

Vita

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Babson College – Accounting & Law Division
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EDUCATION

William James College – Newton, MA

Graduate Certificate in Executive Coaching, 2024

Oxford University (St. Catherine's College) – Oxford, England

D Phil (PhD) in Law, 2005

M St in Law (LLM), 2000

Harvard Law School – Cambridge, MA

Visiting Researcher, 2004-05, 2001-02

Boston University School of Law – Boston, MA

JD, *magna cum laude*, 1995

Boston University School of Management – Boston, MA

BS in Business Administration, *summa cum laude*, 1992

ACADEMIC APPOINTMENT

Babson College, Accounting & Law Division – Wellesley, MA

Professor of Law, 2023 – Present

Associate Professor of Law (with tenure), 2018-23

Assistant Professor of Law, 2015-18

Babson Research Scholar, 2019-25

Teaching – Undergraduate Program:

- Business Law, Public International Law

Teaching – Graduate Programs:

- Business Law (Blended Learning MBA & 1-year MBA programs)

LEADERSHIP – HIGHER EDUCATION

Babson College – Wellesley, MA

Special Advisor to the Provost, 2025 – Present

- First incumbent in newly-created role focused on the identification and execution of high-impact academic priorities and the pragmatic resolution of complex challenges across the college.
- Serve as a key strategic counselor to both the Provost and the Vice President of Academic Operations in cross-functional engagement with other stakeholder groups (eg, president, trustees, finance & campus administration, faculty, residential life, centers & institutes, lifelong learning) to enhance collaboration, identify and resolve challenges, and drive innovation.

- Current strategic priorities include:
 - Coordination of 12-month campus initiatives (program growth and innovation, organizational structure, operations, budget & financial, etc.) involving on-campus summer intensives for Babson students, residential and virtual programs for non-Babson college and high school students, facility rentals, and programs for overseas and adult learners.
 - Collaboration with the graduate school on the redesign and expansion of corporate certificate programs to support revenue generation and broaden transition pathways to Babson's MS and MBA programs.
 - Partnership with Babson's Center for Career Development to broaden CCD engagement with a college-wide approach to professional and career development for students.
 - Coordinating strategic development and organizational positioning of Babson's AI Generator, focusing on three key strategic priorities – pedagogy, curriculum, and student engagement and mentoring.
 - Serving as a key liaison between Academic Affairs and Babson's faculty to enhance college-wide engagement with artificial intelligence and to execute key AI initiatives, including a college-wide AI Faculty Task Force.

Faculty Director – Summer Intensives, 2025 – Present

- Led the creation and execution of a new academic structure for residential summer courses at Babson to support student career outcomes and grow on-campus summer enrollment. College-wide engagement included over 50 individual meetings with faculty, administrative and leadership colleagues as well as key committees (eg, President's Council, Deans & Chairs, Undergraduate Academic Policy Committee, Board of Trustees Academic Excellence Committee) and student focus groups.
- Designed curriculum for 6-week cohort-based intensive experience comprised of 6-12 academic credits taught in tandem with a new career course and integrated career development activities. Shepherded curriculum design and new career course through vote of approval by Babson's UAPC.
- Collaborate with college marketing to develop a comprehensive informational campaign to drive student and parent engagement with the new summer intensives opportunities.
- Partner with administrative colleagues across the college (eg, Undergraduate Programs, Center for Career Development, Registrar, Student Advising, Financial Aid, Residential Life) to create programmatic and enrollment infrastructure needed to support program launch in May 2026.
- Lead teaching team (7 faculty from 6 academic divisions) to create a coordinated academic experience aligned with career development and other co-curricular and social living / learning activities for students.

Associate Dean of Faculty – Teaching, 2024 – 2025

- Co-developed decision support models, financial projections, and policies and procedures around faculty hiring, course staffing, sabbatical leaves, teaching awards, faculty recruitment, appointment of division chairs, and the like.
- Worked closely with student services units (e.g. Counseling and Psychological Services, Accessibility Services, College Athletics) and key committees (e.g. enrollment strategy, student course selection) to build stronger partnerships with college academics to provide students with more integrated learning experiences.

- Oversaw Babson's Center on Engaged Learning and Teaching, collaborating closely with the Academic Technology Innovation Center to help faculty better leverage technology and artificial intelligence to enhance classroom learning.
- Collaborated with Dean of Faculty to administer the annual review process. Developed and enhanced assessment materials, advised and coached faculty and division chairs, and served as a second reviewer on annual reviews to ensure process integrity and efficient operations.
- Led collaborative reorganization to bring Babson's AI Generator under academic affairs with a new focus on three strategic priorities – pedagogy, curriculum, and student engagement and mentoring.
- Partnered with college development office on fundraising initiatives to support teaching, curricular innovation, cross-divisional collaboration, research, and related matters.
- Led a team of division chairs to develop and implement a clear and robust process to continuously improve conducting and tracking peer assessment of teaching.

Boston University Questrom School of Business – Boston, MA

Assistant Dean – Global Programs, 2013 – 2015

- As Questrom's Senior International Officer, defined and led strategic initiatives to enhance global engagement and to create and broaden international learning opportunities (classroom and experiential) for undergraduate and graduate students.
- Developed financial priorities and budgets, supervised administrative colleagues and research staff, and managed program operations, including advancement activities and engagement with individual donors, institutional donors, and related stakeholders.
- Served as Questrom's chief diplomat on global matters, identifying and developing collaborative opportunities and joint ventures with academic institutions around the world.
- Created, enhanced and expanded undergraduate internships and study abroad offerings, graduate field seminars, executive education, and other global engagement opportunities.
- Developed global learning as an innovative curricular theme through immersive, integrative, and experiential teaching modalities.
- Worked closely with Boston University's Office of Global Programs, Study Abroad, and related stakeholders to advance Questrom's global agenda and align school-based initiatives with the university's wider priorities. Represented Questrom on a Provost-led initiative to develop the global engagement strategy for Boston University as a whole.

Executive Director ad interim, Susilo Institute for Ethics in a Global Economy, 2014 – 2015

- Served as the founding executive director of Questrom's first permanently endowed academic center, working closely with the Institute's mid-7-figure donor as well as Questrom's dean, faculty and other stakeholders to create and execute a shared vision for the Institute.
- Developed the Institute's charter through broad, consultative engagement with nearly thirty stakeholders, including the donor, Questrom's faculty leadership and department chairs, ethics faculty, and senior university leadership, leading to the Charter's formal endorsement by Boston University's Provost.

- Developed budgets and financial priorities. Identified target zones of academic opportunity. Developed and executed a strategic plan around core areas of teaching, research, and outreach.
- Engaged in deeply consultative processes to develop internal governance and organizational structures, mandate for an external Advisory Board, and partnership agreements with Academic Collaboration Centers in Asia and Europe.

Harvard Law School – Cambridge, MA

Center on the Legal Profession

Executive Director, 2007 – 2009

- Led an academic research center focused on lawyers and the legal services industry through a period of significant growth, tripling the number of research projects, major events and conferences, and personnel in a 2-year period. Managed 9 direct reports and managed all operational, financial, talent/HR, and strategic dimensions of the program.
- Developed budgets and managed program finances, including advancement activities and engagement with individual donors, institutional donors, and related stakeholders. Duties included stewardship of the Center's 22-member advisory board (comprised principally of HLS alumni serving 5-year terms as mid-5-figure donor / advisors), preparation of annual reports and board meeting materials, and conducting the Center's annual board meetings.
- Selected for Harvard University's competitive *Focused Leadership* program, which provides sophisticated leadership development training to 16 high-performing senior university executives annually.
- Conceived and organized major conferences, roundtables, and academic exchanges. Enhanced stakeholder engagement with the Center through the creation of a speaker series, paper award, research grants, and summer public interest fellowship program.
- Conceived, designed, and oversaw large-scale research projects, including research on law firm culture and a career study of HLS graduates.

LEADERSHIP – GOVERNMENT SERVICE

Supreme Court of the United States – Washington, DC

Office of the Counselor to the Chief Justice

Supreme Court Fellow, 2005 – 2006

- Represented the Supreme Court in diplomatic briefings with over 900 foreign justices, ambassadors, parliamentarians, business leaders, and high-level government officials representing ~96 countries.
- Assisted Supreme Court Justices with research, articles, speeches, and meetings with foreign delegations and federal officials.
- Oversaw the Supreme Court's judicial internship program. Hired, supervised, and mentored judicial interns (college students and recent graduates).
- Enhanced and expanded the Supreme Court's international outreach efforts. Coordinated rule of law programming and publications with federal officials and private organizations sponsored by the US State Department. Attended international judicial exchanges.

- Assisted the Chief Justice's chief of staff with high-level administrative and research projects. Prepared analytic reports on legal and managerial issues. Developed and implemented policies and procedures.
- Analyzed and monitored bills, committee reports and other legislative developments in Congress in order to assess the impact of proposed legislation upon the federal judiciary.
- Organized educational colloquia involving members of the federal and state judiciary, law professors, lawyers, journalists, and other academics and professionals.
- Educated foreign media representatives in conjunction with the US State Department's Foreign Press Center. Coordinated follow-up with reporters and the Supreme Court's Public Information Office.

LEGAL PRACTICE

St. Catherine's College (Oxford) Foundation – Boston, MA

Trustee, Vice President & General Counsel, 2003 – 2008 (pro bono)

- Advised international educational foundation on all legal matters, including corporate governance, IRS and Treasury regulations, contracts, employment law, domestic and international fundraising, and investment management.
- Worked with college leadership, foundation's president, and trustee colleagues to develop the organizational vision, fiscal plan and operational procedures required to execute an advancement strategy involving major and corporate donors, planned gifts, and annual giving.

Robinson & Cole LLP – Boston, MA

Litigation Associate, 2001 – 2003

Robins Kaplan LLP – Boston, MA

Litigation Associate, 1997 – 1999

Day, Berry & Howard LLP (now Day Pitney LLP) – Boston, MA

Litigation Associate, 1995 – 1997, Summer Associate, 1994

- Managed an active caseload of complex business and insurance coverage disputes in state and federal courts throughout the United States. Developed and executed all phases of litigation strategy (pleadings, discovery, fact and expert depositions, procedural and dispositive motion practice), resolving cases through trial, arbitration, mediation, administrative hearings, and negotiation. Oversaw litigation teams ranging from 5-20 lawyers and paraprofessionals.
- Directed internal and external investigations involving loss recovery, fraud and corporate compliance.
- counseled clients and provided opinion letters on business and employment matters, regulatory issues and insurance coverage.
- Trained, supervised, and mentored junior lawyers, summer associates, and staff.

INSTITUTIONAL SERVICE

Babson College

- Faculty Representative, Babson College Board of Trustees Advancement Committee (2021 – present)
- College Enrollment Working Group (2024 – present)
- Strategic Enrollment Working Group (2024 – present)
- Co-Chair, Steering Committee, COACHE Faculty Survey, Babson College (2024-26)
- Planning Committee, Make Your Mark – Babson College Annual Day of Giving, Office of Alumni Engagement & Annual Giving (2025)
- Student Course Selection Committee (2024-25)
- Planning Committee, Make Your Mark – Babson College Annual Day of Giving, Office of Alumni Engagement & Annual Giving (2024)
- Appointments Decision Making Body (governing faculty tenure, promotion & contract renewals) (2023-24)
- Steering Committee, COACHE Faculty Survey, Babson College (2021-23)
- Dean of College Professors of Practice / Teaching Professors Task Force (2021-22)
- Dean of College Professors of Practice / Teaching Professors Blue Ribbon Committee to Revise Babson College Policies & Procedures (2022)
- Faculty Senate
 - Senate Executive Committee (Chair, 2020-21; Secretary, 2018-19)
 - Member at Large (2018-23) (2 terms)
 - Alternate (2017-18); Member at Large (Jan-Aug 2017); Alternate (Sept-Dec 2016)
- Dean of College Task Force, Associate Deans of Faculty (2020)
- Task Force, Center on Engaged Learning and Teaching, Leadership in the Classroom (2019-20)
- Co-chair, Integrated Sustainability in the Undergraduate Curriculum Task Force (2019-20)
- Steering Committee, Framing the Future of Undergraduate Learning (2019-20)
- Lead author, Accounting & Law Division White paper – *Proposed Methodologies for Assessing and Validating Quality of Legal Scholarship in Law Journals* (2019-20) (with Adam Sulkowski and Toni Lester)
- Babson College Strategic Planning Task Force – Ecosystem Engagement (2019)
- Faculty Fellow, Framing the Future of Undergraduate Learning at Babson College (2019)
- External Member, Four-Year Review Committee for an Assistant Professor, Math/Science Division (2018-19)
- Provost-Trustees Implementation Committee on Integrated Sustainability (2018-19)
- Steering Committee, SEERS / Integrated Sustainability Task Force (2017-18)
 - Co-author, *White paper – Building on Integrated Sustainability: A Plan to be a Recognized Leader in Sustainability and Social Innovation by 2023* (2018) (with Lauren Beitelspacher, Stephen Deets, Sinan Erzurumlu, Wiljeana Glover, James Hunt, Cheryl Kiser, Ben Luippold, Mahdi Majbouri, Vikki Rodgers, and Elizabeth Swanson)
 - Chair, External Relations Subcommittee (Fall 2017)

- Planning Committee, Babson Research Day 2018 (with BFRF) (2017-18)
- Faculty Lead, Babson PRME (United Nations Principles on Responsible Management Education) Initiatives (2016-19)
 - Presentations: Babson College Board of Trustees (Feb 2017), Babson College President's Cabinet (Dec 2016)
 - Babson Representative: UN Global Forum & PRME Champions Meetings (New York City, July 2017), PRME Champions Meetings (Limerick, Ireland, Oct 2016), UN Global Forum (New York City, July 2016)
 - Design Consultation Working Group, UN Global Compact Sustainable Development Goals Breakthrough Innovation Challenge (2016-17)
- Faculty Representative, Babson Connect Worldwide, Bangkok, Thailand (Mar 2017)
- Planning Committee, (Inaugural) Babson Research Day 2017 (with BFRF) (2016-17)
- Steering Committee, Babson Center on Engaged Learning & Teaching (2016-17)
- Planning Committee, 2016 Babson Faculty Learn & Share Day (2016-17)
- President's Committee, Babson College Center for Global Engagement (2015-16)
- Working Group, Babson PRME (Principles on Responsible Management Education) Initiatives (2015-16)

Babson College – Service to Accounting & Law Division

- Co-Chair, Law Faculty Hiring Committee (2023-24)
- Chair, Task Force, Ethics Assessment in Business Law & Ethics (2022-23)
- Law 1000 Course Coordinator (2018-23)
- MBA Graduate Law Waiver Exam Coordinator (2017-18)
- Accounting & Law Division Self-Review Task Force (2017)
- Babson College Pre-Law Advisor (2016-18)
- MBA Law Course Coordinator – 1-Year and Part-Time Programs (2015-18)

PRIOR FACULTY APPOINTMENTS

Boston University Questrom School of Business – Boston, MA

Markets, Public Policy & Law Department, 2013-15

Senior Lecturer (simultaneous appointment as Assistant Dean of Global Programs)

Teaching – MBA Program:

- MG-700: Ethical & Global Foundations, Boston, MA & Shanghai, China (2013-15) (Global Faculty Lead)

Curriculum Design:

- One-Year International MBA program (redesign)
- 3-Year JD/MBA program (new joint degree, partnering with BU Law)
- Introduction to Global Perspectives (required intensive for MBA students)
- MBA & Undergraduate Field Seminars (short-term study abroad programs)

- Integration of global as a curricular learning theme (immersive, integrative, and experiential teaching modalities)

Institutional Service:

- Provost's *ad hoc* Committee on International Student Experiences and Institutional Impact (University) (2013-14)
- Lead Reviewer, Pedagogical Standards & Content – MBA Global Engagement Elective (Questrom) (2013-15)
- One-Year International MBA Assessment & Review Task Force (Questrom) (2013-14)
- Questrom Design Lead, 3-Year JD/MBA Working Group (Questrom / BU Law) (2013-15)
- Faculty Search Committee, Tenured Faculty in Global Business (Questrom) (2014-15)
- Program Liaison, Boston University Hubert H. Humphrey Fellowship Program (University / Questrom) (2013-15)

Boston University School of Law – Boston, MA

Lecturer in Law, 2003-09, 2012-13

Visiting Assistant Professor, 2009-12

Teaching – JD and LLM Courses:

- Globalization, Professional Responsibility, and the Legal Profession (2009-11, 2011-13); Human Rights Law (2009-12); Professional Responsibility / Legal Ethics (2010-11); Public International Law (2006-07); International Criminal Law (2003-05)

Oxford University, St. Benet's Hall and St. Edmund Hall – Oxford, England

Instructor, 2000 – 2001

- Criminal Law of England and Wales (2000-01) (BA in Jurisprudence and master's programs)

EXECUTIVE EDUCATION

Babson College:

- Entrepreneurial Development Experience: Entrepreneurship of All Kinds (2017, 2018, 2019)
- James Beard Foundation: Women's Leadership Program (2017)

Boston University:

- Association of Corporate Counsel – Risk Management & In-House Counsel (2014, 2015)

PUBLICATIONS

Books

INTERNATIONAL HUMAN RIGHTS LITIGATION: A GUIDE FOR JUDGES, 1-188 (Federal Judicial Center, 2017) (scholarly monograph on the Alien Tort Statute and related topics commissioned by the Federal Judicial Center for distribution to ~1,400 federal judges and magistrates nationwide)

GENOCIDE AND POLITICAL GROUPS, 1-329 (Oxford University Press, 2010)

Reviewed: Adam Jones, 15 JOURNAL OF GENOCIDE RESEARCH 106 (2013) and William Schabas, 21 FINNISH YEARBOOK OF INTERNATIONAL LAW 345 (2010)

Podcast Interview: Legal Talk Network – <http://legaltalknetwork.com/podcasts/boston-university-school-of-law/2010/10/exploring-genocide-political-groups/>

Journal Articles & Book Chapters (Published / Accepted)

The Strategic Engagement of Business with the Sustainable Development Goals: A Systems Thinking Approach (with Sinan Erzurumlu, Vikki Rodgers, and Stephen Deets), 32(7) BUSINESS STRATEGY AND THE ENVIRONMENT 4954-69 (2023)

Human Trafficking in the Global Supply Chain: Using Machine Learning to Understand Corporate Disclosures under the UK Modern Slavery Act (with Dessislava Pachamanova), 35 HARVARD HUMAN RIGHTS JOURNAL 1-46 (2022)

Reorienting the Sharing Economy for Social Benefit: The Nonprofit Digital Platform Business Model (with Rubén Mancha and John Marthinsen), 18 SOCIAL RESPONSIBILITY JOURNAL 918-34 (2022)

From Automation to Autonomy: Legal and Ethical Responsibility Gaps in Artificial Intelligence Innovation (with Rubén Mancha), 27 UNIVERSITY OF MICHIGAN TECHNOLOGY LAW REVIEW 55-96 (2020) (formerly MICHIGAN TELECOMMUNICATIONS & TECHNOLOGY LAW REVIEW)

“Dick & Jane Hire a Lawyer” – *A Case-based Examination of how Business Professionals can work Effectively with Legal Counsel*, 37 JOURNAL OF LEGAL STUDIES EDUCATION 123-60 (2020)

Systems Thinking as a Tool for Teaching Undergraduate Business Students Humanistic Management (with Stephen Deets, Vikki Rodgers, and Sinan Erzurumlu), 5 HUMANISTIC MANAGEMENT JOURNAL 177-97 (2020)

The Current Status of Cultural Genocide Under International Law, JEFFREY BACHMAN (ED.) CULTURAL GENOCIDE: LAW, POLITICS, AND GLOBAL MANIFESTATIONS 62-91 (London: Routledge 2019)

The Law and Ethics of Big Data Analytics – A New Role for International Human Rights in the Search for Global Standards, 61 BUSINESS HORIZONS 845-54 (2018)

A Human Rights Perspective on Legal Ethics and Global Corporate Practice, 50 CASE WESTERN RESERVE JOURNAL OF INTERNATIONAL LAW 187-212 (2018)

Business Lawyers as Worldwide Moral Gatekeepers? Legal Ethics and Human Rights in Global Corporate Practice, 28 GEORGETOWN JOURNAL OF LEGAL ETHICS 1135-87 (2015)

Rethinking Cultural Genocide Under International Law, JENS MEIERHENRICH, GENOCIDE: A READER (Oxford University Press 2014), originally published in 12 HUMAN RIGHTS DIALOGUE 7-8 (2005)

How State Legislative Bans on Foreign and International Law Obstruct the Global Practice and Ethical Regulation of American Lawyers, 44 ARIZONA STATE LAW JOURNAL 1647-1715 (2013)

Comparative Approaches to Punishing Hate – The Intersection of Genocide and Crimes Against Humanity, 43 STANFORD JOURNAL OF INTERNATIONAL LAW 221-64 (2007)

Whoops – I Committed Genocide! The Anomaly of Constructive Liability for Serious International Crimes, 30 FLETCHER FORUM ON WORLD AFFAIRS 81-106 (2006)

To Snitch or Not: The Obligations and Implications of Mandatory Fraud Reporting, 16 INTERNATIONAL RISK MANAGEMENT INSTITUTE CGL REPORTER 1-17 (2004)

The Razor's Edge: Defining and Protecting Human Groups Under the Genocide Convention, 36 CORNELL INTERNATIONAL LAW JOURNAL 293-327 (2003)

Penalty by Proxy: Holding the Policyholder Liable for Fraud by Coinsureds, Claims Professionals, and Other Agents, 38 TORT, TRIAL & INSURANCE PRACTICE LAW JOURNAL 907-31 (2003)

The Contours of Genocidal Intent: Troubling Jurisprudence from the International Criminal Tribunals, 37 TEXAS INTERNATIONAL LAW JOURNAL 231-76 (2002)

Mom Versus Grandma -or- Parent Preference Versus Best Interest: An Examination of the Case for Grandparent Custody, 13 PROBATE LAW JOURNAL 133-56 (1996)

Case Studies

Hilton: Combating Human Trafficking in the Hospitality Industry 1-32 (2018), Harvard Business Publishing Product # BAB434-PDF-ENG

Teaching Note, *Hilton: Combating Human Trafficking in the Hospitality Industry* 1-20 (2018), Harvard Business Publishing Product # BAB434-PDF-ENG

Editor-Reviewed Essays

Committing to Responsible Digital Transformation, BIZED MAGAZINE (AACSB International, Jan/Feb 2020) (with Rubén Mancha and Steven Gordon)

Challenges and Opportunities for Young Lawyers, 53:4 BOSTON BAR JOURNAL 18-19 (2009) (with Maureen O'Rourke)

Asking, Volunteering, and Writing your way to an International Legal Career, in CAREERS IN INTERNATIONAL LAW 25-28 (American Society of International Law 2009)

Appointment of Attorneys, Vol. I, ENCYCLOPEDIA OF THE SUPREME COURT OF THE UNITED STATES 88-89 (David S. Tanenhaus, ed.) (Macmillan Reference USA 2008)

Briefs, Vol. I, ENCYCLOPEDIA OF THE SUPREME COURT OF THE UNITED STATES 204-06 (David S. Tanenhaus, ed.) (Macmillan Reference USA 2008)

Judicial Budget, Vol. III, ENCYCLOPEDIA OF THE SUPREME COURT OF THE UNITED STATES 44-45 (David S. Tanenhaus, ed.) (Macmillan Reference USA 2008)

Judicial Conference of the United States, Vol. III, ENCYCLOPEDIA OF THE SUPREME COURT OF THE UNITED STATES 45-46 (David S. Tanenhaus, ed.) (Macmillan Reference USA 2008)

Public Understanding of the Supreme Court, Vol. IV, ENCYCLOPEDIA OF THE SUPREME COURT OF THE UNITED STATES 154-56 (David S. Tanenhaus, ed.) (Macmillan Reference USA 2008)

Staff of the Supreme Court, Vol. IV, ENCYCLOPEDIA OF THE SUPREME COURT OF THE UNITED STATES 440-41 (David S. Tanenhaus, ed.) (Macmillan Reference USA 2008)

Supreme Court Historical Society, Vol. IV, ENCYCLOPEDIA OF THE SUPREME COURT OF THE UNITED STATES 511-12 (David S. Tanenhaus, ed.) (Macmillan Reference USA 2008)

Supreme Court Reporter of Decisions, Vol. IV, ENCYCLOPEDIA OF THE SUPREME COURT OF THE UNITED STATES 513-15 (David S. Tanenhaus, ed.) (Macmillan Reference USA 2008)

Accommodations Under the ADA: What's Reasonable in 1995?, MASSACHUSETTS CONTINUING LEGAL EDUCATION EMPLOYMENT DISCRIMINATION UPDATE '95 (1995) (with Elizabeth Handler)

Conference Proceedings and Monographs

Ethical and Practical Challenges for Corporate Lawyers Advising Clients on Human Rights, 105 AMERICAN SOCIETY OF INTERNATIONAL LAW PROCEEDINGS 295-98 (2011)

White Papers

Methodologies for Assessing and Validating Quality of Legal Scholarship in Law Journals (2020) (with Adam Sulkowski and Toni Lester)

Building on Integrated Sustainability: A Plan to be a Recognized Leader in Sustainability and Social Innovation by 2023 (2018) (with Lauren Beitelspacher, Stephen Deets, Sinan Erzurumlu, Wiljeana Glover, James Hunt, Cheryl Kiser, Ben Luippold, Mahdi Majbouri, Vikki Rodgers, and Elizabeth Swanson)

Overview of the Professional Services Industry and the Legal Profession, A Report Provided to the Alfred P. Sloan Foundation by the Harvard Law School Center on Lawyers and the Professional Services Industry (2007) (with Sean Williams)

Conference / Workshop Papers

Human Trafficking in the Global Supply Chain: Using Machine Learning to Enhance Understanding of Corporate Disclosures under the UK Modern Slavery Act (with Dessislava Pachamanova), Academy of Legal Studies in Business Annual Meeting (Aug 2021)

Law, Ethics, and Machine Learning – Big Data Analytics and Corporate Reporting on Human Trafficking in the Global Supply Chain (with Dessislava Pachamanova), *American Business Law Journal* Symposium on Legal Strategy, Ethics, Leadership, and Compliance for Organizations (Mar 2021)

Disrupting the Sharing Economy for Good: The New Breed of Digital Nonprofit Platforms (with Ruben Mancha & John Marthinsen), Babson College Research Day (Jan 2020)

From Automation to Autonomy: Legal and Ethical Responsibility Gaps in Artificial Intelligence Innovation (with Ruben Mancha), Conference Paper, Academy of Legal Studies in Business Annual Meeting, Providence, RI (Aug 2020), Academy of Legal Studies in Business (Finalist, Virginia Maurer Outstanding Ethics Paper Award), also presented at Babson College Research Day (Feb 2019)

"Dick & Jane Hire a Lawyer" – A Case-based Approach to Classroom Discussion of how Business Professionals can work Effectively with Legal Counsel, Invited Paper, Journal of Legal Studies Education Invited Scholars Colloquium, Academy of Legal Studies in Business Annual Meeting, Montreal, Canada (Aug 2019)

The Current Status of Cultural Genocide Under International Law, Conference Paper, Academy of Legal Studies in Business Annual Meeting, Montreal, Canada (Aug 2019)

Hilton: Combatting Human Trafficking in the Hospitality Industry, Conference Paper, Academy of Legal Studies in Business Annual Meeting, Portland, OR (Aug 2018)

Big Data, Big Business, and Big Problems – Corporate Opportunities & Risks from an International Human Rights Perspective, Invited Paper, Research Colloquium: The Law and Ethics of Big Data, Wharton School, University of Pennsylvania School of Business (interdisciplinary workshop co-sponsored by Indiana University's Kelley School of Business and the Center for Business Intelligence and Analytics at the Pamplin College of Business, Virginia Tech) (Apr 2017), *also presented* at North Atlantic Regional Business Law Association (NARBLA) Annual Conference, Babson College (Apr 2017) and BFRF Research Presentation, Babson College (Apr 2017)

Beyond Privacy: Rethinking Big Data Analytics and International Human Rights, Conference Paper, Academy of Legal Studies in Business Annual Meeting, San Juan, PR (Aug 2016) (Winner, Virginia Maurer Outstanding Ethics Paper Award)

The Law and Ethics of Big Data: (Very) Preliminary Thoughts on Big Data and Human Rights, Invited Paper, Research Colloquium: The Law and Ethics of Big Data, Kelley School of Business, Indiana University (interdisciplinary workshop co-sponsored by the Center for Business Intelligence and Analytics, Pamplin College of Business, Virginia Tech) (Apr 2016), *also presented* at North Atlantic Regional Business Law Association (NARBLA) Annual Conference, Bentley College (Apr 2016)

“Save our State” – But from what? How Legislative Prohibitions on International and Foreign Law in Judicial Decision Making Impede the Ethical Regulation of American Lawyers, Workshop Paper, Northeast Regional Scholarship Workshop, Albany Law School (Feb 2012) and Boston University School of Law Faculty Research Workshop (Feb 2012)

A Rights-Based Approach to Political Genocide, Workshop Paper, Yale University Genocide Studies Program (Nov 2009) and Boston University School of Law Faculty Research Workshop (Oct 2009)

The Armenian Genocide and Human Rights Litigation in Federal Courts, Conference Paper, International Law and the Armenian Genocide: Recognition, Responsibility and Restitution, University of Southern California (Sept 2007)

Issues in Insurance Fraud: The Innocent Coinsured, Conference Paper – Defense Research Institute Fire and Casualty Law Conference, New Orleans, Louisiana (Sept 2002)

Doctoral Work

The Case for a Crime of Political Genocide Under International Law (2005) (PhD dissertation)

The Genocide Convention: Defining the Parameters of the Crime of Crimes (2000) (M St thesis)

Works in Progress

Responsibility Gaps and Business Ethics in Digital Innovation (with Ruben Mancha)

The Babson College Framework for Applied Business Ethics (Grant – Teaching Innovation Fund)

LECTURES, PANELS & RESEARCH PRESENTATIONS

Advice for Untenured but Tenure Track Faculty on Tenure and Promotion at Babson College (with Kristen Getchell, Kent Jones, Mary Pinard, and Jenny Rademacher) (Jan 2023)

Paper Discussant, *Data Law & AI Ethics Research Colloquium*, April 4-7, 2022 (Virtual), Institute for Computational and Data Sciences, Penn State University; Monash Law and Monash Data Futures Institute, Monash University; Virginia Tech Pamplin College of Business; Kelly School of Business, Indiana University – Bloomington

Future of Research at Babson College: How Do We Build on Our Legacy?, Roundtable, Babson College Research Day (Jan 2022)

Responsible Digital Transformation (with Steven Gordon, Ruben Mancha, Dessislava Pachamanova, Adam Sulkowski & Babak Zafari), Roundtable, Babson College Research Day (Jan 2020)

Interdisciplinary Research at Babson College (with Lauren Beitelspacher, Dessislava Pachamanova & Beth Wynstra), Panel, Babson College Research Day (Jan 2020)

Advice on Tenure and Promotion at Babson College (with Lauren Beitelspacher, Kent Jones, & Elizabeth Swanson), Panel, Babson College Research Day (Jan 2020)

The Changing Face of Business Law – New Teaching Paradigms for the Global Setting, Panel, Curricular Innovations in Business Law, Summit on the Academic Profession of Business Law, University of Connecticut School of Business, Hartford, CT (May 2019)

Integrating Corporate Compliance into Business School Teaching, Research, and Programs, Panel, Curricular Innovations in Business Law, Summit on the Academic Profession of Business Law, University of Connecticut School of Business, Hartford, CT (May 2019) (panel moderator)

Scholarly Development: Preparing for Tenure and/or Promotion: How we Stayed Sane and Learned to Tolerate the Process (with Jennifer Tosti-Kharas, Lauren Beitelspacher, & Elizabeth Swanson), Panel, Babson College Research Day (Feb 2019)

From Automation to Autonomy: Legal and Ethical Responsibility in Artificial Intelligence Innovation (with Ruben Mancha), Babson College Research Day (Feb 2019)

Social Justice & Business Success, Integrated Sustainability Teaching Panel, Babson College (Oct 2018)

Innovative Technologies and Human Rights, Panel, The Governance of Innovation, Academy of Legal Studies in Business Annual Meeting, Portland, OR (Aug 2018)

Ralph Bunche International Law Paper Award Finalists, Panel, Academy of Legal Studies in Business Annual Meeting, Portland, OR (Aug 2018) (panel moderator / organizer)

A Human Rights Perspective on Legal Ethics and Global Corporate Practice, Invited Lecture, Symposium, Corporations on Trial: International Criminal and Civil Liability for Corporations for Human Rights Violations, Frederick K. Cox International Law Center, Case Western Reserve University School of Law (Sept 2017)

An International Human Rights Perspective on Legal and Ethical Standards in Big Data, Invited Lecture, University of Connecticut School of Business (Dec 2016)

Integrating Ethics, Social Responsibility, and Sustainability into Lessons, Courses, and Publications, Faculty Learn & Share Day, Babson College (Aug 2016)

Human Rights and ISIS – International Crimes and Humanitarian Intervention, Boston University School of Law (Nov 2014)

The Professional Development of Ethical Lawyers – Operationalizing Legal Ethics in Private Practice, National Association of Law Placement, American Law Institute, and American Bar Association Professional Development Institute, Washington, DC (Dec 2012)

Publication and Publicity in Legal Scholarship, Northeast Regional Scholarship Workshop, Albany Law School (Feb 2012)

Professional Responsibility in Global Business: Corporate Lawyers, Legal Ethics, and Human Rights, International Law Association – American Branch International Law Weekend, New York, NY (Oct 2011)

Operationalizing Legal Ethics: Human Rights and the Global Professional Responsibility of Corporate Lawyers, American Society of International Law 105th Annual Meeting, Washington DC (Mar 2011) (presenter & panel moderator / organizer)

Corporate Counsel: Managing Professional and Ethical Risks in the Global Business Environment, Association of Corporate Counsel, Boston, MA (Nov 2010)

Globalization and In-House Lawyers, Association of Corporate Counsel, Boston, MA (Jul 2010)

Globalization and the Professional Development of Lawyers, National Association of Law Placement, American Law Institute, and American Bar Association Professional Development Institute, Washington, DC (Dec 2009)

The Armenian Genocide: International Rights and Remedies, Dimensions and Possibilities in Turkish-Armenian Relations, Princeton University (Oct 2009)

Federal Courts as an Avenue for Human Rights Reparations, Armenian Bar Association Annual Meeting, Toronto, Canada (Oct 2009)

Law Firm Culture and Associate Expectations as Reflected in Recruiting Terminology, Global Transformation of Legal Actors and Institutions, Law & Society Association Annual Meeting, Denver, CO (May 2009)

Comparing HLS Graduates and AJD Lawyers, Careers in Transition: “After the JD” Lawyers after Seven Years in Practice, Law & Society Association Annual Meeting, Denver, CO (May 2009)

Tearing up the Rulebook: Globalization, Financial Crises, and the Future(s) of Lawyering, Suffolk Inn of Court, Boston, MA (May 2009)

What's the Bang for the Harvard Buck? HLS Graduates and AJD Lawyers – Early Comparisons, After the JD: An International Conference on Research on Legal Careers in Transition, Harvard Law School (May 2009)

Judging International Law as Law, American Society of International Law 103rd Annual Meeting, Washington, DC (Mar 2009) (panel moderator / organizer)

Globalized Standards for Lawyers in the Far East? The Legal Landscape in China, Boston University School of Law (Feb 2009)

Global Changes in the Legal Profession, Symposium – Globalization of the Legal Profession, Harvard Law School (Nov 2008) (conference chair)

International Law – An Overview for Federal Judges, Federal Judicial Center National Workshop for District Judges, Boston, MA (Jul 2008)

Trial Skills for Everyday Life, Keynote Speech – Closing Ceremonies, Lead America Trial Advocacy Program, Bentley College, Waltham, MA (Jul 2008)

Legal Implications of the Treaty of Sèvres Under International Law, Armenian Bar Association Annual Meeting, New York City (May 2008)

The Power of a Word – Recognition of the Armenian Genocide as a Path to Reconciliation, University of Denver, Denver, CO (Apr 2008)

The Academy's Perspective on Law Practice Management, New York City Bar Association, New York City (Dec 2007)

The Armenian Genocide and Human Rights Litigation in Federal Courts, International Law and the Armenian Genocide: Recognition, Responsibility and Restitution, University of Southern California (Sept 2007)

Considerations in a Legal Career, Lead America Trial Advocacy Program, Bentley College, Waltham, MA (Jun 2007)

The Evolution of the Act of State Doctrine – Legal Accountability for Governmental Cruelty, The Work of Sir James Fitzjames Stephen – A Conference at Boston University's Editorial Institute, Boston University (Apr 2007)

Leadership and the Law, Lead America Trial Advocacy Program, Supreme Court of the United States, Washington, DC (Jun 2006)

The Path of the Law in 2006, Panel Discussion, Boston University School of Law (Mar 2006) (panel moderator / organizer)

The American Legal System and the United States Supreme Court, Recurring briefing for high-level foreign dignitaries, Supreme Court of the United States (2005-06)

Lessons from United States v. Arthur Andersen – Document Retention and Destruction in a Post-Enron World, Presentations to counsel and business executives, Hartford, CT (Oct 2002 and Dec 2002)

GRANTS, HONORS, & AWARDS

- Babson College Faculty Research Scholar Award (2022-25)
- Babson College Teaching Innovation Fund Award (2022), *The Babson College Framework for Applied Business Ethics*
- Babson College, Faculty Award for Outstanding Service to the College (2022)
- Finalist, Best Interdisciplinary Paper Award, *Law, Ethics, and Machine Learning – Big Data Analytics and Corporate Reporting on Human Trafficking in the Global Supply Chain* (with Dessislava Pachamanova), Academy of Legal Studies in Business Annual Meeting (2021)
- Finalist, Virginia Maurer Outstanding Ethics Paper Award, Academy of Legal Studies in Business Annual Meeting, *From Automation to Autonomy: Legal and Ethical Responsibility Gaps in Artificial Intelligence Innovation* (with Ruben Mancha) (2020)

- Babson College Faculty Research Scholar Award (2019-22)
- Babson College Faculty Interdisciplinary Research Project Summer Stipend Award: *Law, Ethics, and Machine Learning – An Interdisciplinary Analysis of Corporate Reporting on Human Trafficking in the Global Supply Chain* (2019)
- Babson College Faculty Interdisciplinary Research Project Summer Stipend Award: *Integrated Sustainability as Interdisciplinary Pedagogy for Business Students* (2019)
- Babson College Faculty Research Fund Award (2018-19)
- Case Centre “Featured Case” – *Hilton: Combatting Human Trafficking in the Hospitality Industry* (2019)
- Best International Case Award, Academy of Legal Studies in Business, *Hilton: Combatting Human Trafficking in the Hospitality Industry* (2018)
- Babson College Provost’s Conference Grant: *Research Colloquium: The Law and Ethics of Big Data*, Babson College (interdisciplinary workshop co-sponsored with Indiana University’s Kelley School of Business and the Pamplin College of Business, Virginia Tech) (Apr 2018)
- Virginia Maurer Outstanding Ethics Paper Award, Academy of Legal Studies in Business, *Beyond Privacy: Rethinking Big Data Analytics and International Human Rights* (2016)
- The Case Centre, Fellowship award (2017), Case Study, *Hilton: Combatting Human Trafficking in the Hospitality Industry* 1-32 (2018)
- Babson College Teaching Innovation Fund award (2016), Case Study, *Hilton: Combatting Human Trafficking in the Hospitality Industry* 1-32 (2018), Harvard Business Publishing Product #: BAB434-PDF-ENG and Teaching Note, *Hilton: Combatting Human Trafficking in the Hospitality Industry* 1-20 (2018), Harvard Business Publishing Product #: BAB434-PDF-ENG
- Law School Honors:
 - G. Joseph Tauro Distinguished Scholar (Top 6% – First Year)
 - Paul J. Liacos Scholar (Top 25% – Second Year)
 - Edward F. Hennessey Distinguished Scholar (Top 6% – Third Year)
 - *Articles Editor*, BOSTON UNIVERSITY PROBATE LAW JOURNAL
 - *Best Brief, Semi-Finalist*, Homer P. Albers Honors Moot Court Competition

PROFESSIONAL DEVELOPMENT

- Babson College Artificial Intelligence Teaching Training Program (Summer 2024)
- Babson College Inclusive Teaching Training Program (Summer 2021)
- Babson College Online Teaching Training Program (Summer 2020)
- Babson College Inspire Studio Teaching & Learning Workshop, Newport, RI (Summer 2019)
- Babson College Price-Babson Symposium for Entrepreneurship Educators (Summer 2018)

SERVICE TO THE PROFESSION

- Conference Co-chair, Research Colloquium: Data Law & AI Ethics Research Colloquium, Babson College (interdisciplinary workshop co-sponsored with Indiana University's Kelley School of Business and the Pamplin College of Business, Virginia Tech) (Forthcoming – Spring 2026)
- Planning Committee, Data Law & AI Ethics Research Colloquium, Feb 2024, William & Mary Law School – Williamsburg, VA
- Planning Committee, Data Law & AI Ethics Research Colloquium, Apr 2023, Institute for Computational and Data Sciences, Penn State University; Virginia Tech Pamplin College of Business; Kelly School of Business, Indiana University – Bloomington
- Planning Committee, Data Law & AI Ethics Research Colloquium, Apr 4-7, 2022 (Virtual), Institute for Computational and Data Sciences, Penn State University; Monash Law and Monash Data Futures Institute, Monash University; Virginia Tech Pamplin College of Business; Kelly School of Business, Indiana University – Bloomington
- Academy of Legal Studies in Business
 - Co-Chair, Artificial Intelligence Special Interest Group, 2021-25
 - Review Committee, 2022 Virginia Maurer Award for Outstanding Ethics Paper
 - President, International Law Section, 2018-19
 - Chair, Paper Award Committee, 2019 Ralph Bunche International Law Paper Award, Academy of Legal Studies in Business
 - Vice President, International Law Section, 2017-18
 - Lead Reviewer, Paper Award Committee, 2018 Ralph Bunche International Law Paper Award, Academy of Legal Studies in Business
 - Secretary-Treasurer, International Law Section, 2016-17
 - Lead Reviewer, Paper Award Committee, 2017 Ralph Bunche International Law Paper Award, Academy of Legal Studies in Business
 - Member, International Law and Ethics Sections, 2015 – Present
- Society of Business Ethics, 2021 – Present
- Invited ad hoc peer reviewer – *Routledge Press* (merits of book proposals and manuscripts in human rights) (2022 – Present)
- Invited ad hoc peer reviewer – *American Business Law Journal* (Academy of Legal Studies in Business) (2016 – Present)
- Invited ad hoc peer reviewer – *Journal of Legal Studies Education* (Academy of Legal Studies in Business) (2016 – Present)
- Conference Chair, Research Colloquium: The Law and Ethics of Big Data, Babson College (interdisciplinary workshop co-sponsored with Indiana University's Kelley School of Business and the Pamplin College of Business, Virginia Tech) (Apr 2018)
- Invited ad hoc peer reviewer – *Oxford University Press* (merits of book proposals and manuscripts in international law) (2017)

- Conference Co-Chair, Annual Conference, North Atlantic Regional Business Law Association, Babson College (Apr 2017)
- Invited ad hoc peer reviewer – *Leiden Journal of International Law* (Cambridge University Press) (2011-15)
- Invited ad hoc peer reviewer – *Journal of Genocide Research* (Routledge Press) (2011-15)
- Invited ad hoc grant assessor – *Social Sciences and Humanities Research Council of Canada* (merits of grant applications in international law and human rights) (2009-15)
- North Atlantic Regional Business Law Association
 - President, 2017-18
 - NARBLA Annual Conference Co-Chair, 2016-17
- Member, UN PRME Working Group on Business and Human Rights (2015-19)
- American Society of International Law
 - Co-chair, Private International Law Interest Group, 2007-11
 - Member, 2000-2017
- Co-authored the Massachusetts Supreme Judicial Court’s bar eligibility rules on educational equivalency and standards regulating the admission of foreign lawyers to the Massachusetts bar (2009-10)
- Academic Advisory Board, Lead America Youth Leadership Program (2007-10)

BAR ADMISSIONS

Licensed to practice law before the courts of the Commonwealth of Massachusetts, the US Supreme Court, the US Circuit Court of Appeals (First Circuit), and the US District Court for the District of Massachusetts

CERTIFICATIONS

Executive Coaching

Entrepreneurship Education