

## EDUCATION

|   |      |
|---|------|
| <b>Boston College Law School, Newton, MA</b><br>Juris Doctorate   | 2000 |
| <b>Boston College, Carroll School of Management, Chestnut Hill, MA</b><br>Master in Business Administration | 2000 |
| <b>College of William &amp; Mary, Williamsburg, VA</b><br>Bachelor of Arts in Government                    | 1996 |

## ACADEMIC APPOINTMENTS

|   |                            |
|---|----------------------------|
| <b>Babson College, Division of Law &amp; Accounting, Babson Park, MA</b><br>Associate Professor, tenured in 2017.   | 2015 – present             |
| <b>University of Massachusetts Dartmouth, Charlton College of Business, North Dartmouth, MA</b><br>Associate Professor, tenured in 2011.<br>Assistant Professor | 2011 – 2015<br>2005 – 2011 |
| <b>Boston College, Chestnut Hill, MA</b><br>Adjunct Lecturer, Legal Environment of Business   | 2003                       |
| <b>Harvard University, Cambridge, MA</b><br>Teaching Fellow   | 2000 – 2001                |

## HONORS & GRANTS

|   |                |
|---|----------------|
| <b>Babson Research Scholar</b>  | 2018 – present |
| <b>Outstanding Proceedings Award</b><br>Academy of Legal Studies in Business annual conference.   | 2018           |
| <b>Nancy Kubasek Outstanding Environmental Sustainability Paper</b><br>Academy of Legal Studies in Business annual conference.  | 2018           |
| <b>Virginia Maurer Outstanding Ethics Paper Award Finalist</b><br>Academy of Legal Studies in Business annual conference.   | 2017           |
| <b>Outstanding Teaching Case</b><br>United States Association for Small Business and Entrepreneurship   | 2017           |
| <b>Babson Executive Education Fellow</b>  | 2016 – 2017    |
| <b>International Case Writing Award</b><br>Academy of Legal Studies in Business annual conference.  | 2016           |
| <b>Fulbright Scholar</b><br>Researched and implemented sustainability reporting in Europe, including for a capital city.<br>Deliverables included a peer-reviewed book chapter and articles in refereed journals. | 2014 – 2015    |
| <b>Green Campus Faculty Award</b><br>For research, teaching, and community service at UMass Dartmouth related to sustainability.  | 2013           |
| <b>MBA Association Teaching Excellence Award</b><br>As voted upon by UMass Dartmouth MBA students.  | 2013           |
| <b>Thomas Higginson Teaching Award</b><br>As voted upon by UMass Dartmouth graduating seniors.  | 2012           |
| <b>Distinguished Proceedings Award</b><br>Academy of Legal Studies in Business annual conference.   | 2011           |
| <b>Master Teacher Symposium Presenter &amp; Finalist</b><br>Academy of Legal Studies in Business annual conference.   | 2011           |
| <b>Holmes-Cardozo Distinguished Paper Award</b><br>Academy of Legal Studies in Business annual conference.  | 2008           |

## HONORS & GRANTS (continued)

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| <b>Advisor of the Year Award</b>   | 2008 |
| For mentoring the internationally-recognized Gold Status Net Impact chapter at UMass Dartmouth. Net Impact is a global organization of professionals dedicated to furthering sustainability. |      |
| <b>Grant Recipient from the Government of Canada</b>   | 2008 |
| \$4,500 awarded in a peer-reviewed process to research sustainable business practices.   |      |
| <b>UMass Dartmouth Center for Teaching Excellence Partnership Award</b>  | 2007 |
| Co-recipient of award and \$500 to test blended (online and face-to-face) teaching practices.  |      |
| <b>Charlton College of Business Research Fellowship</b>  | 2007 |
| \$5,000 awarded to research alternative means of encouraging compliance with environmental laws.   |      |
| <b>Provost's Best Practices Award</b>  | 2007 |
| Recognized for use of technology in teaching, honorable mention.   |      |
| <b>Best Presentation Award</b>   | 2006 |
| Pacific Southwest Academy of Legal Studies in Business annual conference.  |      |
| <b>Charlton College of Business Research Fellowship</b>  | 2006 |
| \$5,000 awarded to research sustainability reporting in Japan, China and India.  |      |

## REFEREED JOURNAL ARTICLES

33. Heminway, J. M., Sulkowski, A. J. (2019). *Blockchains, Corporate Governance, and the Lawyer's Role*, Wayne Law Review, 65 (17), 17-55.
32. Sulkowski, A. J. (2019). *Blockchain, Business Supply Chains, Sustainability, and Law: The Future of Governance, Legal Frameworks, and Lawyers?* Delaware Journal of Corporate Law, 43 (2), 303-345.
31. Mayer, D. & Sulkowski, A. J. (2018). *The U.S. Constitution's Emoluments Clauses: How History, Behavioral Psychology, and the Framers' Understanding of Corruption All Require an End to President Trump's Conflicts of Interest*. British Journal of American Legal Studies, 7 (2), 257-289.
30. Sulkowski, A. J., Edwards, M. & Freeman, R. (2018). *Shake Your Stakeholder: Firm Initiated Interactions to Create Shared Sustainable Value*. Organization & Environment, 31 (3).
29. Berger-Walliser, G., Sulkowski, A. J., & Shrivastava, P. (2017). *Using Proactive Legal Strategies for Corporate Environmental Sustainability*. Michigan Journal of Environmental & Administrative Law, 6 (1), 1- 35.
28. Sulkowski, A. J. (2017). *Rodolfo's Casa Caribe in Cuba: Business, Ethical & Legal Challenges of Investing in a Start-Up in Havana*. Journal of Legal Studies Education, 34 (1), 127-162.
27. Alexander, M., Sulkowski, A. J. & Wiggins, W. (2016). *Sustainability & Tax Policy: Fixing a Patchwork of Policies with a Coherent Federal Framework*. Virginia Environmental Law Review, 35 (1), 1-58.
26. Sulkowski, A. J. (2016). *City Sustainability Reporting: An Emerging and Desirable Legal Necessity*. Pace Environmental Law Review, 33 (2), 278-299.
25. Sulkowski, A. J. & White, D. S. (2016). *A Happiness Kuznets Curve? Using Model-Based Cluster Analysis to Group Countries Based on Happiness, Development, Income, and Carbon Emissions*. Environment, Development and Sustainability, 18 (4), 1095-1111.
24. Sulkowski, A. J. & Waddock, S. (2016). *Midas, Cassandra & the Buddha: Curing Delusional Growth Myopia by Focusing on Thriving*. Journal of Corporate Citizenship, 61, 15-43.
23. Sulkowski, A. J. & Waddock, S. (2013). *Beyond Sustainability Reporting: Integrated Reporting Is Practiced, Required & More Would Be Better*. University of St. Thomas Law Review, 10 (4) 1060-1123.
22. Hughey, Christopher & Sulkowski, A.J. (2012). *More Disclosure = Better CSR Reputation? An Examination of CSR Reputation Leaders and Laggards in the Global Oil & Gas Industry*. Journal of the Academy of Business and Economics, 12 (2), 24-34.
21. Sulkowski, A. J. (2011). *The Emergence of Green Building Insurance*. Real Estate Law Journal, 39 (4), 519-526.

**REFEREED JOURNAL ARTICLES (continued)**

20. Wu, J., Liu, L. & Sulkowski, A.J. (2011). *Environmental Disclosure, Firm Performance, and Firm Characteristics: An Analysis of S&P 100 Firms*. *Journal of the Academy of Business and Economics*, 10 (4), 73-84.
19. Wei, L., Wenjun, W., Sulkowski, A. J. & Wu, J. (2011). *The Relationships between Environmental Management, Firm Value and Other Firm Attributes: Evidence from Chinese Manufacturing Industry*. *International Journal of Environment and Sustainable Development*, 10 (1), 78-95.
18. Sulkowski, A.J. & Walsh, C. (2011). *Employee Satisfaction and Environmental Reputation*. *Ökologisches Wirtschaften*, 2/2011, 12-13.
17. Sulkowski, A. J. (2010). *What Developers and Their Attorneys Can Learn from Massachusetts's Controversial Attempt to Encourage Affordable Housing*. *Real Estate Law Journal*, 39 (3), 352-366.
16. Walsh, C. & Sulkowski, A.J. (2010). *A Greener Company Makes for Happier Employees More So Than Does a More Valuable One: A Regression Analysis of Employee Satisfaction, Perceived Environmental Performance and Firm Financial Value*. *Interdisciplinary Environmental Review*, 11 (4), 274-282.
15. Sulkowski, A. J. (2010). *LEEDigation: the Risks, Why We Don't See More, and Practical Guidance Related to Green Building Contracts*. *Real Estate Law Journal*, 39 (2), 192-205.
14. White, D. S. & Sulkowski, A. J. (2010). *Relative Ecological Footprints Based on Resource Usage Efficiency Per Capita: Macro-level Segmentation of 121 Countries*. *International Journal of Sustainable Economy*, 2 (2), 224-240.
13. Sulkowski, A. J. (2010). *There's Gold in Them Thar Brownfields: The Legal Framework of Brownfielding and Some Tips on for Getting Started*. *Real Estate Law Journal*, 39 (1) 100-112.
12. Sulkowski, A. J. (2010). *The Growing Trend of Voluntary Corporate Responsibility Disclosure and Its Implications for Real Estate Attorneys*. *Real Estate Law Journal*, 38 (4), 471-481.
11. Golen, R. F. & Sulkowski, A. J. (2009). *The Basis for Estuarian Habitat Restoration and Nutrient Trading Schemes in the Clean Water Act*. *ICFAI University Journal of Environmental Sciences*, 4 (4), 41-50.
10. Sulkowski, A. J. (2009). *Ultra Vires Statutes: Alive, Kicking, and a Means of Circumventing the Scalia Standing Gauntlet in Environmental Litigation*. *Journal of Environmental Law and Litigation*, 24 (1), 75-118.
9. Sulkowski, A. J. & White, D. S. (2009). *Financial Performance, Pollution Measures and the Propensity to Use Corporate Responsibility Reporting: Implications for Business and Legal Scholarship*. *Colorado Journal of International Environmental Law and Policy*, 21 (3), 491-514.
8. Sulkowski, A. J. & White, D. S. (2009). *Consumption of Energy, CO2 Emissions and Materials Usage Efficiency per Capita: A Cluster Analysis of Europe and Eurasia*. *Global Management Journal*, 1 (1), 55-65.
7. Sulkowski, A. J., Parashar, S.P. & Wei, L. (2008). *Corporate Responsibility Reporting in China, India, Japan, and the West: One Mantra Does Not Fit All*. *New England Law Review*, 42 (4), 787-808.
6. Sulkowski, A. J. (2008). *Through the Looking Glass: What a Comparison with the New Polish Framework of Arbitration Reveals about the U.S. Legal Framework of Arbitration*. *Washington University Global Studies Law Review*, 7 (1), 987-102.
5. Sulkowski, A. J. (2007). *Cyber-Extortion: Duties and Liabilities Related to the Elephant in the Server Room*. *Journal of Law, Technology and Policy*, (1), 21-63.
4. Sulkowski, A. J. & Greenfield, K. (2006). *A Bridle, a Prod, and a Big Stick: An Evaluation of Class Actions, Shareholder Proposals, and the Ultra Vires Doctrine as Methods for Controlling Corporate Behavior*. *St. John's Law Review*, 79 (4), 929-954.
3. Sulkowski, A. J. & Tynel, A. (2006). *Polish Legal Framework of Arbitration Overhauled*. *World Arbitration and Mediation Report*, 17 (1), 6-7.
2. Sulkowski, A. J. (2000). *NAFTA's Indirect Expropriation Protections: Will Compensation Be Required When Ecological Protections Are Applied?* *Mealey's International Arbitration Report*, 15 (2).
1. Sulkowski, A. J. (1999). *Polish Arbitration Law Analyzed and Applied to the Fact Pattern of CAS v. ARE*. *American Review of International Arbitration*, 10 (2), 247-263.

## BOOK CHAPTERS

3. Sulkowski, A. J. (2017). *University Experiential Learning Partnerships as Living Laboratories for Sustainability*. Peer-reviewed chapter in book: SUSTAINABILITY IN MANAGEMENT EDUCATION: IN SEARCH OF A MULTIDISCIPLINARY, INNOVATIVE AND INTEGRATED APPROACH THROUGH UNIVERSITY LEADERSHIP, SCHOLARSHIP AND PARTNERSHIPS (Edward A. Arevalo and Shelley F. Mitchell, eds.), Edward Elgar.
2. Sulkowski, A. J. & Greenfield, K. (2008). *The Limitations of Class Action Litigation as Compared to Other Tools for Controlling Corporate Conduct*. CLASS ACTION LITIGATION AND LIMITATIONS (C. Vidya, ed.), Amicus Books, 204-228.
1. Sulkowski, A. J. & Shea, T. P. (2008). *Cyber-Extortion: The Elephant in the Server Room*. CYBER HARASSMENT: STRATEGIC SOLUTIONS (L. Padmavathi, ed.) Amicus Books, 50-72.

## SELECTED REFEREED PROCEEDINGS

13. Sulkowski, A. J. (2019). Hardcoding Ethics: The Tao or DAO for Any Business. *Academy of Legal Studies in Business*.
12. Sulkowski, A. J. (2018). Blockchain, Law, and Improving Business Supply Chains: The Need for Governance and Legal Frameworks To Achieve Sustainability. *Academy of Legal Studies in Business*.
11. Sulkowski, A.J., Bagley, C., Donaldson, T., Edwards, M., Sandler Nelson, J., Snapp, M. & Useem, M. (2018). Legal Lacunae & Governance Solutions Related to Human Well-Being. *Academy of Management Proceedings*.
10. Mayer, D. & Sulkowski, A. J. (2017). Emoluments and Implications from Conflict of Interest Laws and Private Sector Fiduciary Duty. *Academy of Legal Studies in Business*.
9. Edwards, M. & Sulkowski, A. J. (2014). Shaking Stakeholders to Leverage a Firm's Unique Capacity in Issue Networks. *International Association for Business and Society*.
8. Sulkowski, A. J. (2014). Sustainability Reporting by Cities: As a Securities Law Exemption Erodes, A Nascent Obligation May Be Arising. *Academy of Legal Studies in Business*.
7. Potvin, K., Tailor, A. & Sulkowski, A. J. (2013). Regulatory/Political Climate, Education, Income, Sustainability & Headquarter Locations: What Connection Exists, How to Interpret It & Next Steps For Business Law Scholarship. *Academy of Legal Studies in Business*.
6. Sulkowski, A. J. & Vardaro, N. (2011). Sid Wainer & Son: A Growing Realization. *Academy of Legal Studies in Business*.
5. Sulkowski, A.J., Barboza, J. P., Vaillancourt, J. & Studnicka, A. (2011). What Aspects of CSR Really Matter: An Exploratory Study Using Workplace Mortality Data. *International Academy of Business and Economics Proceedings*.
4. Sulkowski, A. J. (2010). Helping the Beast See the Carrot: A Research Agenda Concerning Corporate Responsibility Reporting. *Innovation in Management*.
3. Sulkowski, A. J. & White, D. S. (2009). Corporate Responsibility Reporting, Financial Performance & Pollution: Their Relationships & Implications for Business & Legal Scholarship. *Academy of Legal Studies in Business*.
2. Sulkowski, A. J. & White, D. S. (2009). Oil Users, Air Polluters and Forest Abusers: Macro-Level Segmentation of 121 Countries Based on Resource Usage Efficiency Per Capita. *Eastern Academy of Management International*.
1. Sulkowski, A. J. & White, D. S. (2009). Consumption of Energy, CO2 Emissions and Materials Usage Efficiency per Capita: A Cluster Analysis of Europe and Eurasia. *International Innovation in Management Conference*.

## SELECTED REFEREED CONFERENCE PRESENTATIONS WITHOUT PROCEEDINGS

31. Sulkowski, A. J., Mayer, D. (2017). The Emoluments Clause & Conflicts of Interest: Exploring the Ethics of Executive Power. North Atlantic Regional Business Law Association Annual Conference, Wellesley, MA.

**SELECTED REFEREED CONFERENCE PRESENTATIONS WITHOUT PROCEEDINGS (continued)**

30. Sulkowski, A. J., Alexander, M. & Wiggins, W. (2016). Climate Change and Environmental Abuse: Time to Rethink Refugee Status. Academy of Legal Studies in Business Annual Conference, San Juan, Puerto Rico.
29. Sulkowski, A. J. (2016). Rodolfo's Casa Caribe in Cuba: Business and Legal Challenges of Investing in a Start-up in Havana. Academy of Legal Studies in Business, San Juan, Puerto Rico.
28. Alexander, M., Sulkowski, A. J. & Wiggins, W. (2016). Sustainability & Tax Policy: Fixing a Patchwork of Policies with a Coherent Federal Framework. North Atlantic Regional Business Law Association, Waltham, MA.
27. Sulkowski, A. J. & White, D. S. (2014). Emitting Happiness? Using Model-Based Cluster Analysis to Group Countries By Wealth, Development, Carbon Emissions, and Happiness. European Academy of Management Annual Conference, Valencia, Spain.
26. Edwards, M. & Sulkowski, A. J. (2014). Shaking Stakeholders to Address Complex Issues: Leveraging Networks for Sustainable Consumption. Academy of Management Annual Conference, Philadelphia, PA.
25. Sulkowski, A. J. & White, D. S. (2014). Emitting Happiness? Using Model-Based Cluster Analysis to Group Countries By Wealth, Development, Carbon Emissions, and Happiness. European Academy of Management Annual Conference, Valencia, Spain.
24. Sulkowski, A. J. & Waddock, S. (2013). Beyond Sustainability Reporting. Law and History of Corporate Social Responsibility Conference, Center for Ethical Business Cultures, Minneapolis, MN.
23. Sulkowski, A. J. (2013). Relationships Between Regulatory and Legal Environment, CSR, and Financial Performance. North Atlantic Regional Business Law Association Annual Conference, Boston, MA.
22. Sulkowski, A. J. & Ling, L. (2012). Sustainability Reporting: Moving from Mainstream to Mandate. North Atlantic Regional Business Law Association Annual Conference, Chestnut Hill, MA.
21. Sulkowski, A. J. (2011). The Emergence of Green Building Insurance. Academy of Legal Studies in Business Annual Conference, New Orleans, LA.
20. Sulkowski, A. J. (2011). The Evolving Landscape of Green Lease Contracts. Pacific Southwest Academy of Legal Studies in Business Annual Conference, Palm Springs, CA.
19. Sulkowski, A. J. (2010). Contracting & Disputes Related to Green Building: Pursuing the Promise & Bypassing the Perils. Academy of Legal Studies in Business Annual Conference, Richmond, VA.
18. Sulkowski, A. J. (2010). Helping the Beast See the Carrot: A Research Agenda Concerning Corporate Responsibility Reporting. Innovation in Management Annual Conference, Poznan, Poland.
17. Sulkowski, A. J. (2010). Empirical Evidence of the Benefits of Soft Law Measures. Pacific Southwest Academy of Legal Studies in Business Annual Conference, Palm Springs, CA.
16. Sulkowski, A. J. (2009). Corporate Responsibility Reporting, Financial Performance & Pollution: Their Relationships & Implications for Business & Legal Scholarship. Academy of Legal Studies in Business Annual Conference, Denver, CO.
15. Sulkowski, A. J. (2009). Consumption of Energy, CO2 Emissions and Materials Usage Efficiency per Capita: A Cluster Analysis of Europe and Eurasia. Innovation in Management Annual Conference, Poznan, Poland.
14. Golen, R. F. & Sulkowski, A. J. (2009). Estuarine Habitat Restoration As A Component of Nitrogen TMDL Compliance. North Atlantic Regional Business Law Association Annual Conference, Dartmouth, MA.
13. Sulkowski, A. J. & Bousquet, N. (2009). The Heinz Antitrust Litigation: The Paradox of Efficient Market Concentration. North Atlantic Regional Business Law Association Annual Conference, Dartmouth, MA.
12. Sullivan, B. & Sulkowski, A. J. (2009). The Rotterdam Rules: a Big Step Forward? Pacific Southwest Academy of Legal Studies in Business Annual Conference, Palm Springs, CA.
11. Sulkowski, A. J., & Clayton, G. (2008). Just War Concepts in Commerce. Academy of Legal Studies in Business annual conference, Long Beach, CA.

#### SELECTED REFEREED CONFERENCE PRESENTATIONS WITHOUT PROCEEDINGS (continued)

10. Wei, L., Wenjun, W. & Sulkowski, A. J. (2008). The Relationship Between Environmental Awareness and Firm Value: Evidence from the Chinese Manufacturing Industry. Pacific Southwest Academy of Legal Studies in Business Annual Conference, Palm Springs, CA.
9. Sulkowski, A. J. (2008). Circumventing the Scalia Standing Gauntlet in Environmental Litigation Through the Ultra Vires Doctrine. Huber Hurst Research Seminar, University of Florida, FL.
8. Sulkowski, A. J. (2007). Circumventing the Scalia Standing Gauntlet in Environmental Litigation By Means of the Ultra Vires Doctrine: the Benefits of Buying a Share in Your Adversary. Academy of Legal Studies in Business Annual Conference, Indianapolis, IN.
7. Sulkowski, A. J. & Clayton, G. (2007). Enforcing the Just War of Business: An Adaptation of Just War Doctrine and the Precedent of British Suppression of the Trans-Atlantic Slave Trade. North Atlantic Regional Business Law Association Annual Conference, Salem State College, MA.
6. Sulkowski, A. J. (2007). Non-Financial Corporate Disclosures: Next Steps That Should Be Mandated? Pacific Southwest Academy of Legal Studies in Business Annual Conference, Palm Springs, CA.
5. Sulkowski, A. J. (2006). Corporate Responsibility Reporting and Triple Bottom Line Reporting in Japan, China and India: a Cross-National Pilot Study. United Nations and Academy of Management co-sponsored Business as an Agent of World Benefit Forum, Cleveland, OH.
4. Sulkowski, A. J. (2006). Why Attorneys Are the Last to Know When a Business Client is the Victim of a Cyber-Crime. Academy of Legal Studies in Business Annual Conference, St. Petersburg, FL.
3. Sulkowski, A. J. (2006). The Evolution of Downstream Liability. North Atlantic Regional Business Law Association Annual Conference, Wellesley, MA.
2. Sulkowski, A. J. & Shea, T. P. (2006). Cyber-Extortion: the Elephant in the Server Room. Southern Academy of Legal Studies in Business Annual Conference, San Antonio, TX.
1. Sulkowski, A. J. (2006). Through the Looking Glass: What a Comparison with the New Polish Legal Framework of Arbitration Reveals About the U.S. Legal Framework of Arbitration. Pacific Southwest Academy of Legal Studies in Business Annual Conference, Palm Springs, CA.

#### SELECTED SYMPOSIA & INVITED SPEAKING ENGAGEMENTS

23. Organizer & Chair: 3<sup>rd</sup> Annual Symposium on Law, Academy of Management Meeting, Boston, MA, August 2019.
22. Summit on the Academic Profession of Business Law, University of Connecticut, May 2019.
21. Blockchain's Impact on the Essential Role of Organizational Law. Wayne State University Law School. Detroit, MI, February 2019.
20. Organizer & Chair: 2<sup>nd</sup> Annual Symposium on Law. All Academy Theme Symposium, Academy of Management Meeting. Chicago, IL, August 2018.
19. Disclosing Your Organization's Side Effects: Why, How, and So What. University of Connecticut MBA Required Course on Sustainability. Hartford, CT, April 2018.
18. Organizer & Chair: Gleanings From a Symposium on Law, Management, and Strategy, and Lessons About Successful Interdisciplinary Cooperation. Academy of Legal Studies in Business Annual Meeting, Savannah, GA, August 2017.
17. Teaching Future Entrepreneurs the Importance of Law. Academy of Legal Studies in Business Annual Meeting, Savannah, GA, August 2017.
16. Co-Organizer & Chair, 1<sup>st</sup> Annual Symposium on Law. All Academy Theme Symposium, Academy of Management Meeting, Atlanta, GA, August 2017.
15. Legal and Ethical Implications of ESG Reporting. Bentley Global Business Ethics Symposium: The Challenges and Opportunities of Integrated Reporting. Waltham, MA, May 2014.
14. Keynote: Measurement Matters. Scaling-Up Local & Subnational Climate Action, 19th UN Conference of Parties to the U.N. Framework Convention on Climate Change. Warsaw, Poland, November 2013.

### **SELECTED SYMPOSIA & INVITED SPEAKING ENGAGEMENTS (continued)**

13. Sustainability Reporting in Action. The Concept of Sustainability as a Way to Manage a Crisis, Warsaw School of Economics, Warsaw, Poland, October 2013.
12. Towards and Economics of Justice, Sustainability, and Economic Thrivability. All Academy Theme Symposium, Academy of Management Annual Meeting. Organizers: Sandra Waddock and Andreas Rasche. Panelists: Nancy J. Adler, Henry Mintzberg, Andreas Rasche, Otto Scharmer, Paul Shrivastava, Adam Sulkowski, Sandra Waddock. Discussant: R. Edward Freeman. Orlando, FL, August 2013.
11. Capitalism in Crisis and Other Conundrums: Tackling the Big Questions. All Academy Theme Professional Development Workshop, Academy of Management Annual Meeting. Organizers: Sandra Waddock and Andreas Rasche. Panelists: Claus Dierksmeier, Katrin Muff, Michael Pirson, Andreas Rasche, Sybille Sachs, Erica Steckler, Adam Sulkowski, Sandra Waddock. Orlando, FL, August 2013.
10. Measuring, Managing & Reporting on Sustainable Performance. Verdexchange, Los Angeles, CA. February, 2013.
9. Sustainable Business Ideas in Action: How to Survive and Thrive Now. Royal Bank of Scotland Global Operations Hub. Warsaw, Poland, June, 2012.
8. Keynote: Sustainability Reporting at Universities. University of Messina, Sicily, May 26, 2011.
7. 1<sup>st</sup>-in-world A-level Sustainability/GRI report at UMass Dartmouth – an MBA student experiential learning project – what you can learn from our experience. National Association of College and University Business Officers (NACUBO) Smart & Sustainable Campuses Conference, April 5, 2011.
6. Sustainability and the Competitive Edge. California Polytechnic San Luis Obispo, February 16, 2011.
5. To Report or Not to Report – Is It Still a Question? Net Impact webinar with Mike Wallace, Director of GRI's Focal Point USA, February 11, 2011.
4. Accounting, CSR and Sustainability. Conversation with two accounting classes at Waterloo University, Ontario, Canada, June 2008.
3. Panel speaker: The Bhopal Disaster Approaches 25: Looking Backward to Look Forward. New England School of Law, February 8, 2008.
2. Horizons in Business Law and Corporate Responsibility. Indian Institute of Management, Indore (to undergraduate and Executive MBA students, August 5, 2006.
1. Keynote: Triple Bottom Line (TBL) Reporting: Why We Should All Pay Attention. International Conference on Global Manufacturing and Innovation at Coimbatore Institute of Technology, Coimbatore, India, July 27-29, 2006.

### **SELECTED COURSES TAUGHT**

CSR, Law & Sustainability (online, blended & conventional, MBA & undergraduate Honors Program)  
Green Entrepreneurship (undergraduate)  
Human Resources Law (undergraduate)  
Introduction to Sustainability (undergraduate)  
Law (blended MBA 7-week course & 2-year MBA 5-week module)  
Law for Entrepreneurs (evening & full-time MBA programs & MSEL program)  
Legal Framework of Business (online, blended & conventional, undergraduate)  
Sustainable Business & Entrepreneurship in South Asia (blended, undergraduate)  
Sustainability, CSR & What I Will Do to Improve My Organization (Executive MBA & M.Sc.)

### **SELECTED CURRICULAR INNOVATIONS**

Pioneered learning experiences in which students consult stakeholders, reduce negative externalities, control risks, and measure and report sustainability data for organizations, including UMass Dartmouth and local municipalities. More information available at: <http://netimpact.umassd.edu/>.

## OTHER PROFESSIONAL EXPERIENCE

**Independent Consultant** 2001 – present  
Sustainability report preparation (including the 2013 integrated sustainability report of Warsaw, capital of Poland) and legal services and counselling for both non-profit organizations and companies.

### Kaplan

**Director**, Newton Kaplan Center, Newton, MA 2002 – 2004  
Led turn-around of 3<sup>rd</sup> largest profit center in North Atlantic Region. Enhanced teacher quality through appraisals and training for staff of 120. Grew enrollments 17% and improved student retention 20% in 2003. Improved local reputation and grew share of key markets by over 300%. Selected as one of two managers in region to attend Kaplan's 2004 National Leadership Conference.

**Director of Operations and Training**, Boston, MA 2001 – 2002  
Boosted sales and service levels by selecting and training managers. Drafted international partnership agreements and sales agent agreements. Led meetings of 45 directors to improve coordination and processes. Facilitated \$18.5 million regional budgeting process.

**Instructor**, taught and counseled students at Brandeis, Boston College, Wellesley, Tufts, and MIT.

### White & Case

**Summer Associate**, Warsaw, Poland 1999  
Drafted documents related to securities transactions. Strategized with client to develop response in international contract dispute. Recruited client and completed regulatory assessment on its behalf.

### Baker & McKenzie

**Summer Associate**, Warsaw, Poland 1999  
Analyzed procedures and described options for establishing a subsidiary and executing transactions.

### Earthjustice, San Francisco, CA

**Summer Associate** 1998  
Drafted motion used in international litigation. Researched and redacted case law.

**Summer Associate** 1997 & 1998  
Supported President and CEO of BMG Direct in preparing company's five-year strategic plan.  
Negotiated and drafted intellectual property contracts necessary for BMG's transactional website.  
Aided General Counsel of BMG Direct in responding to lawsuits alleging anticompetitive practices.

## SERVICE

### CAMPUS-BASED

#### At Babson (representative sample)

|   |                |
|---|----------------|
| Member, Advisory Committee on College Priorities                                    | 2018 – present |
| Course Coordinator, Law 7200 for blended (face-to-face and online) program          | 2016 – present |
| Leadership Team, Inclusive Curriculum & Classroom subcommittee                      | 2016 – present |
| Member, Council for Diversity & Inclusion   | 2016 – present |
| Faculty Advisor, Pre-Law Society  | 2016 – present |
| Faculty Lead, Aim2Flouish involvement (UN PRME-related learning platform)           | 2016 – present |
| Faculty Adviser, Model UN Club  | 2016 – present |
| Faculty Adviser, Net Zero Conference  | 2016 – 2018    |
| Faculty Adviser, Sustainability Club  | 2016 – 2018    |
| Member, two law group committees on standardization of cases and content            | 2016 – 2018    |
| Member, Sustainability Leadership Group (assisted with external benchmarking)       | 2016 – 2018    |
| Faculty Adviser, Hacking Inclusion  | 2016 – 2017    |
| Faculty Adviser, Team Djugaad, representing Babson at the Hult Prize competition    | 2016           |
| Fair Finance initiative feasibility study co-author, for College President's Office | 2016           |
| Invited participant, Babson Connect 2016 (Alumni & Development event)               | 2016           |

**At Babson (representative sample, continued)**

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| Member, Organizing Committee, Adversity in Diversity Day   | 2016 |
| Orientation case & exercise leader, MSEL & undergraduate programs                                | 2016 |
| Undergraduate and Graduate Commencement Host   | 2016 |
| Food Service Committee   | 2016 |
| <u>Invited speaking on campus</u>  |      |
| Babson Faculty Research Fund, invited talk on field research in Iraqi Kurdistan                  | 2016 |
| Center for Engaged Learning and Teaching, best practices presentation on teaching sustainability | 2016 |
| Global Health Luncheon on sustainability reporting   | 2016 |
| Law Society and Project Ohno event on climate and the law  | 2016 |
| <u>Other service-related participation in campus life</u>  |      |
| Babson-Olin-Wellesley Sustainability Certificate reboot  | 2016 |

**At University of Massachusetts Dartmouth (representative sample)**

|   |             |
|---|-------------|
| Member, Financial Aid Committee   | 2009 – 2015 |
| Adviser, Internationally recognized Net Impact Chapter (Gold Status)          | 2007 – 2015 |
| Presenter, Charlton College of Business Open House & Admissions Office events | 2007 – 2015 |
| Participant, Sustainability Initiative planning meetings                      | 2006 – 2015 |
| Advisor, Academic Advising for business students                              | 2005 – 2015 |
| Chairperson, Human Resource Management Search and Screen Committee            | 2007 – 2008 |

**SERVICE TO PROFESSION (representative sample)**

**Leadership**

|  |                           |
|--|---------------------------|
| Founder & Chair, Annual Interdisciplinary Symposium on Law at the Academy of Management (AOM)        | 2017 – present            |
| Co-Founder & President, Interdisciplinary Section of the Academy of Legal Studies in Business (ALSB) | 2017 – 2019               |
| Chair, Academy of Legal Studies in Business environmental law paper contest                          | 2016 – 2017               |
| Leadership Group, Environmental Law & Sustainability Section of the ALSB                             | 2009 – present            |
| President, Environmental Law & Sustainability Section of the Academy of Legal Studies in Business    | 2009 – 2013               |
| President, North Atlantic Regional Business Law Association  | 2009 – 2010 & 2017 – 2018 |
| Vice President & Conference Chair, North Atlantic Business Law Association                           | 2008 – 2009 & 2016 – 2017 |
| President, Pacific Southwest Academy of Legal Studies in Business                                    | 2008 – 2009               |
| Vice President & Conference Chair, Pacific Southwest Academy of Legal Studies in Business            | 2007 – 2008               |
| Delegate to the House of Delegates of the Academy of Legal Studies in Business                       | 2006 – 2009               |

**Reviewer for Academic Journals**

|  |                |
|--|----------------|
| Journal of Business Ethics                             | 2019 – present |
| Journal of Environment, Development and Sustainability | 2019 – present |
| Sustainability   | 2017 – present |
| Baltic Management Journal                              | 2016 – present |
| The Journal of Corporate Citizenship                   | 2014 – present |
| American Business Law Journal                          | 2007 – present |

**PERSONAL**

Marathon running (personal record: 2:49:28, completed 27, including 23 Boston Marathons) and music.  
 Languages: Polish (fluent) French (conversant) Spanish (elementary).  
 Have researched, taught, advised, or otherwise traveled in 116 countries.