Christopher Wong Michaelson is a humanities scholar who teaches in business schools at the University of St. Thomas and NYU; a critic of capitalism who believes business can and often does make the world better; a tenured professor with 25 years of experience working with business leaders; a philosopher who has called Leo Tolstoy the first moral psychologist and Mary Shelley the first AI ethicist; an ivory tower scholar who has written about love in *The New York Times*, fantasy football in *The Athletic*, religion in *The Forward*, and political humor in *McSweeney's*; an ethics expert who has tantrums on the tennis court; an occasional podcaster; a half-Chinese Jew who teaches in a Catholic institution; a husband and father who sometimes acts like a child; and a reluctant workaholic whose new book (with Jennifer Tosti-Kharas), *Is Your Work Worth It?* (forthcoming from PublicAffairs), examines the place and priority of work worth doing in a life worth living.

After earning his Ph.D. in philosophical ethics and aesthetics from the University of Minnesota, Christopher joined the New York office of Price Waterhouse (now PwC) as one of the first five consultants in a business ethics practice in 1998. A few years into his business career, he accepted a full-time faculty position at the Wharton School of the University of Pennsylvania, teaching corporate ethics while keeping a foot in practice. For a while he was PwC's only one-day-a-week employee, working on ten editions of its Global CEO Survey and as its first Strategy Officer to the World Economic Forum before leaving in 2016.

Christopher went from Wharton to NYU's Stern School of Business in 2005, where he has continued on the Business and Society faculty teaching professional responsibility and corporate governance. After moving home to Minneapolis, he also joined one of the largest business ethics faculties in the world at the University of St. Thomas in 2008, where he is now the Opus Distinguished Professor of Principled Leadership and Academic Director of the Melrose and The Toro Company Center for Principled Leadership. He is currently President of the Society for Business Ethics, affiliate faculty with the University of Minnesota's Center for Bioethics, an academic fellow of the Ethics and Compliance Initiative, on several editorial boards, and the host of Work in Progress with Christopher Wong Michaelson. He lives with his wife, three kids, and two dogs near an urban lake in Minneapolis, the City of Waters.

Education

- Ph.D., M.A., University of Minnesota (Philosophy (Ethics/Aesthetics)), 1997. Dissertation: *Philosophy Out of the Cave*, advised by Sandra Peterson and Michael Root, committee chaired by Naomi Scheman.
- B.A., Northwestern University (Philosophy), 1990.

Current Academic Positions

- University of St. Thomas, Opus College of Business, Opus Distinguished Professor of Principled Leadership, 2020-present, and Professor, Ethics & Business Law, 2018-present (Adjunct Professor, 2006-2008; Assistant Professor, 2008-2012, Associate Professor, 2012-2018, David A. and Barbara Koch Distinguished Professor of Business Ethics and Social Responsibility, 2015-2020). Academic Director, The Melrose and The Toro Company Center for Principled Leadership, 2020-present.
- New York University, Stern School of Business, Adjunct Professor, Business & Society, 2006-present (Visiting Assistant Professor, 2005-2006).
- University of Minnesota, Affiliate Faculty, Center for Bioethics, 2016-present.
- Society for Business Ethics, Program Chair and President-Elect.
- International Society for Business, Economics & Ethics, Vice President and President-Elect.

Current Non-Academic Positions

- Boston Scientific, Bioethics Committee independent member, 2023-present.
- Compliance Week, Editorial Board member, 2019-present.
- World Economic Forum Expert Network, 2018-present.
- Ethics and Compliance Initiative, Academic Fellow, 2016-present.

Past Academic and Professional Positions

- PwC, Strategy and Risk Institute Leader and Business Advisor, 1998-2016.
- University of Minnesota, Carlson School of Management, Senior Lecturer, Ethical Environment of Business, 2008.
- The Wharton School of the University of Pennsylvania, Visiting Lecturer, Legal Studies, 2002-2005.
- Previously, various teaching and consulting positions while a graduate student.

Research and Publications

Work in progress

- Michaelson, C.W., & Tosti-Kharas, J. Is Your Work Worth It? How to Think About Meaningful Work (book forthcoming from Hachette/PublicAffairs on May 7, 2024)
- Michaelson, C.W., & Tosti-Kharas, J. *Meaning and Purpose: A Key Idea for Business and Society*. (working title; scholarly book under contract with Routledge/Taylor & Francis)
- Michaelson, C.W. Essential work after the pandemic: Unavoidable, decent, and meaningful. (Target journal TBD; drafted)
- Michaelson, C.W., DeBruin, D., Jameton, A., Liaschenko, J., & Wu, J. Moral distress in bioethics and business ethics. (Target journal TBD; drafted)
- Michaelson, C.W., & Tosti-Kharas, J. A normative theory of work orientation emerging from close relations' perspectives on work. (Target *Academy of Management Journal*; drafted)

Articles and commentaries in refereed scholarly publications

- Lysova, E., Tosti-Kharas, J. Michaelson, C., Bailey, C. Fletcher, L., & McGhee, P. 2023. Introduction to a special issue on ethics and the future of meaningful work. *Journal of Business Ethics* (Invited, peer-reviewed editorial essay)
- Burrell, G., Hyman, M.R., Michaelson, C., Nelson, J.A., Taylor, S., & West, J. 2022. The ethics and politics of academic knowledge production: Thoughts on the future of business ethics. *Journal of Business Ethics* 180: 917-940. (Invited, peer reviewed essay)
- Michaelson, C. 2022. Making money from misfortune: Casuistry for future capitalism. *Philosophy of Management* 21: 371-390.
- Michaelson, C. 2021. Leadership and character(s): Behavioral business ethics in 'War and Peace." *Journal of Business Ethics* 177: 31-47.
- Michaelson, C. 2021. How a catchy bass line might someday resonate beyond my business ethics classroom: Rock music in management learning. *Management Learning* 52(2): 188-202.
- Michaelson, C. 2021. A normative meaning of meaningful work. *Journal of Business Ethics* 170: 413-428.
- Tosti-Kharas, J., & Michaelson, C. 2021. To mean is to be perceived: Studying the meaning of work through the eyes of others. *Academy of Management Perspectives* 35(3): 503-516.
- Michaelson, C., & Tosti-Kharas, J. 2020. A world changed: What post-9/11 stories tell us about the position of American, purpose of business, and meaning of work. *Academy of Management Review* 45(4): 877-895.
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- Finnegan, A., Klein, M., Michaelson, C., and White, S. 2016. Can business help to cultivate peace and well being? A pedagogical case study. *Journal of Business, Peace and Sustainable Development* 8: 55-69.
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- Michaelson, C. 2016. A novel approach to business ethics education: Exploring how to live and work in the 21st century. *Academy of Management Learning & Education* 15(3): 588-606.

- Gerde, V., and Michaelson, C. 2016. Institutional constraints and enablers: An introduction to the special topic forum on extreme operating environments (Editorial introduction). *Business and Society* 55(7): 927-933.
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- Michaelson, C. 2011. September 12, 2001, 3 o'clock a.m. National September 11 Memorial and Museum. Online at http://makehistory.national911memorial.org/submission/4109001.
- Michaelson, C. 2010. The importance of meaningful work. *MIT Sloan Management Review* 51(2): 12-13 (covered in *Forbes.com*, 11 March 2010) and *Campus Career Counselor*, March 2010)). In print and online at http://sloanreview.mit.edu/the-magazine/2010-winter/51202/the-importance-of-meaningful-work/.

- Michaelson, C. (with MBA candidates Nicholas Blawat, Christina Stevenson, Kelly Thorne, Paul Topping, and Marc Volpe). 2004. The lobster, the squid, and the Cadillac El Dorado: MBA candidates battle for future control of the swamplands". *The Wharton Journal* 50(4): 8-9.
- Michaelson, C., and Ponemon, L.A. 2000. Values added: Rules and values in ethical decision making. *Strategic Finance* February: 24, 75.

Non-academic white papers

- Ethics & Compliance Initiative (lead author and working group co-chair). 2019. Essential skills and qualities of the ethics and compliance professional: Today and in the future.
- PricewaterhouseCoopers and LRN (editorial board and author team). 2016. Connecting the dots: How purpose can join up your business.
- PricewaterhouseCoopers (editorial board and author team). 2016. 19th annual global CEO survey ("Redefining Business Success in a Changing World").
- PricewaterhouseCoopers (editorial board and author team). 2015. 18th annual global CEO survey ("A Marketplace Without Boundaries?").
- PricewaterhouseCoopers (editorial board). 2014. 17th annual global CEO survey ("Fit for the Future").
- World Economic Forum and PwC (interviewee). 2013. Examining the leadership, trust, organisational performance and societal value equation.
- PricewaterhouseCoopers (editorial board). 2013. 16th annual global CEO survey ("Dealing with Disruption").
- PricewaterhouseCoopers (editorial board). 2012. 15th annual global CEO survey ("Delivering Results").
- PricewaterhouseCoopers (editorial team). 2011. 14th annual global CEO survey ("Growth Reimagined").
- PricewaterhouseCoopers (editorial board). 2010. 13th annual global CEO survey ("Setting a Smarter Course for Growth").
- Jourdan, C. and Michaelson, C. 2009. Extending Enterprise Risk Management to address emerging risks (briefing paper for a workshop in association with the World Economic Forum Annual Meeting).
- PricewaterhouseCoopers (editorial team). 2009. 12th annual global CEO survey ("Redefining Success").
- World Economic Forum Global Risk Network in collaboration with PricewaterhouseCoopers (editorial team). 2008. Global Growth@Risk.
- Michaelson, C. and Lambin, S. 2008. Managing and capitalising on global risks in a connected world (briefing paper for a workshop in association with the World Economic Forum Annual Meeting).
- PricewaterhouseCoopers (editorial team). 2008. 11th annual global CEO survey ("Compete & Collaborate: What is Success in a Connected World?").

- World Economic Forum Global Risk Network in collaboration with PricewaterhouseCoopers (editorial team). 2007. Global Growth@Risk.
- PricewaterhouseCoopers (editorial team). 2007. Global risk, reward, business, and society: Collaborate or collapse? (briefing paper for a workshop in partnership with the World Economic Forum Global Risk Network).
- PricewaterhouseCoopers (advisory team). 2007. 10th Annual Global CEO Survey ("Balancing the Global Equation").
- Michaelson, C. 2001. What is effective compliance? PricewaterhouseCoopers *re: Business*, (online) and PricewaterhouseCoopers *CFO Direct Network*.
- Di Florio, C., Michaelson, C., O'Brien, T.M., and Trent, B. 2001. Corporate governance: Compliance at the core. PricewaterhouseCoopers *re: Business*.
- Michaelson, C., and Ponemon, L.A. 2000. Ethics at the core: Risk management and beyond. *Investment Management Perspectives* 2: 4-11

Selected Presentations and Panels

- "Using the Humanities to Understand the Value of Business Education Differently," Seton Hall University, South Orange, NJ, USA, 2023.
- "Program Chair's Report to Members," Society for Business Ethics Annual Meeting, Boston, MA, USA, 2023.
- "Track Organizers' Welcome and Commentary," European Group for Organization Studies, Cagliari, Italy, 2023.
- "Business and Bioethics," Boston Scientific Grand Rounds, Virtual, 2023.
- "Where Bioethics and Business Ethics Meet," Boston Scientific Bioethics Committee, Virtual, 2023.
- Discussant, "Fostering and Maintaining Meaningful Work," Academy of Management Annual Meeting, Seattle, WA, USA, 2022.
- Convener, "The Future of Meaningful Work," International Society for Business, Ethics, and Economics, Bilbao, Spain, 2022.
- "Half White, Half Wong," Temple Israel, Minneapolis, MN, USA, 2022.
- "Profit, Public Health, and People: What Have We Learned about Business Ethics from the Pandemic?" (series moderator), University of St. Thomas, Virtual, 2022.
- "Myth-Busting Ethics: Separating Fact from Fiction" (with Neumann, C., Shapiro, D., and Treviño, L.), Ethics and Compliance Initiative Fellows Meeting, Virtual, 2022.
- "A Modern Moral Agenda for Meaningful Work," King's College London, Virtual, 2022.
- "A Christmas Carol' and the Common Good," (moderator), Guthrie Theater in partnership with the University of St. Thomas, Virtual, 2020.
- "Moral Immortalizations: Meaningful Work in the Hindsight of Others" (with J. Tosti-Kharas), Academy of Management Annual Meeting, Virtual, 2020.
- "Meaning of Work in the Fourth Industrial Revolution" (co-facilitator with T. Kim), Society for Business Ethics Annual Meeting, Virtual, 2020.

- "Listening Session on Diversity, Equity, and Inclusion (co-facilitator with K. Martin), Society for Business Ethics Annual Meeting, Virtual, 2020.
- "How Athletics Can Advance Changemaking" (with P. Esten), Ashoka U Exchange, Minneapolis, MN, USA, 2020.
- "Silver Screen Solutions *BlacKkKlansman*," Academy of Management Annual Meeting, Boston, MA, USA, 2019.
- "How a Catchy Bass Line Might Someday Save My Business Ethics Students," Academy of Management Annual Meeting, Boston, MA, USA, 2019.
- "A Modern Moral Agenda for Meaningful Work Research," May Meaning Meeting, University of Washington, Seattle, WA, USA, 2019.
- "Something Bigger than Meaning, But We Don't Know What to Call It" (with J. Tosti-Kharas), May Meaning Meeting, University of Washington, Seattle, WA, USA, 2019.
- "It's Not 'Just a Job': Ethics and Work Orientation through the Eyes of Close Relations" (presented by co-author J. Tosti-Kharas), *Academy of Management Discoveries* Workshop, London, UK, 2019.
- "People and Purpose Survey: Preliminary Results" (with S. Guymon & M. Gilley), Ethics & Compliance Initiative Fellows Meeting, Washington, DC, USA, 2019.
- "Pursuing and Providing Meaningful Work," Minneapolis Chamber of Commerce DRIVE Leadership Laboratory, Minneapolis, MN, USA, 2018.
- "Work and/as/in the Good Life" (with J. Tosti-Kharas), European Group for Organization Studies, Tallin University, Tallin, Estonia, 2018.
- "Work and/as/in the Good Life" (with J. Tosti-Kharas), 20th International Symposium on Ethics, Business, and Society, IESE Business School, Barcelona, Spain, 2018.
- "What is a Good Purpose?" Common Good Conference, University of St. Thomas, Minneapolis, MN, USA, 2018.
- "A Normative Theory of Work Meaning Emerging from Close Relations' Perspectives on Work" (with J. Tosti-Kharas), Symposium on Meaningful Work and Sustainability, Vrije Universiteit, Amsterdam, The Netherlands, 2018.
- "Our Students and the Search for Meaningful Work," Minnesota Private College Council, Augsburg University, Minneapolis, MN, USA, 2018.
- "A Normative Theory of Work Meaning Emerging from Close Relations' Perspectives on Work" (with J. Tosti-Kharas), May Meaning Meeting, Rice University, Houston, Texas, USA, 2018.
- "Communicating Purpose: Exploring CEOs' Statements of Purpose" (with D. Lepisto and M. Pratt), May Meaning Meeting, Rice University, Houston, Texas, USA, 2018.
- "Dying of Meaningless Work," University of Minnesota Center for Bioethics, Mini Bioethics Academy, Minneapolis, MN, USA 2017.
- "A Moral Absolutist Definition of Meaningful Work," Academy of Management Annual Meeting, Atlanta, Georgia, USA, 2017.
- "Instrumentality, Identity, and Omnipresence of Work," Society for Business Ethics Annual Meeting, Atlanta, Georgia, USA, 2017.

- Co-moderator (with R, Wolf), "Reading the Tea Leaves of Your Career," Compliance Week Annual Conference, Washington, DC, USA, 2017.
- "Do We Have to do Meaningful Work?" Seattle University, Seattle, Washington, USA, 2017.
- "Does Ethics & Compliance Have a(n) Organizational Purpose?" Northwest Business Ethics Network, Seattle, Washington, USA, 2017.
- "Portraits of Grief' Project Update" (with J. Tosti-Kharas), May Meaning Meeting, Boston College, Boston, Massachusetts, USA, 2017.
- "Moral Hazard in Pediatrics," Children's Hospitals and Clinics of Minnesota, Minneapolis, Minnesota, USA, 2017.
- "Ethics & Compliance in the Emerging Conversation about Organizational Purpose," Ethics and Compliance Initiative Fellows Program, Washington, DC, USA, 2017.
- "Moral Hazard in Pediatrics," University of Minnesota Center for Bioethics, Minneapolis, Minnesota, USA, 2016.
- "Portraits of Grief: Loved Ones' Perceptions of the Place of Work in the Good Life" (with J. Tosti-Kharas), Academy of Management Annual Meeting, Anaheim, California, USA, 2016.
- "A Meta-Narrative Story of Organizational Stories: A Review and Typology" (with M. Beigi and J. Callahan), Academy of Management Annual Meeting, Anaheim, California, USA, 2016.
- "A Living List of Stories for Teaching Business Ethics," Society for Business Ethics Annual Meeting, Anaheim, California, 2016.
- "Shanghai's Skyscrapers and Well-Being," International Society for Business, Economics, and Ethics World Congress, Shanghai, China, 2016.
- "Portraits of Grief: Loved Ones' Perceptions of the Place of Work in the Good Life" (with J. Tosti-Kharas), May Meaning Meeting, San Francisco, California, USA, 2016.
- "Purpose of Purpose" (with D. Lepisto and M. Pratt), May Meaning Meeting, San Francisco, California, USA, 2016.
- "Stories of Future Capitalism," University of Illinois-Chicago Integritas Institute, Chicago, Illinois, USA, 2016.
- "What is Meaningful Work?" Society for Business Ethics Annual Meeting, Vancouver, British Columbia, Canada, 2015.
- "Teaching Professional Responsibility with Novels," with M. Statler, Society for Business Ethics Annual Meeting, Vancouver, British Columbia, Canada, 2015.
- "Making Work Meaningful," National Association of Asian MBAs, Minneapolis, Minnesota, USA, 2015.
- Panelist, discussion of the world premiere of Lee Blessing's *For the Loyal*, Illusion Theater, Minneapolis, Minnesota, USA, 2015.
- "In Search of a Generally Accepted Definition of 'Meaningful Work," May Meaning Meeting, Yale University, Litchfield, Connecticut, USA, 2015.
- "Making Work Meaningful," University of St. Thomas Power Lunch, Minneapolis, Minnesota, USA, 2015.

- "What CEOs Think About Business Ethics," Ethics Resource Center Fellows Program, Arlington, Virginia, USA, 2015.
- "Narratives of Capitalism," University of Florida Center for the Humanities in the Public Sphere, Gainesville, Florida, USA, 2014.
- Panelist, "Conscious Capitalism," National Association of Corporate Directors Minnesota Chapter, Minneapolis, Minnesota, USA, 2014.
- "Business Students Should Read Great Novels: The Power of Words for Management Education," Academy of Management Annual Meeting, Philadelphia, Pennsylvania, USA, 2014.
- "Do We Have to Do Meaningful Work?" Society for Business Ethics Annual Meeting, Philadelphia, Pennsylvania, USA, 2014.
- "Trying to Get Back What I Never Actually Had" (story), First Annual David Foster Wallace Conference, Bloomington, Illinois, USA, 2014.
- "Business in the Work and World of David Foster Wallace," First Annual David Foster Wallace Conference, Bloomington, Illinois, USA, 2014.
- "Business in the Work and World of David Foster Wallace," May Meaning Meeting, University of St. Thomas, Owatonna, Minnesota, USA, 2014.
- Moderator, "What Makes Work Meaningful? Why Does it Matter? How Can it be Cultivated?" University of St. Thomas, Minneapolis, Minnesota, USA, 2014.
- "Is Meaningful Work Moral Work?" University of St. Thomas Research Conference, Minneapolis, Minnesota, USA, 2014.
- "Business Novels and Good Characters: Using Novels in Professional Responsibility," New York University Business and Society Program, New York, New York, USA, 2014.
- Moderator, "Inspiring Peacemaking in Tomorrow's Leaders," Nobel Peace Prize Forum, Minneapolis, Minnesota, USA, 2014.
- Participant, "Enterprise Resilience Roundtable," Continuity Insurance & Risk and PricewaterhouseCoopers, London, UK, 2013.
- Panelist, "Protecting Your Business in a Digital Economy," World Economic Forum Cross-Industry Meeting on Hyperconnectivity, New York, USA, 2013.
- "A Normative Theory of Meaningful Work," University of St. Thomas Research Conference, Minneapolis, Minnesota, USA, 2013.
- "A Normative Theory of Meaningful Work," Society for Industrial-Organizational Psychology Annual Meeting, Houston, Texas, USA, 2013.
- "Morality and Meaningful Work," May Meaning Meeting, University of Michigan, Ann Arbor, Michigan, USA, 2013.
- Panelist, "Ethics Clinical Pathological Conference: Requests to Compel Treatment," Children's Hospitals and Clinics of Minnesota, St. Paul, Minnesota, USA, 2013.
- "Meaningful Work and Confucian Virtue," Society for Business Ethics Annual Meeting, Boston, USA, 2012.
- "The Rise of the Rest: The Competition for the World's Tallest Skyscraper and its Implications for Global Ethics and Economics", International Society for Business, Economics, and Ethics, Warsaw, Poland, 2012.

- "Economic Ethics in Literature and Film", New York University Stern School of Business Paduano Symposium, New York, USA, 2012.
- "Meaningful Work and the Meaning of Life", University of St. Thomas Research Presentation, St. Paul, USA, 2012.
- Panelist, Business Ethics Panel, Better Business Bureau Business Ethics Summit, Minneapolis, Minnesota, USA, 2012.
- Panelist, "The Hershey Company: Chocolate and Beyond", Center for Ethical Business Cultures, Minneapolis, Minnesota, USA, 2012.
- Panelist, "Doing Business in Europe", French-American Chamber of Commerce in Minnesota, Minneapolis, Minnesota, USA, 2012.
- Moderator, "Intersections in Ethics", University of St. Thomas, Minneapolis, Minnesota, USA, 2012.
- Table moderator, "Is Resource Scarcity in Manufacturing a Ticking Time Bomb?", PwC private event at World Economic Forum Annual Meeting, Davos, Switzerland, 2012.
- Panelist, "Ethics Clinical Pathological Conference: Cases on the Relationship of Treatment to Evidence", Children's Hospitals and Clinics of Minnesota, St. Paul, Minnesota, USA, 2012.
- Panelist, "Business Ethics from Two Perspectives", Institute of Internal Auditors Meeting, St. Paul, Minnesota, USA, 2011.
- Co-Moderator (with D. Koehn), "Employee Motivation in an Era of Downsizing", Ethics and Compliance Officer Association Meeting, Minneapolis, Minnesota, USA, 2011.
- "Moral Hazard and Pediatrics" (poster paper with D. Brunnquell), American Society for Bioethics and the Humanities Annual Meeting, Minneapolis, Minnesota, USA, 2011.
- Moderator, "Beyond the Bottom Line: Mobilizing the Power of Private Capital for Social and Financial Return", University of St. Thomas Symposium on Social Entrepreneurship, Minneapolis, Minnesota, USA, 2011.
- Co-Presenter (with D. Kangos), Global Environmental Management Initiative Climate Change Network Meeting, St. Paul, Minnesota, USA, 2011.
- Moderator, "On the Future of Natural Resources: How China's Demand Will Shape International Markets", PricewaterhouseCoopers Private Program at the World Economic Forum Annual Meeting of the New Champions, Dalian, China, 2011.
- Panelist and Co-Chair (with V. Gerde), "Business Operating in Extreme Environments", Academy of Management Annual Meeting, San Antonio, Texas, USA, 2011.
- "Is Moral Impartiality a Business Ethics Requirement?" Society for Business Ethics Annual Meeting, San Antonio, Texas, USA, 2011.
- Moderator, "The Nexus of Social Responsibility and Ethical Behavior", The Conference Board Corporate Citizenship and Sustainability Conference, Washington, DC, USA, 2011.
- "Meaningful Work through the Lens of Literature", May Meaning Meeting, Brigham Young University, Sundance, Utah, USA, 2011.
- "Meaningful Work and Business Ethics", New York University Stern School of Business Paduano Symposium, New York, USA, 2011.
- "Stories of Meaningful Work", University of St. Thomas Research Presentation, Minneapolis, USA, 2011.

- "Reflections on Meaningful Work", Social Business The Norwegian and American Experiences, St. Olaf College, Northfield, Minnesota, USA, 2011.
- "Reading Leaders' Minds: The Idea of a Canon for 21st Century Global Capitalism", Third Shanghai International Conference, Center for Business Ethics, Shanghai Academy of Social Sciences, Shanghai, China, 2010.
- "The Capitalist Canon", Society for Business Ethics Annual Meeting, Montreal, Canada, 2010.
- Moderator, "Meaningful Work, the Meaning of Work, and Business Ethics", Society for Business Ethics Annual Meeting, Montreal, Canada, 2010.
- "Whose Responsibility is Meaningful Work?", Academy of Management Annual Meeting, Montreal, Canada, 2010.
- "Whose Responsibility is Meaningful Work?", 16th Annual Symposium on Ethics, Business, and Society, Barcelona, Spain, 2010.
- "Reading Leaders' Minds: The Capitalist Canon", New York University Stern School of Business Paduano Symposium, New York, USA, 2010.
- "The Capitalist Canon", University of St. Thomas Research Presentation, Minneapolis, USA, 2010.
- "Business and/as/of the Humanities", University of St. Thomas Aesthetics and Ethics Conference, Minneapolis, USA, 2009.
- "Meaningful Work and the Good Life: A Framework for Understanding Meaningful Work", Academy of Management Annual Meeting, Chicago, USA, 2009.
- Co-Moderator (with K. Glac), "What is a Good Answer to an Ethical Question?" Society for Business Ethics Annual Meeting, Chicago, USA, 2009.
- Moderator, "Inside the Boardroom", Minneapolis-St. Paul Business Journal, Minneapolis, USA, 2009.
- Speaker, "Short-Term Survival and Long-Term Performance", Center for Ethical Business Cultures and PricewaterhouseCoopers Executive Forum, Minneapolis, USA, 2009.
- "Teaching Meaningful Work: Philosophical Discussions on the Ethics of Career Choice," Society for Business Ethics Annual Meeting, Anaheim, USA, 2008.
- "Enterprise Risk Management: Aligning Design Principles to Organizational Goals," Infragard Conference, Bentonville, Arkansas, USA, 2008.
- Panelist, Society for Business Ethics Session, Central Division Meeting of the American Philosophical Association, Chicago, USA, 2008.
- "A Principles-Based Approach to Integrating Governance, Risk & Compliance," (with E. Tombaugh), Society of Corporate Compliance & Ethics Institute, New Orleans, USA, 2007.
- "Working Through Unthinkable Risks & Contingency Plans," *Treasury & Risk Management* Magazine Governance & Risk Conference, New York, USA, 2006.
- "Bringing the Power of Film to Business Ethics Research and Teaching," Academy of Management Annual Meeting, Atlanta, USA, 2006.
- "Bringing the Power of Film to Business Ethics Research and Teaching," Society for Business Ethics Annual Meeting, Atlanta, USA, 2006.

- "Executive Compensation and Moral Luck," Society for Business Ethics Annual Meeting, Atlanta, USA, 2006.
- "A Theory of Meaningful Work," May Meaning Meeting, University of Illinois, Champaign, Illinois, USA, 2006.
- "Business Ethics: A Fading Consensus?" University of Calgary, Calgary, Alberta, Canada, 2006.
- "Have You Read a Good Code Lately? Critical Theory, Codes of Ethics, and Management Practice," Association of Practical and Professional Ethics, Jacksonville, Florida, USA, 2006.
- "Purpose, Values, and Organizational Integrity," Twelfth Annual International Conference Promoting Business Ethics, New York, USA, 2005.
- Commentator, *Creating the Good Life* (J. O'Toole book discussion), Aspen Institute Business and Society Program, New York, USA, 2005.
- "Have You Read a Good Code Lately? Critical Theory, Codes of Ethics, and Management Practice," The Wharton School of the University of Pennsylvania, Philadelphia, USA, 2005.
- "'I Want Your Shower Time!' Drowning in Work and the Erosion of Life," Markkula Center Accountable Corporation Conference, Santa Clara, California, USA, 2005.
- "Ethics as a Compliance Requirement: The Illusion of Ethical Progress," Institute for Business & Professional Ethics conference, Chicago, USA, 2004.
- "Return on Investment" (poem), AcademyArts Exhibit, Annual Meeting of the Academy of Management, New Orleans, USA, 2004.
- "Challenging the Scholarship-Practice Divide in Business Ethics" (with M. Painter-Morland), Society for Business Ethics Annual Meeting, New Orleans, USA, 2004.
- Moderator, "Ethics/Compliance Program Assessment: What Can Be Measured, and What is 'Effective'?" Society for Business Ethics Annual Meeting, New Orleans, USA, 2004.
- "A Cantor's Prayer for Meaningful Work," Conference of the International Society for the Study of Work and Organizational Values, New Orleans, USA, 2004.
- Moderator and panelist, "Changes to the Sentencing Guidelines: Potential Impact on Codes and Culture", Conference of the International Center for Corporate Responsibility, Inc., New York, USA, 2004.
- "Business and Ethics After September 11," The Carlson School of the University of Minnesota, Conference on Ethics in the Financial Services after Sarbanes-Oxley, Minneapolis, USA, 2004.
- "A Cantor's Prayer: Meaningful Work and a Reason to Break Free," The Carol and Lawrence Zicklin Center for Business Ethics Research, The Wharton School of the University of Pennsylvania, Philadelphia, USA, 2003.
- "If There is a Sense of Reality, There Must be a Sense of Possibility: Literature, Moral Imagination, and Business," Annual Meeting of the Society for Business Ethics, Seattle, USA, 2003.
- Coordinator and Moderator, Practitioner/Scholar Pre-Conference Session, Annual Meeting of the Society for Business Ethics, Seattle, USA, 2003.

- "If There is a Sense of Reality, There Must be a Sense of Possibility: Literature, Moral Imagination, and Business," The Carlson School of the University of Minnesota, Conference on Moral Imagination, Minneapolis, USA, 2003.
- "Ethics as a Compliance Requirement" (working title), The Wharton School of the University of Pennsylvania, Philadelphia, USA, 2003.
- Moderator, Panel on The Sarbanes-Oxley Act of 2002, The Wharton School of the University of Pennsylvania, Philadelphia, USA, 2003.
- "Ethics as a Compliance Requirement" (working title), Georgetown University, Washington, DC, USA, 2003.
- Co-facilitator (with L. Hartman), Discussion of Practitioner/Scholar Pre-Conference Session, Annual Meeting of the Society for Business Ethics, Denver, USA, 2002.
- Panelist, "Advising Corporate Clients in the Post-Enron Environment," Association of General Counsel, Charleston, South Carolina, USA, 2002.
- "Auditing Implications of e-Business and e-Markets," Information Systems Audit and Control Association Conference, Phoenix, USA, 2001 (with B. Trent).
- "Privacy Made Public: Practical, Technological, and Ethical Implications of New Regulations," Institute of Management Accountants Regional Conference, St. Augustine, Florida, USA, 2001.
- Moderator, "Ethics in Investment Management," PricewaterhouseCoopers LLP Lyceum Forum, Boston, USA, 2000.
- "Is Business Ethics Philosophy or Sophism?" European Business Ethics Network, Cambridge, England, 2000.
- "Ethics and the Bottom Line," Women's Economic Round Table, New York, USA, 2000.
- "Ethics on the Risk Management Continuum," The Conference Board Business Ethics Conference, New York, USA, 2000.
- Panelist, Minnesota Institute of Legal Education, "Role of the Board, Counsel and Auditors in the Development and Application of Ethical Conduct Policies," Minneapolis, USA, 1999.
- Panelist, "Ethics in Action," Institute of Management Accountants Annual Conference, Seattle, USA, 1999.
- Panelist, "Compliance, Ethics & the Trust Factor in the Mutual Fund Industry," National Investment Company Service Association, Boston, USA, 1999.
- "Ethics: Beyond the Bottom Line," Central States Accounting Research Conference, Manhattan, Kansas, USA, 1998.
- "Philosophy's Stylistic Retreat from the World," Society for Philosophy in the Contemporary World Conference, Estes Park, Colorado, USA, 1996.
- "Proust's Cold Room," Conference on Value Inquiry, Buffalo, New York, USA, 1996.

Teaching Experience

Academic experience:

University of St. Thomas, Minneapolis-St. Paul, MN, Opus Distinguished Professor of Principled Leadership, 2020-present; Associate Professor, 2012-present; Assistant Professor, 2008-2012, David A. and Barbara Koch Distinguished Professor of Business Ethics and Social Responsibility, 2015-2020; Adjunct Faculty, 2006-2008.

- Business Ethics (undergraduate core).
- Business Ethics (Part-Time MBA core).
- Business Ethics (Health Care MBA core).
- Compliance Programming (Joint Law/Business program in Organizational Ethics and Compliance core, face-to-face and online).
- Ethical Principles in Business (undergraduate core).
- Ethics and Leadership (Executive MBA core).
- Fantasy Football and the Good Life (undergraduate Honors elective starting Fall 2024).
- Leading with Meaning (undergraduate elective starting Spring 2024).
- Principled Leadership in Literature and Film (MBA elective starting Fall 2024).
- Seeking Meaning and Money in Life's Work (undergraduate Honors elective).
- Strategic Sustainability (Full-Time and Part-Time MBA elective).
- Sustainability in Business (Full-Time and Part-Time MBA elective).
- London Business Semester Co-Director, 2013.
- Coordinated monthly teaching meetings of the Business Ethics faculty, 2009-2012.
- Students won inaugural Nobel Peace Prize Forum Business Day Case Competition, 2013.
- Nominated for the Julie Hays Teaching Award, 2011, 2013, 2014, 2018 (winner, 2018).
- Nominated for the Susan Heckler Research Award, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2020, 2021 (winner, 2021).
- Executive MBA Professor of the Year Award, 2016.

Stern School of Business, New York University, New York, NY, Visiting Assistant Professor, 2005-2006; Adjunct Professor, 2006-present.

- Professional Responsibility (Full-Time MBA core).
- Professional Responsibility (Part-Time MBA core).
- Professional Responsibility & Leadership (undergraduate core).
- Corporate Governance (graduate elective).
- While at NYU, helped to develop the concept and proposal for the Paduano Symposium, a multi-disciplinary ethics research initiative that was launched in Fall 2007.

University of Minnesota, Carlson School of Business, Minneapolis, MN, Adjunct Senior Lecturer, 2008.

• Ethical Environment of Business (Part-Time MBA core).

The Wharton School of the University of Pennsylvania, Philadelphia, PA, Visiting Lecturer, 2002-2005.

- Corporate Responsibility and Ethics (undergraduate).
- Ethics and Management (MBA core).
- Business Ethics and Corporate Responsibility (graduate law and business seminar).
- While at Wharton, established the foundation for a research agreement between the codirector of the Wharton Risk Center and PricewaterhouseCoopers LLP.

As a business advisor:

PricewaterhouseCoopers LLP.

- Ethics CPE, Minneapolis, MN, 2016, 2017.
- Global Risk Consulting, Singapore, 2015.
- Ethics CPE (with Mike Eichenwald), Minneapolis, MN, 2015.
- Global Risk Consulting, Frankfurt, Germany, 2014.
- Resilience, London, England, 2014.
- Resilience, New York, NY, 2012.
- Sustainability Advisory University Training, Orlando, FL, 2008.
- Ethics and Compliance Advisory University Training, Orlando, FL, 2008.
- Retail & Consumer Ethics & Compliance Round Table, Various locations, 2006-2011.
- Governance, Risk & Compliance: Political Risk Advisory University Training, Orlando, FL, 2006.
- Political Risk Assessment, Paris, France, 2006.
- Political Risk Assessment, New York, NY, 2006.
- Governance, Risk & Compliance Advisory University Training, Orlando, FL, 2004.
- Accounting Symposium, Orlando, FL, 2004.
- Governance, Risk & Compliance Capability Training, New York, NY, 2004.
- Compliance Management Solutions Symposium, Washington, DC, 2000.
- Team Manager 3, Washington, DC, 2000.

Manhattan College, Bronx, NY, 2000.

• Management Ethics (adult degree program).

Client training (various, 1998-2010).

While a graduate student (1992-1993, 1994-1997):

Hunter College of the City University of New York, NY; Laboratory Institute of Merchandising College, New York, NY; Marymount Manhattan College, New York, NY; University of Minnesota, Minneapolis, MN.

- Ethics in Society
- History of Philosophy
- Introduction to Philosophy
- Map of Knowledge
- Critical Thinking

Non-Academic Experience

Independent Consultant, Minneapolis, MN, 2016-present. Clients have included accounting and professional services firms, professional law associations, and professional medical associations.

PricewaterhouseCoopers, 1998-2016 (full-time 1998-2002; flexible work arrangement 2002-2016) (New York, NY 1998-2006; Minneapolis, MN 2006-2016; London, UK 2013).

- 2011-2016, Director, Global Advisory, PricewaterhouseCoopers Int'l Ltd.
 - o Led Strategy & Risk Institute.
 - Served as a member of author team, editorial team, and/or advisory team for ten editions of the Annual Global CEO Survey, 2007-2016.
 - Founding co-executive editor of *Resilience* journal and blog.
 - World Economic Forum relationship team (2006-2016), Strategy Officer (2012-2015).
- 2004-2011, Director, US Advisory, PricewaterhouseCoopers LLP.
- 2000-2004, Senior Manager, US Advisory, PricewaterhouseCoopers LLP.
- 1998-2000, Manager, Global Risk Management Solutions, PricewaterhouseCoopers LLP.
- 1998, Senior Associate, Financial Advisory Services, Price Waterhouse LLP.
- Led or participated in methodology-building, including Purpose-Driven Transformation; Resilience; Political Risk; Governance, Risk & Compliance; Sarbanes-Oxley 404 Entity-Level Assessment; and Financial Disclosure Analysis.
- Assessed and developed governance, risk, and ethics and compliance management programs for clients, including *Fortune* 500 MNCs, government agencies, and multilateral financial institutions.
- Managed or supported a portfolio of firm-sponsored research and practice development efforts on purpose and values; crisis management; global risk; risk management and performance; political risk; and related issues with the academic and NGO communities.

Independent Consultant (various clients in business ethics and educational technology while a graduate student), New York, NY (1996-7).

National Education Association/National Foundation for the Improvement of Education: Program Associate, Washington, DC (1993-4).

Academic Service

Within the University of St. Thomas

- Melrose and The Toro Company Center for Principled Leadership, Academic Director, 2020present.
- Liberal Arts in Business Program Advisory Board Member, 2020-present.
- Excel! Program Advisory Board Member, 2019-present.
- Interfaith Council, Faculty Representative, 2016-present.
- Organizational Ethics and Compliance Program Steering Committee, 2016-present.
- Center for the Common Good, Ashoka U Change Leader, 2019-2023 (Change Team representative, 2015-2023).
- University of St. Thomas Presidential Search Committee, 2022.
- University of St. Thomas Tenure and Promotion Committee, 2022.
- Opus College of Business Dean Search Committee, 2021.
- School of Law, Holloran Center for Ethical Leadership, Fellow, 2013-2020.
- Research Director, Principled Leadership, 2016-2020.
- Certificate in Strategic Risk and Responsibility, Co-Director, 2016-2020.
- Global and Local Engagement Advisory Board, 2015-2016.
- Ethics and Business Law Search Committee Chair, 2015, 2022.
- Sustainability Curriculum Committee, 2012-2015.
- United Nations Principles for Responsible Management Education Ad Hoc Committee, 2012-2014.
- Global Business Education Task Force, 2011-2014.
- Net Impact MBA Chapter, Academic Co-Advisor, 2010-2016.
- Faculty advisor to undergraduate business majors, 2010-present.
- Opus College of Business, Part-Time MBA Program Curriculum Review Committee, 2010-2011.
- Educational Policies and Practices Committee, Undergraduate Curriculum Committee, 2009-2013 (Chair, 2010-2012).
- Opus College of Business, Strategic Planning Committee, 2009-present (Chair, 2012-2014).
- Ethics & Business Law Department, Business Ethics teaching group coordinator, 2009-2012.
- Opus College of Business, Executive MBA Assurance of Learning Committee, 2008-2009.

Outside of the University of St. Thomas

- European Group for Organization Studies, Member, 2018, 2023 (Organizing for Meaningful Work track co-chair with E. Lysova and K. Bailey, 2023).
- International Journal of Management Reviews, Editorial Board Member, 2022-present.
- Humanistic Management Journal, Editorial Board Member, 2022-present.
- World Economic Forum Expert Network (arts and humanities), 2018-present.
- Academy of Management Learning & Education, Editorial Board Member, 2017-present.
- Academy of Management, Member, 2002-present (Outstanding Reviewer Award, 2015 (Management Education & Development Division).
- 4th Annual Meaningful Work Symposium, Organizing Committee, 2019.
- Editorial Board Member, Wiley *Encyclopedia of Management Business Ethics Volume*, 2010-2014.
- Editorial Board Member, Sage Encyclopedia of Business Ethics and Society, 2007, 2016.
- Editorial Board Member, *Ethics in Film*, 2005-2010.
- International Society of Business Economics and Ethics, Secretary General, 2012-2016; Executive Committee Member, 2017-2023; Vice President and President-Elect, 2023-present.
- *Journal of Business Ethics*, Editorial Board Member, 2015-present, Section Editor: Arts, Humanities, and Business Ethics, 2016-present; Section Co-Editor: Book (and More) Reviews, 2020-present.
- Modern Language Association Member, 2014-2017.
- Net Impact Annual Meeting Host Committee, 2013-2014.
- Nobel Peace Prize Forum, Program Committee, 2011-2014.
- Society for Business Ethics, Member, 2002-present (Board member 2020-present (liaison to the Diversity, Equity, and Inclusion Committee, 2022; Program Chair and President-Elect, 2023); Best Dissertation Committee, 2009-2011 (Chair, 2011); Annual Meeting Program Committee, 2004; Scholar-Practitioner Program Coordinator, 2002, 2003).
- Wharton Ethics Program, The Wharton School of the University of Pennsylvania, 2002-5.
- American Philosophical Association Subcommittee on Nonacademic Careers, 2001-3.
- American Philosophical Association Graduate Student Affairs Task Force, 1999-2000.
- Ad hoc journal reviewer, Academy of Management Journal, Academy of Management Review, Business Ethics Quarterly, Business and Professional Ethics Journal, Human Relations, Journal of Ethics in Technology, Journal of Management Inquiry, Journal of Value Inquiry, Project Management Journal, and others.
- Ad hoc conference reviewer, Academy of Management, Society for Business Ethics.
- Volunteer faculty support for various student academic activities and competitions.

Selected Community Activities

- School Volunteer, Lake Harriet Upper School and Southwest High School, various.
- Temple Israel, Member, 2006-present (Board of Directors, 2015-2019).
- Ethics and Compliance Initiative, Academic Fellow, 2016-present.

- Compliance Week "Top Mind" honoree, 2016; Editorial board member, 2019-present.
- United States Tennis Association, Member, 1979-1986, 2011-2020, 2023-present.
- British Tennis Membership, 2013-2014.
- Children's Hospitals & Clinics of Minnesota, Ethics Committee, Member, 2008-2018 (Co-Chair, 2011-2013).
- Net Impact Annual Meeting Host Committee, 2013-2014.
- Inner City Tennis, Volunteer Coach, 2012-2015.
- United States Professional Tennis Association, Certified Member, 2012-2013.
- Ramsey Middle School Activities Committee, Member, 2012.
- World Economic Forum Annual Meeting of the New Champions, PricewaterhouseCoopers official delegation, Dalian, China, 2011.
- World Economic Forum Annual Meeting, PricewaterhouseCoopers representative in selected sessions (delegation staff), Davos-Klosters, Switzerland, 2011, 2012.
- World Economic Forum, Responsible Capitalism and the Role of Professional Services, Working Group Member, 2010-2012; Trust, Working Group Member, 2013-2014.
- Minnesota Corporate Social Responsibility Forum, Member, 2009-2012.
- Temple Israel Strategic Planning Committee (K-12 Education Working Group), 2009-2010.
- World Economic Forum, Arts & Culture Programme, Advisor, 2009-2010.
- University of Chicago Midwest Faculty Seminar on Global Capitalisms, 2010.
- Children's Hospitals & Clinics of Minnesota, Families as Partners, Volunteer, 2008-2009.
- Burroughs Community School Parent-Teacher Association, Member, 2006-2012.
- Wharton Risk Management Center, Advisory Committee, Member, 2005-2009.
- World Economic Forum Partners Advisory Group, 2006-2009.
- Minneapolis United Soccer Club, Volunteer Coach, Minneapolis, MN, 2007, 2010, 2014.
- World Economic Forum Global Risk Network, PricewaterhouseCoopers Representative, 2006, 2007, 2008.
- Lynnhurst Area Recreation Council, Volunteer Coach, Minneapolis, MN, 2006-2009
- Downtown United Soccer Club, Volunteer Coach, New York, NY, 2005-2006.
- P.S. 3 (New York City Public Schools), School Community Council Executive Committee Member, New York, NY, 2005-2006.
- The Philip Coltoff Center at Greenwich Village of the Children's Aid Society, Advisory Board Member, New York, NY, 2004-2006.
- National Association of Corporate Directors, Member, 2003-2012.
- National Association of Corporate Directors, New York Chapter, Advisory Board Member, 2003-2005.
- New York City School Volunteer Program, 1995-1997.