

HARRY J. VAN BUREN III

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EDUCATION

Ph.D. 2004
Katz Graduate School of Business
University of Pittsburgh
Major field: Business environment, ethics, and public policy
Minor field: Organizational behavior/human resource management
Dissertation title: A model and empirical test of within-groups social capital

M.Div. 1995
Princeton Theological Seminary

M.S. 1992
College of Commerce and Business Administration
Department of Finance
University of Illinois at Urbana-Champaign
Major: Banking

B.S. 1989 *magna cum laude*
School of Management
Syracuse University
Major: Managerial law and public policy

ACADEMIC EXPERIENCE

- 2004- present Assistant professor, Anderson Schools of Management, University of New Mexico, Albuquerque, NM 87131
- 2003-2004 Visiting instructor, Anderson Schools of Management, University of New Mexico, Albuquerque, NM 87131
- 2001-2003 Visiting instructor, College of Business Administration, University of Northern Iowa, Cedar Falls, IA 50613
- 1999-2001 Assistant professor, Master of Science in Management program, Roberts Wesleyan College, Rochester, NY 14624

ACADEMIC EXPERIENCE CONTINUED

- 1998 Instructor in business ethics, College of Business Administration, University of Pittsburgh, Pittsburgh, PA 15260
- 1995-1998 Research assistant, Katz Graduate School of Business, University of Pittsburgh, Pittsburgh, PA 15260
- 1992 Teaching assistant and instructor, College of Commerce and Business Administration, Department of Finance, University of Illinois at Urbana-Champaign, Champaign, IL 61820

REFEREED PUBLICATIONS

- Van Buren III, H. J. Forthcoming. Taking (and sharing) power: How boards of directors can bring about greater fairness for dependent stakeholders. *Business & Society Review*.
- Van Buren III, H. J. & Hood, J. N. Forthcoming. Building student competency to develop power and influence through social capital. *Journal of Management Education*.
- Logsdon, J. M. & Van Buren III, H. J. Forthcoming. Beyond the proxy vote: Dialogues between shareholder activists and corporations. *Journal of Business Ethics* Online First, DOI 10.1007/s10551-008-9807-z (To be published in print version at a later date.)
- Arthur, M. M., Van Buren III, H. J., & DelCampo, R. G. In press (April, 2009). The impact of American politics on perceptions of women's golfing abilities. *American Journal of Economics and Sociology*.
- Logsdon, J. M. and Van Buren III, H. J. 2008. Justice and large corporations. What do activist shareholders want? *Business & Society*, 47: 523-548.
- Van Buren III, H. J. 2008. Building relational wealth in the new economy: How firms can leverage the value of organizational social capital. *International Journal of Management*, 25: 684-691.
- Van Buren III, H. J. 2008. Fairness and the main management theories of the twentieth century: A historical review, 1900-1965. *Journal of Business Ethics*, 82: 633-644.
- Van Buren III, H. J. & Greenwood, M. 2008. Enhancing employee voice: Are voluntary employer-employee relationships enough? *Journal of Business Ethics*, 81: 209-221.
- Van Buren III, H. J. 2007. Care for people and creation: The role of U.S. Christian institutional shareholder activists in extractive-industry CSR. *Greener Management International*, 52: 77-90.

REFEREED PUBLICATIONS CONTINUED

- Del Campo, R. G., Van Buren III, H. J., & Blancero, D. M. 2007. The social networks of elite Hispanic professionals: Do density and ethnic identity matter for career success? *Business Journal of Hispanic Research*, 1: 70-76.
- Van Buren III, H. J. 2007. Speaking truth to power: Religious institutions as both dissident organizational stakeholders and organizational partners. *Business and Society Review*, 112: 55-72.
- Logsdon, J. M., Thomas, D. E., & Van Buren III, H. J. 2006. Corporate social responsibility in large Mexican firms. *Journal of Corporate Citizenship*, 21: 51-60.
- Van Buren III, H. J. 2005. An employee-centered model of corporate social performance. *Business Ethics Quarterly*, 15: 687-709.
- Van Buren III, H. J. 2003. Boundaryless careers and employability obligations. *Business Ethics Quarterly*, 13: 131-150.
- Wood, D. J., Davenport, K. S., Blockson, L. C., & Van Buren III, H. J. 2002. Corporate involvement in community economic development: The role of U.S. business education. *Business & Society*, 41: 208-241.
- Van Buren, III, H. J. 2001. Organizational social capital and religious institutions. *Journal of Ministry Marketing and Management*, 7: 9-21.
- Van Buren III, H. J. 2001. Corporate citizenship and obligations of fairness. *Journal of Corporate Citizenship*, 3: 55-67. (Reprinted in *Church & Society*.)
- Van Buren III, H. J. 2001. If fairness is the problem, is consent the solution? Integrating ISCT and stakeholder theory. *Business Ethics Quarterly*, 11: 481-500.
- Van Buren III, H. J. 2000. The bindingness of social and psychological contracts: Toward a theory of social responsibility in downsizing. *Journal of Business Ethics*, 25: 205-219.
- Agle, B. R. & Van Buren III, H. J. 1999. God and mammon: The modern relationship. *Business Ethics Quarterly*, 9: 563-582.
- Leana, C. R. & Van Buren III, H. J. 1999. Organizational social capital and employment practices. *Academy of Management Review*, 24: 538-555.
- Van Buren III, H. J. 1999. Acting more generously than the law requires: The issue of employee layoffs in *halakhah*. *Journal of Business Ethics*, 19: 335-343.

REFEREED PUBLICATIONS CONTINUED

Van Buren III, H. J. 1999. Making the Monday Connection: Teaching business ethics in the congregation. *Religious Education*, 93: 449-466.

Van Buren III, H. J. & Agle, B. R. 1998. Measuring Christian beliefs that might affect managerial decision making: A beginning. *International Journal of Value-Based Management*, 11: 159-177.

Van Buren III, H. J. 1995. Work and religious faith: How people of faith relate to their employers. *International Journal of Value-Based Management*, 8: 279-288.

Lansing, P. A. & Van Buren III, H. J. 1993. Downsizing: Is there an ethical dimension to a partial plant closing? *Labor Law Journal*, 44: 697-706.

BOOK

Van Buren III, H. J. Forthcoming. *A model and empirical test of within-groups social capital* [tentative title]. Lewiston, NY: Edwin Mellen Press.

BOOK CHAPTERS AND OTHER PUBLICATIONS

Van Buren III, H. J. 2008. Review of *Bananas! How the United Fruit Company shaped the world*. *Business Journal of Hispanic Research*, 2: 96-98.

Logsdon, J. M. & Van Buren III, H. J. 2007. National styles of corporate social responsibility: Exploring macro influences on responsible business behavior. In J. Hooker, P. Madsen, & J. Hulpke (Eds.) *Perspectives on International Corporate Responsibility*. Charlottesville, VA: Philosophy Documentation Center.

Van Buren III, H. J. 2007. "Transparency," "Deregulation," "Confidentiality agreements," "Shareholder activism," "Behavioral Economics," "Slavery" (six separate entries). In R. W. Kolb (Ed.) *Encyclopedia of Business Ethics and Society*: 307-400, 566-568, 650-652, 1902-1907, 1932-1935, 2101-2104. Thousand Oaks, CA: Sage Publications.

Van Buren III, H. J. 2007. Boundaryless careers. In S. Clegg and J. R. Bailey (Eds.) *International Encyclopedia of Organizational Studies*. Thousand Oaks, CA: Sage Publications.

Van Buren III, H. J. 2005. Environmental justice and the need for real community consultation. *Corporate Examiner*, 33(1): 1-22.

BOOK CHAPTERS AND OTHER PUBLICATIONS CONTINUED

- Van Buren III, H. J. 2002. What do religious institutions have to say about corporate governance? *Church & Society*, 93(1): 70-79.
- Van Buren III, H. J. & Leana, C. R. 2000. Creating relational wealth through employment practices: The role of organizational social capital. In C. R. Leana & D. M. Rousseau (Eds.) *Relational wealth: A new model for employment in the 21st century*: 233-246. Oxford: Oxford University Press.
- Leana, C. R. & Van Buren III, H. J. 2000. Eroding organizational social capital among firms: The price of job instability. In R. J. Burke & C. Cooper (Eds.) *The organization in crisis: Downsizing, restructuring and privatization*: 220-232. Malden, MA: Blackwell Publishers.
- Van Buren III, H. J. & Paul, K. 2000. Company reactions to socially responsible investing: An empirical analysis. In J. M. Logsdon, D. J. Wood & L. E. Benson (Eds.) *Research in stakeholder theory, 1997-1998: The Sloan Foundation minigrant project*: 133-144. Toronto: Clarkson Centre for Business Ethics, University of Toronto.
- Van Buren III, H. J. 1998. Review of *The witch doctors: Making sense of the management gurus*. *International Journal of Organizational Analysis*, 6: 98-101.
- Van Buren III, H. J. 1996. Review of *Arm in arm: The political economy of the global arms trade*. *International Journal of Organizational Analysis*, 4: 311-314.

PAPER PRESENTATIONS/PROCEEDINGS

- Rehbein, K., Logsdon, J. M., and Van Buren III, H. J. 2009. Understanding corporate responses to shareholder activists: Uniform or heterogeneous? *Paper to be presented at the annual meeting of the International Association for Business & Society, Aspen*.
- Van Buren III, H. J. 2009. Moral arguments for stakeholder involvement in corporate governance: A critical perspective. *Paper to be presented at the Sixth International Critical Management Studies Conference, Warwick, U.K.*
- Van Buren III, H. J. 2009. Rank-and-file employees as a commons: A critical perspective on justice for low-wage workers. *Paper to be presented at the Sixth International Critical Management Studies Conference, Warwick, U.K.*
- Van Buren III, H. J. 2008. Taking (and sharing) power: How boards of directors can bring about greater fairness for dependent stakeholders. *Paper presented at the annual meeting of the Society for Business Ethics, Anaheim*.

PAPER PRESENTATIONS/PROCEEDINGS CONTINUED

- Arthur, M. M., Del Campo, R. G., & Van Buren III, H. J. 2008. The impact of gender differentiated golf courses on womens' networking abilities. *Paper presented at the annual meeting of the Academy of Management, Anaheim.*
- Van Buren III, H. J. & Greenwood, M. 2008. Addressing the needs of low-wage works: Does stakeholder theory help dependent stakeholders. *Paper presented at the annual meeting of the Academy of Management, Anaheim.*
- Van Buren III, H. J. & Hood, J. N. 2008. Building student competency to develop power and influence through social capital. *Paper presented at the annual meeting of the Academy of Management, Anaheim.*
- Van Buren III, H. J., Rehbein, K., & Logsdon, J. M. 2008. Social responsibility ratings and corporate responses to shareholder resolutions: Is there a relationship? *Paper presented at the annual meeting of the International Association for Business & Society, Tampere, Finland.*
- Van Buren III, H. J. 2008. Business education within the context of business schools in the United States: A critical analysis. *Paper presented at the annual meeting of the International Association for Business & Society, Tampere, Finland.*
- Rehbein, K., & Van Buren III, H. J. 2008. Shareholder activism as an example of NGO involvement in business ethics debates. *Paper to be presented at the The Role of Nongovernmental Organizations (NGOs) in the Business - Government - Society Interface Colluquim, Paris, France.*
- Hood, J. N. & Van Buren III, H. J. 2007. Social capital as a gendered construct. *Paper presented at the annual meeting of the Academy of Management, Philadelphia.*
- Logsdon, J. M., Rehbein, K., and Van Buren III, H. J. 2007. Seeking social change through shareholder activism: When do corporations respond positively? *Paper presented at the annual meeting of the Academy of Management, Philadelphia.* In G. T. Solomon (Ed.) **Best Paper Proceedings of the 2007 Academy of Management.**
- Hood, J. N. & Van Buren III, H. J. 2007. Social capital in action. *Paper presented at the Fifth Annual Gender, Work, and Organization Conference, Keele University, United Kingdom.*
- Davis, W. & Van Buren III, H. J. 2007. Stakeholder risk as experienced by non-shareholders: An ethical analysis. *Paper presented at the annual meeting of the International Association for Business & Society, Florence.*
- Van Buren III, H. J. 2007. The plight of low-wage workers: How stakeholder theory does and does not help. *Paper presented at the annual meeting of the International Association for Business & Society, Florence.*

PAPER PRESENTATIONS/PROCEEDINGS CONTINUED

- Logsdon, J. M. & Van Buren III, H. J. 2007. GLOBE Data in Business and Society Research? *Paper presented as part of a workshop at the annual meeting of the International Association for Business & Society, Florence.*
- Van Buren III, H. J. 2007. The development, promise, and pitfalls of industry-level cooperation regarding global business ethics. *Paper presented at Fourth Biannual Markkula Center for Applied Ethics, Santa Clara University, San Jose, California.*
- Van Buren III, H. J. & Patterson, K. D. W. 2007. Institutional predictors of and complements to industry self-regulation with regard to labor practices. *Paper presented at the Second Annual Conference on the Institutional Foundations of Industry Self-Regulation, Harvard Business School, Boston, MA.*
- Logsdon, J. M. & Van Buren III, H. J. 2006. Corporate social responsibility and stage of economic development. *Paper presented at the Third Conference on International Corporate Responsibility, Hong Kong.*
- Van Buren III, H. J. & Hood, J. M. 2006. A multilevel model of social capital. *Paper presented at the annual meeting of the Academy of Management, Atlanta.*
- Van Buren III, H. J. 2006. Rank-and-file employees as a commons: A critical perspective on justice for low-paid workers. *Paper presented at the annual meeting of the Academy of Management, Atlanta.*
- Logsdon, J. M. & Van Buren III, H. J. 2006. Justice and large corporations. What do activist shareholders want? *Paper presented at the annual meeting of the Academy of Management, Atlanta.*
- Van Buren III, H. J. 2006. Fig leaf or revolutionary change? A critical analysis of the fair trade movement. *Paper presented at the annual meeting of the Society for Business Ethics, Atlanta.*
- Van Buren III, H. J. & Greenwood, M. 2006. Enhancing employee voice: Are voluntary employer-employee partnerships enough? *Paper presented at the Australian Centre for Employment and Work Conference, Prato, Italy.*
- Van Buren III, H. J. 2006. The contributions of individuals to social capital: The role of values and friendship. *Paper presented at the International Sunbelt Social Network Conference, Vancouver.*

PAPER PRESENTATIONS/PROCEEDINGS CONTINUED

- Van Buren III, H. J., Logsdon, J. M., & Thomas, D. E. 2006. The evolution of corporate social responsibility in Mexico. *Paper presented at the annual meeting of the International Association for Business & Society, Merida*. In B. W. Husted & J. M. Logsdon (Eds.) **Proceedings of the Seventeenth Annual Meeting of the International Association for Business and Society**: 173-177.
- Logsdon, J. M. & Van Buren III, H. J. 2006. Stage of economic development, corporate social responsibility, and civil society. *Paper presented as part of a symposium on “The effects of a country’s stage of economic development on corporate social responsibility practices” at the annual meeting of the International Association for Business & Society, Merida*. In B. W. Husted & J. M. Logsdon (Eds.) **Proceedings of the Seventeenth Annual Meeting of the International Association for Business and Society**: 170-172.
- Van Buren III, H. J. & Thomas, D. E. 2006. Social responsibility through information disclosure and consumer choice: The case of sex and violence in media-related industries. *Paper presented at the annual meeting of the International Association for Business & Society, Merida*. In B. W. Husted & J. M. Logsdon (Eds.) **Proceedings of the Seventeenth Annual Meeting of the International Association for Business and Society**: 178-179.
- Van Buren III, H. J. 2005. A critical analysis of stakeholder theory and corporate governance. *Paper presented at the annual meeting of the Academy of Management, Honolulu*.
- Van Buren III, H. J. 2005. No CEO is an island: Ethical behavior, stakeholder networks, and the need for shared governance through stakeholder consent. *Paper presented at the annual research conference of the European Network for Business Ethics, Tallinn, Estonia*.
- Van Buren III, H. J. 2005. Speaking truth to power: Religious institutions as dissident organizational stakeholders and organizational partners. *Paper presented at the annual meeting of the European Network for Business Ethics—United Kingdom, London*.
- Van Buren III, H. J. 2005. A model and empirical test of within-groups social capital. *Paper presented at the annual meeting of the International Sunbelt Social Network Conference, Redondo Beach, CA*.
- Van Buren III, H. J. 2004. Whose consent is it anyway? Community consultation and ISCT. *Paper presented at the Zicklin Center for Business Ethics conference on Integrative Social Contracts Theory, Wharton School of Business, Philadelphia, PA*.
- Van Buren III, H. J. 2003. Earning your place in society: Is workplace merit an operative social contract? Paper presented at the annual meeting of the Academy of Management, Seattle. In D. Nagao (Ed.) **Best Paper Proceedings of the 2003 Annual Meeting of the Academy of Management**.

PAPER PRESENTATIONS/PROCEEDINGS CONTINUED

- Van Buren III, H. J. 2003. How organizations manage relationships with dissident stakeholders (and vice versa): Lessons from shareholder activism. *Paper presented as part of a symposium on "Stakeholder management: Pied piper or pipe dream? Examining the impact of an idea" at the annual meeting of the Academy of Management, Seattle.*
- Van Buren III, H. J. 2003. Fairness, risk shifting, and the new employment contract: How stakeholder networks can bring about justice for workers. *Paper presented at the annual meeting of the Industrial Relations Research Association, Atlanta.*
- Van Buren III, H. J. 2002. The value of values: A framework for within-groups social capital. *Paper presented at the annual meeting of the Academy of Management, Denver.*
- Van Buren III, H. J. 2002. New institutions for new employment relationships: Stakeholder networks and justice for workers. *Paper presented at the annual meeting of the Academy of Management, Denver.*
- Van Buren III, H. J. 2002. Boundary spanning and value- and legitimacy-seeking activity. *Paper presented at the annual meeting of the International Association for Business & Society, Victoria.* In S. Welcomer (Ed.) **Proceedings of the Twelfth Annual Meeting of the International Association for Business and Society**: 244-248.
- Van Buren III, H. J. 2002. The social capital of social movements. *Paper presented at the annual meeting of the International Association for Business & Society, Victoria.*
- Van Buren III, H. J. 2002. Avoiding the commons problem in the boundaryless career: The role of employability obligations. *Paper presented at the annual meeting of the Industrial Relations Research Association, Atlanta.*
- Van Buren III, H. J. 2001. Building relational wealth in the new economy: How can firms leverage the value of organizational social capital? *Paper presented at the annual meeting of the Strategic Management Society, San Francisco.*
- Van Buren III, H. J. 2001. Corporate citizenship and obligations of fairness. *Paper presented at the annual meeting of the Society for Business Ethics, Washington.*
- Van Buren III, H. J. 2001. The strength of *philos* ties: A model of within-groups social capital. *Paper presented at the International Sunbelt Social Network Conference, Budapest, Hungary.*
- Van Buren III, H. J. 2001. Remediating injustices in stakeholder relationships: The role of fairness. *Paper presented at the annual meeting of the Association for Evolutionary Economics, New Orleans.*

PAPER PRESENTATIONS/PROCEEDINGS CONTINUED

- Van Buren III, H. J. 2000. Organizational social capital, employment practices, and sustained competitive advantage. *Paper presented at the annual meeting of the Strategic Management Society, Vancouver.*
- Van Buren III, H. J. 2000. Organizational social capital, employment practices, and the creation of competitive advantage. *Paper presented as part of a symposium on "Social capital in organizations: Examining individual and communal models" at the annual meeting of the Academy of Management, Toronto.*
- Van Buren III, H. J. 2000. An employee-centered model of corporate social performance. *Paper presented at the annual meeting of the Society for Business Ethics, Toronto.*
- Key, S. & Van Buren III, H. J. 2000. From stakeholder analysis to stakeholder theory: A (modest) proposal. *Paper presented at the annual meeting of the International Association for Business & Society Burlington, VT.* In K. Getz and D. Windsor (Eds.) **Proceedings of the Eleventh Annual Meeting of the International Association for Business and Society**: 244-248.
- Van Buren III, H. J. 2000. The new workplace contract and obligations of fairness. *Paper presented at the annual meeting of the International Association for Business & Society, Burlington, VT.* In K. Getz and D. Windsor (Eds.) **Proceedings of the Eleventh Annual Meeting of the International Association for Business and Society**: 37-38.
- Van Buren III, H. J. 1999. If fairness is the problem, is consent the solution? Integrating ISCT and stakeholder theory. *Paper presented at the annual meeting of the Academy of Management, Chicago.* In S. Havlovic (Ed.) **Best Paper Proceedings of the 1999 Annual Meeting of the Academy of Management**.
- Van Buren III, H. J. & Leana, C. R. 1999. Building relational wealth through employment practices: The role of organizational social capital. *Paper presented at the annual meeting of the Academy of Management, Chicago.*
- Van Buren III, H. J. 1999. Boundaryless careers, respect for persons, and the obligation of making employees employable. *Paper presented at the annual meeting of the Society for Business Ethics, Chicago.*
- Blockson, L. C. & Van Buren III, H. J. 1999. Strategic alliances among different institutions: An argument for multi-sector collaboration in addressing societal issues. *Paper presented at the Independent Sector Spring Research Forum, Alexandria, VA.*
- Wood, D. J., Blockson, L. C., Davenport, K., Van Buren III, H. J. & Caldwell, C. 1998. Corporate involvement in community economic development: The business school's role. *Paper presented at the annual meeting of the Academy of Management, San Diego.*

PAPER PRESENTATIONS/PROCEEDINGS CONTINUED

- Leana, C. R. & Van Buren III, H. J. 1998. Organizational social capital: The case for stability. *Paper presented at the annual meeting of the Academy of Management, San Diego.*
- Agle, B. R. & Van Buren III, H. J. 1998. God and mammon: The modern relationship. *Paper presented at the annual meeting of the Society for Business Ethics, San Diego.*
- Van Buren III, H. J. & Paul, K. P. 1998. Company reactions to socially responsible investing: An empirical analysis. *Paper presented at the annual meeting of the International Association for Business & Society, Kona, Hawaii.*
- Van Buren III, H. J. 1997. The bindingness of social and psychological contracts: Toward a theory of social responsibility in downsizing. *Paper presented at the annual meeting of the Academy of Management, Boston.*
- Van Buren III, H. J. & Agle, B. R. 1997. Isolating religious beliefs that might affect managerial decision making. *Paper presented at the annual meeting of the International Association for Business & Society, Destin, Florida.* In J. Weber & K. Rehbein (Eds.) **Proceedings of the Eighth Annual Meeting of the International Association for Business and Society**: 129-134.
- Van Buren III, H. J. 1996. Acting more generously than the law requires: The issue of employee layoffs in *halakhah*. *Paper presented at the annual meeting of the Society for Business Ethics, Quebec City.*
- Van Buren III, H. J. 1996. Community, relationality, and love of neighbor: Religious constructs that might inform the study of business and society. *Paper presented at the annual meeting of the International Association for Business & Society, Santa Fe.* In J. Logsdon & K. Rehbein (Eds.) **Proceedings of the Seventh Annual Meeting of the International Association for Business and Society**: 152-157.
- Van Buren III, H. J. 1996. An insider view of outsider influence: Legitimacy and shareholder activism. *Paper presented at the annual meeting of the International Association for Business & Society, Santa Fe.* In J. Logsdon & K. Rehbein (Eds.) **Proceedings of the Seventh Annual Meeting of the International Association for Business and Society**: 158-163.
- Van Buren III, H. J. 1996. Legitimacy, boundary spanning, and the HRM department's ability to enforce EEO. *Paper presented at the annual meeting of the Academy of Management, Cincinnati.*

INVITED ACADEMIC LECTURES

Van Buren III, H. J. & Greenwood, M. 2009. Moving from functions and tasks to bigger questions: The integration of ethics into HRM education. *Lecture to be given to the Australian Centre for Research on Employment and Work, Monash University, Melbourne, Australia.*

Greenwood, M. & Van Buren III, H. J. 2009. Corporate social accounting as stakeholder risk management. *Lecture to be given to the Social and Economic Interface Network, Monash University, Melbourne, Australia.*

Van Buren III, H. J. 2005. The complicated story of business and human rights. *Lecture given during the Fall 2005 International Studies Institute lecture series entitled "Human rights in a Global Context,"* University of New Mexico, September 15.

Van Buren III, H. J. 2005. Speaking truth to economic power: The role of religious institutions in promoting respect for human rights by corporations. *Lecture given during the Fall 2005 Cultural Life Lecture Series, Roberts Wesleyan College, November 4.*

OTHER WORK AND PROFESSIONAL EXPERIENCE

2001-present Board member, CANNICOR [a non-profit social research organization focusing on the finance sector]

1995-present Program staff to the Social Responsibility in Investments and the Economic Justice Loan Committees, Episcopal Church, New York, NY

2003-2008 Chair of the Environmental Justice Working Group, Interfaith Center of Corporate Responsibility, New York, NY

1994-1995 Program associate, Interfaith Center on Corporate Responsibility, New York, NY

1989-1991 Professional trainee and underwriter, American International Group, New York, New York and Chicago, IL

AWARDS

Anderson Schools of Management Foundation Fellowship (2006-2009)

Best Student Paper Award, Critical Management Studies interest group, 2003 Academy of Management annual meeting

Outstanding Faculty Member, Roberts Wesleyan College Master of Science in Management Program (awarded twice, in 2000 and 2001)

Best Paper Award, Social Issues in Management division, 1999 Academy of Management annual meeting

GRANTS

\$8,000 from the Anderson Schools of Management for “The social capital of Native American entrepreneurs: Why networks matter” (with Jacqueline Hood, University of New Mexico)

\$10,000 from the Sloan Foundation minigrant program for “Company reactions to socially responsible investing: An empirical analysis” (with Karen Paul of Florida International University), 1997-1999

February 24, 2009