

## SHAWN LECORD BERMAN

University of New Mexico  
R.O. Anderson Schools of Management  
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### Professional Experience:

Associate Professor of Business and Society, University of New Mexico, 2007-present.  
Assistant Professor of Management, Santa Clara University, 2001-2007.  
Assistant Professor of Management Policy, Boston University, 1998-2001.

### Education:

University of Washington, Seattle, Washington, Strategic Management, Ph.D., 1998  
Occidental College, Los Angeles, California, Mathematics, A.B., 1989

### Honors and Awards:

Senior Fellow, Olsson Center of Applied Ethics, 2012-present  
Anderson School of Management Alumni Endowed Professorship, 2012-2015  
Division Chair, Social Issues in Management division of the Academy of Management, 2011-2012  
UNM Bill Daniels Ethics Fellow, 2011-present  
International Association of Business and Society, Best Paper Award, for the organization's journal, *Business and Society*, for the years 2000 – 2010  
Anderson School of Management Foundation Fellowship, 2008-2012  
Best Reviewer, Society for Business Ethics Conference, 2006  
Olsson Fellow, Darden School, University of Virginia, 2005-2012  
Finalist, Best Paper, Social Issues in Management Division, Academy of Management, 2005  
Ignatian Faculty Fellow, Santa Clara University, 2004-2005  
Ascendant Scholar, Western Academy of Management, 2004  
Dean Witter Foundation Fellow, Santa Clara University, 2003-2005  
Leavey grant recipient, Santa Clara University, 2003-2006  
Elected fellow, Markkula Center for Applied Ethics, 2003  
Finalist, Best Paper, *The Academy of Management Journal*, 2003  
Best Paper, Society for Business Ethics Conference, 2000  
Finalist, Best Dissertation Award, Social Issues in Management Division, Academy of Management, 2000

## SHAWN L. BERMAN

### Honors (continued):

Beckwith Award for Teaching Excellence and Service to the Undergraduate Program,  
Boston University, 2000  
Best Paper, Western Academy of Management Conference, 1997  
Sloan Foundation Grant “Rethinking the Modern Corporation”, 1997-1998  
Evert McCabe Fellowship, 1996-1997  
Stroum Fellowship, 1996, 1998  
Doctoral Program Excellence in Teaching Award, University of Washington, 1996  
President, Doctoral Business Student Association, University of Washington, 1995-96  
Selected Participant, Dorothy Kellogg Academy for New Professionals, National  
Association of Student Personnel Administrators, 1992.  
Member, *Pi Mu Epsilon*, National Mathematics Honor Society  
Member, *Beta Gamma Sigma*, National Business Honor Society

### Publications:

- Berman, S.L.** and Johnson-Cramer, M.E. *Forthcoming*. Stakeholder Theory: Seeing the Field through the Forest. *Business & Society*.
- Westermann-Behaylo, M., **Berman, S.L.**, and Van Buren, H.J. *Forthcoming*. The Influence of Institutional Logics on Corporate Responsibility towards Employees. *Business & Society*.
- Perrault, E.C., Williams, C.C., and **Berman, S. L.** 2011. Stakeholder Salience Revisited: Enlightening, Balancing and Transcending. *The Academy of Management Best Paper Proceedings*, 2011: 1-6.
- Phillips, R.A., **Berman, S. L.**, Elms, H. and Johnson-Cramer, M.E. 2010. Stakeholder Theory And Managerial Discretion. *Strategic Organization*, 8: 176-183.
- Peters, R., Koufteros, X., and **Berman, S.L.** 2009. CSR and the CEO: Determinants of a positive strategic intention towards Corporate Social Responsibility. *International Journal of Enterprise and Management*, 6: 38-54.
- Phillips, R.A., **Berman, S.L.**, Johnson-Cramer, M.E., and Elms, H. 2007. Stakeholder Theory And Managerial Discretion. *The Academy of Management Best Paper Proceedings*, 2007: 1-6.
- J.E. Mattingly and **Berman, S.L.** 2006. Measurement of Corporate Social Action: Discovering Taxonomy in the Kinder, Lydenburg, Domini Ratings Data. *Business & Society*, 45: 20-46.
- Berman, S.L.**, Phillips, R.A., and Wicks, A.C. 2005. Resource Dependence, Managerial Discretion, and Stakeholder Performance. *The Academy of Management Best Paper Proceedings*, SIM: B1-B6.

## SHAWN L. BERMAN

### Publications (continued):

Wicks, A.C. and **Berman, S.L.** 2004. The Effects of Context on Trust in Firm-Stakeholder Relationships: The Institutional Environment, Trust Creation, and Firm Performance. *Business Ethics Quarterly*, 14: 141-160.

Elms, H., **Berman, S.L.**, and Wicks, A.C. 2002. Ethics and Incentives: An Inductive Development of Stakeholder Theory in the Health Care Industry. *Business Ethics Quarterly*, 12: 413-432.

**Berman, S.L.**, Down, J., and Hill, C.W.H., 2002. Tacit Knowledge As A Source Of Competitive Advantage In The National Basketball Association. *The Academy of Management Journal*, 45: 13-31.

**Berman, S.L.** 2002. Public Affairs, Issues Management, and Political Strategy: Opportunities, Opportunities, and More Opportunities. *Journal of Public Affairs*, 1: 416-422.

Rowley, T. and **Berman, S.L.** 2000. A Brand New Brand of Corporate Social Performance. *Business & Society*, 39: 397-418.

Winner of the International Association of Business Society award for Best Paper of the Decade, 2000-2010.

Frankforter, S.A., **Berman, S.L.**, and Jones, T.M. 2000. Boards of Directors and Shark Repellents: An Agency Theory Perspective. *Journal of Management Studies*, 37: 321-348.

**Berman, S.L.**, Wicks, A.C., Kotha, S.K., and Jones, T.M. 1999. Does Stakeholder Orientation Matter? An Empirical Examination of the Relationship Between Stakeholder Management Models and Firm Financial Performance. *The Academy of Management Journal*, 42: 488-506.

Reprinted as **Berman, S. L.**, Wicks, A. C. , Kotha, S., & Jones, T. M. 2010. Does Stakeholder Orientation Matter? The Relationship Between Stakeholder Management Models and Firm Financial Performance. In Robert A. Phillips and R. Edward Freeman (Eds.) *Stakeholders*: 276-294. Northampton, MA: Edward Elgar.

Wicks, A.C., **Berman, S.L.**, and Jones, T.M. 1999. Toward a Conception of Optimal Trust: Moral and Strategic Implications. *The Academy of Management Review*, 24: 99-116.

## SHAWN L. BERMAN

### Book Chapters:

Elms, H., Johnson-Cramer, M. E. , & **Berman, S. L.** 2011. Bounding the World's Misery: Corporate Responsibility and Freeman's Stakeholder Theory. In Phillips, R. A. (ed) *Stakeholder Theory: Impacts and Prospects*: 1-53. Northampton, MA: Edward Elgar.

Phillips, R. A., **Berman, S. L.** , Elms, H., & Johnson-Cramer, M. E. 2011. Stakeholder Orientation, Managerial Discretion, and Nexus Rents. In Phillips, R. A. (ed) *Stakeholder Theory: Impacts and Prospects*: 163-192. Northampton, MA: Edward Elgar.

Johnson-Cramer, M., **Berman, S.L.**, and Post, J.E. 2003. Unpacking The Concept Of "Stakeholder Management." In Andriof, J., et al (eds.) *Unfolding Stakeholder Thinking*: 145-161. Sheffield, England: Greenleaf Publishing Limited.

Post, J.E and **Berman, S.L.** 2001. Global Corporate Citizenship in a Dot Com World: The Role of Organizational Identity. In Andriof, J., and McIntosh, M. (eds.) *Perspectives on Corporate Citizenship*: 66-82. Sheffield, England: Greenleaf Publishing Limited.

**Berman, S.L.** 2000. Managerial Opportunism and Firm Performance: An Empirical Test of Instrumental Stakeholder Theory. In Logsdon, J.M., Wood, D.W., and Benson, L.E. (eds.) *Research in Stakeholder Theory, 1997-1998: The Sloan Foundation Minigrant Project*: 85-100. Toronto: The University of Toronto.

### Introductions to Special Issues:

Phillips, R.A.. and **Berman, S.L.** 2007. Introduction to the Special Section on Accountability. *Business Ethics Quarterly*, 17: 449-452.

**Berman, S.L.**, and Phillips, R.A. 2005. Introduction: Special Issue on "The Accountable Corporation." *Business & Professional Ethics Journal*, 24 (4): 3-6.

Calkins, M. and **Berman, S.L.** 2004. Introduction: Special Issue: "Business Ethics In A Global Economy." *Business Ethics Quarterly*, 14: 597-602.

**Berman, S.L.**, and Calkins, M. 2003. Introduction: Special Issue on Business Ethics in a Global Economy. *Business & Professional Ethics Journal*, 22(2): 3-8.

## SHAWN L. BERMAN

### Manuscripts under review:

"Doing More With Less? A Macro Perspective," with Jeffrey S. Harrison and Robert A. Phillips. Under submission at the *Journal of Business Ethics*.

"The search for a religiously grounded normative core for stakeholder theory" with Donna Ray, Michael E. Johnson-Cramer, and Harry J. Van Buren III. Conditionally accepted at the *Journal of Management, Spirituality, and Religion*.

"Institutional Support and Inter-Organizational Cooperation: A Computational Experiment," with James Kitts, Thomas M. Jones, and William A. Felps. Under submission at *The Strategic Management Journal*.

### Working Papers:

"Who and what really does matter to managers? Reviewing and expanding our understanding of salience," with Elise Crawford Perrault and Cynthia Clark Williams. Presented at the 2011 Academy of Management national conference. Under revision before resubmission to an unspecified journal.

"A Dynamic Model of Stakeholder Management," with Michael E. Johnson-Cramer and Steve Brammer. Presented at the 2005 International Association for Business and Society conference and the 2006 Academy of Management national conference. Under revision before resubmission at *The Academy of Management Review*.

"Genuine versus Instrumental Compassion: An Integrated Multi-Level Model of Organizational Compassion" with Michelle Westermann-Behaylo and Harry Van Buren III. Presented at the 2011 Academy of Management national conference. Under revision for submission to *Academy of Management Review*.

"Resource Dependence, Managerial Discretion, and Stakeholder Performance," with Robert Phillips. Presented at the 2000 Academy of Management national conference and the 2004 Society for Business Ethics conference. Under revision for resubmission to an as yet unidentified journal.

"Common Agency: Applications in Stakeholder Theory," with Heather Elms. Presented at the 2001 International Association for Business and Society conference, the 2003 Western Academy of Management conference, and the 2006 Academy of Management national conference. Under revision before submission to *The Academy of Management Review*.

## **SHAWN L. BERMAN**

### **Presentations:**

- “SIM: Taking stock and future directions”, 2012, Academy of Management national conference, Boston.
- “Sensemaking and Stakeholder Salience: The Case of Pink Slime”, 2012, International Association of Business and Society conference, Asheville, North Carolina. With Michelle Westermann-Behaylo and Elise Crawford-Perrault.
- “Stakeholder Salience Revisited: Enlightening, Balancing and Transcending”, 2011, Academy of Management national conference, San Antonio. With Elise Perrault and Cynthia Clark-Williams.
- “Genuine versus Instrumental Compassion: An Integrated Multi-Level Model of Organizational Compassion”, 2011, Academy of Management national conference, San Antonio. With Michelle Westermann-Behaylo and Harry Van Buren III
- “Corporate Social Responsibility: Revisiting Whether or How?”, 2011, 1st Interdisciplinary Conference on Stakeholders, Resources and Value Creation, Barcelona, Spain. With Steve Brammer.
- “The Influence of Institutional Logics on Corporate Responsibility towards Employees”, 2011, International Association of Business & Society, Bath, England. With Michelle Westermann-Behaylo and Harry Van Buren III,
- “When does MNC Involvement Reduce Poverty in Developing Countries? An Exploratory Analysis”, 2010, International Association of Business & Society, Banff, Canada. With Harry Van Buren III.
- “Bounding the World’s Misery: Corporate Responsibility and Freeman’s Stakeholder Theory”, 2009, Academy of Management national conference, Chicago. With Heather Elms and Michael Johnson-Cramer.
- “The Craft, Science , and Ethics of Reviewing for the SIM Program,” 2009, Academy of Management national conference, Chicago. With Barry Mitnick.
- “Corporate S\_\_\_\_\_ Responsibility: Freeman and CSR,” 2009, International Association of Business and Society, Aspen, Colorado. With Heather Elms and Michael Johnson-Cramer
- “The Dynamic Tension in Trust Creation: The Case of eBay and Online Auctions,” 2008, Academy of Management national conference, Anaheim, California. With Suresh B. Kotha and Andrew C. Wicks.

## **SHAWN L. BERMAN**

### **Presentations (continued):**

- “The Questions We Ask in SIM: Stakeholder Theory, Seeing the Field through the Forest,” 2008, Academy of Management national conference, Anaheim, California. With Michael E. Johnson-Cramer.
- “Stakeholder Theory and Managerial Discretion,” 2007, Academy of Management national conference, Philadelphia, Pennsylvania. With Robert A. Phillips, Michael E. Johnson-Cramer, and Heather Elms.
- “A Dynamic Model of Stakeholder Management,” 2006, Academy of Management national conference, Atlanta, Georgia. With Michael E. Johnson-Cramer.
- “Stakeholders and Common Agents: Implications of an Integration of Two Strategic Theories,” 2006, Academy of Management national conference, Atlanta, Georgia. With Heather Elms.
- “Ten Years after Wood & Jones (1995): Where are We?” 2006. International Association for Business and Society conference, Merida, Mexico. With Michael E. Johnson-Cramer.
- “Resource Dependence, Managerial Discretion, and Stakeholder Performance,” 2005, Academy of Management national conference, Honolulu, Hawaii. With Rob Phillips, and Andrew C. Wicks.
- “Stakeholder Profile Management Models,” 2005, International Association for Business and Society, Sonoma, California. With Michael E. Johnson-Cramer.
- “Corporate Social Performance Measurement: Discovering A Taxonomy in the KLD Ratings Data,” 2004, Academy of Management national conference, New Orleans, Louisiana. With Jim Mattingly.
- “Resource Dependence, Managerial Discretion, and Stakeholder Performance,” 2004, Society for Business Ethics conference, New Orleans, Louisiana. With Rob Phillips, and Andrew C. Wicks.
- “A California Boy Comes Home,” 2004, Western Academy of Management Ascendant Scholar presentation, Anchorage, Alaska.
- “New Directions for Stakeholder Theory and Stakeholder Research,” 2004, part of the symposium “Twenty Years of Stakeholder Research: Where have we been? Where are we going?”, International Association for Business and Society conference, Jackson Hole, Wyoming.

## **SHAWN L. BERMAN**

### **Presentations (continued):**

“A Resource Dependence Perspective on Stakeholder Performance,” 2003, International Association for Business and Society, Rotterdam, The Netherlands. With Robert Phillips and Andrew C. Wicks.

"Common Agency: Applications in Governance," 2003, Western Academy of Management, Palm Springs, California. With Heather Elms.

“The Fundamental Economic Work of Government,” 2002 Academy of Management national conference, Denver, Colorado. With Thomas M. Jones and J. Michael Davis.

“Distinctions that make a difference? Questioning central premises of business ethics,” 2001, Society for Business Ethics conference, Washington, DC, a symposium organized with Joshua Margolis and Robert Phillips.

"Common Agency: Applications in Governance," 2001, International Association for Business and Society conference, Sedona Arizona. With Heather Elms.

“A Resource Dependence Perspective on Stakeholder Performance,” 2000, Academy of Management national conference, Toronto, Canada. With Andrew C. Wicks.

“Facilitating Optimal Trust: The Operating Environment and the Trust Creation,” 2000, Society for Business Ethics conference, Toronto, Canada. With Andrew C. Wicks.

“Common Agency: An Empirical Examination of Firm-Stakeholder Relations,” 2000, International Association for Business and Society conference, Burlington, Vermont. With Tim Rowley.

“Managerial Opportunism and Firm Performance: An Empirical Test of Instrumental Stakeholder Theory,” 1999, Academy of Management national conference, Chicago, Illinois.

“Visionary Companies and their Stakeholders: Do Shareholders Share the Vision?” 1999, International Association for Business and Society conference, Paris, France. With Heather Elms.

“Computer Simulations as a Tool for Stakeholder Research,” 1999, International Association for Business and Society conference, Paris, France. With Thomas M. Jones.



## **SHAWN L. BERMAN**

### **Presentations (continued):**

"Tacit Knowledge and the NBA: An Empirical Test of the Resource Based View of the Firm," 1998, part of the symposium, "Nothin' but Net: Using Sports Related Data to Test Organizational Theories", Academy of Management national conference, San Diego, California. With Jonathan Down and Charles W.L. Hill.

"Data Envelopment Analysis as a Tool for Conducting Empirical Research in Stakeholder Theory," 1998, International Association for Business and Society conference, Kailua-Kona, Hawaii.

"Common Agency: New Models for Stakeholder Theory?" 1998, International Association for Business and Society conference, Kailua-Kona, Hawaii. With Heather Elms.

"A Plan to Lend Theoretical Coherence and Conceptual Rigor to Research Relating Corporate Social Performance to Financial Performance," 1998, International Association for Business and Society conference, Kailua-Kona, Hawaii. With Thomas M. Jones and Andrew Wicks.

"Ethics and Incentives: An Inductive Development of Stakeholder Theory in the Health Care Industry," 1998, Western Academy of Management conference, Portland, Oregon. With Heather Elms and Andrew Wicks.

"Toward a Conception of Optimal Trust: Moral and Strategic Implications," 1997, Society for Business Ethics conference, Boston, Massachusetts. With Andrew Wicks and Thomas M. Jones.

"Tacit Knowledge and the NBA: An Empirical Test of the Resource Based View of the Firm," 1997, Western Academy of Management conference, Squaw Valley, California. With Jonathan Down.

Winner of the WAM Best Paper Award.

"Stakeholder-Agency Theory: A Critical Example and Extension," 1997, International Association for Business and Society conference, Destin, Florida. With Heather Elms.

"Does the Market Punish Enough? An Examination of the Evidence From the Market Reactions to Corporate Wrongdoing," 1997, International Association for Business and Society conference, Destin, Florida.

## **SHAWN L. BERMAN**

### **Presentations (continued):**

"Examining Resource Dependence and Institutional Explanations of Strategic Alliances," 1996, Stanford Center for Organizational Research Asilomar conference, Asilomar, California.

"Exploring the Institutional Foundations of Corporate Social Responsibility," 1996, International Association for Business and Society conference, Santa Fe, New Mexico. With Sharon Matusik.

"Various Proofs of the Infinitude of Prime Numbers," 1989, Department of Mathematics Seminar, Occidental College, Los Angeles, California.

### **Invited Presentations:**

"2012 SIM Division Chair's address: The Employer-Employee relationship in the 21<sup>st</sup> century and what that means to SIM," 2012, Academy of Management national conference, Boston.

"The Tom Jones I Know," 2012, Academy of Management national conference, Boston.

"How to Bring Current Ethical Issues into the Classroom", 2012, Daniels Fund Teaching Business Ethics Conference, Santa Fe, New Mexico. With Harry Van Buren III.

"Corporate Social Responsibility: Revisiting Whether or How?", 2009, presentation at the Institute for Corporate Responsibility at George Washington University conference on "Building Bridges - Building Walls: Institutions and Stakeholders in an Increasingly Global & Fractionated World" Washington, D.C. With Steve Brammer.

"Stakeholder Theory and Managerial Discretion," 2008, presentation at the 2<sup>nd</sup> Biennial Issues in Stakeholder Management Mini-Conference. Held at the University of Richmond, Richmond, VA. With Robert A. Phillips, Michael E. Johnson-Cramer, and Heather Elms.

"A Dynamic Model of Stakeholder Management," 2008, presentation at the 2<sup>nd</sup> Biennial Issues in Stakeholder Management Mini-Conference. Held at the University of Richmond, Richmond, VA. With Michael E. Johnson-Cramer.

Introductory remarks for Rakesh Khurana, 2008 guest speaker for the SIM/SBE joint keynote, Academy of Management national conference, Anaheim, CA.

## **SHAWN L. BERMAN**

### **Invited Presentations (continued):**

- “Stakeholders and Common Agents: Implications of an Integration of Two Strategic Theories,” 2006, Inaugural Biennial Issues in Stakeholder Management Mini-Conference. Held at the University of Washington, Seattle, WA. With Heather Elms.
- “Stakeholder Theory and Managerial Discretion,” 2007, presentation at the Institute for Corporate Responsibility at George Washington University conference on “Global Stakeholder Strategies.” Washington, D.C. With Robert A. Phillips, Michael E. Johnson-Cramer, and Heather Elms.
- “A Dynamic Model of Stakeholder Management,” 2006, Inaugural presentation at the Institute for Corporate Responsibility at George Washington University, Washington, D.C.. With Michael E. Johnson-Cramer.
- “Resource Dependence, Managerial Discretion, and Stakeholder Performance,” 2003, Emerging Research Seminar, the Darden Graduate School of Business Administration. Charlottesville, Virginia. With Andrew Wicks and Robert Phillips.
- “Comments on Windsor’s ‘Public Affairs, Issues Management, and Political Strategy: Opportunities, Obstacles, and Caveats’,” 2001, presented at the second “Conversations on Business, Issues, and Society in the 21<sup>st</sup> Century.” Held at the University of Maine, Northport, Maine.
- “Tacit Knowledge and the NBA: An Empirical Test of the Resource Based View of the Firm,” 2001, presented at the University of Florida Management Seminar Series. Gainesville, Florida.
- “CSP: Can’t Get There From Here,” 2000, presented at the inaugural “Conversations on Business, Issues, and Society in the 21<sup>st</sup> Century.” Held at the University of Northern Iowa, Cedar Falls, Iowa. This paper was one of only four presentations at the conference. With Tim Rowley.
- “Facilitating Optimal Trust: The Operating Environment and the Trust Creation,” 2000, presented at the University of Washington, Management and Organization Departmental Seminar. Seattle, Washington. With Andrew C. Wicks.
- “CEO Compensation and Stakeholder Performance: Empirically Testing Instrumental Stakeholder Theory,” 1999, presented at the “Young Scholars Workshop”, the Darden Graduate School of Business Administration, sponsored by the Olsson Center for Applied Ethics. Charlottesville, Virginia.

## **SHAWN L. BERMAN**

### **Invited Presentations (continued):**

Invited moderator for the session “Finding the balance: Sustainable development in an uncertain world,” 1999, Boston College Center for Corporate Community Relations Annual Leaders Conference. Funding for attendance provided by the Aspen Institute’s Initiative for Social Innovation through Business.

“Ethics and Incentives: Stakeholder Theory and Health Care,” 1998, presented at the conference, “A New National Agenda: Organizational Ethics in Health Care”, sponsored by the Olsson Center for Applied Ethics at the Darden Graduate School of Business Administration and the Center for Biomedical Ethics at the Medical School of the University of Virginia. Held at the University of Virginia Medical School, Charlottesville, Virginia. With Heather Elms.

“Managerial Opportunism and Firm Performance: An Empirical Test of Instrumental Stakeholder Theory,” 1998, The Fourth Toronto Conference on the Stakeholder Theory of the Corporation, Clarkson Centre for Business Ethics, University of Toronto, Toronto, Canada.

### **Teaching Experience:**

Associate Professor, Department of Organizational Studies, University of New Mexico. Currently teach Ethical, Social, and Political Environment of Business at the undergraduate and levels, Managerial Ethics at the undergraduate level, and an MBA elective on The Regulations and Social Control of Business. I also serve as program director for the Washington Campus. Taught the Capstone Strategy course at the undergraduate level.

Assistant Professor, Department of Management, Santa Clara University. Taught the Capstone Strategy course at the undergraduate level and at the graduate level. Also taught the Leavey Scholars (SCU business school honors program) of Capstone and the Capstone course for International Business minors. Also taught Political, Social and Legal Environment of the Firm at the MBA level and Information Technology Ethics in the MSIS program.

Assistant Professor, Department of Management Policy, School of Management, Boston University, 1998-2001 Taught the capstone course in Strategic Management. Co-taught the module on corporate political strategy in the Executive MBA program.

## **SHAWN L. BERMAN**

### **Teaching Experience (continued):**

Predoctoral Teaching Associate, Department of Management and Organization, School of Business Administration, University of Washington, 1994-1998. Taught Business Policy; Business, Government, and Society; Introduction to Organizational Theory.

Predoctoral Teaching Associate, Department of Finance and Business Economics, School of Business Administration, University of Washington, 1993-94. Taught Introduction to Finance.

### **Related Experience:**

Predoctoral Research Associate, School of Business Administration, University of Washington, 1993-1995.

Resident Director, San Diego State University, San Diego, California, 1990-1993. Overall responsibility for a residence hall of 220 graduate and international students.

Coordinator, Alcohol and Substance Abuse Education, Occidental College, Los Angeles, California, 1989-90. Designed and implemented a comprehensive alcohol and other drug education program.

### **Reviewing Activities:**

#### **Editorial Review Boards:**

*Business & Society*, 2008-

*The Strategic Management Journal*, 2007-2011

*International Journal of Organizational Analysis*, 2007-2009

*Journal of Management*, 2005-2008

#### **Ad-hoc Reviewer:**

*The Academy of Management Journal*, 2000-2006, 2009, 2011

*The Academy of Management Review*, 2003-2007

*The Strategic Management Journal*, 2006

*Business & Society*, 1996-2008

*Journal of Management Inquiry*, 2003

*Journal of Management Studies*, 2004, 2010, 2012

*Organizational Science*, 2003-2004

*Business Ethics Quarterly*, 2004-2007, 2009, 2011-2012

*Journal of Business Ethics*, 2004, 2011

*Business and Professional Ethics Journal*, 2003, 2005, 2009, 2012

## SHAWN L. BERMAN

### ***Ad-hoc* Reviewer (continued):**

Academy of Management Conference, 1997-2006, 2009-2013  
International Association for Business and Society Conference, 1996-2013  
Society for Business Ethics Conference, 2001, 2004-06, 2008, 2011

### **Professional Activities:**

Past Division Chair, Social Issues in Management Division, Academy of Management, 2012-2013  
Division Chair, Social Issues in Management Division, Academy of Management, 2011-2012  
Division Chair-Elect, Social Issues in Management Division, Academy of Management, 2010-2011  
Program Chair, Social Issues in Management Division, Academy of Management, 2009-2010  
Professional Development Workshops Chair, Social Issues in Management Division, Academy of Management, 2008-2009  
Guest lecturer, seminar leader for Doctoral Seminars at:  
Bentley College, "Ethics, Stakeholders, and Governance", February, 2010.  
Darden University, "Social Issues in Management: Selected Topics", October, 2005.  
Member, proceeding co-editor search committee, International Association for Business and Society, 2007  
Member, nominating committee, Social Issues in Management Division, Academy of Management, 2007  
Chair, best paper committee, Social Issues in Management Division, Academy of Management, 2007  
Chair, best paper committee, International Association for Business and Society, 2007  
Symposium Organizer, "Bringing discussions of corporate responsibility into non-CSR management classes", 2007, International Association for Business and Society, Florence, Italy.  
Member, editor search committee for *Business & Society*, International Association for Business and Society, 2005-2006  
Member, best paper committee, International Association for Business and Society, 2004-06  
At Large Representative, International Association for Business and Society executive committee, 2006-2008  
Member, best paper committee, Social Issues in Management Division, Academy of Management, 2006  
Member, nominating committee, International Association for Business and Society, 2001

## **SHAWN L. BERMAN**

### **Professional Activities (continued):**

Member, best dissertation committee, Social Issues in Management Division, Academy of Management, 1999  
Symposium Co-organizer, “Twenty Years of Stakeholder Research: Where have we been? Where are we going?” 2004, International Association for Business and Society conference, Jackson Hole, Wyoming. Organized with Robert Phillips and Michael Johnson-Cramer.  
Session Chair, “Stakeholder Management: Pied Piper or Pipe Dream? Examining the Impact of an Idea: Pied Piper or Pipe Dream?” 2003. Academy of Management Conference, Seattle, Washington.  
Session Chair, “Moral Imagination: New Directions For Study,” 2002 Society for Business Ethics Conference, Denver, Colorado.  
Symposium organizer, “Nothin’ but Net: Using Sports Related Data to Test Organizational Theories”. Presented at the 1998 Academy of Management conference, San Diego, California.  
Discussant, Academy of Management Conference, 2001-2003  
Business Policy and Strategy Doctoral Consortium, Academy of Management, 1997  
Social Issues Management Doctoral Consortium, Academy of Management, 1995-1996  
Member, Academy of Management  
Member, Society for Business Ethics  
Member, International Association for Business and Society  
Academic member, Markkula Center for Applied Ethics, Business and Professional Ethics Partnership, 2001-2007

### **Dissertation Committees:**

Member, Elise Perrault, Bentley College.  
Member, Michelle Westermann-Behaylo, American University, completed 2009.  
Member, Richard Peters, Florida Atlantic University, completed 2007.  
Member, Michael Johnson-Cramer, Boston University, completed 2002.

### **Media:**

Podcast about reflections from biennial conference on stakeholder theory held at the Darden School, University of Virginia featured on press release from the Darden School, “Stakeholder Theory Conference Speaks To Growing Influence of Big Ideas”, found at:  
<http://www.darden.virginia.edu/web/Media/Darden-News-Articles/2012/Stakeholder-Theory-Conference-Speaks-To-Growing-Influence-of-Big-Ideas/>  
Radio comments for KLIV on the ethical climate at Hewlett-Packard, quoted on September 8 and 12, 2006

## **SHAWN L. BERMAN**

### **Media (continued):**

San Francisco Chronicle, quoted in “Hewlett-Packard Says It Spied on Reporters,” page A1, September 9, 2006

Wall Street Journal, quoted in “Teamwork Raises Everyone’s Game,” page B8, November 7, 2005

Silicon Valley Biz Ink, quoted in side bar “Social issue may take a back seat to compliance” accompanying article “Closing in on compliance: Companies rush to get financial records in shape to meet Sarbanes-Oxley requirements,” page 17, January 23-29, 2004

Washington Post, research summarized in “Unconventional Wisdom,” page B05, February 17, 2002

BusinessWeek Online, research summarized in “Economic Trends,” [http://www.businessweek.com/magazine/content/02\\_10/c3773041.htm](http://www.businessweek.com/magazine/content/02_10/c3773041.htm), March 11, 2002

University of Washington Business School Magazine, pages 32-33, Spring, 2002

### **Other Interests:**

Running, baseball, live music, chess. Treasurer for the Yak Foundation.