, Wicks).
- 2) *First: Do No Harm. Second: Strategize for Stakeholders After You Do*. Darden Ideas to Action. December 2019 (Rebecca Little, Megan Juelfs and Wicks).
- 3) *A Stakeholder Approach to Fighting Malaria in Equatorial Guinea*. Darden Ideas to Action. September 2019 (Maggie Morse and Wicks).
- 4) *Unethical Moves From MoviePass*. Darden Ideas to Action. October 2018 (Whitelaw Reid and Wicks); also appeared in UVA Today.
- 5) *The Rise of the Smart Machine Age and the Need for a New Story on the Purpose of Business*. Darden Ideas to Action. January 2017 (Edward D. Hess and Wicks).
- 6) *The CEO Is a Good Guy. Trust Me*. Darden Ideas to Action. February 2016 (Carlos Santos and Wicks).
- 7) *Ethical Business Decisions: The Framework*. Darden Ideas to Action. July 2015 (Jared D. Harris, Bidhan L. Parmar and Wicks).
- 8) *Ethical Business Decisions: The Lens*. Darden Ideas to Action. July 2015 (Jared D. Harris, Bidhan L. Parmar and Wicks).
- 9) *In Business We Trust ...?* Darden Ideas to Action. November 2014 (Jared D. Harris, Brian Moriarty and Wicks).

### **Teaching Materials**

#### ***Case Studies and Teaching Notes***

- 1) *Marge Norman and Miniscribe Corporation*. Darden Case Collection. UVA-C-2168
- 2) *Marge Norman and Miniscribe Corporation Teaching Note*. Darden Case Collection. UVA-C-2168TN
- 3) *Marge Norman and Miniscribe Corporation – MCI*. Darden Case Collection. UVA-C-2168MCI
- 4) *Competitive Advantage*. Darden Case Collection. UVA-E-0241
- 5) *Competitive Advantage Teaching Note*. Darden Case Collection. UVA-E-0241TN
- 6) *ExxonMobil and the Chad-Cameroon Pipeline*. Darden Case Collection. UVA-E-0262
- 7) *ExxonMobil and the Chad-Cameroon Pipeline (B)*. Darden Case Collection. UVA-E-0330
- 8) *ExxonMobil and the Chad-Cameroon Pipeline Teaching Note*. Darden Case Collection. UVA-E-0262TN
- 9) *Danville Airlines*. Darden Case Collection. UVA-E-0265
- 10) *Danville Airlines Teaching Note*. Darden Case Collection. UVA-E-0265TN
- 11) *Yahoo! And Customer Privacy*. Darden Case Collection. UVA-E-0300
- 12) *Yahoo! And Customer Privacy Teaching Note*. Darden Case Collection. UVA-E-0300TN
- 13) *Barry Fine*. Darden Case Collection. UVA-E-0264



- 14) *Barry Fine Teaching Note*. Darden Case Collection. UVA-E-0264TN
- 15) *Gambling in Vietnam (A)*. Darden Case Collection. UVA-E-0323
- 16) *Gambling in Vietnam (B)*. Darden Case Collection. UVA-E-0324
- 17) *Gambling in Vietnam (A & B) Teaching Note*. UVA-E-0323-0323TN
- 18) *Merck & River Blindness*. Darden Case Collection. UVA-E-0296
- 19) *Great Lakes, Great Decisions (A)*. Darden Case Collection. UVA-E-0325
- 20) *Great Lakes, Great Decisions Teaching Note*. Darden Case Collection. UVA-E-0325 TN
- 21) *Caffeine with a Conscience*. Darden Case Collection. UVA-E-0327
- 22) *Caffeine with a Conscience Teaching Note*. Darden Case Collection. UVA-E-0327TN
- 23) *Chiquita in Colombia*, E-0346
- 24) *Jess Smith and the Design Firm*, E-0354
- 25) *Jess Smith and the Design Firm*, E-0354 TN
- 26) *Oliver Sparling and Bible Books*, E-0355
- 27) *Oliver Sparling and Bible Books*, E-0355 (TN)
- 28) *WorldCom: Keeping Planes in the Air*, E-0335
- 29) *Davis Press and Meccan Madness (Revision)*, E-0073
- 30) *Davis Press and Meccan Madness (Revision)*, E-0073 TN
- 31) *The Admissions Dilemma*, E-0359
- 32) *The Admissions Dilemma*, E-0359 TN
- 33) *Marriott International and Pay-Per-View*, E-0365
- 34) *Marriott International and Pay-Per-View*, E-0365 TN
- 35) *Praying for Prosperity*, E-0366
- 36) *Praying for Prosperity*, E-0366 TN
- 37) *Xerox and the Vision Quest*, E-0367
- 38) *Xerox and the Vision Quest*, E-0367 TN
- 39) *Telescope: Squaring Purpose with Reality*, E-0368
- 40) *Telescope: Squaring Purpose with Reality*, E-0368 TN
- 41) *The Meatpacking Factory*, E-0369
- 42) *The Meatpacking Factory*, E-0369 TN
- 43) *James Bowman and Coopertree Capital*, E-0370
- 44) *James Bowman and Coopertree Capital*, E-0370 TN
- 45) *Religion/Spirituality in the Workplace: Vignettes*, E-0371
- 46) *Schmidt Press & Mekkanischen Wahnsinn*, E-0387
- 47) *Life in the Fast Lane: Stacy Hollins and the Hollywood Headache*, E-0386

### **Technical Notes**

- 1) *A Note on Sexual Harassment* and *A Note on Sexual Harassment Policy* in **Case Studies in Business Ethics**. 4th edition, edited by Thomas Donaldson and Al Gini (Upper Saddle River, N.J.: Prentice Hall, 1996): 198-204.
- 2) *A Note on Ethical Decision Making*. Darden Case Collection. UVA-E-0242
- 3) *A Note on Ethical Decision Making (Abridged)*. MCI
- 4) *A Note on Sexual Harassment*. Darden Case Collection. UVA-E-0079
- 5) *A Note on Sexual Harassment Policy*. Darden Case Collection. UVA-E-0080
- 6) *A Note on Obedience to Authority*. Darden Case Collection. UVA-E-0070
- 7) *A Note on Insider Trading*. Darden Case Collection. UVA-E-0069
- 8) *A Note on the Ethic of Caring*. Darden Case Collection. UVA-E-0068
- 9) *Moral Justification and Reflective Equilibrium*. Darden Case Collection. E-0183 (Revision, March 2004)
- 10) *A Note On Relativism*. Darden Case Collection. E-0187 (Revision, May 2004)

11) *Ethical Decision Making: A Global Perspective*, E-0380

### ***Simulations (all with Ethics-LX)***

- 1) *Turning Gears* (Ethics Simulation)
- 2) *SmartMart* (Strategy and Ethics Simulation)
- 3) *Med4Life* (Marketing and Ethics Simulation)
- 4) *MScar Consulting* (Organizational Behavior and Ethics Simulation)
- 5) *HRM Cloud Development* (Human Resources Management and Ethics Simulation)
- 6) *Midwest Jet* (Decision Analysis and Ethics Simulation)
- 7) *Newton Products* (Management Communications and Ethics Simulation)
- 8) *Anderson Aluminum* (Accounting and Ethics Simulation)
- 9) *AGES Financial* (Finance and Ethics Simulation)

### ***Work in Progress***

- 1) *Questcor: What is the relationship of a company to its product?*
- 2) *Microloans and Mexico*
- 3) *Guidant Corporation, LCD's, And The Death Of Joshua Oukrop: Tragic Accident Or Flawed Product?*
- 4) *Note on Islam (Revision)*
- 5) *Chevron and the Campaign for Social Responsibility*
- 6) *Merck Vignettes*
- 7) *Danish Cartoons (A) & (B): Freedom of Speech? Religious Tolerance? Cultural Sensitivity?*
- 8) *Merck & Vioxx*
- 9) *Wal-Mart Moves In (Negotiation Exercise)*
- 10) *ExxonMobil & the Chad Cameroon Pipeline (C)*
- 11) *Navigating Shark-Infested Waters: Disneyland Hong Kong and Shark Fin Soup A & B*
- 12) *Finding and Friending -- Deadbeats Online: Debt Collection and Social Networking A & B*
- 13) *Blocking Blackberrys – A&B*

### **Presentations**

- 1) *Current Directions in Stakeholder Theory and The Importance of Managerial Mindset*. Paper presented to the faculty at the University of Amsterdam, Netherlands (8/22).
- 2) *The Fork in the Road for Social Enterprises: Leveraging Moral Imagination for Long-Term Stakeholder Support*. Paper presented at IABS (International Association for Business and Society) annual meeting in San Francisco, CA (6/22).
- 3) *Stakeholder Responsibility and Value Creation in Organizations: Insights from the Health Care Sector*. Paper accepted for the Academy of Management Meeting, Vancouver, BC (paper with Simone Barakat, Jerry Goodstein and Wicks) (8/20). The paper was select among the best papers for the SIM Division and will be published in the AOM Proceedings.
- 4) *Narratives and Numbers of Multiple-Value Reporting: Value Pluralism, Accounting and Accountability*. Paper accepted for the Academy of Management Meeting, Vancouver, BC (paper with Bas Van Der Linden, Wicks and Ed Freeman) (8/20).

- 5) *Harmful Stakeholder Strategies*. Paper presented at the Academy of Management Meeting, Vancouver, BC (paper with Jeff Harrison and Wicks) (8/20).
- 6) *Climate Change and the Role of Business*. Panel discussion as part of the University of Virginia Law School Conference on Environmental Law (11/19).
- 7) *Ultimate Questions and the Role of Values in Modern Life*. Invited talk given to students, parents and faculty of the Church Farm School in Exton, PA (10/19).
- 8) *A Framework for Ethics and Earnings Management: Reflections on the Accounting and Management Literatures and the Way Forward*. Paper presented at the Academy of Management Annual Meeting, Chicago, IL (paper with Megan Hess and Paul Simko) (8/18).
- 9) *Vigeo, Markets and the Role of ESG in Global Business*. Concluding comments made as part of the Vigeo-Eiris Academic Conference on New Paradigms for Measuring Corporate Risk and Performance. Universite' Paris Dauphine; Paris, France (10/18).
- 10) *Stakeholder Orientation and Perspective Taking*. Paper presented at the Academy of Management Annual Meeting, Atlanta, GA (paper with Bobby Parmar and Karim Ginena) (8/17).
- 11) *Spheres of Influence: A Walzerian Approach to Business Ethics*. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA (paper with Heather Elms and Pat Werhane) (8/16).
- 12) *An Instrumental Perspective on Value Creation Through Multi-Stakeholder Initiatives*. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA (paper with Jill Brown and Vivek Soundararajan) (8/16).
- 13) *The Social Entrepreneur: The Importance of Moral Imagination, Microsocial Norms and Moral Legitimacy in Managing Stakeholder Perceptions*. Paper presented at International Association of Business in Society (IABS) Annual Meeting, Park City, UT (paper with Jill Brown and Bill Forster) (6/16).
- 14) *Teaching Business Ethics: New Challenges and Opportunities*. Panel discussion at the Bentley University Global Business Ethics Symposium (5/16).
- 15) *Three Stories of Markets and Morals*. Panel presentation at the Markets and Morals Conference, University of Virginia, Charlottesville, VA (4/16).
- 16) *The Relevance of Walzerian Thinking to Business Ethics*. Panel presentation at the Society for Business Ethics Annual Meeting, Vancouver, BC (Panel with Patricia Werhane and Heather Elms) (8/15).
- 17) *Stakeholder Theory and Perspective Taking*. Paper presented at the Society for Business Ethics Annual Meeting, Vancouver, BC (paper with Karim Ginena and Bobby Parmar) (8/15).
- 18) *Value Creation in Extended Supply Chains*. Response presentation as part of a panel on Sustainability in Supply Chains, Academy of Management Annual Meeting, Vancouver, BC (8/15).
- 19) *Stakeholder Theory, Value Creation and the Role of Narrative in SEE*. Keynote Speech at the Sustainability, Entrepreneurship and Ethics (SEE) Conference, Denver, CO (5/15).
- 20) *Value Creation for Stakeholders: A Research Agenda*. Paper presented at the Rotterdam School of Management, Rotterdam (Netherlands). (9/14).

- 21) *People versus Profits and Self-Determination at Work*. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA (8/14).
- 22) *Reflections on Value-Creation for Stakeholders and Sustainability in Supply Chains*. Presentation as part of a panel on Sustainability in Supply Chains, Academy of Management Annual Meeting, Philadelphia, PA (8/14).
- 23) *The Recreation of Routines: A Process Model for Marginalized Stakeholder Group Engagement*. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA (8/14).
- 24) *Stakeholders and Value Creation in Supply Chains*. Keynote talk at OPS PDW Session on Global Supply Chains at the Academy of Management Annual Meeting, Philadelphia, PA (8/14).
- 25) *Teaching Business Ethics in a Global Environment: Challenges of Integration and Engagement*. Presentation to the faculty of Monash University School of Business (Australia; 6/14).
- 26) *Research Ideas and Evolution: A Personal Examination*. Research round-table discussion to the Ethics Group, University of Melbourne School of Business (6/14).
- 27) *Reclaiming Business as a Human Institution: The Relevance of Ethics, Spirituality and Value Creation for Stakeholders*. Paper presented to the faculty of Massey University School of Business (Auckland, NZ; 6/14).
- 28) *Value Creation and Stakeholder Theory: New Theory and Executive Responses*. Paper presented to the faculty of INSEAD Graduate School of Business, Fountainbleu (4/14); University of Auckland School of Business (Auckland, NZ; 6/14); University of Melbourne School of Business (Australia; 6/14); Deakin University School of Business (Australia; 6/14).
- 29) *Value Creation and Stakeholder Theory: New Theory and Executive Responses*. Paper presented to Vigeo, Paris (4/14).
- 30) *Value Creation and Stakeholder Theory*. Paper presented to the faculty of George Washington University Graduate School of Business (10/12).
- 31) *Stakeholders, Trust and Public Trust in Business*. Paper presented at the Academy of Management Annual Meeting, Boston (8/12). Selected for AOM Conference Paper Proceedings. Also presented at Strategic Management Society Conference in Prague, Czech Republic (10/12).
- 32) *How Does Fairness at Work Influence Workers' Perceptions of the Nature of Business?* Presentation at International Association for Business and Society (IABS) 2012 National Meeting, Ashville, NC (6/12).
- 33) *Stakeholders' Attitudes, Media Accounts, and Stakeholder Trust in Business: An Empirical Study*. Strategy Research Forum, Charleston, SC (6/12).
- 34) *Danville Airlines and Teaching Excellence at Darden*. Presentation at the Master Teacher in Business Ethics Conference at BYU (5/12).
- 35) *From The Specific to the General: Fairness Experienced at Work and Trust in the Institution of Business*. Paper presented at International Association of Business and Society Meeting, Ashville, NC. (2/12). Selected for IABS Paper Proceedings.

- 36) *Value Creation and Stakeholder Theory*. Paper presented at the Strategic Management Society Annual Meeting, Miami (11/11).
- 37) *The Public Trust in Business*. Paper presented at Society for Business Ethics Annual Meeting, San Antonio (8/11). Selected for SBE Paper Proceedings.
- 38) *Stakeholder Theory: Taking Stock and Looking Ahead*. All Academy Research Symposium at the Academy of Management Annual Meeting, Montreal (8/10).
- 39) *Value Creation, Stakeholder Theory and Firm Performance*. Paper presented at the Academy of Management Annual Meeting, Montreal (8/10).
- 40) *Google in China: What Does it Mean to Do No Evil?* A presentation and conversation with Chinese executives in Beijing, China sponsored by CKGSB (5/10).
- 41) *The Public Trust in Business: A Conversation with Executives and Future Directions*. Panel discussion at the Society for Business Ethics Meeting, Chicago (8/09).
- 42) *Green Management and Stakeholder Value Maximization*. All-Academy Presentation at the Academy of Management Annual Conference, Chicago (8/09).
- 43) *Value Creation and Competitive Advantage: The Battle for the Soul of Strategic Management*. Paper presented at the Stakeholder Conference, University of Richmond (VA) (Tom Jones and Wicks) (11/08).
- 44) *The Creation and Evolution of Trust: The Case of eBay and Its Rivals in Online Auctions*. Paper presented at the 2008 Academy of Management Annual Conference, Anaheim (CA) (Suresh Kotha and Wicks) (8/08).
- 45) *Normative Orientations and Stakeholder Responsibility: The Influence of Implicit Self-Concept*. Paper presented at the 2008 Academy of Management Annual Conference, Anaheim (CA) (Greg Fairchild, Jerry Goodstein, and Wicks) (8/08).
- 46) *Making the Debate Over Corporate-Stakeholder Responsibility at Two-Way Conversation*. Keynote speech given at Politeia Conference on Business Ethics and Stakeholder Responsibility, University of Milan (Italy) (5/08).
- 47) *Turning the Tables: A Conversation About Stakeholder Responsibility*. Distinguished Lecture, The Ruffin Lectures (11/04). An early version of the paper was presented as part of the Dean's Research Dinner Series to the faculty of the Darden School (5/04).
- 48) *Stakeholder Theory and Resource Dependence Theory*. Paper presented to the faculty of The Darden School (Shawn Berman, Robert Phillips, and Wicks) as part of the Research Roundtable (11/03); also presented at the Society for Business Ethics Annual Meeting (8/04).
- 49) *Stakeholder Responsibility in Management Research*. Paper presented to the faculty of The Darden School (Wicks and Jerry Goodstein) as part of the Research Roundtable (3/03).
- 50) *The Importance of Business Ethics*. The Keynote address for the Better Business Bureau's Annual Award Luncheon in Seattle, WA (2/02). Also given as the Beta Gamma Sigma Lecture on Business Ethics to all 3<sup>rd</sup> year students at the McIntyre School of Commerce, University of Virginia (2/03).

- 51) *International Business Ethics: Utopian Ideal or an Idea Whose Time Has Come?* Address given as part of the International Updates speaker series at The University of Washington, sponsored by CIBER and the Jackson School of International Studies (1/02).
- 52) *The Relationship Between the Value Dynamics of Quality Management and National Culture.* Paper presented at the 2001 Academy of Management Annual Meeting in Washington, DC (Flynn and Wicks).
- 53) *Does Ethics Matter? Values and Success in the Marketplace.* The First Annual Prudential Lecture delivered at Rutgers University (3/00).
- 54) *Facilitating Optimal Trust: The Operating Environment and Trust Creation.* Paper presented to the faculty of the Darden School (11/00) and Rutgers University School of Business (3/00) and at the 2000 Society for Business Ethics Annual Meeting in Toronto, Canada.
- 55) *Convergent Stakeholder Theory.* Paper presented to the faculty of the Georgetown University School of Business (12/98).
- 56) *Getting Real: The Legal Significance of Fiduciary Duties for Stakeholder Theory.* Paper presented to the Department of Management and Organization, University of Washington (6/98); also presented at the 1998 Academy of Management Conference (Marens and Wicks).
- 57) *Conflicting Priorities: Stakeholders, Incentives and Ethics in Managed Care.* Paper presented to the Department of Medical History and Ethics, University of Washington (4/98).
- 58) *A Primer on Business Ethics.* A lecture delivered to local executives in Helsinki, Finland for the Helsinki School of Economics and Business Administration EMBA Program (9/97).
- 59) *Toward a Conception of Optimal Trust: Moral and Strategic Implications.* Paper presented at the 1997 Society for Business Ethics Meeting in Boston, Mass. (Wicks, Berman, and Jones).
- 60) *Stakeholder Theory and Paradigm Development in Business and Society.* Paper presented at the 1996 Society for Business Ethics Meeting in Quebec City, Quebec (Jones and Wicks).
- 61) *Integrating Strategic Decision-Making and Business Ethics: A Cognitive Approach.* Paper presented at the 1996 Academy of Management Conference (Anne Ilinitich and Wicks).
- 62) *Auditing: Profession, Industry or Both?* Paper presented to the Accounting Faculty of the University of Washington (6/96).
- 63) *Quality Stakeholder Relations: Beyond Stakeholder Theory and TQM.* Paper presented at the 1995 Society for Business Ethics Meeting in Vancouver, B.C..
- 64) *Ethics, Economics, and Information.* Paper presented at the AAA Accounting Ethics Research Meeting in Chicago, Ill. (6/95).
- 65) *How Kantian a Theory of Kantian Capitalism?* A paper presented as part of the Ruffin Lectures at the Darden School of Business (11/94).
- 66) *The Business Ethics Movement.* Paper presented to the faculty of the Legal Studies Department at The Wharton School of Business (11/94).

- 67) *The Public-Private Distinction: The Need for a Reconsideration of SIM Research*. Paper presented at the 1994 Society for Business Ethics Meeting in Dallas, TX (8/94).
- 68) *Practicing Ethics*. Lecture and discussion on ethics to managers at REI corporation of Seattle, WA (3/94).

## Service

Leadership Team for Social Issues in Management (SIM) Division of the Academy of Management (AOM). I am in my final year of service to SIM, having already served as Program Chair (2019) and Division Chair (2021).

Co-Chair, *Social Issues in Management Doctoral Consortium*, Academy of Management Annual Meeting, (8/12, 8/13)

Member, *Dean's Leadership Team* and *Dean's Strategy Team*, The Darden School [09-16]

Leadership Team, *Institute for Business in Society Project*, part of the Darden Capital Campaign [09-present]

Ad hoc reviewer for: *Academy of Management Journal*; *Academy of Management Review*; *Business and Society*; *Organization Science*; *Journal of Business Ethics*; *Society for Business Ethics Annual Meetings*

Member, Editorial Board of *Academy of Management Review* [8/04-2/06]

Member, Editorial Board of *Business Ethics Quarterly* [4/04-present]

Member, Editorial Board of *Journal of Business Ethics* [4/17-present]

Member, Editorial Board of *Journal of Trust Research* [6/09-1/17]

Member, *Research and Course Development Committee*, Darden School [02-08]

Chair, *Research and Course Development Committee*, Darden School [04-08]

Member, *Conflict of Financial Interest Advisory Committee*, University of Virginia [06-present]

First Year *Course Head*, Darden School [03-07]

Member, *First Year Program Committee*, Darden School [03-07]

Session Leader, *Session on Ethics and Leadership*, University of Virginia Leadership Conference [6/03]

*Faculty Section Coordinator*, Darden School [03-04; 05-6]

Member, *Doctoral Dissertation Committee* [students: Berman, Glezen, Lee, Marens, Teucher, Martin, Parmar, Carrascoso, DeColle]

Faculty Presenter, *SIM Division Doctoral Consortium*, Academy of Management Annual Meeting [01; 08]

Faculty Liaison, *Students for Responsible Business (SRB)/Net Impact (NI)* [96-02; 04-present]

## Executive Education/Consulting

- 1) Army ASEEP Program (7/14, 8/14; 7/15; 8/15; 8/16; 8/17)
- 2) PLE (7/14; 7/15; 8/15; 6/16; 7/16; 7/17)
- 3) Western Energy Institute (9/13)
- 4) Prudential Securities Leadership Training (4/13)
- 5) Altria, CCO Meeting (11/11)
- 6) Mars Corporation, GM Summit (11/10)
- 7) State Farm Senior Compliance Team Meeting (11/09)
- 8) Altria Sales and Distribution, Compliance Champions Meeting (11/09)
- 9) Altria Compliance Senior Management Team (4/09)
- 10) MBA For Executives, The Darden School (part of the inaugural teaching team, 2006-present)
- 11) NBAA Leadership Conference (2/08)
- 12) Venture Capital Institute (9/03-7; 10/08; 9/09-12/14)
- 13) National Institutes for the Blind (9/04; 9/06; 11/08)

- 14) CWC (6/07)
- 15) Cheung Kong Graduate Business School - Shanghai, China (9/05; 10/06; 5/09); Beijing, China (5/10)
- 16) Coca Cola (2/06; 4/06)
- 17) MCI (part of the teaching team that designed the program and delivered content to approximately 500 upper level managers at MCI between 4/03-11/03)
- 18) Advanced Auto Parts (10/05; 4/06)
- 19) Helsinki School of Economics and Business Administration – Helsinki, Finland (9/99; 10/00; 5/04)
- 20) University of Washington Global MBA for Executives Program (4/96-4/02)
- 21) University of Washington Executive MBA Program (4/98-4/02)

## **Media Mentions**

The Washington Times (9/04)  
 The Daily Progress (1/04)  
 The Virginia Pilot (9/05)  
 The San Diego Union-Tribune (2/06)  
 The Roanoke Times (2/06)  
 Fortune Magazine (3/06)  
 Time Magazine (5/06)  
 The Daily Progress (9/06)  
 WVRA (9/06)  
 The Patriot-News (7/07)  
 The Washington Examiner (7/07)  
 Reading Eagle & Times (PA) (8/07)  
 Businessweek (12/07)  
 Bristol Herald Courier (1/08)  
 MSN.com (1/08)  
 WNRN (8/08)  
 Undercover Carlos, CBS Local News (5/09)  
 Financial Times, Deutschland edition (3/10)  
 State News Service (3/10)  
 State News Service (6/10)  
 Richmond Style Weekly (6/11)  
 Richmond Style Weekly (7/11)  
 Washington Post (9/11)  
 WMBB News 13 (1/12)  
 Poets & Quants (1/12)  
 Washington Post (9/12)  
 Washington Post (3/13)  
 Ethical Performance (6/13)  
 NPR (7/17)

## **Honors and Awards**

*Best Paper, International Association for Business and Society (IABS) Meeting in San Francisco, CA (June 2022): “The Fork in the Road for Social Enterprises: Leveraging Moral Imagination for Long-Term Stakeholder Support” (Jill Brown, Bill Forrester and Wicks).*  
*MBAE Transformational Faculty Award 2021 and 2023. The class of ‘21 honored me with this award in the Spring of 2021; same for the class of ‘23.*



*Runner Up for Outstanding Article of 2019 for BEQ:* “Can Multi-Stakeholder Initiatives Improve Global Supply Chains? Improving Deliberative Capacity with a Stakeholder Orientation” (BEQ 29:3, 385-412), was named a runner-up in the *Business Ethics Quarterly* Outstanding Article award selection process for 2019 (Vivek Soundararjen, Jill Brown, Wicks).

*Academy of Management Best Paper Nominee 2020.* “Stakeholder Responsibility and Value Creation in Organizations: Insights from the Health Care Sector” (Simone Barakat, Jerry Goodstein, Wicks) was judged to be among the Best Papers accepted in the program and will appear in the **2020 Academy of Management Meeting Proceedings**.

*Best Case in Finance, Accounting and Control.* The Case Centre Awards and Competitions 2014 – for “Deutsche Bank and the Road to Basel III” Yiorgos Allayannis, Gerry Yemen, Wicks and Matthew Dougherty. **Darden Business Publishing** (2014 – UVA-F-1695).

*Master Teacher in Business Ethics,* The Wheatley Institute at Brigham Young University honored me as a Master Teacher as part of a conference recognizing outstanding teaching in Business Ethics (2012).

*Finalist, Best Paper Award.* Strategic Management Society, Annual Meeting (2011).

*Nominee for Student’s Outstanding Instructor Award:* I have been nominated for outstanding instructor at Darden several times (e.g. 2005-8, in 2010).

*Dean’s Recognition for Outstanding Instruction:* I was recognized by the Darden’s Dean for outstanding instruction at Darden (2008-9; 2009-2010; 2011-12; 2012-13; 2013-14; 2016-17; 2018-19; 2019-20).

*MBA Core Professor of the Quarter* (Spring 2002), UW MBA Core Program.

*Dean’s Award for Faculty Researcher of the Year.* Graduate Business School, University of Washington for the 1999-2000 school year.

*Teaching Team of the Year,* UW MBA Core Program, for the Spring Cohort Faculty (1999-2000).

*Best Article Award for 2000.* International Association of Business & Society, sponsored by **California Management Review**, for “Organization Studies and the New Pragmatism” (with Ed Freeman).

*Best Paper Award,* Society for Business Ethics, at the Annual Meeting (8/00) in Toronto, Canada for “Facilitating Optimal Trust” (with Shawn Berman).