

## **J.S. NELSON**

JS\_Nelson@pitt.edu; 303.641.0344

[JSNelson.net](#); [SelectedWorks](#); [SSRN](#)

*Working at the intersection of corporate and criminal law, Professor Nelson researches and writes on white collar crime and corporate misconduct. Nelson brings a deep, diverse background to business law, bridging both business and law school. Active scholarly and public profile with appearances on venues such as the TODAY Show and NBC News Now.*

### **SELECT ACADEMIC APPOINTMENTS**

#### **Current**

UNIVERSITY OF PITTSBURGH, Professor of Law (tenured), 2024-; Visiting Prof. of Law, 2023.

Courses: Business Organizations (Corporate Law, Partnership & Agency); Corporate & White Collar Crime; Corporate & Venture Finance.

#### **Previous**

HARVARD UNIVERSITY

HARVARD LAW SCHOOL, Visiting Researcher, Program on Negotiation, 2022-23. Working on next book.

HARVARD BUSINESS SCHOOL, Visiting Associate Professor, General Management, 2021-22.

Recipient of visiting professorship to research and teach in HBS's Leadership and Corporate Accountability program. Approximately a thousand students a year take the required LCA course at HBS. HBS course materials are additionally sold to business schools around the world. Invited back a second year. • LCA Module Co-Captain, 2022 • Future of Work Group, 2022-

VILLANOVA UNIVERSITY

Professor of Law (tenured), 2022-23; Associate Professor of Law (Business Ethics), 2017-22. On leave 2021-23.

First known appointment for business ethics in a U.S. law school. Appointed in Villanova's law school with a courtesy appointment in the Management and Operations Department of the University's business school.

• Courses: Corporate & White Collar Crime, Business Organizations (Corporate Law, Partnership & Agency), Business Ethics, and Law & Management. • Affiliated faculty: David F. and Constance B. GirardiCarlo Center for Ethics, Integrity and Compliance; and the John F. Scarpa Center for Law and Entrepreneurship. • Diane Ambler Faculty Scholarship Award, 2021 • Classroom Innovation Grant, 2018.

STANFORD U. GRAD. SCH. OF BUS., Center for Entrepreneurial Studies, Advisor, 2013–2017.

Presented series of workshops for MBA and graduate students. Topics included "How to Use Your Lawyer for Your Best Value as a Start-up" and "Practical Tips for Negotiating Start-up Financing Events: Angel Investors and VC Term Sheets." Performance rating "phenomenal."

U.C. BERKELEY HAAS SCH. OF BUS., Faculty Mentor, 2013.

Mentored MBA students in the *New Venture Finance* class. 100% "rehire" reviews.

CALIF. STATE U. AT FULLERTON MIHAYLO COLL. OF BUS. AND ECON., Adjunct Prof., 2011–2012.

Taught classes *Business and Its Legal Environment* and *Commercial Law* (undergraduate students). Participated in curriculum design for the fourth-largest business school in the country. Performance review summary: "very knowledgeable, well-prepared, organized, enthusiastic, interactive, and highly engaging."

CLAREMONT U. PETER F. DRUCKER AND MASATOSHI ITO GRAD. SCH. OF MGMT., Adjunct Prof., 2010.

Taught class *Business Law & Ethics* (MBA and Executive MBA students). Focus of the class was on keeping practicing businesspeople out of legal trouble.

WESTERN STATE COLO. U., Instructor, 2008.

Taught class *Your Civil Rights: Street Law for Adults* (undergrad. and graduate students, cross-listed in Political Science and Extended Studies departments). Focus of the class was on criminal procedure, criminal law, and civil rights.

## TEACHING INTERESTS

*Primary:* Corporations/Business Associations/Organizations (Corporate Law, Partnership & Agency); Corp. & White Collar Crime; Corp./Venture Finance; Business Ethics; Law & Management.; Law & Technology

*Secondary:* Business Bootcamp for Lawyers; Securities Regulation; Contracts; Criminal Law; Crim. Procedure; Adv. Topics in Corp. L.

## EDUCATION

HARVARD LAW SCHOOL, J.D.

*Harvard Law Review*, Editor and Supreme Court Co-Chair

John E. Thayer University Prize for Most Meritorious Scholar

Irving R. Kaufman Public Service Fellowship

Samuel J. Heyman Fellowship Prize for Public Interest Work

YALE UNIVERSITY, B.A., Political Science, *honors and distinction in the major*

Clement Prize for Best Senior Thesis on American Topic

Frank M. Patterson Prize for Research in Political Science

Block Fellowship for Research in Media and Government

Hugh P. Brady Prize for Outstanding Student from the Northwest

## ADDITIONAL PAPER AWARDS, RECOGNITION, KEYNOTES AND NAMED LECTURESHIPS

- Ralph Bunche Outstanding Int'l Paper Award, Acad. of Legal Stud. in Bus. (2022 & 2016)
- Holmes-Cardozo Award Finalist, Acad. of Legal Stud. in Bus. (2022)
- Albers Ethics Week Scholar-in-Residence, Center for Bus. Ethics, Seattle U. (2022)
- 36th Annual Francis G. Pileggi Distinguished Lecture in Law, Del. J. of Corp. L. (2022)
- Selected for New and Emerging Voices in Workplace Law, Emp. Discrimination L. Section and Lab. Rel. & Emp. L. Section Joint Program, Assoc. of Am. L. Schs. (2020)
- Selected for Emerging Voices in Securities Reg., Sec. Reg. Section, Assoc. of Am. L. Schs. (2020 & 2018)
- Holmes-Cardozo Award, Acad. of Legal Stud. in Bus. (2017)
- Distinguished Proceedings Paper, Acad. of Legal Stud. in Bus. (2017 & 2013)
- Best Paper Award, Western Acad. of Legal Stud. in Bus. (2016 & 2014)
- Outstanding Proceedings Award, Acad. of Legal Stud. in Bus. (2015)
- Outstanding Paper, Pacific Southwest Acad. of Legal Stud. in Bus. (2014)

## ADDITIONAL FUNDING, FELLOWSHIPS, & APPOINTMENTS

COMPLIANCE.NET, Convener; Steering Committee; Current President.

ComplianceNet is an interdisciplinary network to disseminate and synthesize research about compliance. Host organizer for 2019 conference. Have helped to organize the network and every conference since.

- Chair, Ethics Section, Acad. of Legal Stud. in Bus. (2024-)
- Co-organizer, Corporate and Securities Law Collaborative Research Network, Law & Society (2023-)
- Executive Committee, AALS Section on Financial Regulation (2023-)
- Vice-Chair, Ethics Section, Acad. of Legal Stud. in Bus. (2023-2024)
- Awards Chair, Ethics Section, Acad. of Legal Stud. in Bus. (2022-2023)
- Chair, Entrepreneurship Section Interest Group, Tech. Section, Acad. of Legal Studies in Bus. (2021-22)

- Hayek Fund for Scholars Grant, Inst. for Humane Stud. (2020)
- Collaborator, Ethical Systems, NYU Stern Sch. of Bus. (2019-)
- Co-founder, Acad. of Legal Studies in Bus. new section on Law & Management (2018-)
- Classroom Innovation Grant, Villanova University (2018)
- External Affiliate, Ostrom Workshop, Research Program on Cybersecurity and Internet Governance, Indiana University Bloomington (2017-)
- Network Fellow, Institute for Corruption Studies (2017-)
- Editor for Entrepreneurship Law, Ewing Marion Kauffman Found., EshipLaw.org (2016-)
- Senior Fellow, The Wharton School, Univ. of Penn. Carol and Lawrence Zicklin Center for Business Ethics Research (2015-)
- Gaylord Jentz Memorial Scholarship, Acad. of Legal Studies in Bus. (2015)

## PUBLICATIONS

### BOOKS

129. [BUSINESS ETHICS: WHAT EVERYONE NEEDS TO KNOW](#), co-authorship with Lynn A. Stout, Oxford U. Press (2022). • Nominated before publication for Next Big Idea Club Winter 2021-22 (curated by Malcolm Gladwell, Adam Grant, Susan Cain, and Daniel Pink). • Book promotional video available [here](#). • Book Bites, Winter 2022 Nominee, material [here](#). • Full audio book released and available [here](#).

### BOOK CHAPTERS

128. *A Critique of Corporate Criminal Liability in the U.S.*, in CONTEMPORARY ECONOMIC CRIMES (Michala Meiselles, et al., eds., Routledge Publ'g, forthcoming).
127. *The Future of the Company and Its Liabilities: Watching the ESG Space*, in THE EDWARD ELGAR RESEARCH HANDBOOK ON CORPORATE LIABILITY (Martin Petrin & Christian Witting, eds., Edward Elgar Publ'g, forthcoming).
126. *Corporate Governance as a Source of Competitive Advantage*, LAW & MANAGEMENT (Antoine Mason, et al., eds., Oxford U. Press, forthcoming).
125. *Oversurveillance: Less Surveillance for Better Corporate Governance and Reduced Financial Crime*, in CORPORATE GOVERNANCE, ORGANIZATIONAL ETHICS, AND PREVENTION STRATEGIES AGAINST FINANCIAL CRIME (Hyacinthe Yirlie Somé, Narjess Boubakri & Omrane Guedhami, eds., Springer Publ'g, 2025).
124. *Compliance and Management ("The Dark Side of Compliance")*, in CAMBRIDGE HANDBOOK OF COMPLIANCE, D. Daniel Sokol & Benjamin van Rooij, eds., Cambridge U. Press (2021). • Keynote to IAE Bus. Sch., Buenos Aires, Argentina, *The Dark Side of Compliance*, July 3, 2020 (over virtual platform during the coronavirus outbreak). • Featured in law-partner response to chapter: Jeffrey M. Kaplan, [Does Compliance Have a Dark Side?](#), Conflict of Interest Blog, Dec. 27, 2019. • Highlighted in [Nelson on The Dark Side of Compliance](#), CrimProf Blog, Sept. 23, 2019.
123. *Bringing Ethics Back to Friedman's Call to Purpose for the Next 50 Years*, in MILTON FRIEDMAN 50 YEARS LATER, A REEVALUATION (Luigi Zingales, Jana Kasperkevic, & Asher Schechter, eds., ProMarket, Stigler Ctr. for the Study of the Econ. and the State, U. Chi., Booth Sch. of Bus., 2020).

TRADITIONAL LAW-REVIEW ARTICLES

122. [Corporate Criminal ESG](#), 109 IOWA L. REV. 1429 (2024) • Winner: Ralph Bunche Outstanding Int'l Paper Award, 2022 Acad. of Legal Stud. in Bus. • Highlighted in Columbia L. Sch.'s *Blue Sky*, NYU L. Sch.'s *Compliance and Enforcement*, and Duke L. Sch.'s *Global Markets* blogs. Subject of guest Regulatory L. & Pol'y class at U. Penn. L. Sch.
121. [Cryptocommunity Currencies](#), 105 CORNELL L. REV. 3, 101 (2020). • Selected by AALS Sec. Reg. for 2020 "Emerging Voices in Securities Regulation;" • Highlighted in Columbia L. Sch.'s *Blue Sky*, Duke L. Sch.'s *Global Markets*, and Harvard L. Sch.'s *Just Money* blogs.
120. [Management Culture & Surveillance](#) (Berle XI Symp. on Corp. Culture) 43 SEATTLE L. REV. 2, 631 (2020) (solicited manuscript and presentation). • Selected by AALS Emp. Discrimination L. Section and Lab. Rel. & Emp. L. Section Joint Program for 2020 "New and Emerging Voices in Workplace Law;" • Highlighted in Columbia L. Sch.'s *Blue Sky* and Duke L. Sch.'s *Global Markets* blogs. • Featured in its own episode of Stanford L. Sch.'s *Business Scholars* podcast.
119. [Disclosure-Driven Crime](#), 52 U.C. DAVIS L. REV. 3, 1487 (2019) (formerly [The Criminal Bug: Volkswagen's Middle Management](#) and ['Don't Ask, Don't Tell' Corporate Crime](#)); • Winner: Holmes-Cardozo Award, 2017 Acad. of Legal Stud. in Bus.; • Winner: Distinguished Proceedings Paper, 2017 Acad. of Legal Stud. in Bus.; • Selected by AALS Sec. Reg. for 2018 "Emerging Voices in Securities Regulation"; • Selected by AALS Crim. Justice for 2017 ABA Crim. Justice Roundtable; • Selected for 2017-18 Wharton Zicklin Ctr. Normative Bus. Ethics Workshop; • Highlighted as best new research by Oxford University's *Business Law* blog. Re-post and special mention by the *Business Law Prof* blog. Post solicited by Columbia L. Sch.'s *Blue Sky* blog. Featured in Lawrence B. Solum, [Nelson on Disclosure-Driven Crime](#), Legal Theory Blog, Feb. 27, 2019.
118. [Paper Dragon Thieves](#), 105 GEO. L.J. 4, 871 (2017) (Formerly: *The Corporate Shell Game*). Winner: Ralph Bunche Outstanding Int'l Paper Award, 2016 Acad. of Legal Stud. in Bus.; • Winner: Best Paper Award, 2016 Western Acad. of Legal Stud. in Bus.; • Basis of Doctoral Dissertation applying ideas to Scandinavia and the European Union, "Monsoon Paper Dragons," Shruti Kashyap, Uppsala University, Sweden (2020).
117. [The Corporate Conspiracy Vacuum](#), 37 CARDOZO L. REV. 1, 249 (2015) (special request for second article after publication of first in series) (Formerly: *Corporate Conspiracy: How Not Calling a Conspiracy a Conspiracy Is Warping the Law on Corporate Wrongdoing*); • Winner: Outstanding Proceedings Award, 2015 Acad. of Legal Stud. in Bus.; • Winner: Outstanding Paper, 2014 Pacific Southwest Acad. of Legal Stud. in Bus.; • Translation into Chinese and publication for the Chinese market.
116. [The Intracorporate Conspiracy Trap](#), 36 CARDOZO L. REV. 3, 969 (2015) (Formerly: *Perverse Incentives and Corporate Conspiracy: Why We Are Asking the Wrong Basic Question in Assessing Personal Liability for Corporations and Their Agents*); • Winner: Best Paper Award, 2014 Western Acad. of Legal Stud. in Bus.
115. [When Criminal Prosecution of a Business and its Employees Creates a Conflict of Interest: Does Independent Counsel Address the Conflict?](#) (with Richard O. Parry), 20 J. OF LEGAL STUD. IN BUS. (2015-16) (peer-reviewed specialty journal within the Acad. of Legal Stud. in Bus.).
114. [Protecting Employee Rights and Prosecuting Corporate Crimes: A Proposal for Criminal Cumis Counsel](#) (with Richard O. Parry), 10 BERKELEY BUS. L.J. 1, 115 (2013) (#1 business law journal by 2011 impact statistics when submitting in 2012).
113. Note: [Federal Courts—Proposed Changes to the Ninth Circuit and the Federal Courts of Appeals—Final Report of the Commission on Structural Alternatives for the Federal Courts of Appeals; and S. 253, the Ninth Circuit Reorganization Act](#), 113 HARV. L. REV. 3, 822 (2000).

## SELECT MANAGEMENT AND TRANSLATION PIECES

112. [\*Fiduciary Duties Law for Managers: An Overview\*](#), HARV. BUS. PUBL'G, HBS # 322-073, Nov. 2021 (with Trevor Fetter). Mandatory reading for Harvard Business School MBA students, and resold as curriculum for business schools around the world.
111. [\*Sexual Misconduct in the Workplace: Considerations for Managers\*](#), HARV. BUS. PUBL'G, HBS # 322-085, Jan. 2022 (with Trevor Fetter). Worldwide impact same as above.
110. *Business Ethics: What the Corporate Law Bench and Bar Need to Know* (Francis G. Pileggi Distinguished Lecture in Law), 47 DEL. J. CORP. L. 1, \_\_\_\_ (forthcoming).
109. [\*Foreword to 2021 Norman J. Shachoy Symposium: Practical Ethics in Corporate Law: The Science, Instruction and "Real-World" Application\*](#), 66 VILL. L. REV. 875 (2022).
108. [\*Behavioral Ethics: The Science, Practical Ethics in Corporate Law: The Science, Instruction and "Real-World" Application \(2021 Norman J. Shachoy Symp.\)\*](#), 66 VILL. L. REV. 889 (2022) (moderator with panelists Niki den Nieuwenboer, Ann Tenbrunsel, and Linda K. Treviño).
107. [\*Lessons Learned from Research, Practical Ethics in Corporate Law: The Science, Instruction and "Real-World" Application \(2021 Norman J. Shachoy Symp.\)\*](#), 66 VILL. L. REV. 901 (2022) (moderator with panelists Niki den Nieuwenboer, Ann Tenbrunsel, and Linda K. Treviño).
106. [\*Workplace Surveillance\*](#), in ETHICAL SYSTEMS (ed. with Brian Harward, reference work for researchers and the public, 2020 onwards).
105. [\*A Path to Developing More Insightful Business School Graduates: A Systems-Based, Experiential Approach to Integrating Law, Strategy, and Sustainability\*](#) (with Constance E. Bagley, Adam J. Sulkowski, Sandra A. Waddock, and Paul Shrivastava), ACAD. OF MGMT. LEARNING AND EDUC. (2019) ("A"-level double-blind, peer-reviewed journal; Israeli Studies Review 2022 impact score of 4.0, and h-index of 83). Online first Nov. 2019; [selected](#) for print edition Vol. 19, No. 4; print released Dec. 1, 2020; [online print edition](#) released Dec. 23, 2020.
104. [\*The Corruption Norm\*](#), 20 J. OF MGMT. INQUIRY 3, 280 (Nov. 2016) (special issue on corruption, management and organizations) (double-blind peer-reviewed journal of the Western Acad. of Mgmt.; Israeli Studies Review 2022 impact score of 2.87, and h-index of 67).

## RECENT ADDITIONAL PUBLICATIONS

103. [\*How is Corporate Governance a Competitive Advantage?\*](#), COLUM. L. SCH. BLUE SKY BLOG, Apr. 20, 2023; republished in the [OXFORD BUS. L. BLOG](#), May 2, 2023.
102. [\*The Growth in Business Support for Regulation\*](#), UPENN CAREY SCH. OF L. THE REGUL. REV., Apr. 19, 2023.
101. [\*De-Facto Financial Regulation in the Form of Corporate Criminal Liability for ESG is Coming\*](#), THE FINREG BLOG: COMMENTARY BY FACULTY AND AFFILIATES OF THE DUKE L. GLOBAL FIN. MKTS CTR. [hereinafter DUKE L. GLOBAL MKTS] (June 23, 2022).
100. [\*Corporate Criminal Liability for ESG Initiatives Is on Its Way\*](#), COLUM. L. SCH. BLUE SKY BLOG (June 22, 2022).
99. [\*Coming Corporate Criminal Liability for ESG Initiatives\*](#), NYU LAW COMPLIANCE AND ENFORCEMENT, June 2, 2022.

98. [\*The Management Case for Inclusionary Corporate Purpose\*](#), COLUM. L. SCH. BLUE SKY BLOG, Mar. 16, 2021.
97. [\*Bringing Business Ethics Back to Friedman's Call to Purpose\*](#), THE CUSTOMER, Oct. 8, 2020.
96. [\*Bringing Ethics Back to Friedman's Call to Purpose for the Next 50 Years\*](#), U. CHI. PROMARKET BLOG, Oct. 7, 2020; distributed in the Aspen Institute's [IDEAS WORTH TEACHING](#) newsl., Oct. 8, 2020; selected to be [book chapter](#) in MILTON FRIEDMAN 50 YEARS LATER, A REEVALUATION (Luigi Zingales, Jana Kasperkevic, & Asher Schechter, eds., ProMarket, Stigler Ctr. for the Study of the Econ. and the State, U. Chi., Booth Sch. of Bus., 2020).
95. [\*Straight Talk About the Business Ethics of Workplace Surveillance\*](#), ETHICAL SYS. BLOG, June 21, 2020; [introduction and video](#) published in the ETHICAL SYS. NEWSL., July 7, 2020.
94. [\*Opinion: 5 Ethical Challenges Employers Will Face as They Reopen\*](#), HR DEEP DIVE, June 17, 2020; selected for [Bus. Ethics Highlights](#), June 19, 2020.
93. [\*5 Ethical Challenges During COVID-19 That Businesses Need to Meet\*](#), N.Y.U. ETHICAL SYS. NEWSL., June 3, 2020.
92. [\*The Case for Cryptocurrencies as a New Category of Regulated Non-Sovereign Fiat Currency\*](#), HARV. L. SCH. JUST MONEY BLOG, Mar. 31, 2020.
91. [\*Why Cryptocurrencies Should Be Evaluated as Fiat Money\*](#), COLUM. L. SCH. BLUE SKY BLOG, Feb. 27, 2020.
90. [\*How Cryptocurrencies Should Be Regulated as Non-Sovereign Fiat Currencies\*](#), DUKE L. GLOBAL MKTS, Feb. 18, 2020.
89. [\*A Warning About the Combination of Management Culture & Surveillance\*](#), DUKE L. GLOBAL MKTS, Feb. 3, 2020.
88. [\*The Potentially Toxic Combination of Management Culture and Modern Surveillance\*](#), COLUM. L. SCH. BLUE SKY BLOG, Jan. 29, 2020.
87. [\*'Don't Ask, Don't Tell' Corporate Crime\*](#), COLUM. L. SCH. BLUE SKY BLOG, July 19, 2017.
86. [\*Law, Management, and Strategy: Collapsing Boundaries and Managing the Interstices\*](#), ACAD. OF MGMT. PROC. (Jan. 2017) (with Adam J. Sulkowski, Constance E. Bagley, Inara Scott, Paul Shrivastava, and Sandra A. Waddock).
85. [\*Notes on the Origin of "The Normalization of Corruption"\*](#), MGMT. INK, Dec. 7, 2016.
84. [\*The Normalization of Corruption and Wells Fargo's 2 Million False Accounts\*](#), MGMT. INK, Dec. 5, 2016.
83. [\*Fumigating the Criminal Bug: New Research on the Insulation of Volkswagen's Middle Management\*](#), OXFORD BUS. L. BLOG, May 5, 2016 (article selected by Oxford as best new research and post solicited by special request; reposted by the editors of the BUS. L. PROF. BLOG as [Josephine Sandler Nelson on Volkswagen](#)).
82. [\*The Ethical Slide, Train Tickets, and Helping the Next Generation of Corporate Leaders to Choose Differently\*](#), THE CONGLOMERATE: BUS., L., ECON. & SOC'Y [hereinafter THE CONGLOM.], Jan. 30, 2015.
81. [\*The Intracorporate Conspiracy Doctrine and D&O Litigation Incentives\*](#), THE CONGLOM., Jan. 29, 2015.

80. [\*The Intracorporate Conspiracy Doctrine and CEO Turnover\*](#), THE CONGLOM., Jan. 28, 2015.
79. [\*Frustration with the Intracorporate Conspiracy Doctrine Distorts Other Areas of Law\*](#), THE CONGLOM., Jan. 27, 2015.
78. [\*The Silenced Connecticut Sex-Abuse Case\*](#), THE CONGLOM., Jan. 26, 2015.
77. [\*How We Should Have Tried Monsignor Lynn\*](#), THE CONGLOM., Jan. 23, 2015.
76. [\*Sex Abuse, Priests, and Corporate Conspiracy\*](#), THE CONGLOM., Jan. 22, 2015.
75. [\*Where are the Prosecutions for Corporate Conspiracy?\*](#), THE CONGLOM., Jan. 21, 2015.
74. [\*Corporate Conspiracy Charges for the Financial Crisis\*](#), THE CONGLOM., Jan. 20, 2015.
73. [\*JPMorgan's Witness and the Holes in Corporate Criminal Law\*](#), THE CONGLOM., Jan. 20, 2015.
72. [\*The Conflict of Interest Inherent in a Corporation Paying for Its Employee's Counsel: A Better Model for Preventing and Addressing Corporate Crime\*](#), THE NETWORK: BUS. AT BERKELEY L., Aug. 19, 2013.

#### RECENT/SELECT MEDIA ENGAGEMENT

71. [\*The Tesla Ethicist: How Can I Reconcile My Tesla Stock Gains With Musk's Skewed Self-Interest?\*](#), CLEANTECHNICA, Dec. 2024 (quoted on Tesla's business model).
70. [\*Elon Musk's Political Involvement Sparks Concerns Over Business Ethics\*](#), THE CRYPTO UPDATES, Nov. 4, 2024 (quoted on the intersection of business, politics, and ethics).
69. [\*Puppets, Drama, Comedy: Getting Creative with Compliance and Ethics Training\*](#), THOMSON REUTERS, Sept. 4, 2024 (background on compliance programs).
68. [\*INSIGHT: Automation, AI Bring Compliance Efficiencies and Human Challenges\*](#), THOMSON REUTERS, Aug. 29, 2024 (quoted on AI and humans in compliance).
67. [\*Elon Musk is Trying to Reestablish Himself as a Moral Authority on AI. Don't Buy It\*](#), SAN FRANCISCO CHRONICLE, March 12, 2024.
66. [\*At Elon University, Sharing a Name with the Controversial Billionaire is a Joke That's Getting Old\*](#), FORTUNE, Aug. 12, 2023, republished in [YAHOO! FINANCE](#) (quoted on reputational values).
65. *Artificial Intelligence and Criminality* (live radio interview), MITCH ALBOM SHOW, Cumulus Radio Network, June 14, 2023 (heard in 38 U.S. states, a portion of Canada, and in Michigan on WJR 760).
64. [\*Criminals are Using AI in Terrifying Ways — And It's Only Going to Get Worse\*](#), N.Y. POST, May 10, 2023 (quoted use of artificial intelligence technology).
63. [\*How Companies are Surveilling WFH Employees with 'Tattleware.'\*](#) THE TODAY SHOW, Mar. 28, 2023 (show watched by over three million viewers) (return appearance; interviewed on surveillance software in the workplace).

62. [\*Business Ethics: What Everyone Needs to Know\*](#), STIGLER CNTR. FOR THE STUDY OF THE ECON. AND THE STATE, The U. of Chicago, Booth Sch. of Bus., Mar. 6, 2023 (presentation for students, faculty, alumni, and others; archived with Center for the public).
61. [\*I Can Read Your Mind\*](#), BRIEFINGS MAG., Korn Ferry Int'l, Feb./Mar. 2023 (circulation of over a quarter of a million C-suite executives around the world) (quoted on workplace surveillance reading emotions).
60. [\*You Shouldn't Be a Jerk to Get Ahead\*](#), HARVARD LAW TODAY, Feb. 6, 2023 (interview on the destructiveness of unethical business behavior, and the positive impacts of business ethics); republished in the HARVARD UNIVERSITY GAZETTE.
59. [\*The New Face of Fraud—Marquee Education and Privileged Access\*](#), FORBES, Feb. 6, 2023 (quoted on privilege and fraud).
58. [\*Yes, Your Boss Can Ban You from Using TikTok on a Work Device\*](#), GOVERNING MAG., Feb. 2, 2023 (quoted on private employers and TikTok).
57. [\*Can Your Boss Ban You from Using TikTok? Yes, But Here's What You Should Know\*](#), CHARLOTTE OBSERVER, Feb. 1, 2023 (reprint).
56. [\*Can Your Boss Block You from Using TikTok? Yes, But Here's What You Should Know\*](#), MIAMI HERALD, Feb. 1, 2023 (quoted on constitutionality of bans by private employers, and highlighting data privacy issues).
55. [\*Why a Government TikTok Ban Won't be Coming to Your Phone Anytime Soon\*](#), YAHOO! FINANCE, Jan. 20, 2023 (discussing employment and data privacy).
54. *Managing for Savvy Business Ethics*, ETHICO, Jan. 12, 2023 (engagement with compliance officers and compliance personnel on program design for business ethics).
53. [\*Off the Shelf: Recent Books with Harvard Connections\*](#), HARVARD MAG., Jan-Feb. 2023 (highlighting business ethics book, and concluding that it was one that managers “ought to have on hand”).
52. [\*The Terrifying Ways Employers Can Spy on Your Search History\*](#), N.Y. POST, Dec. 20, 2022 (quoted on data collection and employers).
51. [\*Eyes on You: Tracking Remote Workers\*](#), BRIEFINGS MAG., Korn Ferry Int'l, Oct/Nov. 2022 (circulation of over a quarter of a million C-suite executives around the world) (quoted on the human implications of workplace surveillance).
50. [\*Book Review: Business Ethics: What Everyone Needs to Know\*](#), DIRECTORS & BOARDS MAG., Third Quarter 2022 (circulation of over a quarter of a million [258,744 in 2022] public and private company directors, private company owners and shareholders and governance professionals) (cited on the reach and implications of business ethics).
49. [\*Here's How Not to Get Fired When You're Working from Home\*](#), THE ROOT: BLACK NEWS AND BLACK VIEWS WITH A WHOLE LOTTA ATTITUDE, Oct. 21, 2022 (building on my *TODAY Show* interview).
48. [\*Unions Monitoring Rise of Worker Productivity Tracking\*](#), LAW360, Sept. 8, 2022 (quoted on workplace surveillance implications for union activity).
47. [\*Professor J.S. Nelson on What Everyone Needs to Know About Business Ethics\*](#), HUMAN RISK PODCAST, Summer 2022 (“[J.S.]’s insights in the book and on the show aren’t just relevant to our work environments. They can also help us to think about the decisions made by companies we engage with—or choose not to—politicians we vote for—or don’t—and those with whom we surround ourselves—or don’t.”).

The episode contains some very simple observations about ethics. But don't let the simplicity fool you. They're astonishingly insightful and practical. I can't recommend the book enough, and I'm really excited to bring you this episode because what [J.S.] has to say is incredibly important. And if you think that means an overly serious episode, think again. As you'll hear, [J.S.] is a lot of fun, and there's lots of laughter.”).

46. [Forget 'Quiet Quitting': Employers are Doing 'Shocking' Things to Monitor Your Productivity](#), N.Y. POST, Aug. 26, 2022 (interviewed on forms of workplace surveillance).
45. [Workplace Surveillance: How Your Boss is Spying on You](#), RADIO TIMES, WHYY (PBS/NPR), Aug. 24, 2022 (interviewed on business ethics issues in workplace surveillance).
44. [LinkedIn Live with David Meltzer](#), LINKEDIN, INSTAGRAM, FACEBOOK, and additional streams, Office Hours #370, July 13, 2022 (interviewed on practical business ethics and strategy).
43. [J.S. Nelson, Business Ethics as a Competitive Advantage](#), STRATEGY SKILLS PODCAST, Episode 256, July 4, 2022 (interviewed on applying business ethics; top-5 podcast worldwide for careers, and No.1 in countries like India and Singapore (450 episodes and 4.2 million downloads)).
42. [Watch For These 4 'Red Flags' During the Job Interview, Warns Harvard Business Expert: 'You Don't Want to Work There,'](#) MAKE IT, CNBC, June 29, 2022 (accessible op-ed advice piece on assessing company culture).
41. [Tech Workers Would Rather Quit Than Work for Big Brother Bosses](#), IT BREW, MORNINGBREW, June 15, 2022 (interviewed on new workplace surveillance findings).
40. [Business Ethics: What Everyone Needs to Know](#), BERKELEY BOOST, U. OF CALIF. AT BERKELEY L., June 14, 2022 (executive legal education program offering CLE ethics credit to practicing lawyers).
39. [Corporate Crime and the Ethical Slide](#), CORP. CRIME REPORTER (in print and on-line), June 14, 2022 (interviewed about book, white collar crime, and corporate ethics programs).
38. [Is "Business Ethics" an Oxymoron?](#), EVERYDAY MBA PODCAST, June 11, 2022 (program has over a million downloads; interviewed on ethical entrepreneurial and business success techniques and tips).
37. [Faculty and Alumni Books](#), HARV. BUS. SCH. BULLETIN, June 1, 2022.
36. [J.S. Nelson](#), THE ETHICS EXPERT, May 23, 2022 (podcast with Nick Gallo that led to future collaborations and book give-away).
35. [Real Leaders: J.S. Nelson: Business Ethics: What Everyone Needs to Know](#), REAL LEADERS, May 5, 2022 (discussion of book with importance of mindfulness in business ethics).
34. [J.S. Nelson | Business Ethics: What Everyone Needs to Know](#), BUILD YOUR NETWORK, 753, May 2, 2022 (podcast listed in *Forbes* as among the *10 Podcasts to Change Your Life*).
33. [Professor J.S. Nelson Delivers 36th Annual Francis G. Pileggi Distinguished Lecture in Corporate Law](#), DEL. J. CORP. L. online, April 28, 2022.
32. [Professor J.S. Nelson Led Members of the DSBA through the 36th Annual Francis G. Pileggi Distinguished Lecture](#), DEL. J. OF CORP. L. on Instagram, April 25, 2022.

31. [How to Avoid the 'Ethical Slide' That Leads Companies Astray](#), WORKING KNOWLEDGE: BUSINESS RESEARCH FOR BUSINESS LEADERS (Harvard Business School, April 17, 2022) (article by Lane Lambert about book, its takeaways, and impact).
30. [Social Impact Authors: How & Why Harvard Business School's J.S. Nelson Is Helping To Change Our World](#), AUTHORITY MAGAZINE, March 24, 2022 (interview).
29. ['Tattleware': How Your Boss Might Be Tracking Your Remote Activity](#), The TODAY SHOW and rebroadcast on NBC NEWS NOW, Feb. 23, 2022 (interviewed on surveillance software and employee relations).
28. [Book Bites](#), THE NEXT BIG IDEA CLUB (curated by Malcolm Gladwell, Susan Cain, Daniel Pink, and Adam Grant), Winter 2022 Nominee (relating the top five things that people can take away from my business ethics book).
27. [Students, Faculty Reflect on 100 Years of Harvard Business School's Case Method](#), HARV. CRIMSON, Dec. 13, 2021 (quoted on the value of the case method in teaching to prepare students for the future).
26. [Conduct Tech May Fail to Deliver Insights, While Increasing Data Privacy Risk, Ethical Issues](#), THOMSON REUTERS: REGULATORY INTELLIGENCE, Oct. 29, 2021 (quoted on the impact of surveillance on women, minorities, and star performers in the workforce); [republished](#) in JDSUPRA, Nov. 3, 2021.
25. [EU Rules Governing Artificial Intelligence Will Put Compliance Obligations on Facial Recognition Regtech](#), THOMSON REUTERS: REGULATORY INTELLIGENCE, Oct. 8, 2021 (quoted on surveillance systems); [republished](#) in JDSUPRA, Oct. 13, 2021.
24. [Required Reading: 13 Books MBA Professors at Harvard, Kellogg, and Elsewhere are Telling Students to Read This Year](#), BUSINESS INSIDER, Sept. 21, 2021 (quoted on books helpful for students).
23. [Presentation of Senior Compliance Paper Award](#), COMPLIANCENET2021, U. Coll. London, Online During Coronavirus Outbreak, June 2021.
22. [Compliance in Short, Incentive Systems, Part 1](#) (reference video), GOVERNANCE AND TRANSPARENCY CTR., IAE Bus. Sch., Buenos Aires, Argentina, April-May 2021.
21. [Compliance in Short, Incentive Systems, Part 2](#) (reference video), GOVERNANCE AND TRANSPARENCY CTR., IAE Bus. Sch., Buenos Aires, Argentina, April-May 2021.
20. *Women's Financial Well-Being*, Webcast, Mar. 31, 2021 (moderator with panelists Meredith L. Carter, Elizabeth Capana, and Kaylan Sliney; co-sponsored by the WOMEN'S LAW CAUCUS, THE VILLANOVA PARENTS AND NON-TRADITIONAL STUDENTS GROUP, THE HEALTH LAW SOCIETY, AND THE CORPORATE LAW SOCIETY).
19. [Analysis: Firms' Surveillance Use Risks Squashing Positive Compliance Behavior, Culture Change Gains](#), THOMSON REUTERS: REGULATORY INTELLIGENCE, Mar. 18, 2021 (quoted on reasons for the rising use of surveillance software).
18. [Behavioral Ethics: The Science](#), Practical Ethics in Corporate Law: The Science, Instruction and "Real-World" Application, Broadcast, VILLANOVA L. REV. NORMAN J. SHACHOY SYMP., Feb. 19, 2021 (moderator with panelists Profs. Niki den Nieuwenboer, Ann Tenbrunsel, and Linda K. Treviño).
17. [Lessons Learned from Research](#), Practical Ethics in Corporate Law: The Science, Instruction and "Real-World" Application, Broadcast, VILLANOVA L. REV. NORMAN J. SHACHOY SYMP., Feb. 19, 2021 (moderator with panelists Profs. Niki den Nieuwenboer, Ann Tenbrunsel, and Linda K. Treviño).

16. [Closing Remarks](#), Practical Ethics in Corporate Law: The Science, Instruction and “Real-World” Application, Broadcast, VILLANOVA L. REV. NORMAN J. SHACHOY SYMP., Feb. 19, 2021.
15. [A Path to Developing More Insightful Business School Graduates](#) (video introduction), 19 ACAD. OF MGMT. LEARNING AND ED. 4, Jan. 6, 2021.
14. [Microsoft Patents New Software That Can Detect When Employees are Lazy](#), N.Y. POST, Dec. 3, 2020, (quoted on workplace surveillance software).
13. [Microsoft’s New ‘Productivity Score’ Lets Your Boss Monitor How Often You Use Email and Attend Video Meetings](#), FORBES, Nov. 25, 2020 (quoted on implications of workplace surveillance in Microsoft365 office product). Follow-up story soon afterwards: [Microsoft Makes Changes to Productivity Score Tool After Privacy Backlash](#), FORBES, Dec. 1, 2020.
12. [Better Compliance Through Less Surveillance: No Excuses for Poor Management](#), Broadcast Keynote Address & Panel Interaction with business leaders, anti-corruption and ethics experts, lawyers, compliance- and risk-practitioners, civil society representatives and academics, Co-sponsored by IESE CTR. FOR BUS. IN SOC’Y, U. Navarra, Barcelona, Spain, GOVERNANCE AND TRANSPARENCY CTR., IAE Bus. Sch., Buenos Aires, Argentina, and THE CRIM. L. DEP’T, Austral U. L. Sch., Oct. 22, 2020 (over virtual platform during the coronavirus outbreak).
11. [This Tech Could Let Bosses Spy on You While You’re Working from Home](#), DESERET NEWS, July 28, 2020 (quoted on surveillance software).
10. [Hindsight Is 20/20: Living Your Culture in The Next Normal](#), WORKITDAILY, July 10, 2020 (quoted on ethics in managerial decisions).
9. [The Dark Side of Compliance](#), Broadcast Keynote Address & Panel Interaction with International Compliance Officers, GOVERNANCE AND TRANSPARENCY CTR., IAE Bus. Sch., Buenos Aires, Argentina, July 2, 2020 (over virtual platform during the coronavirus outbreak).
8. [Ethical Challenges for Reopening](#), BUS. ETHICS HIGHLIGHTS, June 19, 2020 (citing my work for how ethical concerns become particularly important during the pandemic).
7. [Professor J S Nelson on Surveillance](#), HUMAN RISK PODCAST (Episode 46), June 4, 2020.
6. [Professor J.S. Nelson](#), BREAKING THE FEVER PODCAST (Episode 10), June 3, 2020.
5. [Josephine Nelson](#), BREAKING THE FEVER (Webcast Call-in), June 2, 2020.
4. [Josephine Nelson on Workplace Surveillance](#), STAN. L. SCH. BUS. SCHOLARS PODCAST, Mar. 30, 2020 (entire episode interview).
3. [Does Compliance Have A Dark Side?](#), CONFLICT OF INTEREST BLOG, Dec. 27, 2019 (reacting to my “Dark Side of Compliance” thesis).
2. [Equifax, SEC and Deloitte Cyber Breaches: Is It Time To Remove Executive Immunity From Prosecutions?](#), FORBES MAG., Oct. 3, 2017 (quoted on executive immunity).
1. [Uber—A Paradigm Shifting Unicorn: Do the Rules Not Apply?](#), FORBES MAG., May 11, 2017 (quoted on Uber’s business culture).

## WORKS-IN-PROGRESS

- *Autonomy-Threatening Worker Surveillance* (currently a series of articles in progress to become a book).
- *Engaging Middle Management.*
- *Abusive Internal Corporate Controls.*
- *Entrepreneurs and White Collar Crime: Bootstrapping Right into Trouble.*

## LEGAL WORK EXPERIENCE

JOSEPHINE SANDLER NELSON, LLC, and previous forms, Owner.

Founded and manage own consulting firm that provides contract business advising and select legal guidance to entrepreneurs, start-ups, and professional services firms. 2006–present.

BROWNSTEIN, HYATT & FARBER, P.C., Denver, CO, Associate.

Represented contract, antitrust, and white collar defense clients through court proceedings and arbitrations. Significant appellate work in commercial fraud and services cases. 2005–2006.

DIST. ATTNY'S OFFICE, Denver, CO, Deputy District Attorney.

Prosecuted a range of offenses from third-degree assaults, to child abuse, and sex crimes. Focused on domestic violence cases. Worked to develop victims' testimony and to bring difficult domestic violence cases to trial. Tried nine solo cases to juries with a 90% conviction rate. Shepherded more than 1,000 cases to resolution. 2005.

FEDERAL APPELLATE COURT, Hon. David M. Ebel & Staff Counsel, U.S. Ct. of App. for the Tenth Cir., Denver, CO, Chambers Clerk and then Staff Counsel.

Prepared legal analysis and memoranda on issues before the federal appellate court, including jurisdictional questions, habeas corpus, criminal sentencing, and white collar crime. Hired after initial clerkship with the Honorable David M. Ebel to work for all 21 judges on the Tenth Circuit as staff counsel. 2002–2004.

FEDERAL DISTRICT COURT, The Hon. William H. Yohn, Jr., E.D. of Penn., Phila., PA, Bench Clerk.

Prepared legal analysis and bench memoranda on issues before the federal trial court, including commercial fraud, organized crime cases, and challenges to application of the death penalty. 2001–2002.

INT'L BUSINESS LITIGATION, POWELL, GOLDSTEIN, FRAZER & MURPHY, LLP, WASH., D.C., 2000.

## PROFESSIONAL NON-LEGAL EXPERIENCE

PUBLIC FINANCIAL MGMT. INC., Phila., PA, Analyst.

Conducted strategic consulting and privatization projects to rescue distressed cities. Sized and structured over \$1.5 billion in bonds for clients in coordination with investment banks. 1996–1998.

## CONFERENCES AND PRESENTATIONS

### CONFERENCES ORGANIZED

- [ComplianceNet2025](#), Fordham U. Sch. of L., NY, NY, anticipated May 2025 (move to bi-annual event, steering committee and president).
- *L. & Soc’y CRN 46* (Corporate and Securities Law) group, Chicago, IL, anticipated May 2025 (co-organizer).
- *Ethics Section Speaker and Panels*, Acad. of Legal Stud. in Bus., Wash., D.C., Aug. 2024 (vice-chair, and incoming chair of section).
- *L. & Soc’y CRN 46* (Corporate and Securities Law) group, Denver, CO, June 2024 (co-organizer).
- [ComplianceNet2023](#), American U. Wash. Coll. of L., Washington, D.C., June 2023 (steering and program committees—name change for co-conveners).
- [ComplianceNet2022](#), U. Amsterdam Sch. of L., Amsterdam, the Netherlands, July 2022 (co-convener).
- [ComplianceNet2021](#), U. Coll. London, London, England, June 2021 (co-convener, online during coronavirus).
- [Practical Ethics in Corporate Law: The Science, Instruction, and “Real World” Application](#), Villanova L. Sch, Villanova, PA, Feb. 2021 (Villanova L. Rev. Norman J. Shachoy Symposium; co-sponsored by David F. and Constance B. Girard-diCarlo Center for Ethics, Integrity and Compliance; online during coronavirus).
- *ComplianceNet2020*, U. Coll. London, London, England, June 2020 (co-convener, postponed due to coronavirus).
- [ComplianceNet: Business Ethics](#), Villanova L. Sch., Villanova, PA, June 2019 (co-convener and host school).
- *Business Ethics Colloquium*, Villanova L. Sch., Villanova, PA, Apr. 2018 (organizer).

### INVITED/COMPETITIVE WORKSHOPS AND SYMPOSIA

- *Wharton Financial Regulation Conference*, U. of Penn. Wharton Sch., Phila., PA, Apr. 2025.
- *Journal of Law, Technology, & the Internet Symposium*, Case Western Sch. of L., online, March 2025.
- *Data Law and AI Ethics Colloquium*, U. of Penn. Wharton Sch., Phila., PA, March 2025.
- *Three-Rivers IP and Technology Law Colloquium*, U. of Pitt, Pittsburgh, PA, Jan. 2025.
- *Socio-Economics—New Voices in Socio-Economics and Law*, AALS Ann. Meeting, San Fran., CA, online Jan. 2025.
- *Eleventh Annual Corporate & Securities Litigation Workshop*, UCLA Sch. of L., LA, CA, Sept. 2024.
- *What Workers Want*, Center for Democracy and Technology, Deliberative Worker Project (collaborative polling techniques), online, Jan. 2024.
- *Conference on Standardized Corporate Social Responsibility Reporting*, U. of Fla. Levin Coll. of L., Gainesville, FL, Feb. 2023.

- *Structuring Enforcement to Deter Misconduct and Induce Disclosure*, Program on Corp. Compliance and Enforcement, NYU Sch. of L., NY, NY, Nov. 2022.
- *Berkeley Forum for Corporate Governance*, Berkeley Ctr. for L. and Bus., Berkeley L., San Fran., CA, Nov. 2022.
- *Institute for the Study of Markets and Ethics*, McDonough Sch. of Bus., Geo. U., Wash., D.C., Oct. 2022.
- *Ninth Annual Corporate & Securities Litigation Workshop*, U. of Ill., Chicago, IL, Sept. 2022.
- *Roundtable on Civic Responsibility*, Ira M. Millstein Ctr. for Global Mkts and Corp. Ownership, Colum. L. Sch., NY, NY, April 2022.
- *Vanderbilt Law and Business, 24th Annual Law & Business Conference*, Vanderbilt L. Sch., Nashville, TN, Mar. 2022.
- *Berle XII Symposium: Corporate Capitalism and the City of God*, Adolf Berle Ctr. on Corps, L. and Soc’y, Seattle U.L. Sch., Seattle, WA, May 2021.
- *New and Emerging Voices in Workplace Law*, AALS Section on Emp. Discrimination L. & AALS Section on Labor Rel. and Emp. L., AALS Ann. Meeting, Wash., D.C., Jan. 2020.
- *Emerging Voices in Sec. Reg.*, AALS Section on Sec. Reg., AALS Ann. Meeting, Wash., D.C., Jan. 2020.
- *Midwestern Law & Economics Assoc. Conf.*, Villanova L. Sch., Villanova, PA, Oct. 2019.
- *Berle XI Symposium: Law and Corporate Culture*, Adolf Berle Ctr. on Corps, L. and Soc’y, Seattle U.L. Sch., Seattle, WA, May 2019.
- *Corporate Governance "Counter-narratives": On Corporate Purpose and Shareholder Value(s)*, Millstein Ctr. for Global Mkts and Corp. Ownership, Colum. L. Sch., NY, NY, Mar. 2019.
- *Corporate Law & Governance*, The Lynn Stout Mem. Conf., NY, NY, Feb. 2019 (moderator).
- *Compliance and Internal Firm Behavior*, Cambridge Handbook on Compliance Authors’ Conf., Gainesville, FL, Jan. 2019.
- *All-Academy Panel “Tom Dunfee Memorial Symposium on Law at AOM: Legal Lacunae & Governance Solutions Related to Human Well-Being,”* Acad. of Mgmt. Int’l Ann. Meeting, Chicago, IL, Aug. 2018; repeated for Acad. of Legal Stud. in Bus, Portland, OR, Aug. 2018.
- *Social Issues in Management (SIM)-Organizations and the Environment (ONE)-Public and Nonprofit (PNP) Junior Faculty Consortium PDW*, Acad. of Mgmt. Int’l Ann. Meeting, Chicago, IL, Aug. 2018.
- *Corporate Crime & Ethics of Disclosure*, Law & Soc’y Ann. Meeting, Toronto, ON, June 2018.
- *Mid-Atlantic Junior Faculty Forum*, U. Richmond, Richmond, VA, May 2018.
- *Corporate Compliance and Ethics: Current Issues in Law, Policy & Management*, U. Mich. Ross Sch. of Bus., Ann Arbor, MI, May 2018.
- *Corporate Compliance & Organizational Change*, Notre Dame L. Sch., South Bend, IN, Apr. 2018.

- *Emerging Voices in Securities Regulation*, AALS Sec. Reg. Section, AALS Ann. Meeting., San Diego, CA, Jan. 2018.
- *Criminal Justice Roundtable*, AALS Crim. Just. Section, ABA Meeting, Wash., D.C., Nov. 2017.
- *4<sup>th</sup> Bi-annual Workshop on Business Ethics*, European Inst. for Adv. Stud. in Mgmt., Brussels, Belgium, Nov. 2017 (declined).
- *Normative Business Ethics Workshop Series*, Carol and Lawrence Zicklin Ctr. for Bus. Ethics Res., The Wharton Sch., U. Penn., Phila., PA, Oct. 2017.
- *All-Academy Panel “At the Interface: Law, Management & Strategy,”* Acad. of Mgmt. Int’l Ann. Meeting, Atlanta, GA, Aug. 2017; repeated for the Acad. of Legal Stud. in Bus, Savannah, GA, Aug. 2017.
- *Business Law Colloquium*, John. F. Scarpa Ctr. for L. & Entrepreneurship, Villanova L. Sch., Villanova, PA, Apr. 2017.
- *Huber Hurst Research in Legal Studies and Ethics Seminar*, San Fran., CA, Feb. 2016 (discussant).
- *Preventative and Positive Roles of Law Symposium*, Ross Sch. of Bus., U. Mich., Ann Arbor, MI, July 2015.
- *Huber Hurst Research in Legal Studies and Ethics Seminar*, Warrington Coll. of Bus. Admin., U. Fla., Gainesville, FL, Feb. 2014.
- *Inaugural Normative Business Ethics Workshop Series*, Carol and Lawrence Zicklin Ctr. for Bus. Ethics Res., The Wharton Sch., U. Penn., Phila., PA, Jan. 2014.

#### PRESENTATIONS

- *Financial Regulation—Courage in the Face of Crisis*, AALS Ann. Meeting, San Fran., CA, online Jan. 2025.
- *Securities Regulation—AI, Securities Regulation and Using Big Data to Explore Securities Regulation Issues*, AALS Ann. Meeting, San Fran., CA, online Jan. 2025.
- *Restraining Surveillance to Preserve Ethics in Corporate Governance: The Example of Financial Crime*, Acad. of Legal Stud. in Bus., Wash., D.C., Aug. 2024.
- *How Regulators’ Interpretation of Rules May Be Fueling Financial Crimes*, Acad. of Legal Stud. in Bus., Wash., D.C., Aug. 2024 (development track).
- *Ethics and Compliance Developments Panel*, Acad. of Legal Stud. in Bus., Wash., D.C., Aug. 2024.
- *Financial Regulation and Surveillance*, L. & Soc’y Conf., Denver, CO, June 2024.
- *Workforce Perspectives Panel*, U. Mich. Ross Sch. of Bus., Ann Arbor, MI, May 2024.
- *Financial Crimes and Surveillance: Restraining Surveillance to Protect Moral Agency*, Using AI for Legal Research and Enforcement, Am. L. & Econ. Ass’n, U. Mich. Sch. of L., Ann Arbor, MI, May 2024.
- *Behavioural Ethics: What Lawyers Need to Know to Design Ethical Conduct*, Univ. of Auckland Fac. of L., Auckland, NZ, Sept. 2023.

- *Application of Behavioral Science to Corporate Governance and Financial Regulation: Findings on Surveillance*, AALS Fin. Reg. Section, Mid-year Meeting, U. Penn. Wharton Sch., Sept. 2023.
- *Regaining Worker Autonomy*, ComplianceNet2023, Wash. D.C., June 2023.
- *Business Ethics: What Everyone Needs to Know, Author Meets Readers*, L. & Soc’y Conf., San Juan, PR, June 2023.
- *New Business Ethics Resource & Workplace Surveillance*, Lab. & Emp. L. Council, The Conf. Board, online meeting, May 2023.
- *Compliance and Ethics Takeaways*, Caterpillar Corp. Int’l, online, May 2023.
- *Behavioral Ethics Developments and Resources for Ethics Professionals*, Ass’n for Practical and Professional Ethics, 32nd Ann. Int’l Conf., online, March 2023.
- *Corporate Criminal ESG* guest lecture to Regul. L. & Pol’y class, U. Penn. Carey Sch. of L., U. Penn., Phila., PA, Nov. 2022.
- *Business Ethics for Corporate Governance Panel*, Soc’y for Corp. Govern. NYC Conf., NY, NY, Oct. 2022.
- Select Book Presentations: *Business Ethics: What Everyone Needs to Know*
  - Stigler Cntr. for the Study of the Econ. and the State, U. of Chicago Booth Sch. of Bus., Mar. 2023.
  - Keynote Address, EM Normandie Business School, France, and SCMHRD Bus. Sch., India, joint international conference on compliance, online, Sept. 2022.
  - Berkeley L. Ethics CLE, online, June 2022.
  - The Union League of Philadelphia, Phila., PA, May 2022.
- *Scholarly Papers: Fraud and Corruption Panel*, Soc’y for Bus. Ethics, Seattle, WA, Aug. 2022 (chair).
- *Legal Interpretation and Ambiguity Panel*, ComplianceNet2022, The Ctr. for L. and Behavior, Dep’t of Jur., U. Amsterdam Sch. of L., Amsterdam, the Netherlands, July 2022 (chair).
- *New Books About Compliance Panel*, ComplianceNet2022, The Ctr. for L. and Behavior, Dep’t of Jur., U. Amsterdam Sch. of L., Amsterdam, the Netherlands, July 2022.
- *Corporate Criminal ESG*
  - Acad. of Legal Stud. in Bus., Louisville, KY, July 2022 (Ralph Bunche Finalist Session).
  - Acad. of Legal Stud. in Bus., Louisville, KY, July 2022 (Holmes-Cardozo Finalist Session).
- *Revisiting Ethics and Corporate Culture*, Seattle U. Albers Ethics Week, Seattle, WA, May 2022.
- *Building an Ethical Career*, Bridge MBA Class, Albers Ethics Week, Seattle, WA, May 2022.
- *Ethics, Culture, and the Dark Side of Compliance*, Northwest Ethics Network, Seattle, WA, May 2022.
- *A Case for Stakeholder Capitalism* (requested topic for planned debate), Harvard Bus. Sch. Faculty, Business in Global Society Initiative, Boston, MA, Nov. 2021.
- *Emerging Digital Legal Issues for Businesses and Managers Panel*, Soc’y for Bus. Ethics, Online During Coronavirus Outbreak, July 2021.

- [\*A View of Compliance in U.K. and U.S. Practice Panel\*](#), ComplianceNet2021, U. Coll. London, Online During Coronavirus Outbreak, June 2021 (chair).
- [\*Compliance: Arguments for Various Models Panel\*](#), ComplianceNet2021, U. Coll. London, Online During Coronavirus Outbreak, June 2021 (chair).
- [\*Cambridge Handbook of Compliance Panel\*](#), ComplianceNet2021, U. Coll. London, Online During Coronavirus Outbreak, June 2021.
- *How Compliance Pushes Over-Surveillance and Increases Corporate Wrongdoing*, Nat'l Bus. L. Scholars' Conf., Online During Coronavirus Outbreak, June 2021.
- *Does Shareholder Primacy Exacerbate Racial, Gender, and Economic Inequality? Panel*, AALS & Socio-Econ. Ann. Meeting, Online During Coronavirus Outbreak, Jan. 2021.
- [\*Better Compliance Through Less Surveillance Keynote\*](#), 10th Ann. Conf. on Compliance and Corp. Governance, Governance and Transparency Ctr., IAE Bus. Sch., Buenos Aires, Argentina; Co-sponsored by IESE Ctr. for Bus. in Soc'y, U. Navarra, Barcelona, Spain, and The Crim. L. Dep't, Austral U. L. Sch.; Online During Coronavirus Outbreak, Oct. 2020.
- *Ten Years After Dodd-Frank: Is the Financial System Safer? Panel*, Acad. of Legal Stud. in Bus., Online During Coronavirus Outbreak, Aug. 2020.
- *The Privacy-Autonomy Divide*
  - Nat'l Bus. L. Scholars' Conf., Online During Coronavirus Outbreak, June 2021.
  - Acad. of Legal Stud. in Bus., Online During Coronavirus Outbreak, Aug. 2020.
- *Cryptocommunity Currencies*
  - Acad. of Legal Stud. in Bus., Online During Coronavirus Outbreak, Aug. 2020.
  - Nat'l Bus. L. Scholars' Conf., Online During Coronavirus Outbreak, June 2020.
  - Corp. L. Seminar Guest Lecture, Fordham L. Sch., NY, NY, Feb. 2020.
  - AALS Ann. Meeting, Wash., D.C., Jan. 2020.
  - Midwestern Law & Econ. Assoc. Conf., Villanova L. Sch., Villanova, PA, Oct. 2019.
- *The Dark Side of Compliance*
  - Acad. of Legal Stud. in Bus., Online During Coronavirus Outbreak, Aug. 2020.
  - [\*Keynote, Governance and Transparency Center\*](#), IAE Bus. Sch., Buenos Aires, Argentina, Online During Coronavirus Outbreak, July 2020.
  - [\*ComplianceNet: Business Ethics\*](#), Villanova, PA, June 2019 (chair).
- *Management Culture and Surveillance*
  - Acad. of Legal Stud. in Bus., Online During Coronavirus Outbreak, Aug. 2020.
  - AALS Ann. Meeting, Wash., D.C., Jan. 2020.
  - Berle XI Symp. on Corp. Culture, Seattle, WA, May 2019.
- *Corporate Governance Panels*
  - Acad. of Legal Stud. in Bus., Online During Coronavirus Outbreak, Aug. 2020 (organizer).
  - Lynn Stout Mem. Conf., NY, NY, Feb. 2019 (moderator).
  - Acad. of Legal Stud. in Bus., Portland, OR, Aug. 2018.
  - Acad. of Legal Stud. in Bus., Savannah, GA, Aug. 2017.
  - Acad. of Legal Stud. in Bus., San Juan, PR, Aug. 2016.
  - Acad. of Legal Stud. in Bus., Phila., PA, Aug. 2015.

- *Autonomy-Threatening Worker Surveillance*, Nat'l Bus. L. Scholars' Conf., Online During Coronavirus Outbreak, June 2020.
- *The Limitations of Corporate Law Panel*, Law & Soc'y Ann. Meeting, Online during the Coronavirus Outbreak, May 2020.
- *Evaluating Cryptocurrencies & Other Market Developments Roundtable*, Law & Soc'y Ann. Meeting, Online during the Coronavirus Outbreak, May 2020 (chair).
- [\*The State of Business Ethics and Compliance\*](#), ComplianceNet: Business Ethics, Villanova, PA, June 2019 (organizer and moderator).
- [\*The Ethics of Workplace Surveillance & Monitoring Panel\*](#), Ethical Sys., NY, NY, Mar. 2019.
- *Compliance and Internal Firm Behavior*, Cambridge Handbook of Compliance, Gainesville, FL, Jan. 2019.
- [\*Insider Trading and Cryptoassets: The Future of Regulation in the Blockchain Era\*](#), Assoc. of Am. L. Schs., New Orleans, LA, Jan. 2019 (paper and panel).
- [\*Social Media and Free Speech Panel\*](#), Federalist Soc'y Meeting, New Orleans, LA, Jan. 2019.
- [\*Gender, Race and Competition in the New Economy Panel\*](#), Socio-Econ. Meeting, New Orleans, LA, Jan. 2019.
- *Tom Dunfee Memorial Symposium on Law at AOM: Legal Lacunae & Governance Solutions Related to Human Well-Being (discussion of ethics in privatization of public services)*
  - Acad. of Mgmt. Int'l Ann. Meeting, Chicago, IL, Aug. 2018 (All-Academy Panel)
  - Acad. of Legal Stud. in Bus., Portland, OR, Aug. 2018.
- *Law & Management Interdisciplinary Report Panel*, Acad. of Legal Stud. in Bus., Portland, OR, Aug. 2018.
- BUSINESS ETHICS: WHAT EVERYONE NEEDS TO KNOW
  - Acad. of Legal Stud. in Bus., Portland, OR, Aug. 2018
  - Mid-Atlantic Acad. of Legal Stud. in Bus., Phila., PA, Apr. 2018.
- *Corporate Crime and the Ethics of Disclosure*, Law & Soc'y, Toronto, ON, Canada, June 2018.
- *Disclosure-Driven Crime* (and former titles)
  - Bus. Ethics Colloquium, Villanova L. Sch., Villanova, PA, Apr. 2018 (organizer).
  - Corp. Compliance & Org. Change, Notre Dame L. Sch., South Bend, IN, Apr. 2018.
  - Assoc. of Am. L. Schs. Emerging Voices in Sec. Reg., San Diego, CA, Jan. 2018 (peer selection).
  - Am. Bar Assoc. Crim. Justice Roundtable, Wash., D.C., Nov. 2017 (peer selection).
  - Wharton Zicklin Ctr. Normative Bus. Ethics Workshop, Phila., PA, Oct. 2017 (competitive acceptance).
  - Acad. of Legal Stud. in Bus., Savannah, GA, Aug. 2017 (Holmes-Cardozo Award & Distinguished Proceedings Paper).
  - Acad. of Legal Stud. in Bus., San Juan, PR, Aug. 2016 (development track).
- *At the Interface: Law, Management & Strategy*
  - Acad. of Mgmt., Atlanta, GA, Aug. 2017 (All-Academy Panel).
  - Acad. of Legal Stud. in Bus., Savannah, GA, Aug. 2017.
- *Entrepreneurship Law Panel*, Acad. of Legal Stud. in Bus., San Juan, PR, Aug. 2016 (organizer).

- *The Normalization of Corruption*, Acad. of Legal Stud. in Bus., San Juan, PR, Aug. 2016 (development track).
- *Smothering the Agents* (and former titles), Acad. of Legal Stud. in Bus., San Juan, PR, Aug. 2016 (development track).
- *Paper Dragon Thieves* (and former titles)
  - Acad. of Legal Stud. in Bus., San Juan, PR, Aug. 2016 (Bunche Outstanding Int'l Paper Award).
  - Western Acad. of Legal Stud. in Bus., Monterey, CA, Mar. 2016 (Best Paper).
  - Acad. of Legal Stud. in Bus., Phila., PA, Aug. 2015 (development track).
- *The Corporate Conspiracy Vacuum* (and former titles)
  - Acad. of Legal Stud. in Bus., Phila., PA, Aug. 2015 (Outstanding Proceedings Paper).
  - Western Acad. of Legal Stud. in Bus., Monterey, CA, Mar. 2015.
  - Pac. Sw. Acad. of Legal Stud. in Bus., Palm Springs, CA, Feb. 2014 (Outstanding Paper).
  - Acad. of Legal Stud. in Bus., Boston, MA, Aug. 2013 (development track).
- *The Intracorporate Conspiracy Trap* (and former titles)
  - Acad. of Legal Stud. in Bus., Seattle, WA, Aug. 2014.
  - Western Acad. of Legal Stud. in Bus., Monterey, CA, Mar. 2014 (Best Paper).
  - Pac. Sw. Acad. of Legal Stud. in Bus., Palm Springs, CA, Feb. 2014.
  - Acad. of Legal Stud. in Bus., Boston, MA, Aug. 2013 (development track).
- *Protecting Employee Rights and Prosecuting Corporate Crimes: A Proposal for Criminal Cumis Counsel*, Acad. of Legal Stud. in Bus., Boston, MA, Aug. 2013 (Distinguished Proceedings Paper).
- *Business Ethics and the Law Panel*, The Se. Assoc. of Law Schs, Boca Raton, FL, July 2015.
- *Federal Prosecutions* guest lecture to Corp. Gov. students, Scheller Coll. of Bus., GA Inst. of Tech., Atlanta, GA.
  - Mar. 2014 & 2015 (invited back to repeat presentation a second year).

#### ADDITIONAL SELECT WORKSHOPS/CONFERENCES ATTENDED

- *Generative AI: Ethics and Governance, Conference in Ethics and Computational Technologies*, K&L Gates—Carnegie Mellon U., Pittsburgh, PA, Mar. 2025.
- *Access and Accountability 2023: Algorithms, AI & 1<sup>st</sup> Amendment Rights*, Yale Information Soc'y Conf., New Haven, CT, Oct. 2023.
- *Empirical Methods Faculty Workshop III (two-day course)*, Villanova L. Sch., Villanova, PA, Mar. 2020.
- *The Future of Capitalism*, Millstein Ctr. for Global Mkts and Corp. Ownership, Colum. L. Sch., NY, NY, Oct. 2020.
- *Empirical Methods Faculty Workshop II (three-day course)*, Villanova L. Sch., Villanova, PA, Mar. 2019.
- *Women and Corporate Governance: A Conference Exploring the Role and Impact of Women in the Governance of Public Corporations*, Geo. Wash. L. Sch., Wash., D.C., Nov. 2018.
- *Empirical Methods Faculty Workshop (three-day course)*, Villanova L. Sch., Villanova, PA, Mar. 2018.

- *Private Equity Conference*, The Yale L. Sch. Ctr. for Private L., Yale L. Sch., Nov. 2017.
- *Bribery, Fraud, Cheating—How to Avoid Organizational Wrongdoing*, Volkswagen Found., Herrenhausen Symp., Hannover, Germany, Oct. 2017 (only U.S. law professor in attendance).

## **BAR**

Member, District of Columbia Bar (active); California Bar (inactive); Colorado Bar (inactive)  
Admitted to practice before the U.S. Supreme Court

## **PROFESSIONAL MEMBERSHIPS & CONTRIBUTIONS**

Peer Reviewer, *American Business Law Journal*

Member, Academy of Legal Studies in Business

Member, Law and Society Association

Member, Academy of Management

Member, Society for Business Ethics

Member, Bus. Ethics Partnership, Markkula Center for Applied Ethics, Santa Clara U.

By-Invitation Member, The CLUB, Women Leaders in Silicon Valley and the Bay Area

## **LAW SCHOOL COMMITTEES**

Colloquium (2024-), Writing Awards (2024-), Tenure-stream Retention (2024-).

Previous: Alumni & Development (2017-22), Appointments Committee (2017-18), International Programs Task Force (2018-22), Faculty Committee (2020-22), Public Interest Committee (2019-20), Strategic Planning Vocational Success Committee (2018-20).