

BRADLEY R. AGLE

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OFFICE ADDRESS

Romney Institute of Public Service and Ethics
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EDUCATION

Ph.D. 1993
School of Business Administration
University of Washington
Major Field: Organization and Environment
(Organization Theory, and Business, Government & Society)
Minor Fields: Business Policy and Research Methods
Supervisory Chairman: Charles W.L. Hill
Dissertation: Charismatic Chief Executive Officers: Are They More Effective?
An Empirical Test of Charismatic Leadership Theory

B.A. 1986
Marriott School of Management
Brigham Young University
Major: Information Management

PROFESSIONAL EXPERIENCE

2009 – pres. **George W. Romney Endowed Professor, Professor of Ethics and Leadership (Continuing Faculty Status)**, Romney Institute of Public Service and Ethics, Marriott School of Business, Brigham Young University, Provo, UT 84602

2023 (Jan-Jun) **Visiting Fellow**, Kenan Institute of Ethics, Duke University
Visiting Fellow, Safra Center for Ethics, Harvard University
Visiting Professor, National Institute of Development Administration, Bangkok, Thailand
Visiting Professor, University of Bath, UK

2008 – 2020 **Chair**, Ethics Initiative of the Wheatley Institution, Brigham Young University, Provo, UT 84602

- 2000 – 2009 **Associate Professor (tenured)**, Katz Graduate School of Business, University of Pittsburgh, Pittsburgh, PA 15260
- 2008 (Winter) **Visiting Professor**, Romney Institute of Public Management, Marriott School of Management, Brigham Young University, Provo, UT 84602
- 2000 – 2007 **Director**, David Berg Center for Ethics and Leadership, Katz Graduate School of Business, University of Pittsburgh, Pittsburgh, PA 15260
- 1994 - 2000 **Assistant Professor**, Katz Graduate School of Business, University of Pittsburgh, Pittsburgh, PA 15260
- 1992 - 1994 **Lecturer**, Katz Graduate School of Business, University of Pittsburgh, Pittsburgh, PA 15260
- 1990 – 1992 **Research Director**, Center for Leadership and Career Studies, Emory University, Atlanta, GA 30322 (currently the Chief Executive Leadership Institute at Yale University, New Haven, CT)
- 1991 **Instructor**, Department of Organization and Management, Emory Business School, Emory University, Atlanta, GA 30322
- 1989 - 1990 **Research Assistant**, Department of Management and Organization, University of Washington. Worked under Drs. Patricia C. Kelley and Tom E. Thomas.
- 1988-1990 **Teaching Assistant** (Actual Instructor), Department of Management and Organization, School of Business Administration, University of Washington, Seattle, WA 98195
- 1986-1988 **Senior Programmer/Analyst**, Seattle First National Bank, 800 Fifth Avenue, Seattle, WA 98124. Worked as a specialist in the small systems area.

HONORS and AWARDS

Fellow, Ethics and Compliance Initiative, 2022

President, Fellows of the International Association for Business and Society, 2022-2025

Lowell Benson Lifetime Service Award, BYU Management Society, 2020

Fellow, International Association for Business and Society, 2020

South Zone Contributor Award, USA Synchro, 2018

President, International Association for Business and Society, 2017-2018

Finalist, Best Book Award, Social Issues in Management Division of the Academy of Management, 2017

Outstanding Citizenship Award, Marriott School of Management, 2016

Best Published Article Award, International Association for Business and Society, 2016

Distinguished Professor of the Year, Katz Graduate School of Business, 2009,
International EMBA program, Sao Paulo

Fellow, Wheatley Institution, 2008 - 2020

Excellence in Teaching Award, Katz Graduate School of Business, 2005 (EMBA),
2007 (International EMBA), & 2008 (International EMBA & Undergraduate)

Fast Tracker, Pittsburgh Business Times, 2005

MBA Essentials Teaching Award, Katz Executive Education, Spring 2005

Beta Gamma Sigma Honor Society, 2005

Senior Research Fellow, Ethics Resource Center, Washington, D.C. 2000 – 2002

Nominee, Chancellor's Distinguished Teaching Award, University of Pittsburgh,
2000

Citation of Excellence, ANBAR Electronic Intelligence, 1999

Best Published Article Award, International Association for Business and Society, 1999

Arthur Andersen Fellow for Chief Executive Studies, Center for Leadership and Career
Studies, Emory University, 1992

Participant in SIM Doctoral Consortium, Academy of Management, 1990

George W. Tyler Scholarship, University of Washington, 1990

Erickson Academic Scholarship, Brigham Young University, 1984

Dean's Academic Scholarship, Brigham Young University, 1983

Eagle Scout, Boy Scouts of America, 1976

RESEARCH

REFEREED PUBLICATIONS (*Google Scholar* shows over 35,000 citations to these)

Journals

Eva Witesman, Bradley R. Agle, Justin Ames, Steve Christenson, Max Moore & Rachel Pankey, 2024. From Profit Maximization to Social Welfare Maximization: Reclaiming the Purpose of American Business Education, Futures, Forthcoming.

Kristen Detienne, Alice Alessandri, Alberto Aleo & Bradley R. Agle, 2022. Building Value through Sales Ethics, Journal of Creating Value, Forthcoming.

Ronald K. Mitchell, Bradley R. Agle, Robert Mitchell, 2021. Pathways in Stakeholder Research. Oxford Encyclopedia of Management.

Kristen Detienne, Bradley R. Agle, Carolyn McMurdie, Alberto Aleo, & Alice Alessandri, 2019. Fostering an Ethical Culture on your Sales Team. Harvard Business Review, June 20, 2019.

Donna J. Wood, Ronald K. Mitchell, Bradley R. Agle, & Logan M. Bryan. 2018. Stakeholder Identification and Salience After 20 Years: Progress, Problems, and Prospects. Business and Society, 57(6): 1-50.

Ronald K. Mitchell, Gary R. Weaver, Bradley R. Agle, Adam Bailey, & James Carlson, 2016. Stakeholder Agency and Social Welfare: Pluralism and Decision Making in the Multi-Objective Corporation. Academy of Management Review, 41(2): 252-275.

Awarded 2016 Best Article Award – International Association for Business and Society.

Kristen Detienne, Bradley R. Agle, James Phillips, and M-C Ingerson, 2012. The Impact of Moral Stress Compared to Other Stressors on Employee Fatigue, Job Satisfaction, and Turnover: An Empirical Investigation. Journal of Business Ethics. 110(3): 377-391.

Sefa Hayibor, Bradley R. Agle, Greg J. Sears, Jeffrey A. Sonnenfeld, and Andrew Ward. 2011. Value Congruence and Charismatic Leadership in CEO – Top Manager Relationships: An Empirical Analysis. Journal of Business Ethics. 102(2): 237-254.

- Ronald K. Mitchell, Bradley R. Agle, James Chrisman, and Laura Spence. 2011. Toward a Theory of Stakeholder Salience in Family Firms. Business Ethics Quarterly. 21(2): 235-255.
- Stacy M. Campbell, Andrew Ward, Jeffrey A. Sonnenfeld and Bradley R. Agle. 2008. Relational Ties That Bind: Leader-Follower Relationship Dimensions and Charismatic Attribution. Leadership Quarterly. 19(5) 556-568.
- Bradley R. Agle, Thomas Donaldson, R. Edward Freeman, Michael C. Jensen, Ronald K. Mitchell, and Donna J. Wood. 2008. Dialogue: Toward Superior Stakeholder Theory. Business Ethics Quarterly 18(2):
- Translated and reprinted in 2009 as: Diálogo: a través de la teoría de los" stakeholders" superior, AURKILAN spanish annual, 1, pp. 91-136.
- Andrew J. Ward, Melanie J. Lankau, Allen C. Amason, Jeffrey A. Sonnenfeld and Bradley R. Agle. 2007. Improving the Performance of Top Management Teams. Sloan Management Review. 48(3) 85-90.
- Melanie J. Lankau, Andrew J. Ward, Allen C. Amason, Thomas Ng, Jeffrey A. Sonnenfeld, and Bradley R. Agle. 2007. Examining the Impact of Organizational Value Dissimilarity in Top Management Teams. Journal of Managerial Issues. XIX (1): 11-34.
- Bradley R. Agle, Nandu Nagarajan, Dhinu Srinivasan, and Jeffrey A. Sonnenfeld. 2006. Does CEO charisma matter? An empirical analysis of the relationships among organizational performance, environmental uncertainty, and top management team perceptions of charisma. Academy of Management Journal. 49(1) 161-174.
- Patricia C. Kelley, Bradley R. Agle, and Jason Demott. 2005. Mapping our Progress: Comparing the Development of Universities' Ethics Infrastructures to those of Businesses. Journal of Academic Ethics. 3: 205-229.
- Gary R. Weaver, Linda Trevino, and Bradley R. Agle. 2005. "Somebody I Look Up To:" Ethical Role Models in Organizations. Organizational Dynamics. 34(4) 313-330.
- Gary R. Weaver and Bradley R. Agle. 2002. Religiosity as an Influence on Ethical Behavior in Organizations: A Theoretical Model and Research Agenda. Academy of Management Review. 27(1) 77-97.

Bradley R. Agle and Patricia C. Kelley. 2001. Validity in the Measurement of Corporate Social Performance: Lessons from Corporate United Way and PAC Campaigns. Journal of Business Ethics. 31(3) 271-284.

Bradley R. Agle, Ronald K. Mitchell, and Jeffrey A. Sonnenfeld. 1999. Who Matters to CEOs? An Investigation of Stakeholder Attributes and Salience, Corporate Performance, and CEO Values. Academy of Management Journal. 42(5) 507-525.

Condensed version (A Report on Stakeholder Attributes and Salience, Corporate Performance, and CEO Values) reprinted in Research in Stakeholder Theory, 1997-1998: the Sloan Foundation minigrant program (eds. Jeanne M. Logsdon, Donna J. Wood, and Lee E. Benson), 2000. The Clarkson Centre for Business Ethics, University of Toronto. Pp. 39-53.

Bradley R. Agle and Harry Van Buren III. 1999. God and Mammon: The Modern Relationship. Business Ethics Quarterly. 9(4) 563-582.

Bradley R. Agle and Craig B. Caldwell. 1999. Understanding Research on Values in Business: A Level of Analysis Framework. Business and Society. 38(3) 326-387.

Ronald M. Roman, Sefa Hayibor, and Bradley R. Agle. 1999. The Relationship Between Financial and Social Performance: Repainting a Portrait. Business and Society. 38(1) 109-125.

Awarded Citation of Excellence - ANBAR Electronic Intelligence. As of August 2016, it is the 8th most cited Business and Society article.

Harry Van Buren III and Bradley R. Agle. 1998. Measuring Christian Beliefs that Affect Managerial Decision-Making: A Beginning. International Journal of Value-Based Management. 11:159-177.

Jeffrey A. Sonnenfeld and Bradley R. Agle. 1998. A Study of the Cultural Effects of Industry and Career Systems on Top Executive Perceptions of Ethical Problems. International Journal of Value-Based Management. 11:73-91.

Ronald K. Mitchell, Bradley R. Agle, and Donna J. Wood. 1997. Toward a Theory of Stakeholder Identification and Salience: Defining the Principle of Who and What Really Counts. Academy of Management Review. 22(4) 853-886.

Awarded 1999 Best Article Award – International Association for Business and Society. A 2006 article in the journal Business and Society showed this article to be the most heavily cited article in the field of

corporate social responsibility. A 2021 article in the journal Business and Society showed this article to be the most highly cited article in the field of stakeholder management. As of January 2022, it is the 9th most cited Academy of Management Review article.

Reprinted in Stakeholders (eds. Rob Phillips, R. Edward Freeman) 2010, Northampton, MA: Edward Elgar Publishing.

Translated into Italian and reprinted in 2007 as “Verso una teoria dell’identificazione e della rilevanza degli stakeholder: definizione del principio di chi e coas veramente conta”, in Teoria Degli Stakeholder a cura di R. Edward Freeman, Gianfranco Rusconi e Michele Dorigatti, pp. 108-147

Reprinted in Stakeholders and the Corporation: Classic and Contemporary Readings (ed. Max Clarkson), 1998, Toronto, CAN: University of Toronto Press, pp. 275-313.

Bradley R. Agle and Donna J. Wood. 1997. The "R" word in Management Education: An Experiment in Making the Business and Society Course Relevant. Research in Corporate Social Performance and Policy. Supplement 2, 311-330.

Charles W.L. Hill, Patricia C. Kelley, Bradley R. Agle, Michael Hitt, and Robert Hoskisson, 1992. An Empirical Examination of the Causes of Corporate Wrongdoing in the United States. Human Relations. 45(10) 1055-1076.

Books

Travis Ruddle & Bradley R. Agle, 2024. The Totality of Allegiance: Inside the Hearts and Minds of Trump Supporters. Provo, UT: Freedom Peak.

Bradley R. Agle, Ronald K. Mitchell, & Camden Robinson, 2024. The Bishop Book: Experiences of Bishops in The Church of Jesus Christ of Latter-day Saints in Their Own Words. Provo, UT: Merit Leadership.

Bradley R. Agle, Aaron Miller, William O’Rourke, M-C Ingerson, George Youstra, Lee Rutledge, Joseph Gibbon, Curtis Oliver, John E Catterson, Brian Ray, & Allen Boatright, 2021. U.S. Special Operations Forces Ethics Field Guide, Tampa, FL: United States Special Operations Command.

Bradley R. Agle, Aaron Miller, and William O’Rourke, 2016. The Business Ethics Field Guide, Provo, UT: Merit Leadership and the Wheatley Institution.

Finalist, Best Book Award, Social Issues in Management Division of the Academy of Management, 2017.

Bradley R. Agle, David W. Hart, Jeffery A. Thompson, and Hilary M. Hendricks (eds.) 2014. Research Companion to Ethical Behavior in Organizations: Constructs and Measures. Northampton, MA: Edward Elgar Publishing.

Book Chapters

Eva Witesman, Bradley R. Agle, & Brad Oates, 2023. Wealth as the Path to Heaven or Hell: An LDS Perspective on Conscious Capitalism. In Michel Dion and Moses Pava (eds.) The Spirit of Conscious Capitalism: Contributions of World Religions and Spiritualities. Springer Cham. pp. 167-191. <https://doi.org/10.1007/978-3-031-10204-2>

Darin Gates, Bradley R. Agle, & Richard Williams, 2018. Business Ethics Education: Current Approaches and Future Directions. In Eugene Heath, Byron Kaldis, Alexei Marcoux (eds.) Routledge Companion to Business Ethics.

Ronald K. Mitchell, Jae Lee, and Bradley R. Agle, 2017. Doing Stakeholder Work. In James Weber and David Wasieleski (eds.) Business and Society 360 Book Series on Stakeholder Management.

Bradley R. Agle, 2012. Mortal Ministry: Seeking After Virtue in Business. In Lloyd Newell, Richard Williams, Terry Olsen, and Emily Reynolds (eds.) Virtue and the Abundant Life. Salt Lake City, UT: Deseret Book, pp. 240-259.

Bradley R. Agle, Jeffery Thompson, David Hart, Lori Wadsworth & Aaron Miller, 2011. Meeting the Objectives of Business Ethics Education: The Marriott School Model and Agenda for Utilizing the Complete Collegiate Educational Experience. In Charles Wankel and Agata Stachowicz-Stanusch (eds.) Management Education for Integrity. Bingley, UK: Emerald Group Publishing Limited, pp. 217-242.

Patricia C. Kelley and Bradley R. Agle, 1991. The Past as a Predictor of the Future: Political Action Committees' Solicitation Techniques. In Karen Paul (ed.) The Social, Moral, and Political Dimensions of Management. Lewiston, NY: Edwin Mellon Press, pp. 267-298.

Thomas M. Jones, Tom E. Thomas, Bradley R. Agle, and Jenifer Ehreth, 1991. Business Education and the Moral Development of Students: Theoretical Foundations. In Karen Paul (ed.) The Social, Moral, and Political Dimensions of Management. Lewiston, NY: Edwin Mellon Press, pp. 27-50.

Best Papers Proceedings

Bradley R. Agle, Nandu Nagarajan, Dhinu Srinivasan, and Jeffrey A. Sonnenfeld, 2004. An Empirical Examination of Leadership and Attribution Theory: CEO Leadership and Organizational Performance. Best Papers Proceedings of the Annual Meeting of the Academy of Management.

Bradley R. Agle & Jeffrey A. Sonnenfeld, 1994. Charismatic Chief Executive Officers: Are They More Effective? An Empirical Test of Charismatic Leadership Theory. Best Papers Proceedings of the Annual Meeting of the Academy of Management. pp. 2-6.

INVITED PUBLICATIONS

Marc-Charles Ingerson, Bradley R. Agle, Thomas Donaldson, Paul C. Godfrey, Jared D. Harris, Jeffrey S. Harrison, Adrian Keevil, Ronald K. Mitchell, and Robert A. Phillips, 2015. Normative Stakeholder Capitalism: Getting from Here to There. Business and Professional Ethics Journal, 34(3): 377-406.

Paul Godfrey and Bradley R. Agle, 2012. “He’s a Real Dude”: Tributes to Tom Jones. Business and Society, 51(2): 310-334..

Gary R. Weaver and Bradley R. Agle, 2002. Religion in the Workplace: Reaffirming Complexity. Academy of Management Review, 27(4):502-504.

Bradley R. Agle, 1999. Reflections on an Academic Leader. In Essay Forum: Memorial to Max Clarkson (ed. Donna Wood), Business and Society, 38(1): 12-14.

Bradley R. Agle, 1998. Make a Difference in the World. In Essay Forum: Voices from the Generations (ed. Donna Wood), Business and Society, 37(1) 102-103.

CASES

Jared Harris, Bradley R. Agle, Jenny Mead, & Jimmy Scoville, 2020. Out for Blood: Tyler Shultz and Theranos, Darden Publishing.

Bradley R. Agle & Lori Wadsworth, 2010. Teaching Note for Wired for Hire. Wheatley Institution, Brigham Young University.

Bradley R. Agle. 2010. Wired for Hire. Wheatley Institution, Brigham Young University.

Bradley R. Agle & Jeffery Thompson. 2010. Teaching Note for Riding a Fine Line. Wheatley Institution, Brigham Young University

Bradley R. Agle, 2009. Riding a Fine Line. Wheatley Institution, Brigham Young University

PAPERS AND BOOKS IN REVIEW PROCESS

PAPERS AND BOOKS BEING PREPARED FOR SUBMISSION

Recognizing and Reconciling Truth in Moral Rationalization (Rejected at Business Ethics Quarterly. New draft completed and awaiting submission to the Journal of Business Ethics with Darin Gates and David Hart)

Ethical Leadership Capacity: A New Construct (with Max Moore, Rob Christensen, & Justin Ames. To be submitted to Public Administration Review, Journal of Business Ethics, or Leadership Quarterly).

Penetrating the Fog of War: A Typology of Ethical Issues (for submission to the Administrative Science Quarterly or Journal of Business Ethics)

The Stated Purpose of the Firm (for submission to Business and Society)

Rationalization Techniques in Business: A Synergy of Theories along with Video Examples for Teaching (for submission to Teaching Business Ethics)

Identifying, Categorizing, and Prioritizing the Objectives of Business Ethics Education (for submission to Academy of Management Learning and Organization)

PROJECTS IN PROGRESS

Preparing Leaders for Their Most Difficult Challenges (for submission to the Harvard Business Review)

PROJECTS IN FORMULATION

Christ-Centered Leadership in Business: A Church of Jesus Christ of Latter-day Saints Perspective on Business Ethics. Edited book delving into each of the business disciplines to identify how LDS doctrine should effect the practice thereof (Funding is currently being discussed with the Sorensen Center, Ballard Center, and the Marriott School).

Learning to Be Good: How Ethical Behavior Is and Can be Taught Effectively
(Book Project: Funding and Collaboration are currently being discussed with
the Sorensen Center).

A History of Business Ethics in America (Book Project).

PROCEEDINGS PAPERS

M-C Ingerson, Bradley R. Agle, and Katie Liljenquist, 2013. Negotiating Ethically: Resilience, Moral Identity, and Power in Negotiations. Proceedings of the International Association for Business and Society, 24: 6-17.

Bradley R. Agle. 2011. Business Ethics Education, Why Bother? Objectives, Pedagogies, and a Call to Action. Proceedings of the Conference on Leveraging Change - The New Pillars of Accounting Education.

Stacy M. Campbell, Andrew Ward, Jeffrey A. Sonnenfeld and Bradley R. Agle. Relational Ties That Bind: Leader-Follower Relationship Dimensions and Charismatic Attribution. 2006. Proceedings of the Academy of Management.

Melanie Lankau, Andrew Ward, Allen Amason, Thomas Ng, Jeffrey A. Sonnenfeld, and Bradley R. Agle. 2005. Examining the Impact of Organizational Value Dissimilarity in Top Management Teams. Proceedings of the Academy of Management.

Bradley R. Agle & Patricia C. Kelley, 2004. The road not traveled: Ethics infrastructure and universities' codes of conduct. Proceedings of the Fourteenth Annual Meeting of the International Association for Business and Society.

Bradley R. Agle, Ronald M. Roman & Sefa Hayibor, 1998. The Importance of Values in Leadership: Insights From Two Large Studies of CEOs. In Jerry Calton and Kathleen Rehbein, eds., Proceedings of the Ninth Annual Meeting of the International Association for Business and Society, pp. 19-24.

Bradley R. Agle & Ronald K. Mitchell, 1998. A Test of the Relationship Between Stakeholder Attributes and Stakeholder Salience. In Jerry Calton and Kathleen Rehbein, eds., Proceedings of the Ninth Annual Meeting of the International Association for Business and Society pp. 462-467.

- Bradley R. Agle, Steve Brenner, & Linda Trevino, 1997. Enlivening the business ethics class through use of video materials. In James Weber and Kathleen Rehbein, eds., Proceedings of the Eighth Annual Meeting of the International Association for Business and Society, pp. 412-415.
- Ronald K. Mitchell & Bradley R. Agle, 1997. Stakeholder Identification and Salience: Dialogue & Operationalization. In James Weber and Kathleen Rehbein, eds., Proceedings of the Eighth Annual Meeting of the International Association for Business and Society, pp. 365-370.
- Harry Van Buren III & Bradley R. Agle, 1997. Isolating Religious Beliefs That Affect Managerial Decision Making: An Initial Analysis. In James Weber and Kathleen Rehbein, eds., Proceedings of the Eighth Annual Meeting of the International Association for Business and Society, pp. 129-133.
- Bradley R. Agle, 1996. Ethical Leadership at the Top: A Comprehensive Model and Illustrations of the Role of the Chief Executive Officer in Organizational Ethics. In Jeanne Logsdon and Kathleen Rehbein, eds., Proceedings of the Seventh Annual Meeting of the International Association for Business and Society, pp. 1-6.
- Bradley R. Agle, 1993. Milgram, A-7 Brakes, and Foodlion: Lessons for Business Ethics. In Jean Pasquero and Denis Collins, eds., Proceedings of the Fourth Annual Meeting of the International Association for Business and Society, pp. 545-548.
- Tom E. Thomas, Thomas M. Jones, & Bradley R. Agle, 1991. Gauging the Impact of Business Education on the Moral Development of Students. In John Mahon, ed., Proceedings of the Second Annual Meeting of the International Association for Business and Society, pp. 587-601.
- Patricia C. Kelley & Bradley R. Agle, 1990. The Determinants of Political Action Committees' Solicitation Techniques. In Donna Wood and Bill Martello, eds., Proceedings of the First Annual Meeting of the International Association for Business and Society, pp. 353-362.
- Thomas M. Jones, Tom E. Thomas, Bradley R. Agle, & Jenifer Ehreth, 1990. Graduate Business Education and the Moral Development of MBA Students. In Donna Wood and Bill Martello, eds., Proceedings of the First Annual Meeting of the International Association for Business and Society, pp. 43-53.
- Charles W.L. Hill, Patricia C. Kelley, & Bradley R. Agle, 1990. An Empirical Examination of the Determinants of OSHA Violations. In Donna Wood and Bill Martello, eds., Proceedings of the First Annual Meeting of the International Association for Business and Society, pp. 402-412.

OTHER PRESENTATIONS AT PROFESSIONAL CONFERENCES

Bradley R. Agle & Eva Witesman. 2025. Christ-Centered Capitalism: Partial Solution to the Poverty of Sustenance, Hope, Love, and Unity. For the Benefit of the World Conference at Brigham Young University, Provo, UT.

Sandra Waddock, Bradley R. Agle, Irene Henriques, Otto Sharmer, Bobby Banerjee. 2025. What Now? What Are We missing? What Do We Need to Learn and Change as Management Scholars? Academy of Management, Copenhagen, Denmark.

Max Moore & Bradley R. Agle, 2025. Mora Leadership Capacity: A New Construct. International Association for Business and Society, Maastricht, Netherlands.

Jared Harris, Bradley R. Agle, Elanor Colleani, Denni Kim, Gastone Gualtieri, Dorothee Winkler, Laura Illia. 2025. Technology, AI, and Ethics – Decision Making at the Frontier. International Association for Business and Society, Maastricht, Netherlands.

Bradley R. Agle & Travis Ruddle, 2024. Understanding Trump Supporters: Preliminary Findings from Focus Group Research. Association for Professional and Practical Ethics, Cincinnati, OH.

Bradley R. Agle & Travis Ruddle, 2024. The Totality of Allegiance: Understanding Trump Supporters. International Association for Business and Society, Annapolis, MD.

Bradley R. Agle, Justin Ames, Ricky Gettys, Max Moore, Steve Christensen, 2023. Advancement of Mid-Level Ethical Theory Through the Use of Categorization. International Association for Business and Society, Bath, UK.

Bradley R. Agle, Justin Ames, Aaron Miller, M-C Ingerson, Ricky Gettys, Max Moore, 2022. A Typology of Ethical Dilemmas in Organizational Life: The Role of Individual action in Reinventing Globalization. International Society for Business Ethics and Economics, Bilbao, Spain.

Justin Ames & Bradley R. Agle, 2022. A Typology of Ethical Dilemmas in Business: Moving Business Ethics Training Forward with Grounded Abstraction, International Association for Business and Society, San Francisco, CA.

- Bradley R. Agle, Aaron Miller, Michael Stafford, 2022. Next Generation Ethics Teaching: Development and Assessment of Ethics Skills. Association for Practical and Professional Ethics. Cincinnati, OH.
- Bradley R. Agle, 2021. Empirical Testing of a Typology of Ethical Dilemmas. International Association for Business and Society, Virtual.
- Bradley R. Agle, 2021. Teaching Business Ethics Effectively. Society for Business Ethics. Virtual.
- Bradley R. Agle, 2020. Ethics at the Movies: Illustrations of Moral Rationalization in Film. Association for Practical and Professional Ethics, Annual Conference, Atlanta, GA.
- Bradley R. Agle, 2019. Development of a Course in Moral Development at Brigham Young University. Baylor University Annual Conference.
- Bradley R. Agle, 2019. Becoming an Ethics Expert: Exploring How to Handle the Most Common Ethical Dilemmas in Business. Society for Corporate Compliance and Ethics, National Harbor, MD.
- Bradley Goronson, Justin Ames, Bradley R. Agle, 2019. Toward Operationalization: A Definition and Model of Ethical Capital. Society for Business Ethics Annual Meeting, Boston, MA.
- Eva Witesman, Rob Christensen, Bradley R. Agle, & Aaron Miller, 2019. Public Management Research Association Annual Conference, Chapel Hill, NC.
- Ronald K. Mitchell & Bradley R. Agle, 2019. Stakeholder Theory in a Post-Truth World. Keynote Address at the Sustainability, Ethics, and Entrepreneurship Annual Conference, Miami, FL.
- Paul Fiorelli, Bradley R. Agle, 2018. Ethics 101: From Theory to Application: What would Kant think about Tarantino Flix? Society for Corporate Compliance and Ethics, Las Vegas, NV.
- Tara Ceranic, Bradley R. Agle, & Brad Brown, 2017. Examining the Ways Business Schools Evaluate their Ethics Education: An Empirical Analysis. International Association for Business and Society, Amsterdam, Netherlands.
- Bradley R. Agle & Bill O'Rourke, 2017. Building Ethical Skills through The Business Ethics Field Guide, Association for Practical and Professional Ethics, Dallas, TX.

- Bradley R. Agle, 2016. Presenter in “How to Write One of the Most Successful Academy of Management Articles of All Time” Symposium. Academy of Management Annual Meeting, Anaheim, CA.
- Bradley R. Agle, 2016. Innovation in Leadership Development: A New Typology for the Enhancement of Critical Ethical Decision-Making Skills. International Society for Business, Economics, & Ethics (ISBEE), Shanghai, China.
- Bradley R. Agle, 2016. The Effect of Shareholder Wealth Maximization vs. Stakeholder Theory Perspectives on Inequality. Latin American and European Organization Studies Conference (LAEMOS), organized by the European Group of Organizational Studies (EGOS), Vina Del Mar, Chile.
- Bradley R. Agle, Anke Arnaud, Jared Peifer, & Brandon Vaidyanathan, 2015. Putting Faith in Business. Symposium at the International Association for Business and Society, Guanacoste, Costa Rica.
- Bradley R. Agle, 2014. Religion and Business: Strengthening Both Society and Business Through Utilization of Religious Principles in Business. Annual Meeting of the International Association for Business and Society, Sydney, Australia.
- Bradley R. Agle, Jacek Sojka, & Michaela Haase, 2012, Embedded Capitalism & Business Ethics Education. Workshop at the Annual Meeting of the International Association for Business and Society, Bath, UK.
- Bradley R. Agle, David Hart, and Jeffery Thompson, 2010. Measuring individual and organizational ethics: Toward an inventory of methods and instruments. Annual Meeting of the International Association for Business and Society, Banff, Canada.
- Bradley R. Agle, David Hart, and Jeffery Thompson, 2008. Measuring Individual and Organizational Ethics. Presentation at the Ethics and Compliance Officer Association annual meeting, Orlando, FL.
- Bradley R. Agle, Thomas Donaldson, R. Edward Freeman, Michael C. Jensen, Ronald K. Mitchell, & Donna J. Wood, 2007. Stakeholder Theory vs. Stockholder Theory. All-Academy Symposium presentation at the Academy of Management Annual Meeting, Philadelphia, PA.
- Donald Hambrick, Bradley R. Agle, Gerry Sanders, & James Westphal, 2007. What Makes CEOs Tick? Symposium presentation at the Academy of Management Annual Meeting, Philadelphia, PA.

- Gary R. Weaver, Linda Trevino, & Bradley R. Agle, 2004. Ethical Role Modeling. Annual meeting of the European Business Ethics Network, Amsterdam, Netherlands.
- Adele Querioz & Bradley R. Agle, 2003. Stakeholder Legitimacy. Annual Meeting of the Academy of Management, Seattle, WA.
- Bradley R. Agle & Patricia Kelley, 2003. Looking in the mirror: An initial investigation of the ethics infrastructure of universities. Annual Meeting of the International Association for Business and Society, Rotterdam, Netherlands.
- Bradley R. Agle & Ron Mitchell, 2002. Mitchell, Agle, & Wood: Five Years Out: Perspective and Prospective. Annual Meeting of the International Association for Business and Society, Victoria, Canada.
- Bradley R. Agle, 2000. Teaching Business Ethics: Pedagogy to Address Critical Challenges. Opening panel discussion on critical challenges in business ethics. Annual Meeting of the Society for Business Ethics, Toronto, Ontario.
- Bradley R. Agle & David Wasieleski, 2000. Checking the Corner Office: The CEO as Key to Understanding Organizational Ethics. Annual Meeting of the International Association for Business and Society, Burlington, Vermont.
- Gary R. Weaver & Bradley R. Agle, 1999. Religiosity as an Influence on Ethical Behavior in Organizations: A Theoretical Model and Research Agenda. Annual Meeting of the Society for Business Ethics, Chicago, IL.
- Bradley R. Agle & Ronald K. Mitchell, 1999. Stakeholder Legitimacy. Annual Meeting of the International Association for Business and Society, Paris, France.
- Bradley R. Agle & Harry Van Buren III, 1998. God and Mammon: The Modern Relationship. Annual Meeting of the Society for Business Ethics, San Diego, CA.
- Bradley R. Agle & Patricia C. Kelley, 1997. Validity in the Measurement of Corporate Social Performance: Lessons from Corporate United Way and PAC Campaigns. Annual Meeting of the Academy of Management, Boston, MA.
- Bradley R. Agle, 1995. Empirical Research in Business Ethics and Corporate Social Performance. Annual Meeting of the Society for Business Ethics. Vancouver, B.C.

Ronald K. Mitchell, Bradley R. Agle, & Donna J. Wood, 1995. Stakeholder Attributes and Firm Responsibilities and Responses. Annual Meeting of the Academy of Management. Vancouver, B.C.

Bradley R. Agle, 1994. The Importance of Values in Leadership: Insights from a Large Study of Chief Executive Officers. Annual meeting of the International Association for Business and Society. Hilton Head, SC.

Bradley R. Agle & Jeffrey A. Sonnenfeld, 1992. Charismatic Chief Executive Officers: A Necessity for Corporate Transformation? Annual Meeting of the Strategic Management Society. London, UK.

Jeffrey A. Sonnenfeld & Bradley R. Agle, 1992. Perceptions of Ethics in Organizations: The Effect of Career Systems. Annual Meeting of the Academy of Management. Las Vegas, NV.

Bradley R. Agle & Jeffrey A. Sonnenfeld, 1992. Moral Leadership in Economic Organizations. Annual Meeting of the Society for the Advancement of Socio-Economics. Irvine, CA.

Bradley R. Agle, Jeffrey A. Sonnenfeld, & Sherry L. Conger, 1992. The Study of Values in Business: Review and Recommendation. Annual meeting of the International Association for Business and Society. Leuven, Belgium.

INVITED PRESENTATIONS

Developing Your Moral Leadership Capacity: The Church of Jesus Christ of Latter-day Saints Purchasing Department Conference. Provo, UT, 2025

Moral and Ethical Leadership: Institute of Internal Auditors and Association of Certified Fraud Examiners (Utah Chapters) Salt Lake City, UT, 2024.

Becoming an Ethical Leader: Tax Executives Institute, Lehi, UT, 2024

Becoming an Ethical Leader: Utah Career Development Association, Utah Valley University, Orem, UT 2024.

Meeting SDG 16 through Stakeholder Capitalism: The Normative and Empirical Case for Stakeholder Capitalism, BYU Management Society, Asia Area, Virtual, 2024.

The Bishop Book: Experiences of Bishops in The Church of Jesus Christ of Latter-day Saints in Their Own Words, Jamestown Branch, Edgemont Stake, Provo, UT, 2024.

Becoming an Ethical Leader: BYU Purchasing and Travel Department, Provo, 2024.

History and Impact of the Stakeholder Identification and Salience Theory. University of Bath, UK, 2023

Ethics and Integrity in Academic Research, National Institute of Development Administration, Bangkok, Thailand, 2023.

Developing Moral Expertise: Insights from writing The Business Ethics Field Guide, the U.S. Special Operations Forces Ethics Field Guide, and the Theranos/Tyler Shultz case. St. George Chapter of the BYU Management Society, 2022.

Becoming a Strong and Capable Ethical Leader: Effectively Managing Conflict of Interest. BYU Management Society, Asia Area. Virtual, 2021.

Becoming an Ethical Leader. BYU Financial Management Forum. BYU, Provo, UT, 2021.

Lessons I've recently learned about Ethical Leadership from writing The U.S. Special Operations Forces Ethics Field Guide and the Theranos/Tyler Shultz Case Study. Annual Conference of Utah Special Districts, Provo, UT, 2021.

Developing the Ethical Special Forces Leaders of Tomorrow. Army Special Forces Command, Fort Bragg, N.C., 2021.

Introduction to the United States Special Operations Forces Ethics Field Guide, Special Operations Forces Command, MacDill AF Base, Tampa, FL; Naval Special Warfare Command, Coronado, CA; Army Special Forces, Camp Williams, Lehi, UT, 2020.

Developing the Moral Character of your Family and Business by Teaching your Children and Employees how to Identify and Avoid Moral Rationalizations. BYU Management Society, Atlanta Chapter, February, 2020.

Becoming an Ethical Leader: Lessons from *The Business Ethics Field Guide*. BYU Management Society, Fortaleza, Brazil Chapter, November, 2019.

Becoming an Ethical Leader: Lessons from *The Business Ethics Field Guide*. BYU Management Society, Brazil Area Conference, Sao Paulo, November, 2019.

- Becoming an Ethical Leader: Lessons from *The Business Ethics Field Guide*.
BYU Management Society, Atlanta, GA, November, 2019.
- Becoming an Ethical Leader: Lessons from *The Business Ethics Field Guide*.
BYU Accounting Conference, October, 2019
- Becoming an Ethical Leader: Lessons from *The Business Ethics Field Guide*.
BYU Management Society, Washington, D.C., September, 2019.
- Becoming an Ethical Leader: Lessons from *The Business Ethics Field Guide*.
BYU Management Society Asia Conference, Ulaan Bataar, Mongolia,
May 2019.
- Understanding and Protecting Ourselves from Ethical Rationalizations. BYU
Management Society, Bangkok, Thailand, May 2019.
- Becoming an Ethical Leader: Lessons from *The Business Ethics Field Guide*.
GFOA annual conference, St. George, April, 2019.
- Becoming an Ethical Leader. Greater San Antonio Area Ethics and Compliance
Resource. Held at *USAA* Headquarters, San Antonio, February, 2019.
- Becoming an Ethical Leader: Lessons from *The Business Ethics Field Guide*.
Ethics Center Director's Summit, Association for Practical and
Professional Ethics, Baltimore, February, 2019
- Becoming a Skilled Ethical Leader: Insights from *The Business Ethics Field
Guide*, BYU-Hawaii Chapter of the BYU Management Society,
November 2017
- Developing the Skills of An Ethical Leader: Insights from *The Business Ethics
Field Guide*, Aram Distinguished Lecture, Gonzaga University, October
2017
- There is No Formula: Insights into CEO Leadership from my 25 years of
Research and Interaction with the U.S.'s Elite CEO's, and How You Can
Make Your Unique Mark. *Qualtrics* Leadership Conference, October 2017
- How to be an Effective Ethical Lawyer: Insights from *The Business Ethics Field
Guide*. Dallas Chapter of the J. Reuben Clark Law Society, September,
2017
- 2016 Speaking Tour
BYU Management Society chapters: Santiago, Lima, Taipei (Asian
Leadership Conference), Bangkok, San Francisco, Silicon Valley,
Sacramento, Portland, Seattle, Spokane, Minneapolis, Salt Lake City

(Leadership and Ethics Conference), Detroit, Columbus, Cleveland,
London (European Leadership Conference), Dallas, Fort Worth
Universities: Gonzaga University, University of Northern Iowa,
Baruch University, University of Texas-Arlington, Texas Tech University,
University of San Diego, Oxford
India: Naroatham Sekhsaria Foundation (Mumbai), Everest
Foundation Speaker Series (Mumbai) Rotary Club of Bombay (Mumbai),
Aspen Institute (Delhi), Everest Industries Ltd (Noida)

Learning to Lead: Developing Skills to Deal with Inevitable Ethical Issues. Utah
Association of Special Districts Conference, November, 2015

Becoming an Effective Moral Leader: A Field Guide to Business Ethics. ON
Semiconductor Ethics and Compliance Leadership Meeting. Scottsdale,
AZ, October, 2015.

The Challenges of Being an Ethical BYUMS Leader II: A Field Guide to
Business Ethics. Annual Leadership Conference of the BYU Management
Society, September 2015, Aspen Grove, UT.

Accountability, Integrity, and Respect for Sacred Resources at BYU. Annual
Conference of the Financial Services Department of Brigham Young
University, Provo, UT, August 2015.

Business Ethics: A Field Guide. First Annual Leadership and Ethics Conference
of the Salt Lake Chapter of the BYU Management Society, Salt Lake City,
April 2015.

Ethics in Leadership. Annual Conference of the Institute of Transportation
Engineers (ITE) Utah Chapter, Rice-Eccles Stadium, Salt Lake City, UT,
January 2015.

Ethics in the Workplace. Keynote Address at the Utah Association of Special
Districts Annual Conference, November, 2014

Ethical Leadership in Business. Annual Leadership Conference of Sunshine
Engineering, LLC (BYU Speaker's Bureau), Jordan River, Utah,
November 2014.

Business Ethics: A Field Guide. Annual Conference of the Utah Local
Governments Trusts, Bountiful, UT, May, 2014

The Challenges of Being an Ethical BYUMS Leader. Annual Leadership
Conference of the BYU Management Society, Provo, UT, October 2014

- Business Ethics: A Field Guide. Washington County Economic Summit. St. George, UT, January, 2014.
- Business Ethics: A Field Guide. Sacramento Chapter of the BYU Management Society, Sacramento, CA, November 2013.
- The Case of the Mexican Cash Dance and the Importance of Preparation for Ethical Leadership. Orange County Chapter of the BYU Management Society, Irvine, CA, November, 2012.
- Becoming a Great and Virtuous Leader: Exploding the Myths (with Brad Oates). Dallas Chapter of the BYU Management Society, Dallas, TX, Nov. 2012.
- APA Ethics. Presented at the Annual Conference of the Utah Chapter of the American Planning Association, Provo, UT, October 2012
- Business Ethics Education, Why Bother? How the Entire Business School Experience Can and Does Affect the Development of Ethics in Students. Dean's Research Seminar at the Carey School of Business at Johns Hopkins University. Baltimore, MD May 2012
- Providing Ethical Leadership to our Organizations. INPG Business School, Sao Paulo, Brazil, May, 2012.
- Maeser's Circle of Honor and the Impending Assault Outside of It: Why Ethics Can be Difficult, Even at BYU. Annual Conference of the Office Professionals Advisory Committee (OPAC), Provo, UT, March, 2012.
- Ethics, Expectations, and Board Dynamics. Summit Director and Officer Conference. Park City, UT, December, 2011.
- Ethics and Profits: Good Friends. Utah Technology Council, Lehi, UT, November, 2011.
- What the Marriott School and the Wheatley Institution are Doing To Help the BYU Management Society Grow Moral and Ethical Leadership Around the World. Las Vegas Chapter of the BYU Management Society, Las Vegas, NV, June, 2011.
- Developing Ethical Business: The Key to Success. Sao Paulo Chapter of the BYU Management Society. Sao Paulo, Brazil, 2011
- Building a Great Company: Creating a Firm Foundation. Conference of the Leadership Council of LB Foster, Inc., Las Vegas, NV, March, 2011.

- Becoming a Positive Deviant: The Role of Boards in Creating Ethical Organizations. Summit Director and Officer Conference. Park City, UT December, 2010.
- Developing Ethical Leadership in your Organization. Grant Taggart Symposium, Utah Chapter of the Society of Financial Services Professionals, Provo, UT, October 2010.
- Becoming a Positive Deviant: Providing Ethical Leadership to your Organization. Annual Meeting of the Association of State Treasurers. Salt Lake City, UT, May, 2010.
- Becoming Men and Women of Honor, LDS Business College Devotional, Salt Lake City, UT, February 2010.
- Development of the Handbooks of Individual and Organizational Ethics: Motivations, Process, and Expected Outcomes. Presented at the Romney Institute, Brigham Young University, Provo, UT, October, 2008.
- Providing Ethical Leadership to Your Organization. Norman Bodek Distinguished Lecture. Presented at Utah State University, Logan, UT, April 2008.
- Ethics in America. Presented with Dr. Steve Albrecht. Inaugural ethics lecture of the Jack Wheatley Institution at Brigham Young University, Provo, UT, January 2008.
- Ethical Leadership in Organizations: The Role of Role Models. Tobias Multi-Sector Leadership Conference, University of Indiana, Indianapolis, IN, April 2007
- Ethical Challenges in Leadership: Leadership Exchange and Analysis Program, Chief Executive Leadership Institute, Yale University. New York City, NY, December 2006.
- Surviving and Thriving as an LDS Bishop: Leadership Lessons from a Unique Perspective. Romney Institute, Brigham Young University, Provo, UT, February 2006.
- The Importance of Trust in the Creation of Economic Wealth. Guanghua School of Management, Peking University, October 2000.
- Dynamic Stakeholder Management. Leadership Exchange and Analysis Program, Chief Executive Leadership Institute, Atlanta, GA, September 1999.

Religion and Business. Invited participant at the University of Chicago Divinity School's Public Religion Project roundtables, May 1998 & September, 1999.

Managerial Determination of Important Stakeholders. Fourth Toronto Conference. Toronto, Canada May, 1998.

Moths to a Flame: Followers of Charismatic Leaders. Leadership Scholars' Summit, Center for Leadership and Career Studies, Atlanta, GA December, 1996.

CEO Charismatic Leadership and Firm Performance: A Longitudinal Update. Leadership Scholars' Summit, Center for Leadership and Career Studies, Atlanta, GA December, 1995.

CEOs and Corporate Social Responsibility. Annual Meeting of Business for Social Responsibility. Boston, MA. October, 1994.

CEO Charismatic Leadership and Firm Performance. Leadership Scholars' Summit, Center for Leadership and Career Studies. Atlanta, GA. November, 1993.

CEO Leadership and Performance. CEO Leadership Workshop, Center for Leadership and Career Studies. Atlanta, GA. March, 1993.

TEACHING

ACCOMPLISHMENTS (other than teaching awards)

Envisioned, developed, and taught the “Magnifying your BYU Experience” course in 2017 & 2018 that provided a model and pilot for the BYU required freshman course entitled “UNIV 101: BYU Foundations for Student Success.”

Brigham Young University ranked the #1 MBA program for ethical career preparation, *Bloomberg BusinessWeek* in 2018

Brigham Young University student teams win the 2018 & 2019 Lockheed Martin Engineering Ethics Competition, the 2018 Baylor MBA ethics case competition, and the 2017 University of Washington, Bothel Corporate Social Responsibility case challenge.

Brigham Young University ranked #2 (undergrad) and #8 (MBA) in the world in *ethics* by *Business Week* in 2013.

Coach of the winning MBA team from Brigham Young University in the 2008 University of Denver National MBA Ethics Case Competition.

University of Pittsburgh Executive MBA program ranked #2 in the world in *ethics* by *Business Week* in 2005 (ranking based primarily on alumni survey – taught all ethics courses from 2000 - 2009).

Founder of the Certificate Program in Leadership and Ethics at the University of Pittsburgh (2001) – the first integrated undergraduate program in the world focusing on ethical leadership in business.

Highest rated professor in the joint University of Pittsburgh/Carnegie Mellon University Executive Education Program – Managing Technology Organizations, 2005

COURSES TAUGHT

University 101: BYU Foundations for Student Success. Required BYU freshman course. (2 sections)

EMPA Capstone and Leadership, Executive MPA required course at Brigham Young University. (3 sections)

Magnifying your BYU Experience, Freshman course at Brigham Young University. (2 sections)

Leadership, Executive MPA required course at Brigham Young University. (6 sections)

Accounting Ethics, Masters of Accounting required course at Brigham Young University. (9 sections)

Managerial Ethics, Undergraduate required course at Brigham Young University. (19 sections)

Philosophy of Science and Research Methods. Pre-doctoral seminar at Brigham Young University. (11 sections)

Seminar in Individual and Organizational Ethics. Pre-doctoral seminar at Brigham Young University. (1 section)

Business Ethics and Social Performance, MBA and Executive MBA Required Course at the University of Pittsburgh and Brigham Young University (courses taught in Provo, Salt Lake City, Pittsburgh, Sao Paulo, Bratislava, and Prague). (74 Sections)

Business Environment (Business, Government & Society), Introductory Required Undergraduate & Graduate Course at the University of Washington and the University of Pittsburgh. (18 Sections)

Strategic Leadership, MBA and Executive MBA Elective at the University of Pittsburgh (courses taught in Pittsburgh, Prague, and Sao Paulo). (8 sections)

Empirical Research in Corporate Leadership, Ethics, and Social Responsibility, Doctoral Seminar at the University of Pittsburgh. (3 sections)

Research Design, Doctoral Seminar at the University of Pittsburgh. (1 section)

Senior Seminar in Leadership and Ethics, Undergraduate elective at the University of Pittsburgh (2 sections)

Organization Theory, Introductory Required Undergraduate Course at the University of Washington and Emory University. (3 Sections)

OTHER

Certificate in Ethical Leadership, BYU Management Society – Pilot program with Taiwan and Benin chapters, and the Administrative Leadership of the BYUMS.

Business Ethics, Executive Development at Carnegie Mellon University and University of Pittsburgh.

Executive Leadership for Women, Executive Development at the University of Pittsburgh

Introduction to Business, Authored a workbook and taught a ten hour seminar to incoming MBA students at the University of Pittsburgh on fundamental aspects of contemporary business.

GRANTS

PERSONAL

2015 MEG Grant, Brigham Young University (\$19,500) Wrote a proposal and secured funding for research on the ethical development of business students with emphasis on mentoring students in this research.

2014 National Science Foundation (\$120,296) Worked on proposal and awarded funding to study the ethical development of engineering students (Co-PI; Gregg Warnick, PI)

- 2008 Wheatley Institution (*\$20,000*) Awarded funding to study the activities of institutions in the United States who are working to combat a perceived decline of ethics.
- 2007 Lipson Fund (*\$36,000*) Wrote a proposal and secured funding for research on individual ethical development, with emphasis on the measurement of ethical development during business school.
- 2001 Ethics Resource Center (*\$3000*) Wrote a proposal and secured funding for research on ethical role modeling in business.
- 1999 International Business Center (*\$3000*) Wrote a proposal and secured funding for internationalizing the undergraduate ethics course, including further development of the International Business Ethics Web site.
- 1999 International Business Center (*\$2500*) Wrote a proposal and secured funding for research on institutionalization of organizational ethics in countries outside the U.S.
- 1998 Sloan Foundation (*\$5000*) Wrote a proposal and secured funding from the Sloan Foundation's "Redefining the Corporation" project, for empirical research investigating relationships between CEO values, stakeholder salience, and CSP.
- 1997 University of Pittsburgh (*\$18934*) Worked with Drs. Barry Mitnick and Donna Wood to secure funding for the development of Quikcase.
- 1996 International Business Center (*\$3000*) Wrote a proposal and secured funding for internationalizing the MBA Business Ethics course, including development of the first International Business Ethics Web site.
- 1995 Keystone Foundation (*\$4750*). Together with Dr. Ron Mitchell, secured funding from a private foundation for research on leadership and stakeholder relationships.
- 1995 Central Research Development Fund (*\$2900*). Wrote a proposal and secured funding from the University of Pittsburgh for studying leadership through secondary video-based sources.
- 1994 Institute for Industrial Competitiveness (*\$5000*). Wrote a proposal and secured funding for research on Chief Executive Officers.
- 1991 Arthur Andersen Fellowship (*\$100,000*). Wrote a proposal and worked with the Director of the Center for Leadership and Career Studies to secure a grant for a large study on CEOs.

1989 Graduate School Research Fund (\$7500). Wrote a proposal and secured funding from the University of Washington for research by Dr. Patricia Kelley and myself on Corporate Political Action Committees.

ORGANIZATONAL

2020 Developed the idea and vision for a BYU Marriott School Ethics Center. Wrote the proposal together with Dean Brigitte Madrian that resulted in the BYU Sorensen Center for Moral and Ethical Leadership with a \$40 million endowment.

Chair, Wheatley Ethics Initiative

2018 \$34,000 Wheatley Ethics Advisory Council
2017 \$31,000 Wheatley Ethics Advisory Council
2016 \$30,000 Wheatley Ethics Advisory Council

Director, David Berg Center for Ethics and Leadership

2002 – 2007 \$50,000 annually from the Berg Foundation in NYC.
2001 \$25,000 from the Berg Foundation in NYC.
2000 \$20,000 from Alcoa.

1998 Provided the initial contact and leadership in raising \$1.5 million from Ken Woodcock for the Katz Graduate School of Business.

PROFESSIONAL MEMBERSHIPS

Member, Academy of Management
Member, Society for Business Ethics
Member, International Society of Business, Economics, and Ethics
Founding Member, International Association for Business and Society
Member, Ethics and Compliance Initiative
Member, Society for Corporate Compliance and Ethics
Member, Association for Practical and Professional Ethics

SERVICE

PROFESSIONAL

2016-present Chair, Writing Camp, International Association for Business and Society
2015-present Chair, Teaching Ethics Workshop, Society for Business Ethics
1991-present Reviewer, Session Chairperson, and Discussant for the Academy of Management, Society for Business Ethics and the International Association for Business and Society
2022-2025 President, Fellows of the International Association for Business and Society
2010-2019 Chair, Biennial Conference on Ethics Teaching in Universities, sponsored by the Wheatley Institution and the Society for Business Ethics

- 2020-2021 Chair, Ethics Center Directors Summit, Association for Practical and Professional Ethics.
- 2014-2019 Elected Leader of the International Association for Business and Society (Assistant Program Chair in 2014 - 2015, Conference Chair in 2015 - 2016, President-Elect in 2016 - 2017, President in 2017 - 2018, Past President in 2018 - 2019)
- 2018 Chair, Ethics Center Directors Summit, Association for Practical and Professional Ethics, Dallas, TX
- 2014-2015 Chair of the Teaching Development Workshops for the Social Issues in Management Division of the Academy of Management
- 2012-2014 Co-Chair (w/ Pat Murphy), Teaching Virtue Conferences between BYU and Notre Dame
- 2008-2009 Advisory Council, United Way of America - Center on Philanthropy at Indiana University
- 2004-2008 Board of Advisors of the Johnson Institute for Leadership and Accountability in the Graduate School of Public and International Affairs at the University of Pittsburgh
- 2002-2008 Steering Committee of the Bi-annual Conference on Social Responsibility, sponsored by the Bosch Institute at Carnegie Mellon University
- 2002-2003 Member of the Executive Board of the International Association for Business and Society
- 1999-2002 Member of the Executive Committee and Newsletter Editor for the Social Issues in Management Division of the Academy of Management.
- 1999-2000 Member of the Business, Government, and Society Curriculum Review Committee of the Social Issues in Management Division of the Academy of Management.
- 1999-2001 Elected member of the Best Paper Award Committee of the International Association for Business and Society
- 1997-1999 Best Book Award Committee of the Social Issues in Management Division of the Academy of Management
- 1998 Chair of the Best Book Award Committee of the Social Issues in Management Division of the Academy of Management
- 1995-1998 Research Committee of the Social Issues in Management Division of the Academy of Management.
- 1993-1996 Membership Committee of the Social Issues in Management Division of the Academy of Management
- 1989-1990 Elected President of the Doctor of Business Administration Association (student organization of business Ph.D. students at the University of Washington)

EDITORIAL

- 2015-present Editorial Board Member of Business Ethics Quarterly
- 2009-2011 Editor, with Ron Mitchell, James Chrisman, and Laura Spence, of a Special Issue of Business Ethics Quarterly on Stakeholder Theory, Ethics, Corporate Social Responsibility, and Family Enterprise.

1990-present Ad-hoc reviewer for Academy of Management Review, Academy of Management Journal, Business Ethics Quarterly, Business and Society, Journal of Business Ethics, Organization Studies, Organization Science, Strategic Management Journal, Journal of International Business Studies, Sex Roles, Journal of Organizational Behavior, Administrative Science Quarterly, Psychology of Women Quarterly.

UNIVERSITY

Brigham Young University (BYU)

2025-present University Academic Review Committee
2019-present Board of Directors, BYU Management Society (VP, Curriculum)
2011-present Honor Code Advisory Council
2022-2025 Faculty Advisory Council
2015-2018 Faculty Advisory Council

Wheatley Institution (BYU)

2008-2020 Chair of the Ethics Initiative

Marriott School of Management/Business (BYU)

2011-2019 Global Steering Committee, BYU Management Society
2012-2015 Promotion and Continuing Faculty Status Committee
2010-2015 Faculty Advisor to the Pre-PhD Club
2009-2013 MBA Committee

Romney Institute of Public Service and Ethics (BYU)

2022-present Member of the Promotion and Continuing Faculty Status Committee
2015-present Member of the Ethics Committee
2014-2022 Chair of the Promotion and Continuing Faculty Status Committee
2012-2013 Chair of the Faculty Hiring Committee

Katz Graduate School of Business, University of Pittsburgh

2008-2009 Taskforce on Experiential Learning
2008-2009 Taskforce on Reengineering and Restructuring
2004-2009 Doctoral Programs Committee
1999-2008 Steering Committee of the Berg Center for Leadership and Ethics.
2001-2007 EMBA Programs Committee
1998-2001 MBA Programs Committee.
1996-1998 Affirmative Action Committee.
1995-1996 Elected member of the Executive Committee.
1995-1996 Doctoral Programs Committee.

1992-1995 Undergraduate Programs Committee.

Dissertation Committees (Chair)*

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| Jae Lee, PhD, 2015 | <u>Corporate Social Responsibility</u> , Texas Tech University |
| *M-C Ingerson, PhD, 2014 | <u>Ethics in Negotiations</u> . Brigham Young University |
| Doug Matty, PhD, 2011 | <u>Enterprise Architecture Shapes Stakeholder Salience Influence on Enterprise Value-creation</u> . Massachusetts Institute of Technology |
| John Lipinski III, PhD, 2007 | <u>How Entrepreneurs' backgrounds influence methods of building a team</u> . University of Pittsburgh |
| Adele Queiroz, PhD 2007 | <u>International Corporate Citizenship</u> . University of Pittsburgh |
| Ron Roman, PhD, 2005 | <u>Ethical Decision-Making under Time Constraints</u> . University of Pittsburgh |
| Sefa Hayibor, PhD, 2005 | <u>Decision-Making Bias in Stakeholder Prioritization</u> . University of Pittsburgh |
| *Craig Caldwell, PhD. 2003 | <u>Understanding and Testing the Antecedents to Interorganizational trust</u> . University of Pittsburgh |
| Mark Cordano, PhD, 1998 | <u>Environmental Attitudes and Environmental Management Behavior: An Application of the Theory of Planned Behavior</u> . University of Pittsburgh |
| Reginald Litz, PhD, 1997 | <u>Lilleputian Strategies</u> . Finalist for Best Dissertation Award, BPS division of the Academy of Management. University of Pittsburgh |
| Susan Key, PhD, 1995 | <u>Do Manager's Matter? The Role of Managerial Discretion in Corporate Social Responsibility Decisions</u> . University of Pittsburgh |

Master's Thesis Committees

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| Parry F. Garff, 2014 | <u>The Influence of University Related International Experience, Volunteer Service, and Service-Learning on Moral Growth</u> |
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Undergraduate Thesis Committees (Chair)*

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| Corinne Ingerson, 2025 | Currently developing project |
| *Bradley Goronson, 2019 | <u>An Integrated Model of Ethical Capital and Relational Wealth of the Firm</u> |

COMMUNITY – NATIONAL

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| 2024-present | Member and Contributor, Safeguarddemocracy.org |
| 2022-2024 | Board of Directors, New England Science and Sailing |

- 2011- 2018 Ethics Committee, USA Synchro (United States Olympic Committee for Synchronized Swimming)
- 2004 - 2006 Board of Directors, Oncology Nursing Society (33,000 member professional association).

COMMUNITY - LOCAL

- 2011-2012 Local Leader in the Boy Scouts of America, Greater Salt Lake Council
- 2006-2009 Founder, President, & Past-President, Pittsburgh LDS Professional Association: Pittsburgh Chapter of the BYU Management Society
- 2004-2008 Co-Chairman, Pittsburgh Business Ethics Awards, sponsored by the Society of Financial Services Professionals
- 2003-2004 Pro-bono strategic consulting with the Woodlands Foundation
- 2001-2004 Steering Committee of the Pittsburgh Business Ethics Awards, sponsored by the Society of Financial Service Professionals
- 2000-2002 Officer in the Seneca Valley High School Band Boosters Organization (Vice President in 2001) and Voice of the Marching Band
- 1994-1999 Coach in Cranberry Township, PA junior baseball, softball, and basketball leagues
- 1990-2007 Local Leader in the Boy Scouts of America, Greater Atlanta and Greater Pittsburgh Councils

CHURCH (Church of Jesus Christ of Latter-Day Saints)

- 2025-present President of the Jamestown Branch
- 2021-2025 Young Single Advisor in the Meadow Wood Ward
- 2018-2021 Elders Quorum President in the Meadow Wood Ward
- 2016-2018 Assistant Teachers' Quorum Advisor in the Meadow Wood Ward
- 2012-2016 High Council of the Edgemont Stake
- 2011-2012 Teachers' Quorum Advisor in the Meadow Wood Ward
- 2009-2011 Sunday School and High Priest Instructor in the Meadow Wood Ward
- 2006-2009 Institute teacher and young single adult advisor for the Pittsburgh North Stake; Chair of the regional young single adult committee
- 2001-2006 Bishop of the Cranberry Ward
- 2000-2002 Early morning seminary instructor
- 1999-2002 High Council of the Pittsburgh North Stake
- 1997-1999 Bishopric of the Pittsburgh 4th Ward
- 1995-1997 Deacon's Quorum Advisor and Scoutmaster in the Pittsburgh 4th Ward
- 1994-1995 Executive Secretary in the Pittsburgh 4th Ward
- 1992-1994 Young Men's President in the Pittsburgh 4th Ward
- 1990-1992 Deacon's Quorum Advisor in the Lilburn Ward
- 1982-1990 Elders Quorum President, Elders Quorum Instructor, Ward Mission Leader, Stake Athletic Director, Ward Music Chairman, Assistant Stake Clerk
- 1980-1982 Full-time Missionary of the Church of Jesus Christ of Latter-Day Saints (Germany, Munich Mission).

OTHER BUSINESS EXPERIENCE

- 2016 – present Founder, Chairman, and Chief Scientist, Merit Leadership.
- 2014 - present Board of Advisors, RLG Capital, Park City, UT.
- 1992 - present Consulting and training with CEOs, boards of directors, and other executives on ethics, leadership, and governance issues. Clients have included Alcoa, Ceska Sporitelna, Crown Castle, DFS, Elliott, Ellwood Group, Federated Investors, Giant Eagle, Kennametal, LB Foster, Marathon Petroleum, Mellon Financial, Michael Baker, Oncology Nursing Society, ON Semiconductor, Qualtrics, Philip Pelusi, Squires Accounting, St.Clair Hospital, U.S. Marine Corps., US Steel, USAA, and Wabtec.
- 2012 - 2021 Expert Witness in Business Ethics Legal Cases: FabianVanCott; Parr Brown Gee & Loveless; Mark Anderson, Esq.; Thorpe, North, & Western
- 2000 – 2010 Board of Advisors, Mosaica Education Inc. (2nd largest charter school management company in the U.S., *Inc. 500* member, #1 on *Inc. Inner-City 100* in 2005)
- 1986 - 1988 Senior Programmer/Analyst, Seattle First National Bank (Seafirst), a subsidiary of Bank of America.
- 1985 Intern, IBM, Manufacturing Technology Center, Boca Raton, FL. Worked on planning systems for industrial robots and computers.
- 1984 - 1986 Part-time personal computer hardware/software specialist in the Marriott School of Management at Brigham Young University, Provo, UT.

MEDIA EXPERIENCES

Guest appearances on CNBC's *Morning Call*, *Power Lunch*, and *Closing Bell*, KDKA's *Sunday Morning* and *Sunday Business Page*, KDKA radio's *Morning Show* and *Weekend Edition*, WPXI's *Our Region's Business*, KUTV News, BYU radio's *Thinking Aloud* and *Matt Townsend Show*, and KMTI's *Table Talk*, and the following podcasts: Kurt Francom's *Leading Saints*, Tom English's *Real Clear Values*, Janet Perry's *nonfiction4life*, and Sandra Waddock's *Intellectual Shamans*.

Quoted and research cited in most major news outlets including the WSJ, USA Today, US News and World Report, Washington Post, The Mercury News, The Detroit News, CNN, etc.

Newspaper Editorials:

Why good people support Donald Trump. *Pittsburgh Post-Gazette*, August 29, 2024 (with Travis Ruddle).

Bradley R. Agle: A Republican Harris voters' plea. *Pittsburgh Post-Gazette*, August 16, 2024

In a divided America, humility and love will help us heal, *DeseretNews*, November 11, 2020

This election cycle, remember that character matters, *DeseretNews*, October 20, 2020

How Hollywood got it wrong and its effect on Ferguson, *DeseretNews*, September 9, 2014

Can We Trust Mylan? *Pittsburgh Post-Gazette*, August 10, 2008