

**DANIELLE E. WARREN**

Management & Global Business  
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**APPOINTMENTS**

- 2019-present Professor of Management & Global Business  
*Rutgers Business School – Newark and New Brunswick*
- 2010-2019 Associate Professor of Management & Global Business (with tenure)  
*Rutgers Business School – Newark and New Brunswick*
- 2006-2010 Assistant Professor of Accounting, Business Ethics & Information Systems  
*Rutgers Business School – Newark and New Brunswick*
- 2004-2006 Visiting Assistant Professor of Legal Studies and Business Ethics  
*The Wharton School, University of Pennsylvania*
- 2001-2006 Assistant Professor of Business Environment  
*Rutgers Business School – Newark and New Brunswick*

**EDUCATION**

- 2001 Ph.D. Management, The Wharton School of Business, University of Pennsylvania
- 1999 M.A. Management, The Wharton School of Business, University of Pennsylvania
- 1993 B.S. Finance (Philosophy minor), Rutgers College & The School of Business, Rutgers,  
The State University of New Jersey, New Brunswick

**RESEARCH INTERESTS**

Constructive and Destructive Deviance, Sanctioning Systems, Moral Emotions, Ethical Decision-Making, and Ethical Organizational Cultures

**AWARDS, OFFICES & HONORS**

- Dean's Meritorious Research Award*, Rutgers Business School, 2023
- Best Practical Solutions Award Finalist*, Society for Business Ethics Annual Meeting, 2023
- NY Federal Reserve Forum on Financial Services Culture, *Member*, 2019-23
- Best Paper Award Finalist*, Strategic Human Capital Interest Group, SMS Annual Meeting, 2022
- Responsible Research Paper Prize Nominee*, SMS Annual Meeting, 2022
- Elected Member of the Board of Directors*, Society for Business Ethics, 2017-2022  
(*Secretary*, 2018-19; *Program Chair*, 2019-20; *President*, 2020-21, *Past President*, 2021-22)
- Warren I. Susman Award for Excellence in Teaching*, Rutgers University, 2021
- Dean's Meritorious Teaching Award*, Rutgers Business School, 2021
- Best Conceptual Paper in CSR/Ethics Track*, Eastern Academy of Management, 2021
- Bright Idea Award*, Research Award, 2017, 2021
- Faculty Research Fellow*, Rutgers Institute for Corporate Social Innovation, 2020-present
- Research Fellow*, Institute for Ethical Leadership, Rutgers Business School, 2017-present
- Affiliate*, Rutgers Center for Cognitive Sciences, 2019-present

*Senior Fellow*, Zicklin Center for Business Ethics Research, The Wharton School, University of Pennsylvania, 2017-present

*Association of Consumer Research's Data Blitz 2017* (most highly rated conference papers)

*Best Article Award (Finalist)*, Business Ethics Quarterly, 2015

*Making Connections Award for Symposium*, OB Division, Academy of Management, 2009

*Faculty Fellow*, Prudential Business Ethics Center, 2002-08

*Honorable Mention Paper Award*, The Society for Business Ethics Annual Meeting, 2006

*Prudential Invited Lecture: Values in the Environment of Business*, 2005

Society for Business Ethics, Planning Committee Member for Annual Meeting, 2004

*State Farm Companies Doctoral Dissertation Award*, 2000-2001

*Sloan Fellow*, Wharton Financial Institutions Center, University of Pennsylvania, 2000-2001

*Maguire Fellowship for Business Ethics*, 2000-2001

*The Wharton School Doctoral Fellowship*, 1996-2001

## RESEARCH

### Academic Publications

1. Scharding, T.K., & Warren, D.E. 2023. When are norms normative? Clarifying the role of norms in behavioral ethics research. *Business Ethics Quarterly*.  
<https://doi.org/10.1017/beq.2023.11>
2. Lewin, L. D., & Warren, D. E. 2023. Calls to action: The dangers of negative CSR information and stakeholder punishments. *Corporate Reputation Review*, 1–17.  
<https://doi.org/10.1057/S41299-023-00158-Y>
3. Scharding, T., & Warren, D.E. 2023. When workplace norms conflict: Using intersubjective reflection to guide ethical decision-making. *Business Ethics Quarterly*, 33: 352-380.  
*\*Best Conceptual Paper in CSR/Ethics Track*, Eastern Academy of Management
4. Arkan, O., Nagpal, M., Scharding, T., & Warren, D.E.\* 2023. Don't just trust your gut: The importance of normative deliberation to ethical decision-making at work. *Journal of Business Ethics*. 186: 257-277. \*authors listed alphabetically
5. Scharding, T.K., Eastman, W., Ciulla, J., & Warren, D.E. 2022. Can ethics drive firms to do the right thing if there is no business case? *Rutgers Business Review*, Summer.
6. Warren, D. E. 2022. “Woke” corporations and the stigmatization of corporate social initiatives. *Business Ethics Quarterly*, 32: 169-198.
7. Warren, D. E. & Schweitzer, M. E. 2021. When weak sanctioning systems work: Evidence from auto insurance industry fraud investigations. *Organizational Behavior and Human Decision Processes*. 166: 68-83. <https://doi.org/10.1016/j.obhdp.2019.04.003>
8. Lewin, L., Warren, D. E. & alSuwaidi, M. 2020. Does CSR make better citizens? The influence of employee CSR programs on employee societal citizenship behavior outside of work. *Business & Society Review*, 125: 271-288.  
*\*Bright Idea Award winner*
9. Warren, D.E., Scharding, T., Lewin, L. & Pandya, U. 2020. Making sure corporate social innovations do social good. *Rutgers Business Review*, 5:166-184.
10. Warren, D. E. 2019. The persistence of organizational deviance: When informal sanctioning systems undermine formal sanctioning systems. *Business Ethics Quarterly*, 29:55-84.
11. Warren, D. E., & Schweitzer, M. E. 2018. When lying does not pay: How experts detect insurance fraud. *Journal of Business Ethics*, 150:711-726

*\*Bright Idea Award winner*

12. Warren, D. E., Peytcheva, M. & Gaspar, J. 2015. When ethical tones at the top conflict: Adapting priority rules to reconcile conflicting tones. *Business Ethics Quarterly*, 25:559-582.
- \* Best Article Award (Finalist), Business Ethics Quarterly, 2015*
13. Smith-Crowe, K. & Warren, D. E. 2014. The emotion-evoked collective corruption model: The role of emotion in the spread of corruption within organizations. *Organization Science*, 25: 1154-1171.
14. Warren, D. E., Gaspar, J. & Laufer, W.S. 2014. Is formal ethics training merely cosmetic? A study of comprehensive ethics training and indicators of ethical organizational culture. *Business Ethics Quarterly*, 24: 85-117.
15. Peytcheva, M. & Warren, D. E. 2013. How auditors perceive sanction severity and the detection of violations: Insights into professional vulnerabilities. *Accounting and the Public Interest*, 13(1), 1-13.
16. Glac, K., Warren, D. E., & Chen, C. 2012. Conflict in roles: Lying to the ingroup versus the outgroup in negotiations. *Business & Society*, 53: 440-460.
17. Unal, A. F., Warren, D. E. & Chen, C. 2012. The normative foundations of unethical supervision in organizations. *Journal of Business Ethics*, 107(1): 5-19.
18. Peytcheva, M. & Warren, D. E. 2011. Auditor professionalism: The importance of internalizing professional standards and detecting professional violations. *Business and Professional Ethics Journal*, 30: 1-2.
19. Warren, D. E. & Laufer, W. S. 2009. Are corruption indices a self-fulfilling prophecy? A social labeling perspective of corruption. *Journal of Business Ethics*, 88: 841-849.
20. Petkoski, D., Warren, D. E. & Laufer, W. S. 2009. Collective strategies in fighting corruption: Some intuitions and counter intuitions. *Journal of Business Ethics*, 88: 815-822.
21. Warren, D. E. & Alzola, M. 2009. Ensuring independent auditors: Increasing the saliency of the professional identity. *Group Decision & Negotiation*, 18: 41-56.
22. Hess, D & Warren, D. E. 2008. The meaning and meaningfulness of corporate social initiatives. *Business & Society Review*, 113: 163-197.
23. Warren, D. E. & Smith-Crowe, K. 2008. Deciding what's right: The role of external sanctions and embarrassment in shaping moral judgments in the workplace. *Research in Organizational Behavior*, 28: 81-105.
24. Warren, D. E. 2007. Corporate scandals and spoiled identities: How organizations shift stigma to employees. *Business Ethics Quarterly*, 17: 477-496.
25. Warren, D. E. 2006. Ethics initiatives: The problem of ethical subgroups. In Research on Managing Groups and Teams: Ethics, pp. 83-100. Edited by E. B. Mannix, M. Neale & A. Tenbrunsel. London: Elsevier Science Press.
26. Warren, D. E. 2005. Managing noncompliance in the workplace. In Managing Organizational Deviance, pp.131-150. Edited by R. E. Kidwell & C. L. Martin. Thousand Oaks, CA: SAGE.
27. Warren, D.E., Dunfee, T. W., & Li, N. 2004. Social exchange in China: The double-edged sword of guanxi. *Journal of Business Ethics*, 55: 355-373.
28. Warren, D.E. 2003. Constructive and destructive deviance in organizations. *Academy of Management Review*, 28: 622-632.
29. Dunfee, T. W. & Warren, D.E. 2001. Is guanxi ethical? A normative analysis of doing business in China. *Journal of Business Ethics*, 32: 191-204.

30. Strudler, A. & Warren, D. E. 2001. Authority, heuristics and the structure of excuses. In Darley, J.M., Messick, D.M., and Tyler, T. (editors) Social Influence and Ethics, Mahwah, NJ: Lawrence Earlbaum Publishers.

*Reprinted in* Dienhart, J.W., Moberg, D. & Duska, R. (editors) The Next Phase of Business Ethics: Integrating Psychology and Ethics, JAI Press, 2001.

### **Other Publications**

1. Cuite, C. Brescia, S., Sackey, J., El-Buri, H., Dietz, K. Leikhram, C., Zaragoza, D., Warren, D. E., Weintraub, D., Wilson, K. 2023. "Basic Needs Insecurity Among Rutgers Students: A Universitywide Survey"
2. Bury, E., & Warren, D. E. 2020. Conduct After Hours. (Teaching Case & Note) *Federal Reserve Bank of New York*.
3. Warren, D. E. 2006. "Book Note: Conflicts of interest: Challenges and solutions in business, law, medicine, and public policy, Edited by Moore, D. A., Cain, D. M., Loewenstein, G., and Bazerman, M. H." *Business Ethics Quarterly*, 16:307.
4. Strudler, A. & Warren, D. E. 2000. Authority and excuses. *Report from the Institute for Philosophy and Public Policy*, 20: 7-11.

### **Conference Presentations**

1. Warren, D. E. & Arkan, O. Navigating moral ambiguity: Locating a moral compass at work. In Loo, C., & Smith-Crowe, K. (Chairs), Moral ambiguity in workplace. (Symposium). *Academy of Management Annual Meeting*, Boston, MA, August 2023.
2. Scharding, T. K. & Warren, D. E. When are norms prescriptive? Understanding and clarifying the role of norms in behavioral ethics research. *Society for Business Ethics Annual Meeting*, Boston, MA, August 2023.
3. Lewin, L. D. & Warren, D. E. #Hypocrites! When firm CSR communication conflicts with news reporting. *Society for Business Ethics Annual Meeting*, Boston, MA, August 2023.
4. Warren, D.E., Pandya, U. & Didonato, J. The garbage in the ESG data. *31<sup>st</sup> Annual Conference on Pacific Basin Finance, Economics, Accounting, and Management*, Taiwan, June 2023.
5. Warren, D.E., Pandya, U. & Didonato, J. The garbage in the ESG data. *ESG: Promising Framework or Problematic Idea? Conference*. Marymount University, Arlington, VA, April 2023.
6. Aydinliyim, L., Roumpi, D. & Warren, D.E. DEI initiatives and human capital turnover: Exploring pronoun disclosure policies. *Strategic Management Society Annual Conference*, London, September 2022.
7. Aydinliyim, L., Roumpi, D. & Warren, D.E. Pronoun disclosure policies: Promoting diversity climate or causing moral outrage? In Aydinliyim, L. & Roumpi, D. (Co-Chairs), Exploring the diversity and inclusion-business ethics interface (Symposium). *Academy of Management Annual Meeting*, Seattle, August 2022.
8. Kim, S. Y., Warren, D.E., Chen, C.C. & Phillips, K. Diversity and ethical outcomes: A review and road map for future research. In Aydinliyim, L. & Roumpi, D. (Co-Chairs), Exploring the diversity and inclusion-business ethics interface (Symposium). *Academy of Management Annual Meeting*, Seattle, August 2022.

9. Gaspar, J., & Warren, D.E. (Symposium Co-Chairs), New Insights into Deception in Negotiations, Organizations and Everyday Life. *Academy of Management Annual Meeting*, Seattle, August 2022.
10. Warren, D.E., Pandya, U. & Didonato, J. The garbage in the ESG data. *Inclusive Impact Summit*, Rutgers Institute for Corporate Social Innovation, held virtually, March 2022.
11. Scharding, T.K., & Warren, D.E. When are norms normative? Clarifying the role of behavioral norms in deception research. In Gaspar, J., & Warren, D.E. (Chairs), New insights into deception in negotiations and organizations (Symposium). *Academy of Management Annual Meeting*, held virtually, August 2021.
12. Gaspar, J., & Warren, D.E. (Symposium Co-Chairs), New Insights into Deception in Negotiations and Organizations. *Academy of Management Annual Meeting*, held virtually, August 2021.
13. Arkan, O. & Warren, D. E. How to reduce unethical behavior and increase voice: The role of moral ownership and perspective-taking. In Gaspar, J., & Warren, D.E. (Chairs), Behavioral ethics: Challenging fundamental assumptions and insights in the field (Symposium). *Academy of Management Annual Meeting*, held virtually, August 2021.
14. Gaspar, J., & Warren, D.E. (Symposium Co-Chairs), Behavioral ethics: Challenging fundamental assumptions and insights in the field. *Academy of Management Annual Meeting*, held virtually, August 2021.
15. Warren, D.E., Scharding, T., Arkan, O. & Nagpal, M. Don't trust your gut: the importance of normative deliberation to ethical decision making at work. *ComplianceNet Conference*, held virtually, June 2021.
16. Scharding, T., & Warren, D.E. When workplace norms conflict: Using intersubjective reflection to guide ethical decision-making. *Eastern Academy of Management Annual Meeting*, held virtually, May 2021.
17. Lewin L., & Warren, D. E. #Hypocrites: The effect of firm self-disclosure on stakeholder punishment. *Eastern Academy of Management Annual Meeting*, held virtually, May 2021.
18. Warren, D. E. The SBE at 40: Forty voices reflect on its past and future. Presented at the *Society for Business Ethics Annual Meeting*, held virtually, August 2020.
19. Scharding, T., Nagpal, M. Arkan, O. & Warren, D. E. An empirical test of the intersubjective reflection process on ethical decision making. In Gaspar, J. & Warren, D. E. (Chairs) Theoretical and empirical insights into ethical decision: The role of social context. Symposium presented at the *Academy of Management Annual Meeting*, Boston, Massachusetts, August 2019.
20. Lewin, L. & Warren, D. E. #Hypocrites! The effect of conflicting CSR information from internal and external channels. In Gaspar, J. & Warren, D. E. (Chairs) The unintended moral consequences of passion, proactivity, and information sharing. Symposium presented at the *Academy of Management Annual Meeting*, Boston, Massachusetts, August 2019.
21. Gaspar, J. & Warren, D. E. (Symposium Co-chairs) The unintended moral consequences of passion, proactivity, and information sharing. Presented at the *Academy of Management Annual Meeting*, Boston, Massachusetts, August 2019.

22. Lewin, L., Warren, D. E. & al Suwaidi. Does CSR make better citizens? The influence of employee CSR programs on employee societal citizenship behavior outside of work. In Opoku-Dakwa, A. & Dillon, P. J. (Chairs) Corporate social responsibility and employees. Symposium presented at the *Academy of Management Annual Meeting*, Boston, Massachusetts, August 2019.
23. Gaspar, J. & Warren, D. E. (Symposium Co-chairs) Theoretical and empirical insights into ethical decision: The role of social context. Presented at the *Academy of Management Annual Meeting*, Boston, Massachusetts, August 2019.
24. Warren, D. E. & Scharding, T. When behavioral and ethical norms conflict: Using intersubjectivity to guide managerial decisions. Presented at the *Academy of Management Annual Meeting*, Chicago, Illinois, August 2018.
25. Warren, D. E. Persistence of formal organizational deviance: The dangers of underestimating the severity of ostracism and social rejection. In J. Gaspar & D. E. Warren (Co-chairs), Unethical behavior in organizations: Consequences and responses. Symposium conducted at the annual meeting of the *Academy of Management*, Chicago, Illinois, August 2018.
26. Gaspar, J. & Warren, D. E. (Symposium Co-chairs) Unethical behavior in organizations: Consequences and responses. Presented at the *Academy of Management Annual Meeting*, Chicago, Illinois, August 2018.
27. Warren, D. E. All bark, no bite: How the profit motive shapes deception detection in organizations. In Gaspar, J. & Warren, D. E. (Co-chairs) Deception in negotiations, organizations, and markets: Theoretical and empirical insights. Symposium conducted at the annual meeting of the *Academy of Management*, Chicago, Illinois, August 2018.
28. Gaspar, J. & Warren, D. E. (Symposium Co-chairs). Deception in negotiations, organizations, and markets: Theoretical and empirical insights. Presented at the *Academy of Management Annual Meeting*, Chicago, Illinois, August 2018.
29. Lewin, L., Warren, D. E. & alSuwadi, M. Does CSR make better citizens? The influence of organizational identification with a firm engaging in CSR on prosocial behavior outside of the firm. Presented at the *Society for Business Ethics Annual Meeting*, Chicago, Illinois, August 2018.
30. Lewin, L. & Warren, D. E. (Panelist and Panel Organizers) Through the looking glass: The effect of corporate social responsibility/irresponsibility on stakeholders and stakeholders' effect on CSR. Presented at the *Society for Business Ethics Annual Meeting*, Chicago, Illinois, August 2018.
31. Rank-Christman, T. & Warren, D. E. Feeling flattered or flawed? The effects of consumer embarrassment on self-perception. *Association of Consumer Research*, San Diego, California, October 2017. \* Invited to participate in Data Blitz (29 most highly rated papers out of 256)
32. Warren, D. E. & Rank-Christman, T. Embarrassment from moral and immoral acts: The effects on perceptions of social rejection and compliance. In J. Gaspar & D. Warren (Co-Chairs), The fundamental inseparability of emotions and ethics: Emotions and unethical

- behavior in organizations. Symposium conducted at the annual meeting of the *Academy of Management*, Atlanta, Georgia, August 2017.
33. Gaspar, J. & Warren, D. E. (Symposium Co-chairs) The fundamental inseparability of emotions and ethics: Emotions and unethical behavior in organizations. *Academy of Management Annual Meeting*, Atlanta, Georgia, August 2017.
  34. Rank-Christman, T. & Warren, D. E.. Feeling flattered or flawed? The effects of consumer embarrassment on self-perception. In T. Rank-Christman (Chair), The red-faced consumer: A deeper look at consumption and embarrassment. A special session conducted at the *Annual Convention of the American Psychological Association (APA), Division 23, Society for Consumer Psychology*, Washington, D.C., August 2017.
  35. Warren, D. E. & Gaspar, J. (Panelist and Panel Organizers) The role of emotions in ethical decision making: A behavioral ethics perspective. *The Society for Business Ethics Annual Meeting*, Atlanta, Georgia, August 2017.
  36. Warren, D. E., Peytcheva, M. & Gaspar, J. When ethical tones at the top conflict: Using ISCT's priority rules to reconcile conflicting tones. *Normative Business Ethics in a Global Economy: New Directions in Donaldsonian Themes*. Philadelphia, Pennsylvania, October 2014.
  37. Gaspar, J. & Warren, D. E. (Symposium Co-chairs) Behavioral ethics: Pushing the boundaries of an emerging field. *Academy of Management Annual Meeting*, Philadelphia, Pennsylvania, August 2014.
  38. Smith-Crowe, K. & Warren, D. E. The malleability of moral judgments. In J. Gaspar & D. Warren (Co-chairs), Behavioral ethics: Pushing the boundaries of an emerging field. Symposium conducted at the annual meeting of the *Academy of Management*, Philadelphia, Pennsylvania, August 2014.
  39. Warren, D.E. (Discussant) To conform or deviate? Situational dynamics of the norm-behavior relationship. *Academy of Management Annual Meeting*, Philadelphia, Pennsylvania, August 2014.
  40. Warren, D. E., Gaspar, J. & Laufer, W.S. Promoting ethics in organizations: A longitudinal study of formal ethics training & indicators of an ethical culture. *Society for Business Ethics Annual Meeting*, Orlando, FL, August 2013.
  41. Smith-Crowe, K. & Warren, D. E. The emotion-evoked collective corruption model. *The Society for Business Ethics Annual Meeting*, Boston, MA, August 2012.
  42. Warren, D. E., Laufer, W.S. & Gaspar, J. Promoting ethics in organizations: A longitudinal study of formal ethics training & outcomes. *Academy of Management Annual Meeting*, Boston, MA, August 2012.
  43. Unal, A. F., Warren, D. E. & Chen, C. C. The normative foundations of unethical supervision in organizations. *Academy of Management Annual Meeting*, San Antonio, TX, August 2011.
  44. Smith-Crowe, K., Warren, D. E. & Sousa, C. We tend to agree on moral rules, just not when they apply. *The Society for Business Ethics Annual Meeting*, Montreal, Canada, August 2010.

45. Warren, D.E. & Laufer, W. S. Are corruption indices a self-fulfilling prophecy? A social labeling perspective of corruption. *The Society for Business Ethics Annual Meeting*, Chicago, IL, August 2009.
46. Warren, D.E. & Peytcheva, M. Auditor independence: The importance of deviating from accounting firm interests in favor of professional standards. In B. Galperin & A. K. Vadera (Co-Chairs), To deviate or not to deviate: That is the question. Symposium conducted at the annual meeting of the *Academy of Management*, Chicago, IL, August 2009.
47. Smith-Crowe, K., & Warren, D. E. A functional account of moral emotions in organizations. In S. Chan-Serafin (Chair), New directions in ethics research: Disentangling the dynamic processes in ethical decision-making. Symposium conducted at the annual meeting of the *Academy of Management*, Chicago, IL, August 2009. Symposium awarded the 2009 Making Connections Award and designated a Showcase Symposium, Organizational Behavior Division, Academy of Management.
48. Warren, D.E. (Facilitator). Has SOX improved corporate ethics? *Inaugural Conference of International Journal of Disclosure and Governance: SOX's Fifth Birthday*, Newark, New Jersey, September 2007.
49. Warren, D. E. & Alzola, M. Ensuring independent auditors: Increasing the saliency of the professional identity. *Academy of Management Annual Meeting*, Philadelphia, Pennsylvania, August 2007.
50. Warren, D. E., & Smith-Crowe, K. How sanctions regulate deviance: The importance of embarrassment and identification. In D. E. Warren, & A. K. Vadera (Co-chairs), Doing good or doing evil? Identity and deviance in organizations. Symposium conducted at the annual meeting of the *Academy of Management*, Philadelphia, PA, August 2007.
51. Warren, D. E. & Vadera, A. (Symposium Co-chairs) Doing Good or doing evil? Identity and deviance in organizations. *Academy of Management Annual Meeting*, Philadelphia, PA, August 2007.
52. Warren, D. E. (Facilitator) Corporate and personal values. *Academy of Management Annual Meeting*, Philadelphia, PA, August 2007.
53. Warren, D. E. & Schweitzer, M. When Lying Doesn't Pay: How Experts Detect Insurance Fraud. *The Society for Business Ethics Annual Meeting*, Philadelphia, PA, August 2007.
54. Hess, D. & Warren, D. E. When do firms adopt meaningful corporate social initiatives? *International Center for Corporate Accountability Conference on Globalization and The Good Corporation*, New York, June 2007.
55. Warren, D. (Moderator) Setting a practical research and evaluation agenda. *Workshop on corruption and the private sector: Research trends, empirical methods and measurement challenges*. The World Bank, Washington D.C. June 2007.
56. Glac, K., Warren, D. E., & Chen, C. Misrepresentation in the name of self or group: Effects of ingroup-outgroup distinctions for individualists and collectivists. *Group Decisions and Negotiation Conference 2007*, Montreal, Canada, May 2007.
57. Warren, D. E. & Sudit, F. (Session Co-chairs) Business Ethics. *Group Decisions and Negotiation Conference 2007*, Montreal, Canada, May 2007.



58. Warren, D. E. & Schweitzer, M. When Lying Doesn't Pay: How Experts Detect Insurance Fraud. *Wharton Organizational Behavior Conference*, University of Pennsylvania, Philadelphia, PA, November 2006.
59. Warren, D. E. Multi-level study of sanctions: The importance of second-order sanctions. *The Society for Business Ethics Annual Meeting*, Atlanta, GA, August 2006.
60. Warren, D. E. Workplace deviance: What is the theoretical relevance of intent? In B. L. Galperin (Chair), *Unmasking workplace deviance: Exploring the common threads of two faces of deviance*. Symposium conducted at the annual meeting of the *Academy of Management*, Atlanta, GA, August 2006.
61. Warren, D. E. (Session Chair) Social entrepreneurship. *Academy of Management Annual Meeting*, Atlanta, GA, August 2006.
62. Hess, D. & Warren, D. E. Corporate social initiatives as strategic responses to institutional pressures. *Academy of Management Annual Meeting*, Atlanta, GA, August 2006.
63. Warren, D. E. Auditors: Designated constructive deviants. *Group Decision and Negotiation*, Karlsruhe, Germany, June 2006.
64. Warren, D. E. Partnership between Private Sector and NGOs to Advance Women's Entrepreneurship. *Roundtable on the Role of Women in the Development of the Private Sector – Middle East and North Africa Region*, The World Bank, Washington D.C., February 2006.
65. Warren, D. E. Tension between informal and formal sanctions in the workplace. In K. Smith-Crowe & S. Chan (Co-chairs), *Ethics and the corporate environment*. Symposium conducted at the annual meeting of the *Academy of Management*, Honolulu, Hawaii, August 2005.
66. Warren, D. E. (Panelist) Debating Constructive and Destructive Workplace Deviance: Deliberations for the 21<sup>st</sup> Century, *Academy of Management Annual Meeting*, Honolulu, Hawaii, August 2005.
67. Glac, K., Warren, D., & Chen, C. Misrepresentation in the name of self or group: Effects of ingroup-outgroup distinctions for individualists and collectivists. In Umphress, E. & Bingham, J. (Co-chairs), *Visions for ethics in the next century: developments in ethical and unethical behavior*. Symposium conducted at the annual meeting of the *Academy of Management*, Honolulu, Hawaii, August 2005.
68. Warren, D. E. Corporate scandals and spoiled identities: How organizations shift stigma to employees. *The Society for Business Ethics Annual Meeting*, Honolulu, Hawaii, August 2005.
69. Warren, D. E. (Session Chair) Leadership. *The Society for Business Ethics Annual Meeting*, Honolulu, Hawaii, August 2005.
70. Warren, D. E. Corporate scandals and spoiled identities: How organizations shift stigma to employees. *The Third Biennial Global Conference on Business Ethics: The Accountable Corporation*, Santa Clara, CA, February 2005.
71. Warren, D. E. (Respondent) International Business Ethics: National Culture or Social Contracts? *Contractarian Approaches to Business Ethics: Evolution of Integrative Social*

*Contract Theory*, The Wharton School, University of Pennsylvania, Philadelphia, PA, November 2004

72. Schweitzer, M. & Warren, D. E. How experts detect deception in the field: Evidence from insurance fraud investigations. In Bingham, J. & Umphress, E. (Co-chairs), *Breaking new ground in deviance and unethical behaviors: Refinement, measurement, and investigations*. A symposium conducted at the annual meeting of the *Academy of Management*, New Orleans, LA, August 2004.
73. Warren, D. E. Managing non-compliance in the workplace. *The Society for Business Ethics Annual Meeting*, New Orleans, LA, August 2004.
74. Warren, D. E. Ethics training: The problem of ethical subgroups. *Research on Managing Groups and Teams: Ethics in Groups*, Stanford University, Palo Alto, CA, May 2004.
75. Warren D. E. (Panelist) Altruists and Capitalists, *Ethics and Corporate Governance: Is There One Best Way?* Rutgers Business School, Newark, NJ, March 2004.
76. Warren, D. E. Deviant compared to what? In Sonenshein, S. & Spreitzer, G., *Deviance on trial: The viability of a positive deviance construct*. A symposium conducted at the annual meeting of the *Academy of Management*, Seattle, Washington, August 2003.
77. Warren, D. E. Constructive and destructive deviance in organizations. *Academy of Management Annual Meeting*, Toronto, Canada, August 2000.
78. Warren, D. E. & Jehn, K. A. Employee deviance: Breaking rules in favor of stakeholder interests. *The Society for Business Ethics Annual Meeting*, Toronto, Canada, August 2000.
79. Cummings, A. & Warren, D. E. Organizational limits: How do they influence employee creativity? In Woodman, R. (Chair) *Organizational creativity: Developing a research agenda*, A symposium conducted at the annual meeting of the *Academy of Management*, Chicago, IL, August 1999.
80. Warren, D. E. & Strudler, A. Authority, heuristics and the structure of excuses. *The Society for Business Ethics Annual Meeting*, Chicago, IL, August 1999.
81. Cummings, A. & Warren, D. E. Control and support of employees. *Society for the Psychological Study of Social Issues Conference*, Ann Arbor, MI, June 1998.
82. Strudler, A. & Warren, D. E. Authority, heuristics and the structure of Excuses. *Social Influence and Ethics in Organizations Conference*, Kellogg School of Management, Northwestern University, January 1998.

### **Invited Presentations**

1. Warren, D. E. (Presenter). *Constructive and Destructive Deviance*. Institut Teknologi Bandung, Indonesia, April 2023.
2. Warren, D. E. (Panelist). *What is teaching excellence? A faculty roundtable*. The P3 Collaboratory for Pedagogy, Professional Development, and Publicly Engaged Scholarship, October 2022.
3. Warren, D. E. (Presenter). *Co-opting organizational sanctions: How workgroups undermine organizational sanctions through second-order sanctions*. Said Business School, University of Oxford, June 2022.

4. Warren, D. E. (Keynote Speaker). *Woke Capitalism: Should businesses jump in or stay out?* 20<sup>th</sup> Ethics and Responsible Business Forum, California State University – Monterey Bay, March 2022.
5. Warren, D. E. (Presenter). “*Woke*” *Corporations and the stigmatization of corporate social initiatives*. Ryerson University, Business Ethics Speakers’ Series, February 2022.
6. Warren, D. E. (Panelist). *Conduct and culture in a post-Covid workplace*. BNP Paribas, November 2021.
7. Warren, D. E. Presidential Address. Presented at the *Society for Business Ethics Annual Meeting*, Virtual, July 2021.
8. Warren, D. E. (Presenter). *Corporate Ethical Decision-Making Frameworks*. NY Federal Reserve Bank Education & Industry Forum Meeting, June 2021.
9. Warren, D. E. (Presenter). Behavioral Ethics. *Bentley’s Global Business Ethics Teaching Workshop*. May 2020, May 2021, June 2022.
10. Warren, D.E. (Presenter). *Don't just trust your gut: The importance of normative deliberation to ethical decision-making at work*. Baruch College, CUNY, (online) April 2021.
11. Warren, D.E. (Panelist). *Can ethics drive firms to do the right thing if there is no business case?* QUASI Seminar Series, Rutgers University, online March 2021.
12. Warren, D.E. (Presenter). *Don't just trust your gut: The importance of normative deliberation to ethical decision-making at work*. Oxford University, (online) March 2021.
13. Warren, D. E. (Panelist) *Editors’ panel session*. 25<sup>th</sup> International Vincentian Business Ethics Conference, New York, New York, October 2018.
14. Warren, D. E. (Panelist & Organizer) *Business & employee donation programs*. #RealCollege: A national convening on food and housing insecurity, Temple University, Philadelphia, September 2018.
15. Warren, D. E. (Panelist) *SIM doctoral consortium on publishing*. Academy of Management Annual Meeting, Atlanta, Georgia, August 2017.
16. Warren, D. E. (Panelist) *Compliance education and training*. Second Annual corporate compliance institute. Rutgers Law School, April 2017.
17. Warren, D. E. & DiTomaso, N. *Business ethics*. HR strategies for new business realities, General Electric, Crotonville, New York, October 2009.
18. Warren, D.E. (Facilitator) Has SOX improved corporate ethics? *Inaugural Conference of International Journal of Disclosure and Governance: SOX’s Fifth Birthday*, Newark, New Jersey, September 2007.
19. Warren, D. (Moderator) Setting a practical research and evaluation agenda. *Workshop on corruption and the private sector: Research trends, empirical methods and measurement challenges*. The World Bank, Washington D.C. June 2007.
20. Warren, D. E. *Multi-level study of sanctions: The importance of second-order sanctions*. Fordham University, December 2006.
21. Warren, D. E. & Schweitzer, M. When Lying Doesn’t Pay: How Experts Detect Insurance Fraud. *Wharton Organizational Behavior Conference*, University of Pennsylvania, Philadelphia, Pennsylvania, November 2006.
22. Warren, D. E. Partnership between Private Sector and NGOs to Advance Women’s Entrepreneurship. *Roundtable on the Role of Women in the Development of the Private Sector – Middle East and North Africa Region*, The World Bank, Washington D.C., February 2006.

23. Warren, D. E. *Meaningful corporate social initiatives*. Prudential Business Ethics Lecture, Rutgers Business School – Newark and New Brunswick, November 2005.
24. Warren, D. E. *Detecting unethical behavior at work: Evidence from trading floors and insurance fraud investigations*. Financial Services Group, The Center for Human Resources, The Wharton School, University of Pennsylvania, June 2005.
25. Warren, D. E. *The tension between informal and formal sanctions in the workplace*. Micro-Meso Seminar, The Wharton School, University of Pennsylvania, April 2005.
26. Warren, D. E. *How experts detect deception in the field: Evidence from insurance fraud investigations*, Zicklin Center for Business Ethics Research, The Wharton School, University of Pennsylvania, March 2005.
27. Warren, D. E. (Respondent) *International Business Ethics: National Culture or Social Contracts? Contractarian Approaches to Business Ethics: Evolution of Integrative Social Contract Theory*, The Wharton School, University of Pennsylvania, Philadelphia, Pennsylvania, November 2004.
28. Warren D. E. (Panelist) *Altruists and Capitalists, Ethics and Corporate Governance: Is There One Best Way?* Rutgers Business School, Newark, New Jersey, March 2004.
29. Warren D. E. *Standing out in a crowd: Deviance on a trading floor*. Rutgers Business School – Newark and New Brunswick, April 2001.
30. Warren D. E. *Standing out in a crowd: Deviance on a trading floor*. Johnson Graduate School of Management, Cornell University, February 2001.
31. Warren D. E. *Standing out in a crowd: Deviance on a trading floor*. INSEAD, February 2001.
32. Warren D. E. *Standing out in a crowd: Deviance on a trading floor*. The State University of New York – Buffalo, December 2000.
33. Strudler, A. & Warren, D. E. *Authority, heuristics and the structure of Excuses. Social Influence and Ethics in Organizations Conference*, Kellogg School of Management, Northwestern University, January 1998.

## **Grants**

The Rutgers Advanced Institute for the Study of Entrepreneurship and Development, 2018, 2021  
 Institute for Ethical Leadership, Research Grant (Rutgers), 2010-11, 2014, 2015, 2016, 2017, 2020  
 RBS Research Resources Committee, 2006-07, 2007-08, 2008-09, 2009-10, 2012-13, 2014-15, 2015-16, 2016-17, 2017-18, 2018-19  
 Zicklin Center for Business Ethics Research (The Wharton School), 1999, 2004-05, 2006-07, 2014-15  
 Prudential Business Ethics Center, Research Grant (Rutgers), 2002-03, 2003-04, 2006-07  
 David K. Whitcomb Center for Research in Financial Services, Research Grant (Rutgers), 2006  
 Center for Human Resources, Research Grant (The Wharton School), 1999  
 GE Future Faculty Grant (The Wharton School), 1996-97, 1999-2000

## **TEACHING**

### **Teaching Experience**

### **Undergraduate Program Courses**

Business, Government & Society (Rutgers Business School – Newark & New Brunswick)  
Corporate Responsibility and Ethics (The Wharton School, University of Pennsylvania)  
Ethics in Business (Rutgers Business School – Newark & New Brunswick)  
Ethics in Finance (Rutgers Business School – Newark & New Brunswick)  
International Business (Rutgers Business School – Newark & New Brunswick)  
International Business Ethics (The Wharton School, University of Pennsylvania)  
Introduction to Management (The Wharton School, University of Pennsylvania)

### **Masters Program Courses**

Ethics in Business, MBA program (Rutgers Business School – Newark & New Brunswick)  
Ethics & Professional Responsibility, MBA in Professional Accounting program (Rutgers Business School – Newark & New Brunswick)

### **Doctoral Program Courses**

Business Ethics (Rutgers Business School – Newark & New Brunswick)  
Research Design (Rutgers Business School – Newark & New Brunswick)

### **Executive and Professional Education**

Socially Responsible Investing and Corporate Social Reports (*Ethical Leadership Program* for Warwick Business School, RBS Executive Education)  
Business Ethics (*Mini-MBA*, Rutgers Center for Management Development)  
Ethical Leadership: Language, Applications, and Strategies (*Senior Leadership Program for Professional Women*, Rutgers Institute for Women’s Leadership & Center for Women & Work)

### **Independent Study Supervisor**

Maggie Farah, New Brunswick undergraduate, Spring 2009  
Melinda Espiritu, Newark undergraduate, Spring 2009  
Limor Barack, New Brunswick undergraduate, Spring 2004  
Noopur Jhunjunwala, MBA, Fall 2002

### **Honors Program Mentor**

Matthew Sayde, Rutgers New Brunswick, 2015-2016  
Anokhi Magodia, 2015-2016, Rutgers New Brunswick, 2015-2016  
Allison Szeliga, 2015-2016, Rutgers New Brunswick, 2015-2016

### **Ph.D. Summer Research Advisor**

Sannah Asif, Ph.D. Early Summer Research 2022, 2023  
Oyku Arkan, Ph.D. Early Summer Research, 2018, 2019  
Gohar Harutyunyan, Ph.D. Early Summer Research, 2016, 2017  
Mahak Nagpal, Ph.D. Early Summer Research, 2016, 2017  
Lisa Lewin Ph.D. Early Summer Research, 2014, 2015  
Mohammed al Suwadi, Ph.D. Early Summer Research, 2011, 2012

### **Dissertation Committees**

Oyku Arkan, (Chair) Management & Global Business Dept., Rutgers  
 Gohar Harutyunyan (Member) Management & Global Business Dept., Rutgers  
 Mahak Nagpal (Chair) Management & Global Business Dept., Rutgers  
 Andrew Fultz (Member) Management & Global Business Dept., Rutgers  
 Lisa Lewin (Chair) Management & Global Business Dept., Rutgers  
 Lauren Aydinliyim (Member) Management & Global Business Dept., Rutgers  
 Wen Zhang (Member) Management & Global Business Dept., Rutgers  
 Katie Manley (Member) Management & Global Business Dept., Rutgers  
 Vincent Ogutu (Member) Management & Global Business Dept., Rutgers  
 Andika Pratama (Chair) Management & Global Business Dept., Rutgers  
 Ali Fehmi Unal (Member) Management & Global Business Dept., Rutgers  
 Soojin Kim (Member) School of Public Affairs and Administration, Rutgers  
 Mohammed alSuwaidi (Chair) Management & Global Business Dept., Rutgers  
 Anne-Laure Winkler (Member) School of Management and Labor Relations, Rutgers  
 Witaya Siripanwattana (Member) Supply Chain Management Dept., Rutgers  
 Joseph Gaspar (Member) Management & Global Business Dept., Rutgers  
 Joseph McManus (Member) Management & Global Business Dept., Rutgers  
 Danielle Lombardi (Member) Accounting and Information Systems, Rutgers  
 Grishma Shah (Member) Global Affairs, Rutgers  
 Miguel Alzola (Member) Business Ethics, Rutgers  
 Katherina Glac (Member) Legal Studies and Business Ethics, The Wharton School, University of Pennsylvania  
 Yuxuan (Ernest) Nie (Member) School of Criminal Justice, Rutgers

### **SERVICE**

RBS Academic Integrity Facilitator, 2017-present  
 Business Ethics Course Coordinator, 2015-present  
 Rutgers Ethics and Compliance Certificate Working Group, 2017-18, 2022-present  
 Global Survey of Business Ethics (GSBE) Team, 2022-present  
 RBS Teaching Methods and Innovations Committee (Member) 2006-09, 2013-14, 2022-present  
 Rutgers Basic Needs Insecurity Survey Committee, 2022-present  
 RBS Newark Undergraduate Policy Committee, 2021-present  
 Academy of Management (SIM-ONE Division) Junior Faculty Consortium (Mentor), 2023  
 RBS Business Ethics Professor of Practice Search Committee (Chair), 2022-23  
 Rutgers Award Committee for Rutgers College Class of 1962 Presidential Public Service Award, 2022, 2023  
 Society for Business Ethics, Award Committees, 2018-2022  
 Society for Business Ethics, Emerging Scholars Program (Mentor) 2017, 2021  
 Rutgers University Academic Integrity Committee, 2018-2020  
 RBS Dean's Salary Inequity Advisory Group, 2019-2020  
 RBS Assistant Professor of Business Ethics Search Committee, 2016, 2019  
 RBS Assistant Professor of Organizational Behavior Search Committee, 2018  
 Society for Business Ethics, Best Paper Award Committee (Chair), 2018  
 RBS Dean's Advisory Task Force, 2018  
 RBS Planning Committee (Member), 2016-2018  
 Rutgers Crowdfunding Team – Rutgers Newark Campus Food Pantry, 2017-18

Management & Global Business Non-Tenure Track Review Committee, 2015-2018  
PRME Curriculum Team, 2018  
Society for Business Ethics, Early Career Speed Networking Mentor, 2018  
Aspen business case competition judge, 2015, 2016, 2017  
RBS Professor of Ethical Leadership Search Committee (Chair), 2016  
RBS MGB Speaker Series (Coordinator), Fall 2016  
Rutgers TA/GA Personal Grievance Committee, 2014-2015  
RBS MBA Policy Committee, Member, 2014-2015  
RBS MGB Service Criteria Committee, 2014  
RBS Business Ethics Instructor Search Committee, Member, 2014  
RBS Synthesizing Task Force, 2014  
RBS Service Award Committee, 2012-13  
RBS MGB Instructor Review Committee, 2012-13  
RBS Newark Undergraduate Admissions Committee, 2012-13  
RBS Undergraduate Scholastic Standing Committee, Newark, Member, 2001-02, 2010-12  
RBS Business Ethics Committee, Member, 2009-11  
RBS Professor of Business Ethics Search Committee, Member, 2008-10  
Middle States Committee Commission on Higher Education, Rutgers-Newark, 2006-07  
RBS Courses of Study Committee, Member, 2003-04  
RBS Ethics Across the Curriculum, Project Leader, 2002-2004

### **Refereeing**

**Journal Editorial Board:** *Business Ethics Quarterly*, 2016-present (ad hoc prior), *Business & Society Review*, 2020-present (ad hoc prior)

**Journal Associate Editor:** *Review of Pacific Basin Financial Markets and Policies*, 2023-

**Journal Ad hoc Reviewer:** *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, *Business and Professional Ethics Journal*, *Group Dynamics*, *Human Relations*, *Journal of Applied Psychology*, *Journal of Applied Social Psychology*, *Journal of Business Ethics*, *Journal of Business Venturing*, *Organizational Behavior & Human Decision Processes*

**Conference Reviewer:** *Academy of Management Annual Meeting* (SIM Associate Editor), *Society for Business Ethics Annual Meeting*

**Professional Memberships:** *Academy of Management*, *Society for Business Ethics*