

## CURRICULUM VITAE

**Kevin W. Gibson**  
**Associate Dean, Graduate School**  
**Associate Professor, Department of Philosophy**  
**Marquette University**

### **Special Fields:**

Ethics; Applied Ethics; Business Ethics; Negotiation

### **Degrees:**

Ph.D., University of Colorado, Boulder, Philosophy, 1991  
M.A., University of Colorado, Boulder, Philosophy, 1989  
Ed.M., Harvard University, Administration and Social Policy, 1985  
B.A. (Hons), Sussex University, U.K., Philosophy, 1980

### **Academic Experience:**

Associate Dean, Graduate School, Marquette University, 2012-present  
Associate Professor, Management, Marquette University, 2004-present  
Associate Professor, Philosophy, Marquette University, 2002-present  
Assistant Professor, Philosophy, Marquette University, 1995-2002  
Lecturer, Business, University of Colorado, Boulder, 1994-1995  
Lecturer, Philosophy, University of Colorado, Boulder, 1993-1994

## **PUBLICATIONS**

### ***Books Published Since Employment at Marquette University, After Tenure***

*Sustaining Living Cultures (co-edited with Frieda Gebert)* Common Ground Publishing, Champaign IL, 2013

*Business and Ethics: An Introduction* Cambridge University Press 2007.

Translated and reprinted as: *Etika dhe biznesi*, University Martin Barleti Press: Albania 2011.

*Business Ethics: People, Profits and the Planet* McGraw-Hill 2005.

### ***Book in Press***

*Introduction to Ethics* Pearson ISBN-10: 0205885500 ISBN-13: 9780205885503

### ***Book Chapters in Press***

“Stakeholder Management, Sustainability and Phronesis” *Leadership and Management in a Changing World*, ed. G. Prastacos, Springer.

### ***Book Chapters in Print Published Since Employment at Marquette University, after Tenure***

“Valuing Living Heritage” in Gebert and Gibson (eds.), *Sustaining Living Cultures*, Common Ground Publishing, (2013): 197-211.

“Ethics and Morality in Negotiation,” *The Negotiator’s Fieldbook*, A. Schneider and C. Honeyman eds. ABA/ALA Press (2006): 175-182.

“From Theory to Practice: Messick and Morality” (with Keith Murnighan) in *Social Decision Making: Social Dilemmas, Social Values, and Ethics*, R. Kramer and A. Tenbrunsel, eds. Psychology Press (2009): 265-288.

### ***Book Chapters in Print Published Since Employment at Marquette University, Prior to Tenure***

“Alternative Dispute Resolution and Health Care,” in *Health Care Law Desk Reference*, ed. A. Barnes, ALI/ABA Press (2001): 137-152.

“Role Morality and Individual Moral Responsibility in Accounting,” in *Current Topics in Management*, v.4 ed. Rahim et al, JAI Press (1999): 81-97.

“Biases and Rationality in the Mediation Process,” K. Gibson, L. Thompson, and M. Bazerman (contribution to publication, 45%), *Applications of Heuristics and Biases to Social Issues*, ed. L. Heath, NY: Plenum (1994) 163-183.

### ***Articles in Print Published Since Employment at Marquette University, After Tenure***

“Stakeholders and Sustainability: An Evolving Theory” (2012). *Journal of Business Ethics*, 109(1), 15-25.

“Rethinking the Discourse” (2012). *Philosophy Now*: 88 Jan/Feb: 16-18.

“Towards an Intermediate Position on Corporate Moral Personhood” (2012). *Journal of Business Ethics*, 101, Supplement 1, 71-81.

“The Fungible and The Sacred: Reimagining The Triple Bottom Line for Sustainability” (2011) *International Journal of Environmental, Cultural, Economic and Social Sustainability*: 7(4), 133-144.

“Making Sense of the Sacred” (2011). *Harvard Negotiation Journal*, 27: 477-492.

“Hired guns and moral torpedoes: Balancing the competing moral duties of the public relations professional” (With Kati Berg), (2011) *PRism* 8(1): <http://www.prismjournal.org/homepage.html>

“Hired Hands and Responsibilities to Stakeholders: A Response to Boatright” *Business Ethics Quarterly*, 21:3 (July, 2011): 527-529.

“Profit from the Priceless: Heritage Sites, Property Rights and the Duty to Preserve” *Business and Society Review*, 114: 3 (2009): 327-348.

“Sustaining the Priceless” *EMAN 2009: Environmental Accounting – Sustainable Development Indicators* (Refereed Conference Proceedings). 30 typescript pages.

“The New Canon of Negotiation Ethics,” *Marquette Law Review*, v.87, No.4, (2004): 747-752.

“Games Students Play: Incorporating the Prisoner’s Dilemma in Teaching Business Ethics,” *Journal of Business Ethics* 48 No.1, (November, 2003): 53-64.

“Exploring ethical traps for professionals,” *The Wisconsin CPA*, v.7#7 (July-August 2003): 10-11 (not refereed).

“Contrasting Role Morality and Professional Morality: Implications for Practice,” *Journal of Applied Philosophy*, Vol. 20, No.1 (2003): 17-29.

“Going beyond intuitions: Reclaiming the Philosophy in Business Ethics,” *Teaching Business Ethics* v.6, No.2 (May 2002):151-166.

“When Talk is Not Cheap: Substantive Penance and Expressions of Intent in the Rebuilding of Cooperation,” Bottom, B., Gibson, K., Daniels, S., Murnighan, J.K., (contribution to publication, 35%), *Organization Science*, Vol. 13, No.5, (Sept-Oct. 2002): 497-513.

#### ***Articles in Print Published Since Employment at Marquette University, Prior to Tenure***

“Promises and Problems in Alternative Dispute Resolution for the Elderly,” *Elder’s Advisor*, v.2, No.3, (Winter 2001): 82-91.

“Excuses, Excuses: Moral Slippage in the Workplace,” *Business Horizons* (October/November 2000): 65-72. Reprinted in *Dushkin Annual Editions* series “Business Ethics” (2002-2003): 86-93.

“The Moral Basis of Stakeholder Theory,” *Journal of Business Ethics*, Vol. 26 (August 2000): 245-257.

“Once Bitten: Defection and Reconciliation in a Cooperative Enterprise,” Gibson, Kevin; Bottom, William; Murnighan, J. Keith (contribution to publication, 55%), *Business Ethics Quarterly*; 9(1), (Jan. 1999): 69-85.

“Mediator Attitudes Toward Outcomes: A Philosophical View,” *Mediation Quarterly*, Vol. 17, No. 2 (Winter 1999): 197-211. Reprinted in *Negotiation: Readings, Exercises and Cases*, 4<sup>th</sup> Edition, ed. Roy Lewicki, D. Saunders, J. Minton, and B. Barry, McGraw Hill (2003): 454-466.

“Mediation in the Medical Field: Is Neutral Intervention Possible?” *Hastings Center Report* vol.29, no.5 (Sept/Oct 1999): 6-13.

“Distributing Adventitious Outcomes: Social Norms, Egocentric Martyrs and the Effects on Future Relationships,” J. Mclean Parks et al. (contribution to publication, 15%), *Organizational Behavior and Human Decision Processes* Vol. 67, Issue 2 (August 1996): 181-200.

“Shortcomings of Neutrality in Mediation: Solutions Based on Rationality,” Gibson, K.; Thompson, L.; Bazerman, M., (contribution to publication, 45%), *Negotiation Journal*, Vol. 12, No. 1 (Jan. 1996): 69-80.

“Is the Numbering System in Wittgenstein’s *Tractatus* a Joke?” *Journal of Philosophical Research*, Vol. xxi, (1996): 139-148.

“Fictitious Persons and Real Responsibilities,” *Journal of Business Ethics*, Vol.14 (September 1995): 761-767.

#### ***Articles in Print Published Prior to Employment at Marquette University***

“Business Ethics and Engineering Ethics: Some Reflections,” *International Journal of Applied Ethics*, Vol. 8 #2, (Winter/Spring 1994): 19-21.

“Harmony, Hobbes and Rational Negotiation: A Reply to Dees and Cramton’s ‘Promoting Honesty in Negotiation’,” *Business Ethics Quarterly*, Vol. 4, #3, (July 1994): 373-381.

“Transitivity, Torts and Kingdom Loss,” *Journal of Philosophical Research* Vol. XXXVIII, (Spring, 1993): 83-96.

“Confidentiality in Mediation: A Moral Reassessment,” *Journal of Dispute Resolution*, (Spring, 1992): 25-66. Reprinted in *Alternative Dispute Resolution: Strategies for Law and Business*, ed. E. W. Trachte Huber and S. Huber, Cincinnati OH: Anderson, (1997): 1235-1240.

“The Ethical Basis of Mediation: Why Mediators Need Philosophers,” *Mediation Quarterly*, Vol. 7, No. 1, (Fall, 1989): 41-50.

“Ranken on Disharmony and Business Ethics,” *Journal of Applied Philosophy*, Vol. 6 #2, (Fall 1989): 209-213.

#### ***Encyclopedia Articles In Print Published Since Employment at Marquette University, After Tenure***

“Corporate Social Responsibility” *International Encyclopedia of Ethics* Ed. H. LaFollette, Wiley Blackwell, 2013: (1119-1125).

“Alternative Dispute Resolution,” *Encyclopedia of Business Ethics and Society*, Ed. R. W. Kolb, Sage, (2007): 66-69.

“Game Theory,” *Encyclopedia of Business Ethics and Society*, Ed. R. W. Kolb, Sage, (2007): 967-971.

“Negotiation and Bargaining,” *Encyclopedia of Business Ethics and Society*, Ed. R. W. Kolb, Sage, (2007): 1493-1496.

“Prisoner’s Dilemma,” *Encyclopedia of Business Ethics and Society*, Ed. R. W. Kolb, Sage, (2007): 1668-1671.

#### ***Book Reviews Published Since Employment at Marquette University, Prior to Tenure***

Larry May, "The Socially Responsive Self," *Philosophy in Review* (June, 1997): 188-190.

Joanne B. Cuilla, *Ethics: The Heart of Leadership, Teaching Business Ethics* Vol. 3 (1999): 202-205

David Fritzsche: *Business Ethics: A Global and Managerial Perspective, Teaching Business Ethics*, Vol. 3 (1999): 197-199.

## **PARTICIPATION IN PROFESSIONAL MEETINGS AND /OR PAPERS PRESENTED**

### ***After tenure at Marquette University***

"Stakeholders, the Environment and Fairness" International Society of Business Ethics Education, Warsaw, Poland, July 2012.

"Intangible Heritage and the Claim to Value" 2<sup>nd</sup> International Conference on Intangible Heritage, Tomar, Portugal. July 2011.

"Stakeholder Management, Sustainability and Phronesis" Leadership and Management in a Changing World: Lessons from Ancient East and West Philosophy. Athens, Greece. June 2011. Conference organizer and speaker.

"Critical Management Theory and Sustainability" Annual Meeting, European Business Ethics Network, UK, London, April 2011.

"Inverting the Triple Bottom Line" 7<sup>th</sup> Annual Sustainability Conference, Hamilton, NZ. January 2011.

"3BL, The Fungible, The Intangible and The Sacred" 17<sup>th</sup> Annual Vincentian Conference on Business Ethics, Chicago, October 2010.

Reinventing Governance Conference, Boulder, CO. October 2010. (Invited Participant)

"Evolution of a Theory: Stakeholder Leadership" Wharton/Bergamo Joint Conference on Stakeholder Management, Bergamo, July 2010.

"The Commons, Sustainability and the Law of the Jungle: Stakeholder Leadership as an Alternative to Tragedy" International Association of Business and Society Annual Meeting, Banff, Canada, March 2010. (Refereed).

Ethics Seminar, Ka-Bar Leadership Cohort, USMC, March 2010; April 2011; September 2011.

"Discerning the Moral: A Response to John Boatright" Society for Business Ethics, APA Central Meeting, Chicago, February 2010.

The Mitchell Forum, January 2010, Naples, Florida. Invited Participant,

"The Compelling Case for Stakeholder Leadership" 8<sup>th</sup> Annual Conference on Leadership, Birmingham Business School (UK), December, 2009. (Invited).

“Sustaining the Priceless” 5<sup>th</sup> Environmental Management Accounting Network Conference, Prague, Czech Republic. April 2009.

“Hustling Heritage: Corporate Social Responsibility and The Things We Value” Society of Business Ethics Annual Conference, Anaheim, CA. August 2008. (Refereed).

“Hallowed Spaces and Hollow Promises,” European Business Ethics Network, Annual Conference, Cambridge, UK. April 2008. (Refereed).

14<sup>th</sup> Annual International Business Ethics Conference, DePaul, Chicago, November, 2007. (Session Chair).

Society of Applied Philosophy Conference on Emerging Areas of Scholarship, Princeton, NJ, October 2007 (Invited).

Society for Business Ethics Annual Meeting, Philadelphia, PA, August 2007, (Session Chair).

“Jumbo Shrimp and Business Ethics: The Triple Bottom Line and the Indian Fishing Industry,” Business Ethics In A Global World conference, Markkula Center, Santa Clara University, March, 2007. (Refereed).

“Stakeholder Theory: Present Views and Future Directions,” European Business Ethics Network, Annual Conference, Cambridge, UK. April, 2006. (Refereed).

“What’s at Stake in Stakeholder theory?” Conversations in Ethics, Marquette University, November 2005.

“Decolonizing the Discourse,” 11<sup>th</sup> Annual International Business Ethics Conference, DePaul, Chicago, 2004 (Invited).

Midwest Business Ethics Roundtable, Chicago, IL, October, 2003; April 2004 (Participant).

Society for Business Ethics Annual Conference, New Orleans, August, 2004 (Session chair).

Emerging Canon of Negotiation Conference, Marquette Law School, Nov. 2003 (Participant).

“Serious Games” Society for Business Ethics Annual Conference, Seattle WA, 2003 (Refereed).

“A Grand Unified Theory of Conflict Resolution,” Conference on the Intractable Conflict Knowledge Base, Hewlett Foundation, Boulder, CO. April, 2003 (Invited).

“Role Morality Reconsidered,” Association of Professional and Practical Ethics, Annual Conference, Charlotte, NC. February, 2003. (Refereed).

Conference on Moral Imagination, Carlson School of Business, University of Minneapolis, 2003 (Invited).

“Games Students Play: Incorporating Game Theory in Business Ethics Education,” Teaching Business Ethics II: Technology and Innovation Conference, Brunel University, Uxbridge, U.K., December 2002 (Refereed).

“The Prisoner’s Dilemma,” Teaching Business Ethics II, Brunel University, Uxbridge, U.K., December 2002 (Invited).

Association for Practical and Professional Ethics, Charlotte, NC, February 2002. (Session Chair; Judge).

***Prior to tenure at Marquette University***

“Using Bargaining Games in Mediator Training,” Wisconsin Association of Mediators, Annual Meeting, Madison, WI, November. 2001 (Invited).

“Role Morality and Professional Morality: Two Labels Masking a Simple Truth,” Society for Business Ethics Annual Conference, Washington DC, August. 2001. (Refereed).

“Ethical Issues in EEOC Mediation Practice.” Society of Professionals in Dispute Resolution, Annual Conference, Albuquerque NM, October. 2000. (Invited).

“Issues in Contemporary Stakeholder Theory,” Colloquium speaker, University of Colorado, Boulder. April, 2000 (Invited).

“All for One and One for All? Contemporary Approaches to Stakeholder Theory,” Distinguished Visiting Ethics Lecture, Washington and Lee University, Lexington, VA, November, 1998. (Invited).

“The Moral Basis of Stakeholder Theory,” Annual Meeting of the Society for Business Ethics, San Diego, August 1998. (Refereed).

“Role Morality and Individual Moral Responsibility in Accountancy,” 5th International Conference on Advances in Management, Lincoln, UK, July 1998. (Refereed).

Conference on Social Issues in Management, Kellogg School of Management, Evanston IL, December 1997 (Participant).

Conference on Social Issues in Management, Kellogg School of Management, Evanston IL, December 1996 (Participant).

***Prior to employment at Marquette University***

“The Fair Distribution of Adventitious Outcomes,” (with Judi McLean Parks and others, 15% contribution to presentation), American Academy of Management, Dallas, August 1994.

“Ethics and Conflict Resolution,” Annual Meeting of the American Academy of Management, Panel on Social Issues in Business, Atlanta, August 1993.

“Is Engineering Ethics Just Business Ethics?” Society for Business Ethics, American Philosophical Association Eastern Division, Atlanta, December 1993.

**TEACHING**

***Graduate Courses Taught***

PHIL 299:	Wittgenstein
PHIL 301:	Graduate Seminar, Business Ethics
PHIL 302:	Seminar in Applied/Professional Philosophy
EXBU 264:	Business Ethics: Executive MBA
EXBU 288:	Special Topics in Business
DIRS 200:	Theory of Dispute Resolution
DIRS 203:	Mediation
DIRS 207:	Advanced Issues in Mediation

***Undergraduate Courses Taught***

***At Marquette University***

ARSC 125:	Capstone Seminar in Interdisciplinary Minor in Ethics
PHIL 104:	Theory of Ethics
PHIL 105:	Contemporary Ethical Problems
PHIL 108:	Business Ethics
PHIL 122:	Philosophy and Literature
PHIL 132:	Environmental Ethics
PHIL 158	Philosophy of Education
PHIL 190:	Special Topics in Philosophy, Engineering Ethics
PHIL 190:	Special Topics in Philosophy, War and Morality
PHIL 196:	Undergraduate Seminar, Alternative Modes of Philosophical Discourse

***At the University of Colorado School of Business***

Business and Society

***At the University of Colorado, Boulder***

Ethics and Contemporary Issues  
 Introduction to Logic  
 Introduction to Philosophy  
 Social and Political Philosophy

**COMMITTEES AND UNIVERSITY SERVICE**

***University***

Ethical Entrepreneurship Panel, November, 2010.  
 University Alumni Florida Swing, February, 2010.  
 Board of Undergraduate Studies, Marquette University 2005-2008 (Chair)  
 Director, Center for Ethics Studies, 2001-present  
 Student Conduct Appeals Committee 1997-2000  
 University Faculty Mentor Program 2005-present  
 Graduate Program in Dispute Resolution 1995-present  
 Participant "Marquette Voices"  
 Law School Faculty Forum, 2007, "Defection and Reconciliation"  
 Mission Week February 2007, Faculty Commons, "The three legged stool of responsibility"  
 Mission Week February 2007, Chair, Faculty Roundtable.  
 Presenter: Center for Ethics Studies: Thoughts on Forgiveness, Jan. 1996  
 Presenter: Health Care Law 1997/1998  
 Presenter: Women Council Lecture Series, "Modern Approaches to Negotiation," 1998



## ***College of Arts and Sciences***

College of Arts and Sciences Advising Committee (Chair) 2001-2003  
Undergraduate Pre-major Advisor, College of Arts and Sciences, MU, 1997-present

## ***Department***

Director of Graduate Studies, 2006-2009, 2011-2012  
Undergraduate Committee, Chair, 2004-2006  
Executive Committee, 2001-2003; 2005-2009  
Department Hiring Committee 2004  
Graduate Committee, 2001-2003  
TA Teaching Workshop, 2001  
Faculty liaison for Graduate Student Conference, 1999, 2000  
Graduate Student Advisor (1997-present)  
Graduate Placement Director, 1997-2001  
Research Committee, 1996-1999  
Undergraduate Major Advisor, 1996-present  
Interdisciplinary M.A. Committee, Linda Marcus  
Ph.D. Comprehensive Examination Committees:  
Christopher Ward, Jeffrey Goins, Michael Dougherty, Timothy Yoder, Patrick Tully,  
John Morse, Michael Forest, Jesus Maria Nacanaynay, Jussi Rautiainen, Erik Richardson,  
Gregory Schulz, Russell Snell, John Muenzberg, Jacob Held, Matthew Pierlott, Karl  
Schudt, Paul Copan, Lawrence Masek  
Ph.D. Comprehensive Examination Ethics Committee (Chair)  
Ph.D. Dissertation Committees:  
Eric Manchester (1999), John Morse (2003), Jeffrey Goins (2006), Michael Gillick  
(2004), Daniel Kern (2005), Christopher Ward (2008)  
Ph.D. Dissertation Director  
Andrew Gustafson, *Mill on Moral Affections, With Application to Marketing Ethics*  
(2001)

## ***Community***

IMA Wisconsin, "Responsibility and Accountancy" October, 2010.  
Johnson Controls Legal Department, "Management with Integrity" September, 2010.  
Interview, WISN Channel 12, <http://www.wisn.com/video/21718357/index.html>  
University of Wisconsin, Madison, Department of Human Resources and Development "Five  
Pivotal Points in Conflict Management" November, 2009.  
Guest Speaker, Milwaukee International Trade Association, October 2009.  
Milwaukee World Trade Association, "Global Business Ethics" October, 2009.  
R. E. Smith Construction Company, Brookfield, WI, "Engineering Ethics" May 2009.  
Interview, WISN Talk Radio "Green Business" July 2008.  
Interview, Exchange Magazine, "The Greening of Business Ethics" July 2007, Vol. 37 No.7  
pp. 24-26  
First Unitarian Universalist Society of Milwaukee: "Martin Luther King and the Great March on  
Washington," January 2008; "Martin Luther King's Letter from a Birmingham Jail"  
January 2007; "Philosophical arguments for the existence of God" May 2005; 2006  
Legatus of North Eastern Wisconsin, Appleton, "Christian Business Ethics" February

2004

Presenter, WICPA Professional Breakfast Series, 2003  
Presenter, WICPA Annual Conference, 2003  
Panelist, Channel 12, Leaders in the New Economy, 2002  
Presenter, Milwaukee Conference on Mediation and Special Education Programs. 2002  
Talkback presenter, Milwaukee Chamber Theatre, 2002, "The Herbal Bed"  
Discussant, Channel 4 TV, "Face to Face" 2002, "Workplace Ministry"  
Milwaukee Chamber Theatre, Invited talkback speaker 1998, 2002  
City of Boulder, CO. Designed and conducted workshop: "Ethics in the Workplace," 2000  
Midwest Association of Schools and College Personnel Administrators, Invited Keynote Address  
"Values and People Management" 1998  
Danes and Moore, Professional development session dealing with ethics and codes of conduct.  
1998  
Wisconsin Association of Schools and College Personnel Administrators, Presentation on ethical  
issues in personnel management 1997  
RESOLVE, Wisconsin, 1997. Presentation on ethics of evolving reproductive technologies  
St. John's Cathedral Social Issues Forum, 1997. Invited Forum speaker on business ethics  
Presenter, Wisconsin Association of Mediators, 1997; 1998  
Institute of Management Accountants, Invited Speaker: "Ethical issues in Accountancy." 1996

### ***Professional***

Editorial Board *Journal of Business Ethics*

Book Reviews Taylor and Francis Press  
Cambridge University Press  
Harvard Business School Press  
Oxford University Press  
Wadsworth Press  
Prentice Hall  
Jones and Bartlett Press

Journal Reviews

*Journal of Value Inquiry*  
*Journal of Ethics*  
*British Journal of Management*  
*Journal of Business Ethics*  
*Journal of Urban Affairs*  
*Cities: The Journal of Urban Policy and Planning*  
*Canadian Journal of Behavioral Science*  
*International Journal of Environmental, Cultural, Economic and Social Sustainability*

Other

International Association for Business and Society. Conference paper reviewer  
Society for Business Ethics. Conference paper reviewer  
Academy of Management. Conference paper reviewer  
External Reviewer, Tenure and Promotion, SUNY Binghamton 2005  
Lecturer: National Institute for Credit Management, 1997-2010  
Assistant Director, American Leadership Study Groups, 1980-1984

## **MEMBERSHIP IN PROFESSIONAL SOCIETIES**

American Philosophical Association  
Society of Business Ethics  
UNESCO-University and Heritage Network

## **HONORS, AWARDS, GRANTS**

### ***Teaching:***

Award of Excellence, MU EMBA Class 2007  
Excellence in Executive Education Award, MU EMBA Class, 1997, 2000, 2002, 2003, 2004  
Invited commencement speaker, MU EMBA class of 2001, 2008  
Invited Speaker, Class of 2003 "Last Lecture" commencement event  
Gender Neutral Language Teaching Award, C.U. Women's Organization, 1990

### ***Research:***

Way-Klingler Humanities Fellowship, Marquette University, 2008 (\$60,000).  
Mellon Grant, development of interdisciplinary minor capstone seminar, 2003 (\$8,500).  
Ethics in Business Research Fund, 2003 (\$7,500)  
Summer Faculty Fellowship, 2003 (\$3000)  
Research Award, Ethics In Business Research Fund, 1992 (\$30,000)

### ***Civic:***

Police Commendation for Heroism, Milwaukee Police Department, November, 2007  
Police Commendation, Denver Police Department, 1990