

Curriculum Vitae

Michael A. Santoro

Education

Ph.D., Harvard University, Public Policy (1997)
Fulbright Fellow, University of Hong Kong (1993-94)
M.P.A., Harvard University, Kennedy School of Government (1990)
J.D., New York University School of Law (1981)
B.A. Government, Oberlin College (1976)

Academic Appointments

SANTA CLARA UNIVERSITY

2016-ongoing, Professor, Management Department, Leavey School of Business

RUTGERS UNIVERSITY

2010-2016 Professor, Department of Management and Global Business, Rutgers Business School
2003-2010 Associate Professor with Tenure, Rutgers Business School
1996-2003 Assistant Professor, Rutgers Business School

Visiting Appointments

UNIVERSITY OF NOTRE DAME, Executive MBA Program, Mendoza College of Business (2015)

SHANGHAI JIAOTONG UNIVERSITY, Shanghai Advanced Institute of Finance (2013, 2014)

ZURICH UNIVERSITY, Institute for Organization and Administrative Science (2010)

Editorial Boards

2014-ongoing, Co-Founder and Co-Editor, *Business and Human Rights Journal* (Cambridge University Press)
2015 Guest Editor, *Journal of Human Rights* Special Issue on Business and Human Rights, Vol. 31, No. 4
2008-ongoing *Journal of Human Rights*
2008-ongoing *Business Ethics Quarterly*
2008-2009 *Journal of Corporate Disclosure and Governance*

Other Academic Appointments

HARVARD KENNEDY SCHOOL OF GOVERNMENT

1996 **Adjunct Lecturer** Government Ethics
1996 **Lecturer** Microeconomics
1990-1993 (Various Terms) **Teaching Assistant and Teaching Fellow** Microeconomics, Statistics, and Public Management

HARVARD BUSINESS SCHOOL

1990-95 (Various Terms) **Research Associate**

NEW YORK UNIVERSITY SCHOOL OF LAW

1979 **Research Assistant**, First Amendment Law

Fellowships, Honors, and Awards

2017-ongoing Faculty Fellow, Markkula Center for Applied Ethics, Santa Clara University
2013-2016 Fellow, Rutgers Business School Teaching Excellence Center
2013 Professor of the Year, Rutgers MBA Program
2010-2011 General Electric Teaching Fellow, Rutgers Business School
2010 With Ronald J. Strauss, Best Paper in Ethics Award, American Accounting Association Annual Meeting
1994 Institute for the Study of World Politics Dissertation Fellowship, Harvard University (1994-95)
1993-1994 Fulbright Fellowship, University of Hong Kong
1997-2013 University-wide merit salary increase in each year of eligibility, Rutgers Business School
1981 Articles Editor, *Annual Survey of American Law*, New York University School of Law
1976 Starr-Comfort Prize, Oberlin College
1975 Elected to *Phi Beta Kappa* in Junior Year, Oberlin College

Publications

Books

Michael A. Santoro and Ronald J. Strauss, *Wall Street Values: Business Ethics and the Global Financial Crisis* (Cambridge University Press, 2013)

Michael A. Santoro, *China 2020: How Western Business Can-and Should-Influence Social and Political Change in the Coming Decade* (Cornell University Press, 2009)

Michael A. Santoro and Thomas M. Gorrie (eds.), *Ethics and the Pharmaceutical Industry* (Cambridge University Press, 2005)

Michael A. Santoro, *Profits and Principles: Global Capitalism and Human Rights in China* (Cornell University Press, 2000)

Book Chapters

Santoro, Michael A., "Reforming Financial Industry Executive Compensation Practices to Manage Risk, Build Long-Term Value, and Assure Legal Compliance: Lessons of the 'London Whale' Trade for Volcker Rule Implementation", in Enderle, G. and Murphy, P. (eds.) *Ethical Innovation in Business and the Economy* (Edward Elgar, 2015)

Santoro, M. A. and Strauss, R. J. (2012). "Too Big to Fail: Ethical Breakdown of Governance of the U.S. Financial System" in Xiaohu Lu and Daryl Koehn (eds.) *Capital, Credit, and Responsibility in Crisis* (Shanghai Academy of Social Sciences Press, 2012)

Michael A. Santoro and Caitlin Liu, "The Threat to Global Health Posed by China's Underdeveloped Drug Regulation Regime," *Health Care in the Asia Pacific Region* (K. Eggleston, ed.) (Brookings Institution Press, 2009)

Michael A. Santoro and Changsu Kim, "Asynchronous Political and Economic Development and the Asian Financial Crisis: A Preliminary Analysis," in H. Peter Grey (ed.), *Extending the Eclectic Paradigm in International Business: Essays in Honor of John Dunning* (Elgar 2003)

Michael A. Santoro, "The Cooperative Edge: How NGOs and MNCs are Working Together to Improve Global Labor Conditions," in Laura Hartman, et al. (eds.) *Rising Above Sweatshops: Innovative Management Approaches to Global Labor Challenges* (Quorum, 2003)

Michael A. Santoro and Changsu Kim, "Political Risk after the Asian Financial Crisis: A Proposal to Consider the Significance of Uneven Political and Economic Transformation," in Haley, Usha C.V. and Frank-Jurgen Richter (eds.) *Asian Post-Crisis Management: Corporate and Governmental Strategies for Sustainable Competitive Advantage* (Palgrave 2002)

Articles

2015 Santoro, Michael A., "Business and Human Rights in Historical Perspective," *Journal of Human Rights*, Vol. 14, No. 2

2015 Parker-Lue, Sara, Michael A. Santoro, and Greg Koski, "The Ethics and Economics of Pharmaceutical Pricing," *Annual Review of Pharmacology and Toxicology*, Vol. 55

- 2014 Michael A. Santoro and Florian Wettstein, "Business and Human Rights," *Oxford Bibliographies Online*, January 2014
- 2012 Michael A. Santoro and Ronald J. Strauss, "Too big and too interconnected to fail: historical and ethical analysis of sustainability risk to U.S. financial system" *International Journal of Sustainable Economy* (Vol. 4, No. 4, 2012).
- 2012 Michael A. Santoro, "Sullivan Principles or Ruggie Principles? Applying the Fair Share Theory to Determine the Extent and Limits of Business Responsibility for Human Rights," *Notizie di Politeia*, XXVIII, 106, 2012, pp. 171-179
- 2010 Michael A. Santoro, "Corporate Governance Reform at Merck: A Pharmaceutical Industry Standard for the 21st Century?," *The Monitor*, Vol. 24, No. 5 (September 2010), pp. 1-5.
- 2010 Jonathan Doh, Bryan Husted, Dirk Matten, and Michael A. Santoro, "Ahoj There: Toward Greater Congruence and Synergy Between International Business and Business Ethics Theory and Research," *Business Ethics Quarterly*, Vol. 20, No. 3
- 2010 Michael A. Santoro, "Post-Westphalia and its Discontents: Business, Globalization and Human Rights in Political and Moral Perspective," *Business Ethics Quarterly*, Vol. 20. No. 2
- 2009 Dan Palmon, Michael A. Santoro, and Ronald Strauss, "Pay Now Lose Later: The Role of Bonuses and Non-Equity Incentives in the Financial Meltdown of 2007-2008," *Open Ethics Journal*, Vol. 3, No. 1
- 2008 Qiang Sun, Michael A. Santoro Qingyue Meng, Caitlin Liu, and Karen Eggleston, "Pharmaceutical Policy in China," *Health Affairs* Vol. 27, No. 4
- 2006 Michael A. Santoro, "Human Rights and Human Needs: Diverse Moral Principles Justifying Third World access to Affordable HIV/AIDS Drugs," *North Carolina Journal of International Law and Commercial Regulation* Vol. 31, No. 4
- 2003 Michael A. Santoro, "Beyond Codes of Conduct and Monitoring: An Organizational Integrity Approach to Global Labor Practices," *Human Rights Quarterly*, Vol. 25, No. 2
- 2003 Michael A. Santoro, "Defending Labor Rights: On the Barricades and in the Boardroom," *Brown Journal of World Affairs*, Vol. IX, No. 2
- 2003 Wayne Eastman and Michael A. Santoro, "Voting for Your Boss: Making Workplace Democracy Workable," *University of Pennsylvania Journal of Law and Social Change*
- 2003 Wayne Eastman and Michael A. Santoro, "Value Diversity in Corporate Life," *Business Ethics Quarterly* Vol. 13, No. 2
- 2000 Michael A. Santoro, "Global Capitalism and the Road to Chinese Democracy," *Current History*, Vol. 99, No. 638
- 1998 Michael A. Santoro, "Engagement with Integrity: What We Should Expect Multinational Firms to Do About Human Rights in China," *Business & the Contemporary World*, Vol. X, No. 1, 25-54
- 1995 Michael A. Santoro, "The WTO and Workers' Rights," *Harvard Journal of World Affairs*, Vol. III, No. 1
- 1980 Michael A. Santoro, "Commercial Law," *Annual Survey of American Law*, pp. 483-96
- 1976 Michael A. Santoro, "Thomas Hobbes's Theory of Obligation," *Undergraduate Journal of Philosophy*, Vol. VII, No. 1

Op-Eds and Guest Blogs (Selected List)

- "The Business School Case for Business and Human Rights: A Conscientious Capitalism Approach," Cambridge University Press Website, November 2016)
- "Outside-In and Inside-Out Human Rights Measurement Tools: How Numbers Can Become the Lingua Franca of Business and Human Rights." London School of Economic and Political Science Forum Series, 2015
- "It's Time for Johnson & Johnson to Challenge the Credo...Again," *Medical Media & Marketing*, 2013
- "Why the JPMorgan Settlement Falls Short," *The New Yorker Online*, September 18, 2013
- "Would Better Regulations Have Prevented the London Whale Trades?," *The New Yorker Online*, August 21, 2013
- "Big Fish, Little Fish, and the S.E.C.," *The New Yorker Online*, August 2, 2013
- "Why Haven't the S.E.C.'s Lawyers Held Wall Street Accountable?," *The New Yorker Online*, July 31, 2013
- "Moral Moral Hazard,' the SEC and the Restoration of Wall Street Values," *The Huffington Post*, July 2, 2013

"Google Out of China? Well Not Really," *The Huffington Post*, March 23, 2010
 "If Google leaves China, Will Microsoft Become Beijing's Favorite Capitalist Tool?," *The Huffington Post*, March 15, 2010
 "Hillary in China: Winning Friends--But Not Influencing People," *The Huffington Post*, February 26, 2009
 "Hillary Clinton Visits China: What Should Be On The Table," *The Huffington Post*, February 18, 2009
 "Fair Trade Suffers When China Censors the Internet," *The Huffington Post*, January 8, 2009
 "Should LDCs Love MNCs?" *Foreign Policy* (January/February 2002)
 "China, the WTO and Human Rights," *China Online*, April 2000.
 "Make Way For China's 'Meritocracy Cadre'," *The Asian Wall Street Journal*, May 18, 1999, p. 12.
 "Promoting Human Rights in China is Good Business," *The Wall Street Journal*, June 29, 1998, p. 14.
 "Doing Good While Doing Well in China," *The Asian Wall Street Journal*, June 1, 1998, p. 12.
 "The Pressure on China Needs Flexibility and Focus", *International Herald Tribune*, March 11, 1994, p.6
 "Ideology getting in the way of the GATT", *South China Morning Post*, April 15, 1994, p. B8
 "Compromise on MFN a tough task for Clinton", *South China Morning Post*, April 27, 1994, p. B6
 "Leaders carry the torch in ethics battle", *South China Morning Post*, May 3, 1994, p. B8
 "Chasms loom on projects with private sector funds", *South China Morning Post*, May 9, 1994, p. B5
 "How to make an infrastructure a superstructure", *South China Morning Post*, May 16, 1994, p. B6
 "Clinton Needs Flexible Trade Freeze With China", *International Herald Tribune*, May 17, 1994, p.6
 "China Rights: Euros See No Evil..." *The Asian Wall Street Journal*, May 31, 1994, p.8
 "Goal posts shift on human rights", *South China Morning Post*, June 7, 1994, p. B6

Edited Books, Anthologies, Collections, Bibliographies

Sally Stewart, Gabriel Donleavy and Michael A. Santoro (eds.), *Proceedings: Inaugural Conference of the Centre for the Study of Business Values* (The University of Hong Kong, 1994)

Book Reviews

"Business and Human Rights," *Business Ethics Quarterly* (forthcoming)
 "Ethics and the Business of Biomedicine," *Business Ethics Quarterly* Vol. 19, No. 4 (2009)

Case Studies (Selected List)

"The Job Negotiation," in Gini and Marcoux (eds.) *Case Studies in Business Ethics*, 6th Ed. (Pearson Prentice Hall, 2008)
 "Chrysler and Gao Feng: Corporate Responsibility for Religious and Political Freedom in China" in Gini and Marcoux (eds.) *Case Studies in Business Ethics*, 6th Ed. (Pearson Prentice Hall, 2008)
 Richard Rosenbloom and Michael A. Santoro, *The Impact of Digital Standards on the Emergence of the Interactive Multimedia Personal Computer*, Harvard Business School Case No. 9-396-XX, (Boston: Harvard Business School Publishing Division 1996)
 Lynn Sharp Paine and Michael A. Santoro, *Sears Auto Centers*, Harvard Business School Case No. 9-394-009, (Boston: Harvard Business School Press 1994), reprinted in *Ethical Issues in Business: A Philosophical Approach*. Thomas Donaldson and Patricia H. Werhane, (eds.). (Prentice Hall, 1999)
 Lynn Sharp Paine and Michael A. Santoro, *Forging the New Salomon*, Harvard Business School Case No. 9-395-046, (Boston: Harvard Business School Press 1994)
 Lynn Sharp Paine and Michael A. Santoro, *Federal Sentencing Guidelines for Organizations*, Harvard Business School Case No. 9-393-060, (Boston: Harvard Business School Publishing Division 1994)
 Lynn Sharp Paine and Michael A. Santoro, *Corporate Criminal Fines*, Harvard Business School Case No. 9-394-101, (Boston: Harvard Business School Publishing Division 1994)
 Lynn Sharp Paine and Michael A. Santoro, *Note on Individual and Corporate Liability*, Harvard Business School Case No. 9-394-145 (Boston: Harvard Business School Publishing Division 1994)
 Lynn Sharp Paine and Michael A. Santoro, *Note on Securities Firm and Management Accountability for Insider Trading*, Harvard Business School Case No. 9-393-044, (Boston: Harvard Business School Publishing Division 1993)
 Lynn Sharp Paine and Michael A. Santoro, *Proposed Reforms of the Fair Credit Reporting Act*, Harvard Business School Case No. 9-392-097 (Boston: Harvard Business School Publishing Division 1992)
 Lynn Sharp Paine and Michael A. Santoro, *Pfizer: Protecting Intellectual Property in a Global Marketplace*, (Harvard Business School Press 1992), reprinted in *Manager in the International Economy*. Raymond Vernon, Louis T. Wells and Subramanian Rangan (eds.) Englewood Cliffs, NJ: Prentice-Hall, 1996.

Courses Taught

"Ethics in Management", Undergraduate
"Business and Society", Undergraduate
"Ethics in Business", Online MA in Accounting
"Business, Ethics & Society", MBA
"MNCs and Global Social Responsibility", MBA
"Law and Legal Reasoning", MBA
"Legal, Regulatory, and Ethical Issues in the Pharmaceutical Industry", MBA
"Business, Government, and Society", Undergraduate
"Ethical Issues in Public Policy and Administration", MA in Governmental Accounting

Conference Presentations and Public Lectures (Selected List)

"Drug Pricing: Emerging fairness issues and Taboos," Emory University Center for Ethics, 2016
"Business and Human Rights: Practical Applications," UN Global Forum on Business and Human Rights, Geneva, 2015.
"Business and Human Rights: Future Directions of the Field," Academy of Management, Social Issues in Management Division, Vancouver, Canada, 2015
"Business and Human Rights Symposium," Society for Business Ethics, August 2015, Vancouver, Canada
"China's Censorship of the Big Bang Theory: Economic, Ethical, and Political Perspectives," Trans-Atlantic Business Ethics Conference, University of Notre Dame, October 2014
"Teaching Business and Human Rights With Case Studies," Columbia University, May 2014
"Pharmaceutical Industry Ethics," Wharton Bioethics Club, University of Pennsylvania, April 2014
"Ethical Reform in the Banking Industry: Future Prospects." Federal Reserve Bank of New York, April 2014
"Setting the Value Bar High: Aligning Incentives, and Ethics at Banking Institutions." The Clearing House, New York, NY, November 2013
"The Case Method of Teaching," Rutgers Business School Teaching Excellence Center, October 2013
With Ronald J. Strauss, "Wall Street Values" Harvard Club of New York, July 2013
With Ronald J. Strauss, "The Ethical Causes of the Financial Crisis," Washington, DC, March 2013
With Ronald J. Strauss, "Mirror, Mirror: Applying a Milton Friedman Standard of Corporate Social Responsibility to Wall Street," Society for Business Ethics Annual Meeting, Boston, August 2012.
"The Economic Causes of Drug Shortages," Emory University, June 2012
"Steve Jobs's Apple: US, Indian, and Japanese Influences," Japan-United States Research Institute, Washington, DC, March 2012
"A Fair Share Theory of Corporate Responsibility for Human Rights," Politeia, University of Milan, December 2011
"China and the 2012 New Hampshire Republican Presidential Primary," World Affairs Council, Manchester, New Hampshire, November 2011
With Ronald J. Strauss, "Government's Role in the Economic and Moral Transformation on Wall Street in the Past 30 Years," Society for Business Ethics Annual Meeting, San Antonio, Texas, August 2011
"Economic and Political Risk in China," London School of Economics, January 2011
2010 "Government's Role in Making Wall Street Firms 'Too Big To Fail,'" Shanghai Academy of Social Sciences, October 2010
2010 "Ethical Responsibility of Foreign Lawyers in China to Promoting the Rule of Law," International Legal Ethics Conference, Stanford Law School, July 2010
2010 "Corporate Responsibility for Human Rights: Applying the Fair Share Theory to Google," European Business Ethics Network, Lisbon, Portugal, July 2010
2010 "Which Confucius? Traditional Values in Modern China," George Washington University School of Business, June 2010
2010 "Human Rights and the General Agreement on Trade and Services," American Society of International Law, March 2010
2010 "Google and Human Rights in China," The Commonwealth Club, San Francisco, March 2010
2009 "Economics and Safety: Can the United States Compete in Pharmaceutical Manufacturing?" Germantown, Wisconsin, 2009
2008 "Internet Freedom in China: Ethical and Political Solutions," University of Redlands, October 2008
2008 "China 2.0: Promise and Illusion Behind the Great Firewall," Pomona College, October 2008
2008 "Multinational Corporations and the Rule of Law in China," Society for Business Ethics, Anaheim, California, August 2008.
2008 "Flight of the Toxic Dragon: The Global Threat to Safety Posed by China's Pharmaceutical Industry," Stanford University, Shorenstein Asia-Pacific Research Center, March 2008.
2008 "Google's For Profit Philanthropy," Oberlin College, February 2008.
2008 "Ideological and Pragmatic Approaches to the Anti-Sweatshop Movement," Columbia University, February 2008.
2007 "What We Have Learned in A Decade of the Anti-Sweatshop Movement, presented at a Symposium on Social Change to honor the Inauguration of President Marvin Krislov, Oberlin, October 2007.
2007 "Is there a Human Right to HIV/AIDS Drugs, Keck Institute, March 2007.
2006 "Foreign Direct Investment and the Rule of Law in China," Tuck Business School, Dartmouth, May 2006.

2006 "Compliance with the Patriot Act and the Ethical Obligations of Grants Managers," Grant Mangers Network, Affinity Group of the Council of Foundations, April 2006.

2006 "HIV/AIDS and Global Patent Rights," University of North Carolina Law School, March 2006.

2006 "Pharmaceutical Patents and International Trade, Rutgers Interdisciplinary Faculty Working Group on Social Impacts of International Trade and Investment, March 2006.

2006 "Renegotiating the Grand Bargain between the Pharmaceutical Industry and Society," Academy of Pharmaceutical Physicians and Investigators, October 2005.

2005 "Corporate Responsibility for Labor Rights in China: Recent Developments," Cornell University School of Industrial and Labor Relations, April 2005.

2005 "Corporate Social Responsibility in Angola," NetImpact Conference, Columbia Business School, November 2004.

2005 "ISCT and International Business Research," Wharton School, University of Pennsylvania, Panelist, November 2004.

2004 "Recent Developments in Intellectual Property," Oberlin College Conference on Liberal Arts and the Law, November 2003.

2004 "Negotiation Ethics," Copyright Society of the United States, New York Chapter, September 2003.

2003 "From the World's Delivery Room to the World's Factory Floor: Population Control and Global Labor Trends in China," Columbia University, Weatherhead East Asian Institute, April 2003.

2003 "Political Dissidents in China: Meeting the Challenge of the Nouveau Bourgeoisie," Tufts University, February 2003.

2003 "Human Rights in China: Two Years After WTO," East Asian Studies Department, Princeton University, December 4, 2002.

2003 "The Global Labor Rights Movement: Recent Trends and Future Directions," School of International and Public Affairs, Columbia University, November 6, 2002.

2003 "The UN Global Compact and Corporate Responsibility for Human Rights," International Law Day, Association of the Bar of the City of New York, October 25, 2002.

2003 "New Developments in Global Labor Compliance," Society for Business Ethics, Annual Meeting, Denver, Colorado, August 2002.

2003 With Wayne Eastman, "Workplace Democracy," Society for Business Ethics, Annual Meeting, Denver, Colorado, August 2002.

2002 "Global Monitoring of Manufacturing Facilities: What Have We Learned from the First Independent Audits?" The College of New Jersey, April 2002.

2002 "Corporate Culture and Human Rights," The Prudential Lecture in Business Ethics, April 2002.

2002 "Teaching by the Case Method," Rutgers Business School Faculty Seminar, December 2001.

2002 With Wayne Eastman, "Value Diversity in Moral Free Space," Society for Business Ethics, Annual Meeting, Washington, DC, August 2001.

2001 "Culture and Business Ethics," Prudential Insurance Company, Newark, NJ, March 2001.

2001 "Culture and Human Resource Management," Rutgers-Newark Managers Group, April 2001.

2001 Panel Chair, "Globalization and Human Rights," New Jersey Medical School, February 2001.

2001 "Multinational Corporations and Political Change in China," Tufts University, February 2001.

2001 "A Strategic Human Rights Approach to Global Sourcing," Columbia University, December 2000.

2001 "What Exactly is a Sweatshop?" The Ethical Culture Society of Bergen County, September 2000.

2001 "Good Companies and Good Consumers: How to Solve the Sweatshop Problem," Society for Business Ethics, Annual Meeting, Toronto, Canada, August 2000.

2000 "The Absence of Independent Trade Unions in China: Human Rights Implications," National Association of Collegiate Licensing Administrators, Nashville, Tennessee, May 2000.

2000 "Corporate Responsibility, Human Rights, and China Trade: Irreconcilable Differences?" Economic Strategy Institute, Washington, D.C., April 2000.

2000 "Democratic Implications of China's Admission to the WTO," Progressive Policy Institute, Washington, DC April 2000.

2000 "Multinational Corporations and Human Rights in China," The Brookings Institution, Washington, D.C., April 2000.

2000 "Human Rights and China's Entry into the WTO," Asia Society, Washington, D.C., April 2000.

2000 "Ethical Lessons from the New York City Fiscal Crisis," New Jersey Conference on Public Governmental Accounting, December 1999.

2000 "The Living Wage in Developing Nations," Collegiate Initiative for Responsible Manufacturing, Chicago, Illinois, November 1999.

2000 With Julie Yoo, "Praise, Blame, etc.: Toward a More Precise Language of Moral Judgment in Business Ethics," Society for Business Ethics, Annual Meeting, Chicago, Illinois, August 1999.

1998 "Behavior Matters: Corporate Responsibility for Human Rights in China," Society for Business Ethics, Annual Meeting, Boston, Massachusetts, August 1997.

1998 "Toward a New Concept of Professionalism in Law," American Bar Association Annual Meeting Conference on Professionalism, Hastings College of the Law, San Francisco, California, August, 1997.

1998 "The Ethics of Teaching Ethics," Rutgers University Graduate School of Arts and Sciences, August 1997.

1997 "Milton Friedman and The Multinational Firm," New Jersey Institute of Technology, April, 1997.

Media Appearances (Selected List)

- The New York Times
- The Wall Street Journal
- The Huffington Post
- CNBC
- Science Online
- The International Herald Tribune
- American Lawyer
- Baltimore Sun
- CNN
- ABC
- Bergen Record
- Newark Star-Ledger
- Minority and Small Business Report
- RTHK, Hong Kong
- Voice of America-China
- Wisconsin Public Radio
- UPN
- Fortune Small Business Online
- USA Today
- Far Eastern Economic Review
- Reader's Digest

Organizing and Chairing Activities

Participation in Organizing or Chairing Conferences, Workshops, and Organizations

2015, 2016, 2017 Co-Organizer, Business and Human Rights Scholars Conference
2016-ongoing, Steering Committee, Business and Human Rights Teaching Forum
2010-2011 Organizer, Interdisciplinary Faculty Seminar on Business Ethics
2005-2008 Organizer, Interdisciplinary Faculty Working Group on Social Impacts of International Trade and Investment.
2002 Organizer, Symposium on Global Labor Practices.
1998 Co-organizer, Conference on Corruption and Human Rights.
1994 Co-organizer, Inaugural Conference of the Centre for the Study of Business Values, University of Hong Kong.

Funding

Externally-Funded Research and/or Training Grants

2003 (Grant Amount: \$53,000) Organizer, "The Grand Bargain," conference on Ethics in the Pharmaceutical Industry; raised \$53,000 in external funding.
2000 (Grant Amount: \$33,000) Aspen Institute's Initiative for Social Innovation through Business.

Internally-Funded Research

2012-2016 Aresty Scholars Grant to Supervise Undergraduate Research, Rutgers
2006 Academic Excellence Fund Grant, Rutgers
2005 Global Initiatives Grant, Rutgers,
2000 Grant for Entrepreneurship Research, Rutgers
1999-2016 (various years) Research Resources Committee Funding Rutgers

Service

Service to Public and Non-Profit Bodies

2016 Business Ethics Adviser, International Foundations for Autoimmune Arthritis

2011-2013 Board of Directors, Center for the Public Trust

2009-2011 Business Ethics Adviser, Global Business Coalition for HIV/AIDS, Malaria, and Tuberculosis

2000 Testified on Human Rights Implications of China's Entry into the WTO, March 23, 2000, United States Senate, Committee on Finance.

Service to Santa Clara University

2016 Academic Administrative Structure Working Group, Sustaining Excellence Initiative

Service to Rutgers University

2014-2016 Advisory Board, Rutgers Center for Chinese Studies

2013-2016 Founder and Faculty Adviser, RU Ethical Undergraduate Student Organization in New Brunswick

2010-2016 Founder and Faculty Adviser, Rutgers Business School Net Impact MBA Chapter

2015-2016 Research Resources Committee

2014-2015 President's 100 Days Initiatives Academic Symposia Proposal Review Committee

2014-2015 Accreditation Advisory Committee

2014-2014 Member, Administrator Review Panel

2013-2014 Chair, Rutgers Business School Research Resources Committee

2013-2014 New Brunswick Undergraduate Admissions Committee

2011-2013 Founder and Faculty Adviser, Rutgers Business School Chapter of Center for the Public Trust

2011-2012 Undergraduate Teaching Award Selection Committee

2011-2012 Department of Management & Global Business Advisory Board Briefing Memorandum

2008-2011 Conflict of Interest Management Committee

2010-2011 Rutgers Business School Research Resources Committee

2011-2011 Department PhD Admissions Committee

2011-2011 Undergraduate Awards Committee

2006-2010 Undergraduate Policy Committee

2009-2010 Rutgers Business School Ethics Courses of Study Committee

2005-2008 Committee on Sustainability. Culminated in the issuance of the university's first public Sustainability Report

2007-2007 "Langhorne Committee" on Newark Undergraduate Curriculum

2004-2005 Earth Day Newark Community Service Program, Co-Organizer

2002-2004 Chair, Research Resources Committee, 2003-04; Member 2002-03

2001-2002 Courses of Studies Committee

2000-2003 Committee on Sweatshop Issues

2000-2001 Committee on Law, Ethics and Science

2000-2001 Curriculum Committee

1998-1999 Computer Policy Committee

1997-1998 Strategic Plan Subcommittee of Accreditation Committee

Business and Legal Experience Prior to Entering Academe

1987-88 INTERLAKEN CAPITAL (FORMERLY FINEVEST), Greenwich, CT

General Counsel Responsible for legal affairs of holding company managed by W.R. Berkley with \$2 billion in annual sales. Managed environmental, labor, and sex discrimination litigation. Coordinated multi-state product recall due to microbiological contaminant, including responsibility for public announcements and negotiations with FDA and state authorities. Negotiated settlement with Justice Department and state Attorneys General regarding antitrust investigation of price-fixing in school milk contracts. Managed legal aspects of numerous multi-million dollar mergers and acquisitions.

1985-1986 BIOTECHNICA INTERNATIONAL, Cambridge, MA

General Counsel. Coordinated legal and regulatory affairs of one of the first publicly held biotechnology firms. Made all periodic and

special SEC filings. Negotiated joint ventures for agricultural research with the venture capital fund for the Canadian province of Alberta and with an Italian state-owned firm. Negotiated and drafted research and development agreements, joint ventures, and technology licensing agreements with multi-national firms (e.g. Seagram and Monsanto) in diverse industries. Negotiated and structured private share offering of diagnostic testing subsidiary through London merchant bank.

1981-1985 WEBSTER & SHEFFIELD, New York, NY.

Associate Trained broadly in corporate department to work with companies ranging from start-up companies to large public companies. Worked on leveraged buyouts, bank financings, and diverse securities offerings.

1980 SHEARMAN & STERLING, New York, NY.

Summer Associate Worked with corporate takeover group. Received permanent offer.

1979-1981 SKADDEN ARPS SLATE MEAGHER & FLOM, New York, NY.

Law Clerk Part-time clerkship during last two years of law school. Researched and wrote first drafts of treatise on U.S. election law.

Professional Licenses

Member of the Bar, State of Connecticut, 1991 (Retired)

Member of the Bar, State of Massachusetts, 1988 (Retired)

Member of the Bar, State of New York, 1982 (Active)