

Associate Professor of Business Ethics (with Tenure) Coordinator of Global CSR & Sustainability College of Business Metropolitan State University of Denver	2023-
Assistant Professor of Business Ethics Coordinator of Global CSR & Sustainability College of Business Metropolitan State University of Denver	2019-2023
Assistant Professor of Business Ethics Trinity Business School Trinity College, The University of Dublin	2017- 2019

## Education

Ph.D. in Philosophy University of Paris 1 - Panthéon Sorbonne Dissertation: <i>Esthétique, Signification, et Valeur: Développements de la Seconde Philosophie de Ludwig Wittgenstein</i> Mention: Très Honorable (High Honors)	2000
MA in Philosophy San Francisco State University Thesis: <i>Compassion as a Means to Freedom from Constraint</i>	1994
California Graduate Certificate for Teaching Critical Thinking San Francisco State University	1994
BA in Philosophy University of Colorado at Boulder Concentration in Values and Social Policy	1991

## Publications

### Peer-Reviewed Articles

"The Hazards of Putting Ethics on Autopilot," Lead author with David B. Balkin and Kristian Myrseth, *MIT Sloan Management Review*, Vol. 65 (4) 2024. [FT 50].

"Avoiding Anthropomorphism." *Between the Species*, Vol. 27 (1) 2024.

"Beyond the Brave New Nudge: Activating Ethical Reflection over Behavioral Reaction." Lead author with Kristian Myrseth and David B. Balkin, *Academy of Management Perspectives*, Vol. 37 (4) 2023. [ABS 4].

- *AOM Insights*. 2024. "Getting Lost On Shortcuts To Ethics," Research report arranged by Academy of Management and published by *Academy of Management Journal*. <https://journals.aom.org/doi/10.5465/amp.2022.0162.summary>

"When Gig Workers Become Essential: Leveraging Customer Moral Self-Awareness Beyond COVID-19." Lead author with David B. Balkin, *Business Horizons*, Vol. 66 (3) 2023. [Scimago Q1; ABS 2; IF: 10.5].

"Reframing the Purpose of Business Education: Crowding-in a Culture of Moral Self-Awareness." Lead author with Tanusree Jain, *Journal of Management Inquiry*, Vol. 31 (1) 2022. [ABS 3].

"Uncovering the Moral Heuristics of Altruism: A Philosophical Scale." Lead author with Kyle Emich and Benjamin M. Cole, *PLOS ONE*, March, 2020, [Scimago Q1; IF 3.7].

"A Ghost Workers' Bill of Rights: Establishing a Fair and Safe Gig Work Platform." Lead author with David B. Balkin and Ramiro Montealegre, *California Management Review*, Jan. 2020. [ABS 3].

"AI Can Help Us Live More Deliberately" *MIT Sloan Management Review*, Vol. 60 (4) 2019. [FT 50].

- Reprinted in *How AI Is Transforming the Organization*, MIT Press: 2020.

"From Homo-Economicus to Homo-Virtus: A System-Theoretic Model for Raising Moral Self-Awareness." Lead author with Benjamin M. Cole, *Journal of Business Ethics*, Vol. 155 (1) 2019. [FT 50].

"Retrieving Philosophy in Management and Organization Science." *Philosophy of Management*, Vol. 15 (2) 2016.

"Sustainability, Public Health, and the Corporate Duty to Assist." *Business and Professional Ethics Journal*, Vol. 34 (2) 2015. [ABS 1].

"Expanding the Motivations for Altruism: A Philosophical Perspective." Lead author with Benjamin M. Cole. *Journal of Organizational Behavior*. Vol. 34 (8) 2013. [ABS 4].

"Beyond Empiricism: Realizing the Ethical Mission of Management." *Business and Society Review*, Vol. 117 (3) 2012.

"Wittgenstein and the Metaphysics of Ethical Value." *Ethic@: An International Journal for Moral Philosophy*, Vol. 5 (1) 2006.

"Wittgenstein and the Aesthetic Robot's Handicap." *Philosophical Investigations*, Vol. 28 (2) 2005.

"The Utility of Offshoring: A Rawlsian Critique." *Electronic Journal of Business Ethics and Organization Studies (EJBO)*, Vol. 10 (1) 2005.

"Minds that Matter: Seven Degrees of Moral Standing." *Between the Species*, Vol. 13 (4) 2004.

"Ideation and Appropriation: Wittgenstein on Intellectual Property." *Law and Critique*, Vol. 12 (2) 2001.

### Case Studies (peer-reviewed)

PushediN: The Next Step in Social Media Marketing?  
Sage Publications, Business Cases, 2018.  
Over 20,000 downloads on philpeople.org

Less Than Mighty Fresh: Confronting Supermarket Food Waste  
Sage Publications, Business Cases, 2018.

International Technology Machine's No-Tolerance Sexual Harassment Policy  
Sage Publications, Business Cases, 2018.

"A Fair Wage? Capping Executive Compensation," *Journal of Business Ethics Education*, Vol. 7 (1) 2010.

### Books

*Doing Well and Good: The Human Face of the New Capitalism*, Edited book, Information Age Publishing, Ethics and Practice Series, 2009.

• Available in over 250 university libraries: <http://www.worldcat.org/oclc/704520935>

Dissertation: *Esthétique, Signification et Valeur: Développements de la Seconde Philosophie de Ludwig Wittgenstein*, Presses Universitaires du Septentrion: Villeneuve d'Ascq, France, 2002.

### Book Chapters

"Wittgenstein and the Challenge of Global Ethics," *Humanistic Ethics in the Age of Globality*, Pirson, M. et al. eds. Palgrave-Macmillan, 2011.

"Ushering-in the New Capitalism," *Doing Well and Good: The Human Face of the New Capitalism*, Friedland, J. ed. Information Age Publishing, 2009.

### Encyclopedia Entries

"Altruism's Moral Heuristics," *Encyclopedia of Business and Professional Ethics*, Springer, 2021.

"Moral Self-Awareness," *Encyclopedia of Business and Professional Ethics*, Springer, 2021.

"The World Trade Organization," *Encyclopedia of Business Ethics and Society*, Sage: Los Angeles, 2007.

"Informed Consent," *Encyclopedia of Business Ethics and Society*, Sage: Los Angeles, 2007.

"Marxism," *Encyclopedia of Business Ethics and Society*, Sage: Los Angeles, 2007.

## Presentations

### Peer-Reviewed Conference Talks

Beyond the Brave New Nudge: Activating Ethical Reflection Over Behavioral Reaction

- Society for Business Ethics Conference (Agora talk)  
Boston MA, August 2023.
- Philosophy of Management Conference  
Oxford UK, June 2023.
- Association for Practical and Professional Ethics Conference  
Portland OR, March 2023.

Elevating Moral Self-Awareness of Customers Can Help Increase Gig Worker Autonomy with David B. Balkin.

Positive Organizational Studies Research Conference  
Ross School of Business, University of MI, June 2022.

Activating Moral Agency by Design: Cultivating a Culture of Critical Self-reflection via AI-assisted Platforms

European Group for Organizational Studies (EGOS)  
University of Edinburgh, July 2019.

Of Humanized Robots and Robotized Humans

Invited Public Philosophy Talk  
University of Zurich, April 2019.

Uncovering the Moral Motivations for Altruism: A Philosophical Scale

International Vincentian Business Ethics Conference  
New York NY, October 2018.

From Homo-Economicus to Homo-Virtus: Toward a Virtuous Global Economy

Society for Business Ethics  
Anaheim CA, August 2016.

Untestable Truths (or: Knowledge Words Can Bring)

Academy of Management  
Strategizing Activities and Practice (SAP)  
Philadelphia PA, August 2014.

Sustainability, Public Health, and the Corporate Duty to Rescue

Academy of Management  
Social Issues in Management (SIM)  
Orlando FL, August 2013.

Beyond Empiricism: Restoring the Ethical Promise of Management

Eastern Academy of Management  
Boston MA, May 2011.

A Fair Wage? Capping Executive Compensation

CASE Association  
Eastern Academy of Management

Hartford CT, May, 2009.

Wittgenstein and the Aesthetic Robot's Handicap  
APA Pacific Division Meeting, North American Wittgenstein Society  
Pasadena CA, March, 2004.

Compassion as Emotive Sensibility  
Northwest Conference on Philosophy  
Washington State University-Pullman, October, 2001.

## Recent Invited Talks

Keynote: Key Aspects of Ethical Leadership Post-Pandemic  
KPMG Compliance Conference  
Athens, May, 2021

How AI Can Help Us Live More Deliberately  
TEDx  
Trinity College Dublin, February, 2018.  
• Over 1000 views.

Keynote: Getting Caught Doing the Right Thing: The Importance of Business Culture and Ethics in Crisis  
Crisis Minds Conference  
London, England, 2019.

Keynote: Getting Caught Doing the Right Thing: The Importance of Business Culture and Ethics in Crisis  
GC Engage Conference  
Dublin, Ireland, October, 2018.

## Textbook Materials

"Philosophy Is Not a Science," *Introducing Philosophy: Questions and Readings*, Cunningham J., Hillier, S., O'Reardon, D. eds., Emond Montgomery: Toronto, 2014.

"Wages of Failure: The Ethics of Executive Compensation," (case study)  
*Ethical Theory in Business*, Arnold D., Beauchamp T., Bowie N. eds., Prentice Hall, 8-10 eds., 2008-2020.

"Outsourcing at Any Cost? Do Corporations ever have an Obligation *not* to Outsource?" (case study)  
*Ethical Theory in Business*, Arnold D., Beauchamp T., Bowie N. eds., Prentice Hall, 8-10 eds., 2008-2020.

## Book Reviews

*Approaches to Wittgenstein: Collected Papers*, by Brian McGuinness, Routledge: New York, 2002; *Wittgenstein, Rules and Institutions*, by David Bloor, Routledge: New York, 2002, *Essays in Philosophy*, Vol. 5 (1): 2004.

*One World: The Ethics of Globalization*, by Peter Singer, Yale: New Haven, 2002; *Public Intellectuals: A Study of Decline*, by Richard Posner, Harvard: Cambridge, 2002, *APA Newsletter on Teaching Philosophy*, Vol. 3 (1): 2003.

*Feeling and Imagination: The Vibrant Flux of our Existence*, by Irving Singer, Rowman & Littlefield: Oxford, 2001; *Explorations in Love and Sex*, by Irving Singer, Rowman & Littlefield: Oxford, 2001, *Philosophy in Review*, Vol. 23 (1): 80-82, 2003.

### **Selected Newsprint and Magazine Articles**

"Beat the Simulation and Seize Control of Your Life", with Kristian Myrseth, *Psychology Today*, 12/23.

"Another Thing to Worry About", *Boston Globe*, 1/22.

"Business Schools Must Promote Social Responsibility Alongside Profit," *Irish Times*, 6/21.

"A Fairness Doctrine for the Twenty-First Century," *Areo Magazine*, 5/21.

"Capitalism After Covid," *The Philosopher's Magazine*, 6/20.

"Rebranding for Social Impact", with Darrin Duber-Smith, *Nutrition Industry Executive*, 2/20.

"To Weather Reputational Storms, Get Caught Doing the Right Thing," *Irish Times*, 1/18.

"Capitalism Isn't Broken - But it Does Need a Rewrite," *The Conversation*, 9/17.

"Regaining Culture in Post-Society America," *Quillette.com*, 6/16.

"The Interstellar Stakes Against God," *The Humanist*, Jan/Feb, 2015.

"Philosophy Is Not a Science," *The New York Times*, 4/12.

"Where Business Meets Philosophy: The Matter of Ethics," *The Chronicle of Higher Education*, Vol. 56 (12) 2009.

"Choosing Between the Rule of Law and the Rule of Men," *Denver Rocky Mountain News*, 10/08.

"The Responsible Shopper as Do-Gooder," *Boulder Daily Camera*, 6/08.

"Journalism's New Economics," *Denver Post*, 8/07.

"Compassion as a Means to Freedom," *The Humanist*, Vol. 59 (4) 1999.

### **Professional Experience**

Assistant Professor  
Coordinator of Global CSR & Sustainability  
Metropolitan State University of Denver

2019 -

College of Business  
**Courses taught:** Upper Division: Global CSR & Sustainability  
MBA: Business Law & Ethics

Assistant Professor of Business Ethics 2017- 2019  
Trinity Business School  
Trinity College Dublin, The University of Dublin  
**Courses taught:** Fundamentals of Philosophy, Ethics,  
and Social Science; Business Ethics.  
MSc: International NGOs.

University of Colorado at Denver 2015 - 2017  
Online Instructor  
Department of Philosophy  
**Course taught:** Upper Division: Business Ethics

University of Hartford 2015 - 2016  
Visiting Professor  
Hillyer College - Philosophy  
**Courses taught:** Introduction to Philosophy, Ethics

George Washington University 2013 - 2014  
Visiting Assistant Professor of Business Ethics  
Strategic Management & Public Policy  
**Courses taught:** Upper division: Business Law & Ethics  
MBA: Business Ethics

Fordham University 2011 - 2013  
Visiting Assistant Professor of Business Ethics  
School of Business Administration  
**Courses taught:** Upper division: Ethics in Business  
MBA: Ethics in Business, Ethical Lessons of the Financial Crisis

- Assisted in the design of new core MBA ethics course.
- Served on curricular committee for new university-wide minor in sustainable business practices.

Temple University Fall 2011  
Online Instructor  
Fox School of Business  
**Course taught:** Upper division: Business, Society, and Ethics

Jones International University 2010 - 2011  
Adjunct Professor  
College of Business  
**Online Courses taught:**  
MBA: Making Ethical Management Decisions  
Upper division: The Legal Environment of Business,  
Critical Thinking and Creative Problem Solving

Eastern Connecticut State University 2009 - 2010  
Visiting Assistant Professor of Business Ethics

Department of Business Administration

**Courses Taught:**

Upper division: Business Ethics

Lower division: Why Be Moral? (Freshman Liberal Arts Colloquium)

University of Colorado at Boulder, Leeds College of Business 2005 - 2008

Instructor

Center for Business and Society

**Courses taught:**

Upper division: Business Applications of Social Responsibility

Senior capstones: Business Ethics Leadership,  
Global Business Ethics, Ethical Entrepreneurship

St. Cloud State University, MN 2003 - 2004

Visiting Assistant Professor

Department of Philosophy

**Courses taught:**

Upper division: Global Business Ethics, Senior Seminar:

Wittgenstein and Contemporary Philosophy of Mind

- Served on Institutional Review Board (IRB) on research ethics.

University of Colorado at Boulder 2001 - 2003

Lecturer

Department of Philosophy; Program for Writing and Rhetoric

**Courses taught:**

Lower division: Philosophy and Society, Introductory Logic,  
First Year Writing and Rhetoric

Upper division: Critical Thinking: Contemporary Topics,  
Writing on Science and Society, Writing on Business and Society

Metropolitan State College of Denver 1998 to 2001

Adjunct Instructor

Department of Philosophy

**Courses taught:**

Lower division: Introduction to Philosophy, Ethics

Upper division: Business Ethics

**Professional Service & Activities**

- University Senator and Chair of Faculty Welfare Committee, MSU-Denver.
- Reviewer, Nature Humanities and Social Sciences Communications, 2023.
- Reviewer, *Journal of Business Ethics*, 2016, 2017, 2019, 2020, 2021, 2022.
- Reviewer, *Environmental Values*, 2020, 2022.
- Reviewer, *Clio: A Journal of Literature, Philosophy, and the Philosophy of History*, 2022.
- Reviewer, *Business Ethics: A European Review*, 2019.
- Reviewer, *Canadian Journal of Administrative Sciences*, 2015, 2016.
- Reviewer, *Management Learning*, 2010, 2012.
- Reviewer, *Eastern Academy of Management Program*, 2011.
- Reviewer, *Journal of Management and Organization*, 2010.
  
- AI Ethics Design Consultant, Accenture Human Insights lab, Dublin, The Dock, 2018 - 19.
- Institutional Review Board, safeguarding ethics in research, Trinity College Dublin 2017-19.



- Member, European Group For Organizational Studies (EGOS).
- Member, Academy of Management.
- Member, Society for Business Ethics.
- Editorial board, *Encyclopedia of Business Ethics and Society*, Sage: Los Angeles, 2007.

### **Grants, Honors, and Awards**

- MSU Denver College of Business, Dean's Award for Scholarship Excellence, 2024.
- Rocky Mountain CIBER Faculty Research Grant, 2022.
- Trinity Business School, Research Excellence Award, 2019.
- Trinity Business School, Research Excellence Award, 2018.
- *Encyclopedia of Business Ethics and Society*, Sage: Los Angeles, 2007: CHOICE Award winner for Outstanding Academic Title, American Library Association, 2009; Reference and Users Association of the American Library Association Award winner for Outstanding Business Reference Work, 2009.
- Nominated for the Frasca Teaching Excellence Award, 2006. The highest teaching award at the Leeds School of Business.