



# ***THE SOCIETY FOR BUSINESS ETHICS NEWSLETTER***

*September 2019*

*Volume XXX, Number 3*

## **FROM THE EXECUTIVE DIRECTOR**

September is always an exciting time of year for SBE, as we pivot from the annual conference in August to the business of the next year.

Two hundred fourteen people attended the 2019 annual conference, with one hundred twelve attending the Presidential Luncheon. The Postconference survey returned quite a bit of useful data for the Board's consideration in planning future conferences; among other results, "Overall Conference" satisfaction returned a mean score of 4.43 / 5, with a standard deviation of 0.81, while fully 75% of respondents indicated that they are "Extremely Likely" to attend the SBE annual conference again. The new Agora session featured inventive and engaging presentations, and left me looking forward to next year's session. And successful sessions including the Pre-conference teaching workshop, the Emerging Scholars Workshop, the Gender Equity and Intersectionality Breakfast Workshop, and the Cambridge University Press breakfast session on "Increasing the Visibility of Your Published Research" nicely complemented our academic program. I found myself challenged, inspired, and informed by the colleagues and concepts that I encountered at this year's conference, and I am grateful to everyone who contributed to such a successful meeting through their submissions, reviews, presentations, planning, organizing, or attendance.

SBE is now looking forward to the 2020 Annual Conference in Vancouver! That will be held August 7-9 (with pre-conference events on Thursday the 6th) at the Sutton Place Hotel. The Sutton Place is centrally located, just 900 meters up Burrard Street from Canada Place. Hotel reservations are already available on the SBE website's 2020 Conference Page ([www.sbeonline.org](http://www.sbeonline.org)), and the 2020 Call for Papers will be available there soon, with conference registration and membership renewal available through Cambridge Core by the end of this calendar year. The submission deadline will be February 15 of 2020.

Separately, SBE's LinkedIn and Facebook accounts are much more lively than they have been in awhile, as we have intensified our efforts to post relevant content frequently. The new Society for Business Ethics Listserv also continues to grow in membership and postings, as SBE members and friends opt-in on Google Groups. Highlighting the accomplishments of our members is important to SBE as we strive to raise the prominence of business ethics and business ethicists in the academy and the wider culture, so we hope that you will engage with SBE on these platforms and add your own content!

Finally, SBE will elect our new Board member for 2020 by the end of 2019, so that more members can participate in the 2019 membership year. Please look for an election announcement from Cambridge University Press, and a ballot from BigPulse, in your inbox later this year.

I look forward to seeing you online soon, and in person next year in Vancouver!

- Jason Stansbury

## **Society for Business Ethics**

[www.sbeonline.org](http://www.sbeonline.org)

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### **Business Ethics Quarterly**

#### *Editor in Chief*

Bruce Barry  
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[EditorBEQ@vanderbilt.edu](mailto:EditorBEQ@vanderbilt.edu)

#### *Managing Editor*

Elizabeth Scott  
[BEQmanaginedit@easternct.edu](mailto:BEQmanaginedit@easternct.edu)

# **THE PIONEERS IN BUSINESS ETHICS PROJECT**

Modern normative business ethics as an academic discipline probably began in the early 1970s. The founders of this field established methodologies for teaching and a body of solid research for the field. And led by the late Michael Hoffman, they initiated the beginning and now flourishing corporate ethics and compliance officers associations. But these founders are no longer young, and last year we lost two of them, Hoffman and Ronald Duska. So the University of Illinois in partnership



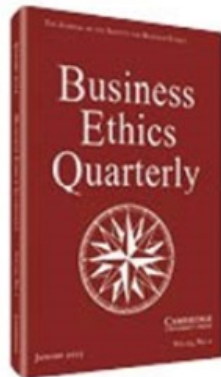
with the Darden School of Business and the Society for Business Ethics and supported by the Wharton School of Business at the University of Pennsylvania and the University of Notre Dame have instigated a video project aimed at interviewing and videoing many of these pioneers. These videos will be archived at the University of Illinois Library and any other interested institutions. They will be transcribed and made available in the *Business and Professional Ethics Journal* and in a Springer Nature ebook, and all this material will be available, free, for teaching and further research.

The Society for Business Ethics is matching donations to this project, up to \$5,000.

Contributions to this project are gratefully accepted through our GoFundMe page: <https://www.gofundme.com/f/pioneers-project-in-business-ethics> For further information you may contact two of the project leaders: Patricia Werhane, Professor Emerita, University of Virginia and DePaul University, or Gretchen Winter, Director, Center for Professional Responsibility in Business and Society, University of Illinois.

Please note: Contributions to this project are NOT tax-deductible.

# NEWS FROM *BUSINESS ETHICS QUARTERLY*



## **Business Ethics Quarterly**

The Journal of the Society for Business Ethics

### *Journal Awards*

At the SBE annual meeting in Boston we presented this year's award for outstanding article published in BEQ in 2018. The selection was made by a committee of associate editors, which this year included Jeff Moriarty, Juliane Reinecke, and Andreas Rasche.

The outstanding article award winner is *"Doing Good Together: Competition Law and the Political Legitimacy of Interfirm Cooperation"* (BEQ 28[4], 401-425) authored by Rutger Claassen and Anna Gerbrandy. The question this article tackles is whether competition law should remain focused on competition enhancing economic welfare, or alternatively be reformed to allow for socially beneficial acts of cooperation. In choosing this article as the winner, the award committee noted its presentation of theory in the interdisciplinary spirit that is BEQ's hallmark, blending insights from law with discussions of legitimacy and CSR, and pulling it off in a way that draws connections with ongoing and timely debates.

The committee identified and honored a runner-up article: *"The Ethics of Affective Leadership: Organizing Good Encounters Without Leaders"* (BEQ 28[1], 51-69), by Iain Munro and Torkild Thanem. This article, part of a special issue on philosophical approaches to leadership ethics, reframes leader-follower interaction through the lens of a Spinozian conception of ethics.

At the SBE meeting we also presented the annual reviewer award, recognizing someone who has served as an exemplary reviewer for BEQ over a period of recent years. This award highlights the essential contributions that reviewers make to the journal's success. This year the award went to Lori Versteegen Ryan (San Diego State University), a member of our editorial board who, in reviews, consistently and expertly merges a constructive and developmental tone with direct substantive criticism.

# NEWS FROM *BUSINESS ETHICS QUARTERLY*

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## *Journal Metrics*

Each summer the latest round of citation statistics that purport to capture academic journal impact are revealed. In the latest numbers, Clarivate's Journal Citation Reports puts BEQ's five-year impact factor at 4.529, its highest to date; on this measure, BEQ ranks third among fifty-four journals in ethics. BEQ's latest Scopus CiteScore of 2.12 places the journal eleventh out of more than five-hundred journals in philosophy.

While we'd rather see the numbers rise rather than fall, it is important to maintain a clear sense of the flaws and limits of these metrics, which can distort rather than elevate the meaning of what qualifies as great research. A growing consortium of publishers, societies, institutions, and individual scholars has come together in recent years to endorse a Declaration on Research Assessment (DORA; see [sfdora.org](http://sfdora.org)) aimed at improving how research is evaluated and limiting reliance on journal citation metrics for decisions about appointment, promotion, and funding. DORA's core aim is to advance the idea that research should be assessed "on its own merits rather than on the basis of the journal in which the research is published." We are pleased to share the news that BEQ's publisher, Cambridge University Press, recently became a DORA signatory.

Bruce Barry

Editor in Chief

BEQ, published by Cambridge University Press, is the official journal of the Society for Business Ethics. For more information contact the editor at [EditorBEQ@vanderbilt.edu](mailto:EditorBEQ@vanderbilt.edu).

Follow BEQ on Twitter [@BEQJournal](https://twitter.com/BEQJournal).

# FROM THE ACADEMY OF MANAGEMENT ETHICS EDUCATION COMMITTEE

## AWARD SPONSORSHIP REPORT FOR *BUSINESS ETHICS QUARTERLY* EXEMPLAR OF ETHICAL GRADUATE STUDENT PRACTICE AWARD

The Ethics Education Committee (EEC) of the Academy of Management (AoM) thanks you again for sponsoring our inaugural Exemplar of Ethical Graduate Student Practice Award, which was presented at the annual AoM conference in Boston. We provide here a report on the award outcome and the sponsorship messaging, for your records.

The EEC's exemplar of ethical conduct awards program focuses on graduate student development in order to highlight and promote good ethical practice in line with AoM's Code of Ethics. In this first year of the program we made two awards: one for ethical graduate student supervision, and the other, which you kindly sponsored, for ethical graduate student practice.

The award judging panel consisted of two members of the AoM EEC and one member of BEQ, with the overall award judging process managed by EEC member Bruce Martin, who did not input to judging decisions.

Based on the judging panel's decision, The *Business Ethics Quarterly* Exemplar of Ethical Graduate Student Practice Award for 2019 was presented to Anjier Chen of Pennsylvania State University, for:

- demonstrating a high level of integrity in research design, execution, and reporting
- advancing the teaching of ethics in undergraduate courses
- promoting adoption of ethical culture and conduct among school colleagues and across the Academy

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## FROM THE ACADEMY OF MANAGEMENT ETHICS EDUCATION COMMITTEE—continued

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The presentation took place Saturday, August 10, during the Graduate Student Ethics Forum at the AoM conference in Boston. BEQ was represented by Juliane Reinecke, Associate Editor who read the award announcement and presented the award plaque. *Business Ethics Quarterly* was announced, and thanked as the award sponsor by the MC, and named on the award plaque. This event garnered average attendance of 38 people, with 45 different people attending some portion. In addition to this live sponsorship recognition, *Business Ethics Quarterly* was identified as award sponsor in two separate award calls and one award recipient announcement, which were posted to AoM members via their individual division online message feeds (AoM Communities). The combined potential reach of any one message is ~18,000 different AoM members (including ~4,000 graduate student members), although with division duplication the total messaging delivered is likely much higher. (This is only an estimate, however, as we are unable to track how many people actually read each message). With three messages (two calls, and one recipient announcement) sent over a four-month period, the total gross messages were ~54,000.

Overall, we are very pleased to report a successful outcome of this first running of the awards, and strong recognition for *Business Ethics Quarterly* as award sponsor.

Thank you again for your kind support of our efforts to promote ethical practice in the Academy.

# **CALLS FOR PAPERS AND CONFERENCES**

## **World Congress of Business Ethics: ISBEE 2020**

The 7th ISBEE World Congress will be held in Bilbao, Spain on July 15-18, 2020. The theme is Re-inventing globalization: Community, Virtues and the Power of Purpose. Abstracts are due by the end of November 2019. More information on the ISBEE website <http://isbee.org>

ISBEE is the International Society for Business, Economics and Ethics and the ISBEE World Congress is often referred to as the “Olympics of Business Ethics”. It has been held every fourth year from 1996 in a location chosen not only for its practical accessibility but also its strategic importance to the global economy: 1996 in Tokyo, Japan, 2000 in São Paulo, Brazil, 2004 in Melbourne, Australia, 2008 in Cape Town, South Africa, 2012 in Warsaw, Poland, and in 2016, in Shanghai, China. The Seventh ISBEE World Congress in 2020 will be hosted in Bilbao, Spain by the University of the Basque Country (UPV/EHU) and University of Deusto (UD).

Scholars and practitioners from around the world are invited to submit paper abstracts and panel proposals to [isbee.bilbao.2020@gmail.com](mailto:isbee.bilbao.2020@gmail.com) The World Congress language is English. The abstracts will be peer-reviewed for relevance and rigor. Chairs of the Organizing Committee: Leire San-Jose: [leire.sanjose@ehu.eus](mailto:leire.sanjose@ehu.eus) and Jose Luis Retolaza: [joseluis.retolaza@deusto.es](mailto:joseluis.retolaza@deusto.es)

# **CALLS FOR PAPERS AND CONFERENCES—continued**

Eleventh International Conference on Catholic Social Thought in Business Education  
and Seventh Colloquium on Christian Humanism in Business and Society

John A. Ryan Institute for Catholic Social Thought at the University of St. Thomas /  
Opus College of Business at the University of St. Thomas /  
AESE Business School Lisbon /  
and academic partners

## **The Future of Work: Human Dignity in an Era of Globalization and Autonomous Technology | AESE Business School, Lisbon, Portugal, June 25-27, 2020 |**

Call for Papers Submission Deadline: November 15, 2019

Submit applications: <https://link.stthomas.edu/2020CallforPapers>

Answer: January 17, 2020

Registration Opens: February 1, 2020

Registration Closes: June 1, 2020

The world is changing, and human work is changing with it. We are in the midst of a "second globalization" where not only goods, services, and communications are global, but also the labor market. Technology continues to change the landscape and understanding of work today. Pope Francis reiterates that work is of fundamental importance for the dignity of the person.

The way we shape business is crucial: business policies and practices can respect and promote human dignity, but they also can be detrimental, not only to the person that works but also to the ones that surround her. The present challenges go across all fields of applied business, governance, and management. Our conference will focus on the present challenges for the Christian vision of the human person and work.



## **CALLS FOR PAPERS AND CONFERENCES—continued**

School of Accounting



**9th Annual Australasian Business Ethics Network (ABEN) Conference 2019**

**[www.abenconference2019.com.au](http://www.abenconference2019.com.au)**

**RMIT University, Melbourne**

**8 - 10 December 2019**

**Doctoral workshop: 8th December 2019 at Swinburne University of Technology**

**“Business Ethics: new challenges, better theories,  
practical solutions”**

Submissions are now invited for the 9th Annual Australasian Business Ethics Network (ABEN) Conference, to be hosted by the School of Accounting, RMIT University, Melbourne.

The theme for this year’s conference is Business Ethics: new challenges, better theories, practical solutions. Contemporary society and businesses require trust built on ethical foundations to ensure good governance, transparency and efficient cooperation. Continuing revelations of unethical behaviour in different sectors discovered by a number of Royal Commissions in Australia shed a light on old and new challenges for business ethics academia and practice. Technological, geopolitical and social developments pose new issues for investigation. These changes require the development, reassessment and reconceptualization of ethics theories for organisations that provide better understanding and practical solutions. What are the roles of individuals, organisations, government, civil society, academia and professionals in building trust, transparency and ethical conduct? How can business ethics enable us to solve business problems?

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# **CALLS FOR PAPERS AND CONFERENCES—continued**

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We also welcome papers on broader business ethics topics, whether theoretical or empirical, including (but not limited to):

- |  |   |
|--|---|
| 1. Indigenous ethics and indigenous philosophy                           | 11. Critical business ethics                    |
| 2. Corporate social responsibility, sustainability, and irresponsibility | 12. Business ethics education                   |
| 3. Sustainable development goals   | 13. Ethics in human resource management         |
| 4. Artificial intelligence, technology and ethics                        | 14. Ethics of care (vs. ethics of justice)      |
| 5. Managerial ethics   | 15. Leadership and ethics                       |
| 6. Religiosity, spirituality, and ethnicity                              | 16. Marketing ethics                            |
| 7. Accounting ethics   | 17. Managing wicked ethical problems            |
| 8. Law and ethics  | 18. Emergence and evolution of ethics           |
| 9. Ethics in finance   | 19. Ethics and trust                            |
| 10. Ethics for complexity and complex adaptive systems                   | 20. Behavioural business ethics                 |
|  | 21. Global governance, organisations and ethics |

If you wish to make a submission for presentation at the ABEN Conference, please submit a 500-word abstract by **30 September 2019**. Full papers may also be submitted, to be peer reviewed if required by your funding institution.

Papers and abstracts can be submitted by email to Dr Andrew West at [andrew.west@qut.edu.au](mailto:andrew.west@qut.edu.au).

## **Contact Us**

For all enquiries regarding registration, please contact Dr Alena Golyagina  
([alena.golyagina@rmit.edu.au](mailto:alena.golyagina@rmit.edu.au))

For all enquiries regarding submission of papers, please contact Dr Andrew West  
([andrew.west@qut.edu.au](mailto:andrew.west@qut.edu.au))

## **On behalf of the ABEN 2019 Conference Organising Committee:**

Professor Steven Dellaportas (RMIT University)

Associate Professor Eva Tsahuridu (RMIT University)

Dr Alena Golyagina (RMIT University)

Dr Andrew West (Queensland University of Technology)

Dr Heather Stewart (Griffith University)

Dr Julia Benkert (Swinburne University)

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## **CALLS FOR PAPERS AND CONFERENCES—continued**

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### **Jan Schapper Scholarship in Critical Business Ethics**

As in previous years, the **Jan Schapper Scholarship in Critical Business Ethics** is being offered for a PhD student, early career researcher or other worthy recipient and comprises a bursary and the waiving of the ABEN conference registration fee. The Scholarship was founded in 2015 to encourage critical approaches to business ethics at the ABEN annual meeting. If you would like to be considered for the scholarship, please indicate this when registering for the ABEN conference; eligible participants should submit a full paper to [andrew.west@qut.edu.au](mailto:andrew.west@qut.edu.au) by 31 October 2019. A decision on the award will be made by independent judges in November.

Jan Schapper was one of the founders of ABEN and worked at Monash's Department of Management for 15 years before returning to La Trobe in 2010. Deeply immersed in feminist, Marxist and psychoanalytic scholarship, Jan's research interests included higher education, critical approaches to business ethics and CSR, and workplace equality and diversity. She was especially keen that as a scholarly community we pay attention to questions of critical pedagogy, teaching and learning, and to ensuring that we provide supportive and friendly environments in which future scholars can develop their work. Jan died surrounded by her family and friends on September 24, 2014. Further information is available at <https://aben.org.au/jan-schapper-scholarships/>.

# POSITION ANNOUNCEMENTS



## **Executive Director, Cary M. Maguire Center for Ethics in Financial Services**

The American College of Financial Services (The College), an accredited, nonprofit higher education institution located in King of Prussia, Pennsylvania, engages with the financial services industry through professional education, graduate studies, relevant research, and customized learning solutions. The Cary M. Maguire Center for Ethics in Financial Services is the only ethics center within an academic institution focusing exclusively on the financial services industry. The Center is uniquely positioned to be a catalyst for, and convener of, industry-wide discussions of emerging ethical issues in financial services. We are seeking a dynamic, innovative and visionary leader to lead all the activities of the Center and its staff. The successful incumbent will report to The College's EVP/Provost with a dotted line to the EVP/Senior Advisor to the President. S/he will have the following responsibilities:

- 1) Thought leadership: Oversee three proprietary research projects per year on ethical issues emerging in the financial services industry, including one "members-only" research project each year (a quantitative/qualitative project in which corporate members can choose to participate.)
- 2) Direct the activities of two Center staff: Director of Research and the Assistant Director for Administration. The Executive Director will also oversee the work of the Cary M. Maguire Fellow, the Securian Fellow, and other researcher(s) and graduate student(s).
- 3) Direct and facilitate a variety of events, including the Forum on Ethical Leadership, Ethics Summit and Ethics Workshop(s), with plans to expand to larger groups of industry practitioners, organizational leaders, academics, regulators and legislators.
- 4) Maintain and expand a robust corporate membership program.
- 5) Manage the Center financials to achieve modest operating surpluses.
- 6) Recruit members of the Center's Advisory Board and lead Advisory Board meetings twice annually.
- 7) Teach ethics courses in the Master of Science in Management and Master of Science in Financial Services curricula at The American College, and ensure that ethics content of the designations and continuing education courses is current and engaging.

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## POSITION ANNOUNCEMENTS– continued

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### Requires:

- Master's degree required, and Ph.D. preferred, in the area of ethics or organizational development, with at least five years' experience in a related field (higher education or business) or a combination of education and business.
- Working knowledge of ethics in business, particularly related to financial services.
- Excellent interpersonal, written and verbal communications skills with ability to communicate with and present to varied audiences, including corporate executives, adult learners and other academics.
- Sound strategy development, analytical, problem solving, organizational and planning skills.
- Ability to conceptualize and oversee original research projects with practical applications.
- Well-developed teaching skills: subject matter depth and application of current teaching techniques, including use of multi-media tools.
- A deep personal commitment to ethics and continuing professional education.

The Executive Director of the Center for Ethics in Financial Services is a faculty appointment. The ideal candidate must be self-directed and demonstrate the ability to execute against committed deliverables. S/he is expected to spend some 80% of his/her time leading the work of the Center, with approximately 20% teaching and overseeing curriculum development. This position is open immediately with the expectation that the successful incumbent would start in Fall 2019.

A cover letter, resume, and a list of three professional references with contact information should be submitted via the following link (TBD), via email at [Deborah.glenn@theamericancollege.edu](mailto:Deborah.glenn@theamericancollege.edu), or US mail to Deborah Glenn, VP, Administration and CHRO, The American College of Financial Services, 630 Allendale Road, King of Prussia, PA 19406. References will not be contacted without the explicit permission of the candidate.

The American College is an equal opportunity employer and welcomes applications from qualified individuals. We administer all phases of employment activity without regard to race, color, national origin, religion, age, gender, sexual orientation, marital status, disability, military or veteran status.

## POSITION ANNOUNCEMENTS– continued



### **Assistant or Associate Professor of Business Ethics & Corporate Responsibility, full-time Tenure-Track**

Saint Mary's College of California invites applications for a full-time, tenure-track position at the assistant or associate level (depending on experience) in Business Ethics & Social Responsibility, starting fall 2020.

#### **RESPONSIBILITIES:**

The faculty member will teach graduate business ethics and social responsibility courses primarily, though not exclusively. Teaching responsibilities may also include college-wide programs such as Collegiate Seminar and January Term. Teaching assignments at Saint Mary's College of California include courses at the on-site location in Moraga and will also include teaching at off-site locations in the San Francisco Bay Area, as well as synchronous online instruction. The successful candidate will join a collegial community that values and supports cutting-edge research and scholarly contributions. All Saint Mary's faculty are expected to advise students and to contribute to the mission of the College, which is informed, animated, and expressed through its Catholic, Lasallian, and Liberal Arts traditions.

#### **COMMITMENT TO DIVERSITY:**

The Organizations and Responsible Business Department strives to create an environment that is dynamic in both thought and in action, thus able to respond to the ever-changing needs of the communities we serve: our academic fields and Saint Mary's College. Consequently, consistent with the diversity mission statement of Saint Mary's College, the Organizations and Responsible Department is committed to being an inclusive community that fosters a sense of belonging for faculty and students of diverse backgrounds and identities.

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## **POSITION ANNOUNCEMENTS– continued**

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### **BACKGROUND:**

The School of Economics and Business Administration (SEBA) is AACSB accredited and has vibrant and growing undergraduate and graduate programs that are guided by global and responsible perspectives.

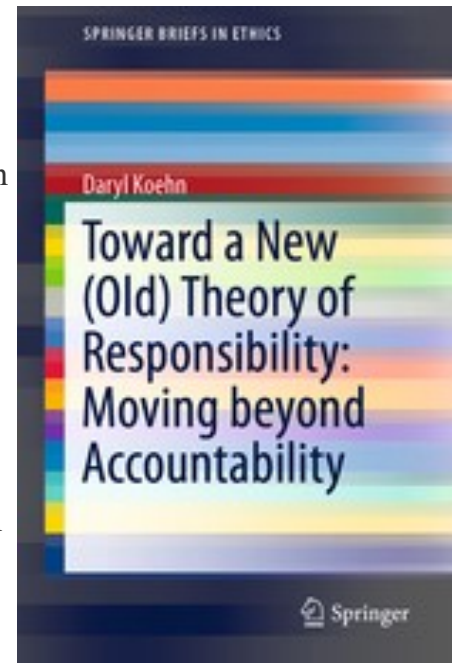
Saint Mary's College of California is a private, Catholic, comprehensive and co-educational university that engages students in rigorous critical thinking, promotes social justice, and educates for human fulfillment consistent with its liberal arts, Catholic, and Lasallian traditions. The De La Salle Christian Brothers, the largest teaching order of the Roman Catholic Church, guide the spiritual and academic character of the College. An outstanding, committed faculty and staff who value shared inquiry, integrative learning, and student interaction bring Saint Mary's heritage to life. Located on a stunning 420-acre campus in the Moraga Hills outside of San Francisco, Saint Mary's is known for both its rigorous liberal arts education and its high quality graduate programs, including business, education, and leadership. Saint Mary's currently enrolls approximately 4,000 highly diverse students, reflecting the College's commitment to the educational benefits of inclusion. For more information about Saint Mary's mission and history, see: <http://www.stmarys-ca.edu/about-smc/our-mission>.

## MEMBER NEWS

### *From Daryl Koehn:*

This book offers a much needed overview of the neglected notion of responsibility. Instead of offering vague talk about “*individual responsibility*” or “*corporate responsibility*,” Daryl Koehn examines in detail four accounts of responsibility, taking care to specify what responsibility does and does not mean in each account. She argues for a return to the ancient concept of Socratic dialogical responsibility, a concept that avoids many of the problems inherent in the other accounts.

After examining the Anglo-American criminal legal system’s treatment of responsibility as intentional agency, she critiques Hans Jonas’s concept of responsibility as ontological care and Hannah Arendt’s notion of communicative responsibility. She provides a careful analysis of the strengths and weaknesses of each approach to responsibility. The final chapter makes the case for Socratic dialogical responsibility. Dialogical responsibility has many strengths in its own right and avoids the major pitfalls of the other notions of responsibility examined in the book. It serves as an eminently practical way to hold ourselves responsible for our actions and speech. In addition, dialogical responsibility alone qualifies as a virtue integral to the good life.



Springer link: <https://www.springer.com/gp/book/9783030167363>



## MEMBER NEWS — Continued

### *From Richard Owen:*

Proudly announcing an opportunity for SBE Members to build your personal brand, generate extra income, encourage the growth of ethical behavior in business, and make a donation to our veterans. WOW! - what a combination...apply to join Top Board Advisors<sup>®</sup> today (limited positions available).

Top Board Advisors<sup>®</sup> (TBA) was created by Richard Owen International (ROI), PBC, as a “global fellowship of independent boards”. TBA is a virtual gathering of independent boards of directors dedicated to three (3) “pillars of the community” – Cybersecurity, Business Ethics, and Leadership.

The founder, Richard Owen, has his Ph.D. in Leadership Studies, is an SBE member and former recipient of the Emerging Scholar award for his dissertation “Predicting Follower Goal Attainment in a Boundary Spanning Position from the Follower’s Perception of a Leader’s Ethics” (2008). Before starting ROI, PBC, Richard has been a management consultant to the electric utility industry and an Adjunct Professor in the Cybersecurity Program at UMUC (2011 – Present).

Qualified SBE Members may submit an application as a Subject Matter Expert (SME) at *No Charge*. Use the link below and click the <SME Application> or, email [rmowen@roipbc.com](mailto:rmowen@roipbc.com) to have a conversation.



Top Board Advisors<sup>®</sup> (TBA) Link: [bit.ly/TBAInvite](https://bit.ly/TBAInvite)