



175 Forest Street, Waltham
Massachusetts 02452 U.S.A.

Bentley College and State Street Corporation present

The Second Bentley Global Business Ethics Symposium

May 22, 2006

8:00 a.m. to 5:00 p.m.

at Bentley

175 Forest Street

Waltham, Massachusetts

*Established in memory of Timothy B. Harbert '76,
Chairman and CEO of State Street Global Advisors
and Trustee and alumnus of Bentley College*



STATE STREET

Global Business Ethics Symposium
CORPORATE SOCIAL RESPONSIBILITY IN THE 21ST CENTURY:
Coping with Globalization

Sponsored by State Street Corporation

Monday, May 22, 2006

8:00 a.m. to 5:00 p.m.

LaCava Center

Bentley College

Waltham, Massachusetts

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KEYNOTES

Opening Remarks

Richard W. Pearl

Vice President, Community Affairs, State Street Corporation

Luncheon Keynote

Barry Salzberg

Managing Partner, Deloitte & Touche USA LLC

The Bentley Global Business Ethics Symposium, sponsored by State Street Corporation, is the second in a multi-year partnership that will bring together international experts, corporate leaders, academics and media to explore best practices and challenges in business ethics and ethics education.

Bentley College and State Street Corporation A Partnership in Global Business Ethics

Established in memory of **Timothy B. Harbert '76**, chairman and CEO of State Street Global Advisors and trustee and alumnus of Bentley College, the partnership unites business and higher education to build a strong ethical foundation from which to serve our many constituencies and communities.

The event will bring together international experts for in-depth discussions of current practices and challenges in business ethics and corporate responsibility. The purpose of the day-long event is to both learn and inform by:

- Exploring current practices in other institutions, countries and cultures
- Identifying ways to enhance issues of ethics and corporate responsibility in business education and in outreach to the corporate community
- Disseminating this experience throughout the academic and practitioner worlds

State Street Corporation is the world's leading provider of services to institutional investors. With offices in 25 countries and customers in more than 100 markets, we understand the importance of being a socially responsible community leader and ethical business partner. We are proud to collaborate with Bentley College in this important endeavor.

Bentley is a national leader in business education located in Waltham, Massachusetts. Centered on education and research in business and related professions, Bentley blends business with technology, liberal arts and a global perspective.

Our commitment to ethics education has been a cornerstone of the school's curriculum and campus culture since 1976. We are honored to partner with State Street Corporation to further this mission.

The Program

ETHICS AND RISK MANAGEMENT IN A GLOBAL ENVIRONMENT

8:00 to 9:00 a.m. **Registration/Continental Breakfast**

9:00 to 9:45 a.m. **Welcome:**

Anthony F. Buono, *Professor of Management and Sociology and Coordinator, Bentley Alliance for Ethics and Social Responsibility*

Robert Galliers, *Provost and Academic Vice President, Bentley College*

Opening Remarks: “Challenges in Corporate Social Responsibility”

Richard W. Pearl, *Vice President, Community Affairs, State Street Corporation*

9:45 to 11:00 a.m. **Changing Perspectives on Corporate Social Responsibility**

MODERATOR:

Michael Hoffman, *Executive Director, Center for Business Ethics and Hieken Professor of Business and Professional Ethics, Bentley College*

PANELISTS:

S. Prakash Sethi, *Distinguished University Professor, Baruch College, CUNY, and President, International Center for Corporate Accountability Inc.*

Timothy Smith, *Senior Vice President, Walden Asset Management*

David J. Vidal, *Director of Research, Global Corporate Citizenship, The Conference Board*

Stephen B. Young, *Global Executive Director, CAUX Round Table*

11:00 to 11:15 a.m. **Break**

CONCURRENT PANELS

11:15 a.m. to 12:30 p.m. **Corporate Social Responsibility and Corporate Governance: Tensions and Possibilities**

MODERATOR:

Robert Frederick, *Professor and Chair, Department of Philosophy, Bentley College*

PANELISTS:

Patricia M. Flynn, *Trustee Professor of Economics and Management, Bentley College*

Kathleen A. Lacey, *Professor of Legal Studies and Associate Director, Ukleja Center for Ethical Leadership, California State University, Long Beach*

Jeanne M. Logsdon, *Regents Professor and Rust Professor of Business Ethics, University of New Mexico*

Adriana Perusin, *Managing Partner, Conexão Social, Brazil*

11:15 a.m. to 12:30 p.m. **Corporate Social Responsibility and Business Ethics**

MODERATOR:

Mark Rowe, *Senior Research Associate, Center for Business Ethics*

PANELISTS:

Anil Chopra, *Management Consultant, Enterprise Governance and Business Ethics and former Senior Consultant, Tata Sons, India*

José Luis Fernández-Fernández, *Javier Benjumea Chair of Ethics for Economics and Business, Universidad Pontificia Comillas de Madrid*

OC Ferrell, *Bill Daniels Distinguished Professor of Business Ethics, University of Wyoming*

Sanjoy Mukherjee, *Management Centre for Human Values, Indian Institute of Management Calcutta*

12:30 to 2:00 p.m. **Luncheon Speech: “Found in Translation: Ethics and Corporate Responsibility Applied to a Global World”**

Barry Salzberg, *Managing Partner, Deloitte & Touche USA LLC*

CONCURRENT PANELS

2:15 to 3:30 p.m. **Corporate Social Responsibility and Stakeholder Management**

MODERATOR:

Marie Rock, *Senior Lecturer in Management, Bentley College*

PANELISTS:

María Helena Moreira Alves, *University of the State of Rio de Janeiro and International Representative, Viva Rio*

Chris Deri, *Senior Vice President, Stakeholder Strategies Practice, Edleman*

Thomas Dunfee, *Kolodny Professor of Social Responsibility, Wharton*

Steven K. May, *Associate Professor of Organizational Communication and Ethics, Fellow, Parr Center for Ethics, University of North Carolina at Chapel Hill*

2:15 to 3:30 p.m. **Corporate Social Responsibility and Competitive Challenges**

MODERATOR:

Joseph Weiss, *Professor of Management, Bentley College*

PANELISTS:

Luís María R. Calingo, *Dean, College of Business Administration and Director, Ukleja Center for Ethical Leadership, California State University, Long Beach*

Nikki Daruwala, *Director, Socially Responsible Business Program, American Rights at Work*

Luis Ángel Guerras Martín, *Professor of Management, Catedrático de Organización de Empresas, Universidad Rey Juan Carlos*

Pritam Singh, *Professor of Eminence and Director, Management Development Institute, Gurgaon-Delhi*

3:30 to 3:45 p.m. **Break**

CONCURRENT PANELS

3:45 to 5:00 p.m. **Sustainability and Globalization**

MODERATOR:

Lawrence T. Nichols, *Professor of Sociology, West Virginia University*

PANELISTS:

Jonathan Doh, *Director, Center for Responsible Leadership and Governance, Villanova University*

Dirk Matten, *Director, Centre for Research into Sustainability, University of London*

Thomas I. White, *Hilton Professor of Business Ethics, Loyola Marymount University*

Donna J. Wood, *David W. Wilson Chair in Business Ethics, University of Northern Iowa*

3:45 to 5:00 p.m. **Corporate Social Responsibility and Emerging Economies**

MODERATOR:

Jacquie Kay, *President, WPI Inc.*

PANELISTS:

Joan Dubinsky, *Ethics Officer, International Monetary Fund, and Founder Rosentreter Group*

Rodney North, *Chair, Governance Committee and Board Member, Equal Exchange*

Miguel Olivas-Lujan, *Professor of Management, Tecnológico de Monterrey and Clarion University*

Arthur Shacklock, *Director, International Projects and Director, Integrity and Anti-Corruption Program, Institute for Ethics, Governance and Law, Key Centre for Ethics, Law, Justice and Governance, Griffith University*

5:00 to 6:30 p.m. **Closing Reception**

Speakers

MARIA HELENA MOREIRA ALVES is a consultant to NGOs, trade unions and popular movements in Brazil and Chile. From 2003 to 2006 she was in the International and Institutional Department of Viva Rio, a well-known Brazilian NGO that works with social and security issues. Currently she is responsible for the development and fund raising for projects dealing with issues of human security, poverty reduction, health, and education for Viva Rio, Aço Comunitária do Brasil-Rio de Janeiro and the Centro Brasileiro de Defesa dos Direitos da Cidadania.

Her PhD dissertation was published in 1984 by Texas University Press as *State and Opposition in Military Brazil*. It was also published in Portuguese by *Vozes* in 1985. The volume is now widely considered a classic of this period of Brazilian history and has recently been re-published in Portuguese by the Academic Press of the University of Sao Carlos. Alves has published more than thirty articles in U.S. and Brazilian journals, and presented more than forty papers in Academic panels and meetings. She has taught at a number of U.S. universities, including Amherst College, the University of Wisconsin – Madison (where she twice served as a Tinker visiting professor), and the University of New Mexico. Most of her academic career, however, was dedicated to re-building the University of the State of Rio de Janeiro (UERJ), after the military period of intervention. She was a professor of political and economic studies for more than sixteen years at UERJ.

Alves holds a BA from the University of Massachusetts-Boston, and an MA and PhD from MIT under a Danforth Foundation fellowship. Throughout her career, Alves has emphasized the importance of business responsibility, working to develop educational, cultural and social programs that can bring the business world closer to civil society.

ANTHONY F. BUONO has a joint appointment as professor of management and sociology at Bentley, and is coordinator of the Bentley Alliance for Ethics and Social Responsibility. He has written and edited nine books, including *The Human Side of Mergers and Acquisitions* (Jossey-Bass, 1989; Beard Books, 2003), *A Primer on Organizational Behavior* (Wiley, 6th ed. 2005), *Corporate Policy, Values and Social Responsibility* (Praeger, 1985), and, most recently, *Challenges and Issues in Knowledge Management* (Information Age Publishing, 2005). He is also editor of the book series *Research in Management Consulting*. His articles and review essays have also appeared in numerous journals, including *Academy of Management Learning and Education*, *Across the Board*, *Administrative Science Quarterly*, *Human Relations*, *Journal of Organizational Change Management* and *Personnel Psychology*. Buono is a past chair of the Academy of Management's Management Consulting Division, a research fellow with the Bentley Center for Business Ethics, and has received the college's highest honors for both teaching and research. Buono's research and consulting focus on organizational change, inter-organizational strategies, ethics and corporate responsibilities, and firm-stakeholder relationships. He holds a BS in business administration from the University of Maryland, and an MA and PhD with a concentration in industrial and organizational sociology from Boston College.

LUÍS MARÍA R. CALINGO is dean of the College of Business Administration and professor of international business at California State University, Long Beach. He had prior academic appointments at the Monterey Institute of International Studies; California State University, Fresno; Nanyang Technological University, Singapore; and the University of the Philippines. Calingo is also founding director of the Ukleja Center for Ethical Leadership (www.ucel.org) at California State University, Long Beach. Effective July 2006, Calingo will be the Dean of the John M. and Mary Jo Boler School of Business at John Carroll University.

Calingo is a member of the board of directors of the California Council for Excellence—the administrator of the Baldrige-based California Awards for Performance Excellence. He has served as examiner for the Malcolm Baldrige National Quality Award since 1997 and, under his

leadership, the business school at CSU Long Beach was recognized with the 2001 California Prospector Award, the only California business school to have received Baldrige-based recognition. As technical expert to the Asian Productivity Organization, an intergovernmental organization of 19 member-countries, Calingo has been principal consultant to the governments of the Philippines, Vietnam, Sri Lanka, Thailand and Mongolia on the establishment of their Baldrige-based national awards for performance excellence. The APO has also engaged his services to assist in the infusion of total quality management into higher education in the Philippines and Thailand. He has served as a consultant in strategic planning, managing cultural differences, and Baldrige-based organizational assessments to numerous organizations in the United States and Southeast Asia.

Calingo served as past chair of the California State University Association of Business Deans. He is also a member of the Boards of Directors of the YMCA of Greater Long Beach and LeadershipTraq, a faith-based center for the propagation of servant leadership in Southern California. He holds a PhD from the University of Pittsburgh.

ANIL CHOPRA was senior consultant in management of business ethics for Tata Sons (India). He was responsible for the development and implementation of programs and processes for managing business ethics in 40 Tata Group companies. He now works as a management consultant in the areas of corporate and civil governance and business ethics.

Chopra was invited by Transparency International, Berlin, as a workshop panelist for the 11th International Anti-Corruption Conference in Seoul, Korea in 2003. He is also a member of The Conference Board's "Asia Council on Business Conduct." In 2005, he spoke on "Focus on Asia" at The Conference Board's 2005 Business Ethics Conference in New York City. Chopra also spoke at the 2005 Ethics Officer Association's Annual Business Ethics and Compliance Conference, focusing on "Globalizing Your Business Practices Program in India."

After obtaining an MBA from the Indian Institute of Management, Ahmedabad, Chopra worked several years with Voltas, a Tata company. His assignments included marketing of pharmaceuticals, chemicals, and agro-industrial products. Chopra also headed Corporate Public Relations and Corporate Internal Audit. His article "Getting Started on Business Ethics" appears in the *Journal of the All India Management Association*.

NIKKI DARUWALA is the director of the Socially Responsible Business Program at American Rights at Work. Upon joining American Rights at Work in June 2005, she was responsible for initiating and developing the organization's socially responsible business advocacy and outreach. Daruwala brings more than 15 years of labor policy, corporate advocacy and management experience to her current position. Prior to joining American Rights at Work, she was manager for Advocacy and Social Policy at Calvert, a leading socially responsible mutual fund company. She is an expert in the fields of corporate social responsibility, diversity, labor relations, and international human and labor rights. She has managed and strategically initiated all Calvert shareholder and corporate engagements, including efforts promoting board diversity, the global empowerment of women, and regulatory efforts to bring about proxy voting disclosure at the SEC.

Daruwala has also led numerous investigations, from international child labor abuses among U.S. garment exporters, to consumer and worker safety violations at major supermarket chains and patient care abuses in nursing home chains. She has worked with several major U.S. and international corporations to develop comprehensive workplace policies and programs.

Daruwala is also a founding member of the Child Labor Coalition, a member of the Advisory Committee for the Institute for Women's Policy Research, and has served as chairperson of the

Indigenous Rights Committee and the Diversity Committee at the Interfaith Center on Corporate Responsibility (ICCR). She also served on the board of the Shareholder Advisory and Policy Committee of the Social Investment Forum (SIF). Daruwala holds a BS in psychology and business from Ithaca College and an MS in industrial and labor relations from the University of Massachusetts-Amherst.

CHRIS DERI is senior vice president, crisis and issues management, New York, for Edelman. He advises clients on issues and crises related to the environmental and social impacts of a company's activities, high-profile litigation, intellectual property protection, and verifying ethical conduct across extended supply chains. Deri also works with clients on communications strategies that include message development and training, identifying and recruiting credible third party support, assessing internal communication systems, analyzing issues that pose risks for attack, and identifying opportunities for public and private partnerships around core business issues.

Deri directed the global launch of *Business and Human Rights: A Geography of Corporate Risk*, a series of detailed world maps to be used as a resource for investor relations professionals to better respond to questions from institutional socially responsible investors about a company's human rights practices and impacts. Before joining Edelman, Deri served as Vice President Al Gore's regional finance director in the Northeast for three years. He was responsible for finance, as well as acting as the vice president's liaison to elected officials and business leaders in the region. Prior to that, Deri served as the director of institutional affairs for the National Minority AIDS Council (NMAC) – a national training and lobbying organization representing more than 3,000 community-based organizations. He has also taught English at Shandong University in China, and speaks Mandarin.

JONATHAN DOH is assistant professor of management and international business and co-founder and director of the Center for Responsible Leadership and Governance at Villanova University's College of Commerce and Finance. Doh is also a member of Duke Corporate Education's Global Learning Resource Network, recently serving as a faculty member in emerging markets strategy for HSBC, the second largest financial institution in the world. He is also a senior associate at the Center for Strategic and International Studies, a leading foreign policy think tank in Washington, D.C. Doh has been an executive faculty member at the Graduate School of Business Administration in Zurich, University of Auckland, and has made short-term visitations to more than 20 universities in North America, Latin America, Europe and Asia. Previously, he was on the faculty of American and Georgetown Universities, and an international economist and senior trade official with the U.S. Department of Commerce with responsibilities for negotiation and implementation of the U.S.-Canada and North American Free Trade Agreements. He has been a consultant or executive instructor to Deutsche Bank Asia, ABB, the government of Thailand, HSBC, and Deloitte Touche, where he served as a senior external adviser to the Global Energy Resource Group.

Doh has written more than 25 refereed articles published in leading journals, including the *Academy of Management Review*, *Academy of Management Executive*, *Journal of Management Studies*, *Organization Science*, and *Sloan Management Review*. He is co-editor and contributing author of *Globalization and NGOs* (with Hildy Teegen, Praeger, 2003) and *Handbook on Responsible Leadership and Governance in Global Business* (with Steve Stumpf, Elgar, 2005); and co-author of *International Management: Culture, Strategy, and Behavior* (6th edition, McGraw-Hill/Irwin, 2006). Doh has also developed more than a dozen original cases and negotiation simulations published in books and journals, and used in leading business school courses such as the Global Strategy course at the Tuck School of Business at Dartmouth. He received his PhD from George Washington University in strategic and international management.

JOAN ELISE DUBINSKY is the ethics officer for the International Monetary Fund (IMF), based in Washington, D.C. At the IMF, Dubinsky has institution-wide responsibility and accountability for advising, guiding, communicating and enforcing the IMF's ethical values and standards. Her mission is to help the institution and its staff make ethical decisions in a constantly changing global economy. In addition, she leads the Rosentreter Group, a management consulting practice providing expertise in business ethics, organizational development, and corporate compliance. Dubinsky has been retained to implement values- and rules-based ethics initiatives, conduct program assessments, measure the effectiveness of compliance systems, develop executive level interventions, and design high-impact training programs. With more than twenty years of experience in the field, Dubinsky has served as the ethics officer, associate general counsel and corporate secretary for the American Red Cross (1985-1993), senior legal counsel and compliance officer for the MITRE Corporation (1993-1996), founding member of the Arthur Andersen consulting practice in business ethics (1996-1997), and associate director, employee development for the Howard Hughes Medical Institute (1997-2004).

Dubinsky is also an executive fellow with the Center for Business Ethics. She has published articles in such journals as *Law Governance Review*, *Ethikos*, *Federal Ethics Reporter*, *IOMA's Report on Preventing Business Fraud*, *CPA Consultant*, and the *Center for Business Ethics News*. Her work in ethics training was prominently featured in *Ethics Matters: How to Implement Values-Driven Management*, by Dawn-Marie Driscoll and W. Michael Hoffman (2000). Her work on investigations is highlighted in *Blackwell's Companion to Business Ethics*, edited by Robert Frederick (1999). Dubinsky is also a member of the Ethics Trust, a strategic alliance of leading business ethics consultants.

THOMAS W. DUNFEE is the Joseph Kolodny professor of social responsibility in business at Wharton, where he is chair of the Legal Studies and Business Ethics Department. He was vice dean responsible for the Wharton Undergraduate Division from 2000 to 2003. Dunfee has served as president of the Academy of Legal Studies in Business (1989-1990) and the Society for Business Ethics (1995-1996).

Dunfee is the author or editor of several books for such publishers as the Harvard Business School Press, McGraw-Hill, Prentice-Hall, Wiley and Kluwer, and has published articles in many management, ethics and law journals, including the *Academy of Management Review*, *Business Ethics Quarterly*, *California Law Review*, *Economics and Philosophy*, *Journal of Marketing*, and the *Northwestern Law Review*. Dunfee has consulted to a variety of clients (e.g., Glaxo SmithKline, the Independence Standards Board) and has served as an expert witness for such companies and organizations as General Motors, Honda and Great Adventure.

JOSÉ-LUIS FERNÁNDEZ FERNÁNDEZ is a professor with Comillas Pontifical University's ICADE Business Faculty, director of the Javier Benjumea Chair of Ethics for Business and Economics, and coordinator of the area of professional ethics for the University. He has been president of EBEN-Spain (Ethics, Economics and Direction) since its founding in 1993. In 2000, he became a member of the Board of Directors of the European Ethics Network (EEN). Fernández also takes part in the Commission for Corporate Social Responsibility of AECA (The Spanish Association for Accounting and Business Administration) and is a member of the International Editorial Board of the review *Ethical Perspective*. From 2000 to 2003, he served as vice rector for external relations and University Extension for the Comillas Pontifical University of Madrid.

Fernández has written numerous articles and several books on questions dealing with business ethics. He holds an MBA and a PhD from the Comillas Pontifical University of Madrid.

O.C. FERRELL is the Bill Daniels distinguished professor of business ethics at the University of Wyoming and in charge of a state-wide business ethics initiative. He is also editor of *www.e-businessethics.com* and has developed a business ethics certificate program through an alliance with Colorado State University, the University of Wyoming, the University of New Mexico and the University of Arkansas. His academic research focuses on ethical decision making, stakeholder relationships and social responsibility.

Ferrell is past president of the Academic Council of the American Marketing Association and chaired the American Marketing Association Ethics Committee twice. Under his leadership, the committee developed the AMA Code of Ethics, and the AMA Code of Ethics for Marketing on the Internet. He is a Society for Marketing Advances fellow and a member of the board of governors for the Academy of Marketing Science.

Ferrell is co-author of 17 books and more than 75 articles. His articles have been published in the *Journal of Marketing Research*, *Journal of Marketing*, *Journal of Business Ethics*, *Journal of Business Research*, *Journal of the Academy of Marketing Sciences*, *Journal of Public Policy and Marketing*, and *Academy of Management Executive*, as well as other journals. His books include *Marketing: Concepts and Strategy*; *Business Ethics: Ethical Decision Making and Cases*; and *Business and Society*. His co-edited volume, *Business Ethics: New Challenges for Business Schools and Corporate Leaders*, contains a collection of contributions presented at the recent Business Ethics Symposium co-sponsored by Colorado State University and the University of Texas. Ferrell currently serves as the marketing ethics and values section editor for the *Journal of Macromarketing*.

Ferrell is often interviewed by the media and has recently been quoted in *USA Today* and interviewed on NBC's Today Show on topics relating to business ethics and social responsibility. He is a featured speaker for major trade and education groups, and has served as an expert witness in several high-profile cases relating to ethical and legal disputes.

PATRICIA M. FLYNN is trustee professor of economics and management at Bentley College, where she served as dean of the McCallum Graduate School of Business from 1992 to 2002. Flynn has written extensively on high technology and economic development, and on women in business. Her publications include *Technology Life Cycles and Human Resources* and *Turbulence in the American Workplace*. Her work has been cited in the *Wall Street Journal*, *The Economist*, *Business Week*, *the Chronicle of Higher Education*, *Financial Executive*, and on NBC's Today Show. Flynn is co-author of the Boston Club's annual *Census of Women Directors and Executive Officers* of the 100 Largest Public Companies in Massachusetts, and of several articles on board composition.

Flynn currently serves on the board of directors of RiverSource Investments (formerly American Express Funds), where she is a member of the Investment Review and Contracts committees. She previously served on the boards of Boston Fed Bancorp Inc., U.S. Trust, and The Federal Savings Bank, each of which was acquired. On the bank boards, she has chaired the audit committee, and been a member of the nominating, investment, asset quality and executive committees.

In the not-for-profit arena, Flynn is a director of the Massachusetts Technology Collaborative, a trustee of the Massachusetts Taxpayers Foundation, a incorporator of the New England Baptist Hospital, and a director of the National Association of Corporate Directors/New England (NACD/NE), where she manages the Executive Speaker Series. She serves on The Boston Club's Corporate Board Resource Committee, and the Board Resource Committee of Financial Executive International (FEI). Flynn was awarded the New England Women's Leadership Award in 1998. She received her bachelor's degree in economics from Emmanuel College, and a master's degree and PhD in economics from Boston University. Flynn was awarded an honorary degree in humane letters from Emmanuel College in 1997.

ROBERT E. FREDERICK is professor of philosophy and chair of the Philosophy Department at Bentley. He is also research scholar at the Center for Business Ethics at Bentley, editor of the journal *Business and Society Review*, and former chair of the Bentley Faculty Senate. He holds a BA in economics from Rice University and an MA and PhD in philosophy from Brown University. He has published a number of articles in philosophy, business ethics and environmental ethics, and has edited or co-edited ten books on various topics in applied ethics and philosophy. Prior to attending graduate school and joining Bentley, Frederick worked for nine years at a large financial institution in Atlanta, Ga., where he was vice president for administrative services.

ROBERT D. GALLIERS was appointed provost of Bentley College in 2002. He was previously a professor of information systems and research director in the Department of Information Systems at the London School of Economics. He retains his connection with the LSE as a visiting professor. Before joining LSE, he served as Lucas professor of business management systems and dean of the Warwick Business School in the United Kingdom, and earlier as foundation professor and head of the School of Information Systems at Curtin University in Australia. A leader in the field of management information systems, Galliers is editor-in-chief of the *Journal of Strategic Information Systems*, and a fellow of the British Computer Society (FBCS), the Association for Information Systems (FAIS) and the Royal Society of Arts (FRSA). He has served as president of the Association for Information Systems and as member of council of the British Academy of Management. Galliers has held visiting professorships at INSEAD in France, the University of St. Gallen in Switzerland, the City University of Hong Kong, the Institute for Advanced Management Studies in Belgium, National University of Singapore, Hong Polytechnic University, and Bond University in Australia. He is a member of the Scientific Council of the Faculty of Economics and Business Administration of Tilburg University in the Netherlands, and the board of advisers of Jönköping International Business School, Jönköping University, Sweden.

He has published widely in many of the leading international journals on Information Systems and has also co-written a number of books, the most recent being *Exploring Information Systems Research Approaches* to be published later this year by Routledge, the third edition of the best seller, *Strategic Information Management* (Butterworth-Heinemann, 2003), *Rethinking Management Information Systems* (Oxford University Press, 1999) and *IT and Organizational Transformation* (Wiley, 1998). Galliers began his professional career outside of academia, first in social work administration and then in management consulting. He holds an AB degree with honors in economics from Harvard University, an MA with distinction in management systems from Lancaster University, and a PhD in information systems from the London School of Economics. He was awarded an honorary doctor of science degree by Turku School of Economics and Business Administration, Finland, in 1995. His research focuses on information systems strategy and the management of change issues associated with the adoption and appropriation of ICT-based systems within and between organizations.

LUIS ÁNGEL GUERRAS-MARTIN is professor of management at the University Rey Juan Carlos in Madrid (Spain). He has been responsible for the PhD program in business management and is currently chair of the Department of Management and Business Organization. His research interests are related to strategic management and organizational design. He has been the director of a number of research projects and doctoral dissertations in this area, such as Iberdrola Catedra for Research in Management and Business Organization.

He is the author of several textbooks in management, including *Strategic Management: Theory and Practice* (Thomson-Civitas). He has participated actively in national and international conferences on management, including the Academy of Management, Strategic Management Society, European Academy of Management, European Institute for Advanced Studies in Management, and Iberoamerican Academy of Management. He has published in numerous Spanish journals and in

Research Policy and the *International Journal of Technology Management*. He received his PhD in Economics and Management from the University Complutense of Madrid.

W. MICHAEL HOFFMAN is the founding executive director of the Center for Business Ethics at Bentley, a 30-year-old research and consulting institute and an educational forum for the exchange of ideas and information in business ethics. He is also the Hieken professor of business and professional ethics at Bentley, and served as chair of the Department of Philosophy for 17 years. Hoffman has authored or edited 16 books, including *Business Ethics: Readings and Cases in Corporate Morality* (now in its 4th edition), *The Ethical Edge: Tales of Organizations that Have Faced Moral Crises* (1995), and *Ethics Matters: How to Implement Values-Driven Management* (2000). He also has published more than 70 articles.

Hoffman has consulted on business ethics for numerous corporations and government agencies, including The Ayco Company, Bath Iron Works, Cablevision Systems, CBS, Congress's Office of Technology Assessment, Coopers & Lybrand (now PricewaterhouseCoopers), Exelon Corporation, Fidelity Investments, GTE, General Electric, GlaxoSmithKline, Johnson & Johnson, KPMG Peat Marwick, Niagara Mohawk Power Corporation (now National Grid), Northrop (now Northrop Grumman), and NYNEX (now Verizon). He has been a National Endowment for the Humanities fellow and consultant, a lecturer at universities and conferences around the world, and an expert witness on business ethics in numerous legal cases. He is also on the board of editors of many business ethics journals, was a founding member and president of the Society for Business Ethics, and served on the advisory board of the U.S. Sentencing Commission. Hoffman is the managing principal of the Ethics Trust (www.ethicstrust.com), a strategic alliance of leading business ethics consultants. He was the founding executive director (1991-1995) and later a member of the board of directors (1995-1997) of the Ethics Officer Association; he is presently the association's adviser to the board. He is the senior ethics consultant to LRN, The Legal Knowledge Company, headquartered in Los Angeles. He has been quoted extensively on business ethics in newspapers and magazines, including the *Boston Globe*, *BusinessWeek*, *Chicago Tribune*, *Christian Science Monitor*, *Financial Times*, *Industry Standard*, *Los Angeles Times*, *New York Times*, *Newsweek*, *Philadelphia Inquirer*, *San Francisco Chronicle*, *USA Today*, *U.S. News and World Report*, *Wall Street Journal*, and the *Washington Post*, and is interviewed frequently for television and radio programs around the country. Hoffman holds a PhD in philosophy from the University of Massachusetts at Amherst.

JACQUIE L. KAY is founder and CEO of WPI Inc. (www.wupi.com), an international trade and development company involved in the social, political and economic development concerns of emerging economies. WPI has worked all over the world, primarily in the areas of education and management training, policy reform, and enterprise development. The firm has evolved into focusing on the "triple bottom line," conducting practices and strategies in financial and economic well-being, social responsibility, and sustainability.

Kay has demonstrated her commitment towards the global and local community in her service on boards covering a range of topics – finance, business, education, the arts, health, environment and community. She has extensive contacts in both the public and private sectors, strengthening public/private partnerships. Her work has focused on strategic planning, policy analysis, and being a "thought leader" in the "triple bottom line" arena. She has planned and designed a range of educational and training programs in the United States and other countries. She has also taught at the Harvard Graduate School of Education, Boston University, Lesley College, the College of Lifelong Learning (located on Cape Cod, Massachusetts), and Chulalongkorn and Thammasart Universities in Thailand. Kay currently teaches "Leadership, Ethics, and Corporate Responsibilities" at Bentley. Previously, she has worked for the Ford Foundation, Harvard University, and the Urban League.

For the private sector, Kay has coached executives on global social investments, particularly with regard to developing countries; provided models in financing and funding, institution and capacity building; and designed innovative frameworks for economic growth, new institutions and leadership. She holds an EdD in educational planning from Harvard University's Graduate School of Education, an MA from New York University, and an executive MBA and a BA from the University of Washington.

KATHLEEN LACEY is professor of legal studies in business in the College of Business Administration, California State University, Long Beach. She is also the associate director of the recently endowed Ukleja Center for Ethical Leadership. She has taught various topics in law and business ethics. Lacey conducts research in international law and corporate governance, and has co-written articles published in the *Cornell International Law Journal*, *American Business Law Journal*, *Vanderbilt Journal of Transnational Law*, *Northwestern Journal of International Law*, *Northwestern Journal of Criminal Law and Criminology*, and *American Journal of Comparative Law*. In August 2005, she was elected to national office in her academic discipline, the Academy of Legal Studies in Business. She holds an MBA and JD from the University of Southern California.

JEANNE LOGSDON is a regents professor in the Anderson School of Management at the University of New Mexico, and holds the Jack and Donna Rust Professorship of Business Ethics. She received her PhD in business and public policy from the University of California, Berkeley. She teaches core courses in the ethical, social, political and legal environment of business at the undergraduate, MBA, and executive MBA levels, and has developed graduate seminar courses in ecology and management and in public affairs and public relations.

Logsdon actively researches topics related to corporate social performance. Her past publications have examined business responses to government regulation, business and the natural environment, business ethics, collaboration for social problem solving, and corporate community involvement. Currently, her major research centers on the development of "global business citizenship" (GBC) with colleagues Donna Wood, Patsy Lewellyn and Kim Davenport. They have published a number of academic articles on GBC and have recently completed a book on the topic. Other current research addresses corporate social responsibility among Mexican firms, the role of nonprofit organizations in economic development, and levels of consciousness of business executives.

Logsdon's academic experience includes serving in officer positions in the Social Issues in Management Division of the Academy of Management and the International Association for Business and Society. She also served as associate editor for the top academic journal in the field, *Business and Society*, from 1998 to 2000, and as editor from 2001 to 2004. In terms of public service, she served as a member of the Department of Energy's Environmental Management Advisory Board and its subcommittee on Contracting and Management (1999-2002). She is also a member of the board of directors of the Washington Campus Program and chair of its audit committee.

DIRK MATTEN holds the chair in business ethics at the University of London, based in the School of Management at Royal Holloway. He is director of the Centre for Research into Sustainability, where he also directs a new interdisciplinary postgraduate program on sustainability and management. He has widely spoken and published on a range of topics in international management, business ethics and sustainability. His work has appeared in many of the leading international journals, including *Academy of Management Review*, *Journal of Management Studies*, *Organization Studies*, *Human Relations*, *Business Ethics Quarterly*, and *Journal of*

Business Ethics. He has won numerous awards and is on the editorial board of *Business Ethics Quarterly*, *Business Strategy and the Environment*, and *Responsible Organization Review*.

Matten is a frequent consultant to multinational companies and NGOs, and recently was appointed to the World Corporate Ethics Council (www.cca-institute.org) as an academic member. He is also a visiting professor at the International Centre for Corporate Social Responsibility at Nottingham University. In 2004, he was a visiting scholar at the Leonard N. Stern School of Business, New York University. He holds a PhD and the Habilitation from Düsseldorf University in Germany, and has taught and done research at universities in Australia, Belgium, Britain, the Czech Republic, France, Germany, Italy and the United States.

STEVEN K. MAY is associate professor of organizational communication in the Department of Communication Studies at the University of North Carolina at Chapel Hill. He is also currently a Leadership Fellow at the Institute for the Arts and the Humanities and an Ethics Fellow at the Parr Ethics Center. In addition, he serves as an ethics researcher and consultant for the Ethics at Work program at Duke University's Kenan Institute for Ethics.

His research focuses on the relationship between work and identity, as it relates to the boundaries of public/private, work/family, and labor/leisure. His research has explored the role of corporate counseling programs during organizational change and crisis, including downsizing, labor strikes, and accidents. Most recently, he has studied the challenges and opportunities for organizational ethics and corporate social responsibility. His most recent books include *Case Studies in Organizational Communication: Ethical Perspectives and Practices* and *Engaging Organizational Communication Theory and Research: Multiple Perspectives*. His next book, *The Debates Over Corporate Social Responsibility*, co-edited with George Cheney and Juliet Roper, will be published in 2006 by Oxford University Press.

May's organizational communication research has appeared in such journals as *Management Communication Quarterly*, *Journal of Applied Communication Research*, *Organization Studies*, *Journal of Business Communication*, *Rhetoric and Public Affairs*, *Public Policy Yearbook*, and *Organizational Communication: Emerging Perspectives*. He is a past editor of *Management Communication Quarterly* and the associate editor of the *Journal of Applied Communication Research* and the *Journal of Business Communication*.

SANJOY MUKHERJEE is at the Management Centre for Human Values (MCHV), Indian Institute of Management Calcutta (IIMC). A graduate in mechanical engineering from Jadavpur University, Calcutta, he obtained his postgraduate diploma in management from IIMC and PhD from Jadavpur University. At MCHV, Mukherjee is engaged in research, teaching and consulting on the human dimension of management with focus on values and culture. Over the past decade, he has conducted workshops and management development programs on "Human Values in Management."

Mukherjee has also participated in international workshops and academic dialogues at the University of Quebec, Montreal; University of Rochester, New York; Sloan School of Management at MIT; Harvard Business School; Oxford and Cambridge Universities in the United Kingdom; USESCO, Paris; Stockholm Business School; and Copenhagen Business School.

In addition, Mukherjee has been involved in an Indo-Canadian joint venture research project on corporate governance in India conducted by IIM Calcutta and York University. He was nominated as the Aspen Scholar 2002, and was the only Asian invited to participate in the leadership seminar of the Aspen Institute in Colorado and New York for three years. His annual international workshop on "Management by Human Values: Indian Insights," held at IIM Calcutta every year, draws participants from the corporate sector and academic institutions across the country and also

from other countries including the United States, United Kingdom, Canada, Sweden, Denmark, Holland, Germany, Norway, Mexico, Australia, Malaysia, France, Switzerland and many others.

After the retirement of Dr. S. K. Chakraborty, the founder convener of MCHV in January 2003, Mukherjee became the centre coordinator for more than three years. He is also the editor-in-chief of the bi-annual international *Journal of Human Values*, published by SAGE. His book, *Corporate Governance, Economic Reforms and Development: The Indian Experience*, edited jointly with Darryl Reed, was published by Oxford University Press in 2004. In 2002, Mukherjee's case study on corporate social responsibility at Tata Steel was published by the Asian Institute of Management in Manila. He has also published several articles in national and international journals.

LAWRENCE T. NICHOLS is professor of sociology, and interim chair of the Division of Sociology and Anthropology at West Virginia University. For the past eight years, he has also served as editor of *The American Sociologist*. Nichols's interests in corporate social responsibility, business ethics, and organizational deviance have been central to two undergraduate courses he teaches: "The Sociology of Business" and "White Collar Crime." This focus has also generated a series of publications, including the co-written book *Corporate Policy, Values, and Social Responsibility* (with Anthony F. Buono); the article "Framing White-Collar Crime: A Comparison of Criminology and Management Education" (*Business and Society Review*); and a book chapter, "The Lesson of Lincoln: Regulation as Narrative in the Savings and Loan Crisis." In 2005, Nichols gave a presentation on Enron's criminogenic corporate culture to the World Congress of Criminology. Nichols holds a master's in sociology from St. Louis University and a PhD in sociology from Boston College.

RODNEY NORTH is chair of the governance committee and a member of the board of directors of Equal Exchange. An "accidental businessman," he completed his degree in international development economics and had planned on a career with organizations such as the Peace Corps or USAID. Realizing that the vast bulk of economic activity, power and dynamism were in the private sector, he decided that was where he could have the greatest impact. His goal is to integrate humanitarian and environmental goals with a for-profit enterprise.

In 1996 he joined Equal Exchange Inc., a for-profit worker cooperative dedicated to "Fair Trade," a comprehensive and independently verified set of importing and purchasing practices that attempt to maximize the income and market opportunities of small-scale and historically disadvantaged farmers. Equal Exchange pioneered Fair Trade in the U.S. coffee sector, and is still the leading brand in the Fair Trade foods category, as well as one of the leading brands of organic coffee and cocoa.

In addition to its work on behalf of farmers and sustainable agriculture, Equal Exchange also seeks to demonstrate the viability of employee-ownership and democratic employee control. North is one of 65 employee-owners, and has held elected offices for five of his 10 years at Equal Exchange.

MIGUEL R. OLIVAS-LUJAN has been a professor of management at Clarion University of Pennsylvania since 2005, and a member of the faculty for the Business Division at ITESM, Monterrey Campus since 1994. His primary research interests include business ethics in Mexico, in addition to the intersections between gender, culture, management and the use of technology innovations. Olivas-Lujan's research has been presented in international conferences in North America, Europe and Latin America, including the Academy of Management, the International Association for Business and Society (IABS), the Business Association of Latin American Studies (BALAS), the Society for the Psychological Study of Social Sciences (SPSSI, division nine of the American Psychology Association), and the Iberoamerican Academy of Management. He is also widely published in international journals.

Olivas-Lujan has served as a country representative for Mexico in a variety of committees in international organizations. He holds a PhD from the Katz School of Business, University of Pittsburgh; as well as an MBA and a degree in computer engineering from Tecnológico de Monterrey, Mexico's premier business and technology university.

RICHARD W. PEARL is vice president, community affairs for State Street Corporation. He serves as the corporate social responsibility and communications officer for State Street's Community Affairs Division. Among his CSR responsibilities are overseeing the production of the company's annual Corporate Social Responsibility Report, managing a new CSR Committee, and working with internal and external stakeholder groups on CSR issues.

Prior to joining State Street, Pearl served as the director of communications for Antiques America and as senior manager of public relations for Sprint Corporation's wireless division, Sprint PCS. He is a member of the Public Relations Society of America (PRSA). Before entering the corporate world, Pearl was a member of the media as a daily newspaper editor at the *Daily Times Chronicle* in Woburn, Mass. He is a graduate of Harvard University, and lives in Concord, Mass., with his wife, Lisa, and daughters Stevie and Jessie.

ADRIANA PERUSIN is the managing partner of Conexão Social (Social Connection), a firm that provides consultancy for NGOs and human rights movements in Brazil. Perusin received her degree in public relations in 1993 and began her career by working with cultural projects, developing her personal interest in such projects' social dimensions. In 2002, Perusin began working with social projects and NGOs. She was responsible for the implementation of the Institutional Relations Department of Viva Rio, a well-known Brazilian NGO that addresses issues of education, community development, income generation and public security. Since then, Perusin has served as a consultant to Viva Rio, working directly with partners in national and international governments, private and public corporations and foundations. At the government level, she has developed partnerships with the Brazilian Ministry of Culture, the U.K.'s Department for International Development, the Minister of Foreign Affairs for the Netherlands, and the Norwegian government, among others. She is also responsible for grant writing, fundraising and narrative reports to international foundations and Brazilian corporations.

Presently, part of Perusin's work is developing better legal and institutional conditions to strengthen strategic cross-sector alliances for social action. In her work, she has emphasized the establishment of alliances among government agencies, corporations and civil society organizations as a powerful tool to accomplish social impact, to strengthen citizenship, and for unveiling innovative routes to social entrepreneurship in Brazil.

MARIE ROCK is a senior lecturer in management at Bentley. Her interests include stakeholder management, strategy, and ethics case research and case-teaching. Rock teaches strategy and international business at both the graduate and undergraduate levels. She is the author of an ethics case series used by Bentley to train incoming graduate students. Rock is on the editorial review board of the *Case Research Journal* published by the North American Case Research Association. Her dissertation, *Alternate Paths of Stakeholder Influence: The Politics of Forest Policy and a Citizens' Initiative in Maine*, extended stakeholder management theory in the public policy arena. In October 2005, Rock presented at the research track of the North American Case Research Association on "Transforming 'Pure' Research Cases into Teaching Cases." She has co-written several strategy cases published in textbooks, and recently contributed to *The Art and Craft of Case Writing* (2nd edition, 2006), by William and Margaret Naumes. Rock has an undergraduate degree in art from Massachusetts College of Art, a master's degree in education from Boston College, an MBA from Bentley College, and a DBA from Boston University.

MARK ROWE is senior research associate at the Bentley Center for Business Ethics, where he directs the Center's research projects. His current areas of interest include the interrelationships between business ethics and corporate social responsibility, and the influence of organizational culture on business conduct. Rowe is also managing partner of Hoffman Rowe, a Boston-based business ethics and corporate responsibility consulting firm. He consults for corporations and other organizations, helping them to achieve integrity-driven performance through a systematic and holistic approach to putting ethically responsible values into practice. His practice focuses on strategies and structures that proactively foster a culture of doing the right thing in the right way, for the greater good of the organization and its many stakeholders. More information is available online at www.hoffmanrowe.com.

Rowe holds a law degree from the University of Exeter in the United Kingdom, and a graduate certificate in business ethics from Bentley College. He practiced as a commercial litigation lawyer in the United Kingdom for more than 10 years before entering the fields of business ethics and corporate responsibility in the late 1990s. Prior to becoming a resident of the United States in 2002, Rowe worked for GoodBrand & Co., a London-based consulting firm that devises creative social and environmental strategies that generate real economic value and growth for clients.

BARRY SALZBERG is the managing partner of Deloitte & Touche USA LLP. In his role as U.S. managing partner, he serves as chairman of the Deloitte U.S. Firms' Executive Committee, and oversees the management of the organization's four businesses and operating infrastructure, including human resources and shared services. He is also a member of the Deloitte U.S. Firms' Board of Directors.

Salzberg joined Deloitte & Touche USA in 1977 and was admitted as partner in 1985. He has built an enviable record through a variety of leadership roles including tri-state group managing partner from 1996 to 1999, and national tax deputy managing partner from 1999 to 2000. He is also an acknowledged authority in the areas of personal tax and partnership tax matters and, in 2000, assumed full leadership of the Deloitte Tax LLP practice, which included regional responsibility for the Americas tax practice, a position he held until he became U.S. managing partner in 2003.

Salzberg is a member of the New York State Bar Association, the American Institute of Certified Public Accountants, the New York State Society of Certified Public Accountants, and the New York County Lawyers Association. In addition, he is the chairman of the board of the YMCA of Greater New York, a board member of the Jackie Robinson Foundation, and chair of the Diversity Best Practices CEO Roundtable initiative. He received his undergraduate degree in accounting from Brooklyn College, his JD from Brooklyn Law School, and his LLM in taxation from the New York University School of Law.

S. PRAKASH SETHI is university distinguished professor of management at the Zicklin School of Business, Baruch College, the City University of New York. He enjoys international recognition as a preeminent researcher and scholar in the areas of corporate social responsibility and accountability, ethical norms of business conduct, sustainable development, human rights, environmental protection, and international codes of conduct.

In the more traditional business areas, Sethi's research and writing cover such topics as international business strategy, dynamics of competition, and strategic management under different industry and competitive environments. He has published 24 books and more than 135 articles in professional and scholarly journals. His writings have appeared in major national and international news media including the *New York Times*, *Wall Street Journal*, and *Business Week*.

In addition to his academic responsibilities, Sethi is the founder and president of the International Center for Corporate Accountability (ICCA) Inc. ICCA is an independent not-for-profit think tank, which undertakes cutting-edge research and public policy advocacy in the area of enhanced corporate accountability through voluntary corporate codes of conduct in the national and international arena. Under his direction, ICCA has conducted independent external audits of major multinational corporations for compliance verification with the companies' international codes of conduct in a number of developing countries.

He conducts executive seminars in strategic management, supply-chain management, corporate social accountability, corporate governance, socially responsible investing, and voluntary codes of conduct. He regularly advises corporations, industry groups, and government agencies around the world on these and related issues. Sethi currently serves as senior policy adviser to the United Nations Global Compact. He holds a master's degree in economics from Delhi University, India; and MBA and PhD degrees from Columbia University, New York.

ARTHUR SHACKLOCK (“SHACK”) joined Griffith University in 1995 after a lengthy career in management. He is tenured with the Griffith Business School, and has served as MBA director and director of the Centre for Business Education and Development. He now has a dual role in the Key Centre for Ethics, Law, Justice and Governance: director of the integrity and anti-corruption program; and director of international projects.

He is a member of several key institutes, including the International Institute for Public Ethics (fellow); the Australian Human Resources Institute (associate fellow); the International Association of Business and Society (member); the Australian and New Zealand Academy of Management; and the Australian Association for Professional and Applied Ethics.

Shacklock has held senior roles in the Australian public sector, in HRM, corporate services, executive development, and ethics. Federal agencies in which he worked include: Foreign Affairs; Defense; Australian Bureau of Statistics, Employment and Industrial Relations; Public Service Board; and Prime Minister and Cabinet. In western Australia, he held senior positions with the Department of Executive Personnel and the Public Service Commission, his most recent roles being director, Office of Mobility and director, Office of Public Sector Ethics (1992-1993). Shacklock has worked as a management consultant in Australia and overseas in London and Hong Kong, with many leading organizations as his clients. He also spent three years with the Department of Business and Management Studies at the then Hong Kong Polytechnic.

In Australia, Shacklock has been responsible for the development of a wide range of academic programs and courses. In the early 1990s, he developed and taught MBA courses for the University of Western Australia's Graduate School of Management, including business ethics, public sector management and human resource management. Since joining Griffith, he has developed and taught new programs and courses including two completely new master's degrees in human resource management and the MBA (international). He has been convenor and lecturer of numerous courses, including Organizational Ethics; Corporate Governance and Business Ethics; Leadership and Communication; Organizational Behavior and Industrial Relations; and Leadership and Self Development. Shacklock has a BA from Monash, master's degree in commerce from University of Western Australia, and a PhD from Griffith.

PRITAM SINGH, professor of eminence and director, Management Development Institute, Gurgaon-Delhi is a management guru in India and the recipient of the highest National Award — *Padam Shri (Splendor of the Lotus Flower)* from the president of India. As director of the Indian Institute of Management, Lucknow and Management Development Institute, Gurgaon, Singh has developed collaborations with more than 50 colleges of business management in the United States, Canada, Europe and Asia. Singh is the author of seven academically reputed books and has published more than 50 research papers in organizational behavior. His academic credentials include a master's degree in commerce from BHU in India, an MBA from Indiana University, a PhD from BHU, Honoris Causa DLitt from U.P. Technical University in India, and is a fellow of the Indian Society for Technical Education.

Singh is the recipient of many prestigious awards from Indian industry and academic institutions such as the ESCORT Award, FORE Award, Best Motivating Professor IIM Bangalore Award, Best Director Award of Indian Management Schools, Outstanding CEO National Human Resources Development Award, UP RATNA Award, Wisitex Foundation Eminent Personality of the Decade Award, TIEUP California USA Outstanding Entrepreneur Award, IMM Outstanding Management Educator Award, and the Managerial GRID Leadership Excellence Award.

Singh is on the governing boards of many leading organizations in India, notably: the Reserve Bank of India; Shipping Corporation of India; Indian Medicines Pharmaceutical Corporation Ltd.; ICRA Ltd.; Banaras Hindu University; U.S. Educational Foundation in India; Hero Honda Motors Ltd.; Punjab National Bank; and Hindustan Aeronautics Ltd.

TIMOTHY SMITH is director of socially responsive investing and senior vice president at Walden Asset Management. His primary responsibilities include overseeing shareholder advocacy, public policy, and client services, and acting as the spokesperson for Walden on social issues. Walden Asset Management manages approximately \$1.4 billion for individual and institutional clients. The company has been a national leader in social investing for 30 years working on dozens of issues like the environment, sweatshops, Apartheid in South Africa, and equal employment opportunity in the United States, among others. Walden also provides professional social screening and a community investing service for clients who have invested \$8 million in empowering poorer communities.

Previously, Smith served as executive director of the Interfaith Center on Corporate Responsibility (ICCR) for 24 years. ICCR coordinates action for some 275 religious institution investors, bringing social concerns to corporations' attention and assisting religious investors with their community development investing. ICCR has been a primary player in the corporate responsibility movement and social investment community.

Smith is also president of the Social Investment Forum, the trade association for socially concerned investors and serves on the boards of Shared Interest, a South Africa development fund; the Social Investment Forum; World Neighbors, an international development organization; and the Responsible Business Association of Massachusetts.

He previously served on the board of Domini Social Equity Fund for 10 years and chaired the advisory council for the Calvert Group's social investment funds. Smith has a master's degree in divinity from Union Theological Seminary and a BA from the University of Toronto.

DAVID J. VIDAL joined The Conference Board in 1997 as director of research, global corporate citizenship. Over the course of his thirty-year career, he has held positions at the Council on Foreign Relations, Continental Insurance, the Partnership for New York City, the U.S. Department of State, the *New York Times* and the Associated Press.

At The Conference Board, his responsibilities include leading and managing research and program development in corporate citizenship/CSR, business conduct and ethics, corporate philanthropy and community involvement, corporate preparedness/security and sustainability. Vidal also served for several years as publisher of *Across the Board*, the organization's magazine. In addition to expertise in a range of issues in business and society relations, he is knowledgeable in language, literature, journalism, business and nonprofit administration and theology. He is a longtime member of the boards of trustees of the National Civic League and New York Theological Seminary.

Fluent in Spanish and Portuguese, Vidal is also proficient in French. He has lived and worked in Brasilia, Rio de Janeiro, Sao Paulo, Caracas, New York City and Washington, D.C. Vidal has degrees in language and literature from Princeton University and business administration from Columbia University, is a fellow of the Royal Society for the encouragement of the Arts, Manufactures & Commerce, a member of the Council on Foreign Relations, a Fulbright Scholar and a White House fellow.

JOSEPH W. WEISS is professor of management at Bentley. He is a research fellow with the Center for Business Ethics and a Fulbright Senior program specialist. His research and teaching areas include: business ethics; leadership, spirituality and management; and technology and management. He was consulting division chair at the Academy of Management, and is co-chair of the IT/project management mini-track at HICSS (Hawaii International Conference of Systems Science).

Weiss's work has been published in a variety of academic journals, including the *Journal of Management Inquiry*, *Research in Ethical Issues in Organizations*, the *Engineering Management Journal*, *Group and Organization Studies*, and *Business Horizons*. His books include *Business Ethics: A Stakeholder and Issues Management Approach* (South-Western/Thomson, 3rd ed., 2003), *Managing Change in the Workplace* (Wiley, 2003), *Organizational Behavior and Change* (South-Western/Thomson, 2001), and *Regional Cultures, Managerial Behavior, and Entrepreneurship: An International Perspective* (Greenwood, 1998). He earned his PhD in organizational sociology from the University of Wisconsin at Madison. He also holds a master's degree from Boston College and a master's in divinity from Union Theological Seminary in New York, N.Y.

THOMAS I. WHITE is the Hilton professor of business ethics and director of the Center for Ethics and Business at Loyola Marymount University in Los Angeles, California. White received his doctorate in philosophy from Columbia University and taught at Upsala College and Rider University in New Jersey before moving to California in 1994. His publications include: *Right and Wrong*; *Discovering Philosophy*; *Business Ethics*; and *Men and Women at Work*, as well as numerous articles on topics ranging from 16th-century renaissance humanism to business ethics. His most recent research has focused on the philosophical implications – especially the ethical implications – of scientific research on dolphins. His book on this topic, *The Sea Peoples: Dolphin Intelligence and the Challenge of Interspecies Ethics* (Blackwell Publishing, forthcoming) addresses the ethical issues connected with human/dolphin interaction – for example, the deaths and injuries of dolphins in connection with the human fishing industry and the captivity of dolphins in the entertainment industry. White is a scientific adviser to the Wild Dolphin Project, a research organization studying a community of Atlantic spotted dolphins in the Bahamas.

DONNA J. WOOD holds the David W. Wilson chair in business ethics at the University of Northern Iowa. She has many publications and awards for her innovative, influential work. She is founder and past president of the International Association for Business and Society, and served as editor of the scholarly journal *Business & Society*. She is also past president of the Society for Business Ethics and the Social Issues Division of the Academy of Management. Her current interests include global business citizenship, business ethics, corporate social performance, and stakeholder theory. Her most recent co-written book is *Global Business Citizenship* (M.E. Sharpe Inc., 2006).

STEPHEN B. YOUNG is the global executive director of the Caux Round Table, an international network of experienced business leaders who advocate a principled approach to global capitalism. Young has recently published *Moral Capitalism*, a well-received book written as a guide to use of the Caux Round Table ethical and socially responsible "Principles for Business." He came to Minnesota in 1981 to be the third dean of the Hamline University School of Law. Previously, he had been an assistant dean at Harvard Law School. He has also: taught at the University of Minnesota Law School; taught Vietnamese History for the College of Liberal Arts; taught at the University of Minnesota; and taught Public Office as a Public Trust for Minnesota State University - Mankato. He has published articles on Chinese jurisprudence, the culture and politics of Vietnam and Thailand, legal education, law firm management, Native American law, the history of negligence and the law of war.

He has written numerous opinion articles for the *Pioneer Press* and the *Minnesota Journal on Law and Politics* and has been published in the *Wall Street Journal*, the *New York Times*, the *Washington Post*, the *Minneapolis StarTribune*, and the *Minneapolis St Paul Business Journal*. Young has also appeared as a commentator on public affairs and international events for KSTP-TV, KTCA-TV, WCCO-TV, and KARE-TV. He conceptualized and initiated the public affairs program Face-2-Face. Young currently serves on the board of the John Vessey Leadership Academy, a charter school in St. Paul, Minn.; and of Ready4K, an advocacy group promoting the benefits of early childhood education. He has served on the boards of the Citizens League, Resources for Child Caring, Vietnam's Women Memorial, Vietnam Social Service, and Minnesota Sons of the Revolution, and as chair of United Arts in St. Paul and the Minnesota Museum of Art. He is also the founding board chair of the Center of the American Experiment.

Bentley is a national leader in business education. Centered on education and research in business and related professions, Bentley blends the breadth and technological strength of a university with the values and student focus of a small college. Our undergraduate curriculum combines business study with a strong foundation in the arts and sciences. A broad array of offerings at the McCallum Graduate School emphasize the impact of technology on business practice, including MBA and Master of Science programs, PhD programs in accountancy and in business, and selected executive programs. Enrolling approximately 4,000 full-time undergraduate, 250 adult part-time undergraduate, and 1,270 graduate students, Bentley is located in Waltham, Mass., minutes west of Boston.