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Education

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

Academic and Professional Experience

Associate Professor. The Darden School. University of Virginia. Charlottesville, VA. 8/02-pres.

Associate Professor. School of Business. University of Washington. Seattle, WA. 9/99-8/02.

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

Courses taught: "Business Ethics" (required EMBA and MBA core course)
"Business Ethics" (required module for UW's Global Executive Program)
"Business Ethics" (required sessions in The Management Program, a UW Executive Program)
"Advanced topics in Business Ethics" (MBA elective course)
"Introduction to Business Ethics" (undergraduate elective)
"Business and Society" (required undergraduate course)
"Seminar on Business Ethics and Business and Society" (doctoral seminar)

Guest Editor: Business Ethics Quarterly.

Special issue: Health Care and Business Ethics (9/02)

Visiting Lecturer: Harbin Engineering University. Harbin, China. 6/01.

Courses taught: "Business Ethics" (Lecture series for MBA's and Undergraduates)

Visiting Professor: School of Business. University of Tennessee. Knoxville, TN. 9/00-1/01.

Visiting Professor: Helsinki School of Economics and Business Administration. Helsinki, Finland. 9/96; 9/97; 9/98; 9/99; 10/00.

Courses taught: "Business Ethics" (International MBA elective course)
"Business Ethics" (Executive MBA required module)

Visiting Professor: Pacific Coast Banking School. Seattle, WA. 8/96; 8/97; 8/98; 8/99.

Course taught: "Business Ethics" (elective course)

Publications and Papers

Publications

- 1) *What Stakeholder Theory is NOT*. Paper forthcoming at **Business Ethics Quarterly** (Robert Phillips, Ed Freeman, and Wicks).
- 2) *The Effects of Context on Trust in Firm-Stakeholder Relationships: The Institutional Environment, Trust Creation, and Firm Performance*. Paper forthcoming at **Business Ethics Quarterly** (Wicks and Shawn Berman).
- 3) *Introduction: Special Issue on Health Care and Business Ethics*. **Business Ethics Quarterly**. Vol. 12 (4: 2002): 409-412.
- 4) *Ethics and Incentives: An Inductive Development of Stakeholder Theory in the Health Care Industry*. **Business Ethics Quarterly**. Vol. 12 (4: 2002): 413-432. (Heather Elms, Shawn Berman, and Wicks).
- 5) *The Value Dynamics of Total Quality Management: Ethics and The Foundations of TQM*. **Business Ethics Quarterly**. Vol. 11(3: 2001): 501-536.
- 6) *Ethics, Economics, and Information*. **Research in Accounting Ethics**. Vol. 6 (2000): 205-220 (Gary Sundem and Wicks).
- 7) *Does Stakeholder Orientation Matter? An Empirical Examination of The Relationship Between Stakeholder Management Models and Firm Financial Performance*. **Academy of Management Journal**. Vol. 42 (5: 1999): 488-506 (Shawn Berman, Wicks, Suresh Kotha and Tom Jones).
- 8) *Getting Real: Stakeholder Theory, Managerial Practice, and the General Irrelevance of Fiduciary Duties Owed to Shareholders*. **Business Ethics Quarterly**. Vol. 9 (2: 1999): 273-294 (Richard Marens and Wicks).
- 9) *Cooperating With The Disempowered: Using ESOP's to Create A Stakeholder Relationship Between Managers and Employees*. **Business & Society**. Vol. 38 (1: 1998): 51-82 (Richard Marens, Wicks, and Vandra Huber).
- 10) *Convergent Stakeholder Theory in Management Research*. **Academy of Management Review**. Vol. 24 (2: 1998): 206-221 (Tom Jones and Wicks).
- 11) *The Structure of Optimal Trust: Moral and Strategic Implications*. **Academy of Management Review**. Vol. 24 (1: 1998): 99-116 (Wicks, Shawn Berman, and Tom Jones).
- 12) *Screening Workers for Genetic Hypersusceptibility : Potential Ethical, Legal, and Social Issues Arising From The Human Genome Project*. **Journal of Health and Human Services Administration**. Vol. 21(1: 1998):116-132 (Wicks and Lowell Sever).
- 13) *How Kantian a Theory of Kantian Capitalism?* **Business Ethics Quarterly**. Special Issue #1 (1998): 61-74.

Publications (con't)

- 14) *Organization Studies and The New Pragmatism*. **Organization Science**. Vol. 9(2: 1998): 123-140 (Wicks and R. Edward Freeman).
- 15) *In Search of Experts: A Conception of Expertise for Business Ethics*. **Business Ethics Quarterly**. Vol. 8 (1: 1998): 105-126 (Wicks and Paul Glezen).
- 16) *Health Care Ethics/Business Ethics*. **Encyclopedic Dictionary of Business Ethics**. Edited by Patricia Werhane and R. E. Freeman. (Oxford: Blackwell Publishers Ltd., 1997): 315-317.
- 17) *On Macintyre, Modernity and the Virtues: A Response to Dobson*. **Business Ethics Quarterly**. Vol. 7 (1: 1997): 133-135. *Peer reviewed journal: Wicks sole author.*
- 18) *Reflections on The Practical Relevance of Feminist Thought to Business*. **Business Ethics Quarterly**. Vol. 6 (4: 1996): 523-532.
- 19) *An Evaluation of Journal Quality: The Perspective of Business Ethics Researchers*. **Business Ethics Quarterly**. Vol. 6 (3: 1996): 359-372 (Wicks and Robbin Derry).
- 20) *Integrating Strategic Decision-Making and Business Ethics: A Cognitive Approach*. **Academy of Management Best Paper Proceedings for 1996** (Anne Ilinitch and Wicks).
- 21) *Overcoming the Separation Thesis: The Need for a Reconsideration of SIM Research*. **Business and Society**. Vol. 35 (1:1996): 89-118.
- 22) *Is Pharmacy a Profession?* **Ethical Issues in Pharmacy**. Edited by Bruce D. Weinstein (Vancouver, WA: Applied Therapeutics, 1996): 1-28 (William E. Fassett and Wicks).
- 23) *A Note on Sexual Harassment and A Note on Sexual Harassment Policy* in **Case Studies in Business Ethics**. 4th edition, edited by Thomas Donaldson and Al Gini (Upper Saddle River, N.J.: Prentice Hall, 1996): 198-204.
- 24) *The Business Ethics Movement: Where are We Headed and What Can We Learn From Our Colleagues in Bioethics?* **Business Ethics Quarterly**. Vol. 5 (3: 1995): 603-20. *Peer reviewed journal: Wicks sole author.*
- 25) *Albert Schweitzer or Ivan Boesky? Why We Should Reject The Dichotomy Between Medicine and Business*. **Journal of Business Ethics**. Vol. 14 (May 1995): 339-51.
- 26) *A Feminist Re-Interpretation of The Stakeholder Concept*. **Business Ethics Quarterly**. Vol. 4 (4: 1994): 475-98 (Wicks, Daniel R. Gilbert, Jr. and R. Edward Freeman).
- 27) *Divide and Conquer? The Public-Private Distinction in Rorty's Writings on Feminism, Politics and Postmodernism*. **Soundings**. Vol. LXXVI (4: 1993): 551-70.
- 28) *Some Resources for Dialogue in Ethics*, in **Basic Clinical Ethics and Health Care Law**. Edited by John C. Fletcher (Charlottesville, VA: Ibis Press, 1991).

Publications (con't)

- 29) *Visions of Justice in The Health Care System*, in **Basic Clinical Ethics and Health Care Law**. Edited by John C. Fletcher (Charlottesville, VA: Ibis Press, 1991).
- 30) *Norman Bowie and Richard Rorty on Multinationals: Does Business Ethics Need "Metaphysical Comfort?"* **Journal of Business Ethics**. Vol. 9 (March 1990): 191-200.

Papers in Progress

- 1) *Rethinking the Relationship Between Corporate Social Performance and Financial Performance*. Paper currently being developed for submission to **Administrative Science Quarterly** (Tom Jones, Shawn Berman, and Wicks).
- 2) *A Resource Based View of Stakeholder Management*. Paper currently being developed for submission to **Academy of Management Journal** (Shawn Berman and Wicks).
- 3) *The Relationship Between the Value Dynamics of Quality Management and National Culture*. Paper currently being developed for submission to **Management Science** (Barb Flynn, Wicks, and Susan Amundson).
- 4) *An Empirical Test of the Value Dynamics of Quality Management*. Paper currently being developed for submission to **Academy of Management Journal** (Barb Flynn, Wicks, and Susan Amundson).
- 5) *Ethics, Entrepreneurship and Value Creation*. Paper currently being developed for submission to **Academy of Management Review** (Saras Sarasvathy and Wicks).

Presentations

- 1) *The Importance of Business Ethics*. The Keynote address for the Better Business Bureau's Annual Award Luncheon in Seattle, WA (2/02). Also given as the Beta Gamma Sigma Lecture on Business Ethics to all 3rd year students in the McIntyre School of Commerce, University of Virginia (2/03).
- 2) *International Business Ethics: Utopian Ideal or an Idea Whose Time Has Come?* Address given as part of the International Updates speaker series at The University of Washington, sponsored by CIBER and the Jackson School of International Studies (1/02).
- 3) *The Relationship Between the Value Dynamics of Quality Management and National Culture*. Paper presented at the 2001 Academy of Management Annual Meeting in Washington, DC (Flynn and Wicks).
- 4) *Does Ethics Matter? Values and Success in the Marketplace*. The First Annual Prudential Lecture at Rutgers University (3/00).

Presentations (con't)

- 5) *Facilitating Optimal Trust: The Operating Environment and Trust Creation*. Paper presented to the faculty of the Darden School (11/00) and Rutgers University School of Business (3/00) and at the 2000 Society for Business Ethics Annual Meeting in Toronto, Canada.
- 6) *Convergent Stakeholder Theory*. Paper presented to the faculty of the Georgetown University School of Business (12/98).
- 7) *Getting Real: The Legal Significance of Fiduciary Duties for Stakeholder Theory*. Paper presented to the Department of Management and Organization, University of Washington (6/98); also presented at the 1998 Academy of Management Conference (Marens and Wicks).
- 8) *Conflicting Priorities: Stakeholders, Incentives and Ethics in Managed Care*. Paper presented to the Department of Medical History and Ethics, University of Washington (4/98).
- 9) *A Primer on Business Ethics*. A lecture delivered to local executives in Helsinki, Finland for the Helsinki School of Economics and Business Administration EMBA Program (9/97).
- 10) *Toward a Conception of Optimal Trust: Moral and Strategic Implications*. Paper presented at the 1997 Society for Business Ethics Meeting in Boston, Mass. (Wicks, Berman, and Jones).
- 11) *Stakeholder Theory and Paradigm Development in Business and Society*. Paper presented at the 1996 Society for Business Ethics Meeting in Quebec City, Quebec (Jones and Wicks).
- 12) *Integrating Strategic Decision-Making and Business Ethics: A Cognitive Approach*. Paper presented at the 1996 Academy of Management Conference (Anne Ilinitich and Wicks).
- 13) *Auditing: Profession, Industry or Both?* Paper presented to the Accounting Faculty of the University of Washington (6/96).
- 14) *Quality Stakeholder Relations: Beyond Stakeholder Theory and TQM*. Paper presented at the 1995 Society for Business Ethics Meeting in Vancouver, B.C..
- 15) *Ethics, Economics, and Information*. Paper presented at the AAA Accounting Ethics Research Meeting in Chicago, Ill. (6/95).
- 16) *How Kantian a Theory of Kantian Capitalism?* A paper presented as part of the Ruffin Lectures at the Darden School of Business (11/94).
- 17) *The Business Ethics Movement*. Paper presented to the faculty of the Legal Studies Department at The Wharton School of Business (11/94).
- 18) *The Public-Private Distinction: The Need for a Reconsideration of SIM Research*. Paper presented at the 1994 Society for Business Ethics Meeting in Dallas, TX.
- 19) *Practicing Ethics*. Lecture and discussion on ethics to managers at REI corporation of Seattle, WA (3/94).

Service

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

Speaker, Hugh O'Brien Youth Foundation (HOBY) Meeting [6/96]

Member, University of Washington Conflict of Financial Interest Advisory Committee (COFIAC) [1996-present]

Member, Doctoral Dissertation Committee [Berman, Glezen, Lee, Marens, Teucher]

Faculty Liaison, Students for Responsible Business (SRB)/Net Impact (NI) [1996-present]

Departmental Representative, Graduate Business School Faculty Council [1994-1996]

Departmental Representative, University of Washington Faculty Senate [2001-2003]

Member, University of Washington President's Committee on Licensing [2001-2003]

Session Leader, Young Entrepreneur's Organization (YEO) Annual Meeting in Seattle, WA [8/01]

Honors and Awards

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

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

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

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

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