

DAVID HESS

Ross School of Business, University of Michigan
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FACULTY APPOINTMENTS

Ross School of Business, University of Michigan, Ann Arbor, MI

2023- Everett E. Berg Professor of Business Administration
2019- Professor of Business Law
2010-2019 Associate Professor of Business Law & Business Ethics
2006-2007 Bank One Corporation Assistant Professor of Business Administration
2003-2010 Assistant Professor of Business Law & Business Ethics

University of Michigan Law School, Ann Arbor, MI

2020 & 2022 Adjunct Professor

Rutgers Business School, Newark & New Brunswick, NJ

2001-2003 Lecturer, Department of International Business & Business Environment

EDUCATION

The Wharton School, University of Pennsylvania, Philadelphia, PA
Ph.D. in Management (Major Field: Corporate Strategy), 2003
M.A. in Applied Economics and Management Science, 2000

University of Iowa College of Law, Iowa City, IA
J.D. 1995

Grinnell College, Grinnell, IA
B.A. in Economics, 1992

PUBLICATIONS

Books

Hess, D. 2024. *Advanced Introduction to Corporate Compliance*. Edward Elgar Publishing. ISBN: 978-1035314713 and 978-1035314690

Goldstock, R. (Chair) & Hess, D. (Reporter). 2020. *American Bar Association Standards for Criminal Justice: Monitors and Monitoring*. Chicago, IL: American Bar Association Publishing. ISBN: 978-641055055.

Journal Articles & Book Chapters

- Hess, D. (forthcoming). Mandatory Human Rights Due Diligence Legislation: Embeddedness, Compliance, and Enforcement. *University of Pennsylvania Journal of Business Law*.
- Hess, D. 2025. Aligning Business Efforts to Combat Corruption and Respect Human Rights. In Jahid Hosain Bhuiyan & M. Rafiqul Islam (eds.), *Business, Human Rights and Sustainable Development*. Brill: Leiden, The Netherlands.
- Hess, D. 2024. Fighting Forced Labor: A Business and Human Rights-Based Proposal to Reform the Trafficking Victims Protection Reauthorization Act. *Arizona Law Review*, 66(1): 39-91.
- Hess, D. 2024. Capitalism and Respecting Human Rights. In Inara Scott (ed.), *Sustainable Capitalism*. The University of Utah Press.
- Dacin, T., Harrison, J. S., Hess, D., Killian, S. & Roloff, J. 2022. Business Versus Ethics? *Journal of Business Ethics*, vol. 180: 863-877.
- Hess, D. 2022. The Challenge of Modern Slavery in Global Supply Chains. *Georgetown Journal of International Affairs* 23(1): 35-42.
- Hess, D. 2021. Modern Slavery in Global Supply Chains: Towards a Legislative Solution. *Cornell International Law Journal*, 54 (2): 245-289.
- Hess, D. 2021. The Management and Oversight of Human Rights Due Diligence. *American Business Law Journal*, 58 (4): 751-798.
- Hess, D. 2021. Ethics and Compliance Training. In D. Daniel Sokol & Benjamin van Rooij (eds.), *Cambridge Handbook on Compliance*. Cambridge University Press.
- Hess, D. 2019. The Transparency Trap: Non-Financial Disclosure and the Responsibility of Business to Respect Human Rights. *American Business Law Journal*, 56(1): 5-53.
- Hess, D. 2019. Chipping Away at Compliance: How Compliance Programs Lose Legitimacy and its Impact on Unethical Behavior. *Brooklyn Journal of Corporate, Financial and Commercial Law*, 14(1): 5-21
- Hess, D. 2019. Corruption and the Multinational Corporation. In Denis G. Arnold, Tom L. Beauchamp & Norman E. Bowie (eds.), *Ethical Theory and Business*, Cambridge University Press.
- Hess, D. & Bishara N. 2019. Beyond Peace Doves: Respecting Human Rights and Combating Corruption in Mega-Sporting Events. *Boston University International Law Journal*, 37(2): 245-79.
- Reprinted in Constance Cook Glen and Timothy L. Fort (eds), *Music, Business and Peacebuilding* (Routledge 2021).
- Hess, D. 2019. Private Sector Corruption. In Cecily Rose, Michael Kubiciel & Oliver Landwehr (eds), *United Nations Convention Against Corruption: A Commentary*, Oxford University Press.
- Hess, D. 2019. Embezzlement of Property in the Private Sector. In Cecily Rose, Michael Kubiciel & Oliver Landwehr (eds), *United Nations Convention Against Corruption: A Commentary*, Oxford University Press.

- Hess, D. 2017. Business, Corruption, and Human Rights: Towards a New Responsibility for Corporations to Combat Corruption. *Wisconsin Law Review*, 2017(4): 641-693.
- Hess, D. 2016. Ethical Infrastructures and Evidence-Based Corporate Compliance and Ethics Programs: Policy Implications from the Empirical Evidence. *New York University Journal of Law & Business*. 12(2): 317-368.
- Hess, D. 2016. Transparency and Respect for Human Rights. *Rocky Mountain Mineral Law Foundation Journal*. 53(2): 279-304.
- Hess, D. 2015. Combating Corruption in International Business: The Big Questions. *Ohio Northern Law Review*. 41(3): 679-696.
- Bishara, N. & Hess, D. 2014. Human Rights and a Corporation's Duty to Combat Corruption. In R. Bird, D. Cahoy, and J. Prenekert, (eds), *Law, Business and Human Rights: Bridging the Gap*, pp. 71-93. Edward Elgar Publishing
- Hess, D. 2014. The Future of Sustainability Reporting as a Regulatory Mechanism. In D. Cahoy & J. Colburn (eds), *Law and the Transition to Business Sustainability*, pp. 125-40. Springer Publishing.
- Hess, D. 2012. Enhancing the Effectiveness of the Foreign Corrupt Practices Act through Corporate Social Responsibility. *Ohio State Law Journal*, 73(5): 1121-1144.
- Hess, D. 2012. Combating Corruption through Corporate Transparency: Using Enforcement Discretion to Improve Disclosure. *Minnesota Journal of International Law*, vol. 21(1): 42-74.
- Ford, C. & Hess, D. 2011. Corporate Monitorships and New Governance Regulation: In Theory, In Practice, and In Regulatory Context. *Law & Policy*, vol. 33(4): 509-541.
- Hess, D. 2011. Partnering Against Corruption Initiative and the Business Principles for Countering Bribery. In T. Hale and D. Held (eds), *The Handbook of Transnational Governance: Institutions and Innovation*. Polity Press: Cambridge, UK.
- Hess, D. 2010. Attorney Liability for Client Fraud: Lessons From the Conviction of Outside Counsel in the Refco Fraud. In *Corporate Governance 2010*, pp. 741-752. Practising Law Institute: New York, NY.
- Hess, D. 2010. Client Confusion on Corporate Counsel's Role: New Developments in the Ethical and Legal Minefield of Conducting Internal Investigations. In *Corporate Governance 2010*, pp. 753-774. Practising Law Institute: New York, NY.
- Hess, D. 2010. Ethics in Finance: Pension Funds. In John Boatright (ed.), *Finance Ethics: Critical Issues in Financial Theory and Practice*, pp. 359-372. Malden, MA: John Wiley & Sons.
- Hess, D. 2009. Catalyzing Corporate Commitment to Combating Corruption: Understanding the Role of the Public Sector in Private Anti-Corruption Initiatives. *Journal of Business Ethics*, vol. 88(4): 781-790.
- Ford, C. & Hess, D. 2009. Can Corporate Monitorships Improve Corporate Compliance? *Journal of Corporation Law*, vol. 34(3): 679-737.

Hess, D. 2009. Corruption Issues in the Value Chain: Private-to-Private & Private-to-Public Corruption. In Transparency International, *Global Corruption Report 2009: Corruption and the Private Sector*. Cambridge University Press.

Hess, D. 2008. The Three Pillars of Corporate Social Reporting as New Governance Regulation: Disclosure, Dialogue and Development. *Business Ethics Quarterly*, vol. 18(4): 447-482.

Hess, D. & Ford, C. 2008. Corporate Corruption and Reform Undertakings: A New Approach to an Old Problem. *Cornell International Law Journal*, vol. 41(2): 307-346.

Hess, D. & Warren, D. E. 2008. The Meaning and Meaningfulness of Corporate Social Initiatives. *Business & Society Review*, vol. 113(2): 163-197.

Hess, D. 2007. Public Pensions and the Promise of Shareholder Activism for the Next Frontier of Corporate Governance: Sustainable Economic Development. *Virginia Law & Business Review*, 2(2): 221-263.

Hess, D. 2007. A Business Ethics Perspective on Sarbanes-Oxley and the Organizational Sentencing Guidelines. *Michigan Law Review*, vol. 105(8): 1781-1816.

Hess, D. 2007. Social Reporting and New Governance Regulation: The Prospects of Achieving Corporate Accountability through Transparency. *Business Ethics Quarterly*, 17(3): 455-478.

Hess, D. & Dunfee, T.W. 2007. The Kasky-Nike Threat to Corporate Social Reporting: Implementing a Standard of Optimal Truthful Disclosure as a Solution. *Business Ethics Quarterly*, 17(1): 5-32.

Hess, D., McWhorter, R. & Fort, T. 2006. The 2004 Amendments to the Federal Sentencing Guidelines and Their Implicit Call for a Symbiotic Integration of Business Ethics. *Fordham Journal of Corporate & Financial Law*, vol. 11(4): 725-764.

Hess, D. 2006. Corporate Social Responsibility and the Law. In José Allouche (ed.), *Corporate Social Responsibility*, pp. 154-180. Hampshire, UK: Palgrave Macmillan.

Hess, D. 2005. Protecting and Politicizing Public Pension Fund Assets: Empirical Evidence on the Effects of Governance Structures and Practices. *University of California-Davis Law Review*, vol. 39(1): 187-224.

Hess, D. & Impavido, G. 2004. Governance of Public Pension Funds: Lessons from Corporate Governance and International Evidence. In A. R. Musalem & R. Palacios (eds.) *Public Pension Fund Management*, pp. 49-89. Washington D.C.: The World Bank.

Hess, D. & Dunfee, T.W. 2003. Taking Responsibility for Bribery: The Multinational Corporation's Role in Combating Corruption. In Sullivan, R. (ed.) *Business and Human Rights: Dilemmas and Solutions*, pp. 260-271. Sheffield, UK: Greanleaf Publishing.

- Reprinted in Tom Beauchamp, Norman E. Bowie and Denis G. Arnold (eds.), *Ethical Theory and Business* (Prentice-Hall, 8th ed., 2008).

Hess, D., Rogovsky, N., & Dunfee, T.W. 2002. The Next Wave of Corporate Community Involvement: Corporate Social Initiatives. *California Management Review*, vol. 44(2): 110-125.

- Reprinted in Jeremy Moon & Jean-Pascal Gond (eds.), *Corporate Social Responsibility* (Routledge: Taylor & Francis, 2011).
- Reprinted in Andrew Crane, Dirk Matten & Laura Spence (eds.), *Corporate Social Responsibility: Readings and Cases in a Global Context* (Routledge, 2007).

Dunfee, T.W. & Hess, D. 2001. Getting From Salbu to the ‘Tipping Point’: The Role of Corporate Action Within a Portfolio of Anti-Corruption Strategies. *Northwestern Journal of International Law & Business*, vol. 21(2): 471-490.

Hess, D. 2001. Regulating Corporate Social Performance: A New Look at Corporate Social Accounting, Auditing, and Reporting. *Business Ethics Quarterly*, vol. 11(2): 307-330.

Useem, M. & Hess, D. 2001. Governance and Investments of Public Pensions. In Olivia S. Mitchell & Edwin C. Husted (eds.), *Pensions in the Public Sector*: pp. 132-152. Philadelphia: University of Pennsylvania Press.

Hess, D. & Dunfee, T.W. 2000. Fighting Corruption: A Principled Approach. *Cornell International Law Journal*, vol. 33(3): 593-626.

Dunfee, T. W. & Hess, D. 2000. The Legitimacy of Direct Corporate Humanitarian Investment. *Business Ethics Quarterly*, vol. 10(1): 95-109.

Hess, D. 1999. Social Reporting: A Reflexive Law Approach to Corporate Social Responsiveness. *Journal of Corporation Law*, vol. 25(1): 41-84.

Hess, D. 1995. Note, The Iowa Franchise Act: Towards Protecting the Reasonable Expectations of Franchisees and Franchisors. *Iowa Law Review*, vol. 80(2): 333-62.

Book Reviews

Hess, D. 2019. Research Handbook on Corporate Crime and Financial Misdealing. *Business Ethics Quarterly*, vol. 29(1): 151-54.

Hess, D. 2010. Pension Fund Governance: A Global Perspective on Financial Regulation. *Journal of Pension Economics & Finance*, vol. 9 (1): 158-59.

Hess, D. 2006. Business Ethics and the Natural Environment. *Business Ethics Quarterly*, vol. 16 (4): 631.

News Media, Blogs & Other

Hess, D. 2023. “Aligning Business Efforts to Combat Corruption and Respect Human Rights.” *Columbia Law School Blue Sky Blog*, Sept. 11, 2023.

Hess, D. 2022. “The Management and Oversight of Human Rights Due Diligence.” *Columbia Law School Blue Sky Blog*, Jan. 4, 2022.

Hess, D. 2017. “Corporation’s Duty to Promote Human Rights Includes Fighting Corruption.” *Columbia Law School Blue Sky Blog*, Oct. 11, 2017.

Hess, D. 2015. "Business Ethics in the United States." *Encyclopedia of Management* (3rd edition). John Wiley & Sons.

Hess, D. 2008. "Responsible Investing Requires Full Disclosure." *Pensions and Investments*, June 9, 2008, at 12.

Hess, D. 2008. "If Kilpatrick were a CEO, he'd be fired: Ethical errors end corporate careers quicker than any other mistake." *Detroit News*, February 5, 2008, at 7A.

Hess, D. 2007 (revised for 2nd edition 2018). "Blue Sky Laws," "CAFE Regulations," "Chicago School of Economics," "Compensatory Damages," "Market for Lemons," "Negligence," and "Unfair Competition," in Robert W. Kolb (ed.), *Encyclopedia of Business Ethics and Society*. Thousand Oaks, CA: Sage Publications.

Hess, D., Fort, T., McWhorter, R. Krehmeyer, D. 2006. "Fostering a Culture of Trust: Implications of the Federal Sentencing Guidelines." *Business Roundtable Institute for Corporate Ethics Bridge Paper*.

Hess, D. & Dunfee, T.W. 2002. "The Private Sector Role in Alleviating Human Misery," in Daniele Giovannucci (ed.) *A Guide to Developing Agricultural Markets and Agro-enterprises*, World Bank (online book).

Hess, D. 2001. "Leadership" and "Leverage and Leveraged Buy-outs," in Jonathan Michie (ed.), *Reader's Guide to the Social Sciences*. London: Fitzroy Dearborn.

Dunfee, T. W. & Hess, D. 2000. "Bankruptcy," in *Grolier Multimedia Encyclopedia*. Bethel, CT: Grolier.

Hess, D., Dunfee, T. W. & Taka, I. 1998. *Nomura II: Japanese Business Ethics*. CaseNet, South-Western College Publishing.

TEACHING

The Ross School of Business, University of Michigan

- *Business and Human Rights* (MBA)
- *Business and the Public Policy Process* (undergraduate thesis course).
- *Business Ethics* (Executive MBA)
- *Business Ethics and Accountability* (undergraduate)
- *Business and Leaders: The Positive Difference* (undergraduate)
- *Business Law and Ethics* (MBA)
- *Corporate Governance* (MBA)
- *Corporate Social Responsibility and Business Ethics* (undergraduate and graduate)
- *Cultural Norms in Global Business* (MBA)
- *Ethics and Negotiations for Accountants* (MAcc)
- *Ethics of Corporate Management* (MBA)
- *Foundations of Business Law* (MBA)
- *Information Security, Privacy, and Ethics* (graduate)
- *Law of Enterprise Organization* (undergraduate)
- *Legal and Ethical Environment of Business* (MBA)
- *Legal Aspects of Management and Finance* (undergraduate)

- *Legal Environment of Business* (undergraduate)

University of Michigan Law School

- *Human Rights, Mineral Extraction, and the Global Supply Chain* (graduate)
- *Environmental, Social, and Governance Policies: Pathways to Impact?* (graduate)

Rutgers Business School, Rutgers, The State University of New Jersey

- *Business, Government & Society* (undergraduate)
- *Legal Environment of Business* (MBA)

The Wharton School, University of Pennsylvania

- *Corporate Social Responsibility and Ethics* (undergraduate)
- *Introduction to Management* (undergraduate)

EDITORIAL RELATED EXPERIENCE

Editor Positions:

- Section Editor, Law, Public Policy & Business Ethics, *Journal of Business Ethics*, 2021-
- Section Editor, Business Law, *Journal of Business Ethics*, 2012-2015

Editorial Boards:

- *Business and Human Rights Journal*, Board Member, 2019-
- *Business Ethics Quarterly*, Board Member, 2011-
- *American Business Law Journal*, Staff Editor, 2009-2024

Ad hoc Reviewer:

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| ▪ <i>Academy of Management Review</i> | ▪ <i>Journal of Management Inquiry</i> |
| ▪ <i>Academy of Management Perspectives</i> | ▪ <i>Journal of Management Studies</i> |
| ▪ <i>American Business Law Journal</i> | ▪ <i>Journal of Policy Analysis and Management</i> |
| ▪ <i>Business and Human Rights Journal</i> | ▪ <i>McGill Law Journal</i> |
| ▪ <i>Business Ethics European Review</i> | ▪ <i>Nordic Journal of Human Rights</i> |
| ▪ <i>Business Ethics Quarterly</i> | ▪ <i>Osgoode Hall Law Journal</i> |
| ▪ <i>California Management Review</i> | ▪ <i>Oxford University Press</i> |
| ▪ <i>Crime, Law & Social Change</i> | ▪ <i>Regulation and Governance</i> |
| ▪ <i>Criminology & Public Policy</i> | ▪ <i>Routledge (book publishers)</i> |
| ▪ <i>Harvard Law Review</i> | ▪ <i>Socio-Economic Review</i> |
| ▪ <i>Journal of Asian Business</i> | ▪ <i>Strategic Management Journal</i> |
| ▪ <i>Journal of Business Ethics</i> | ▪ <i>Thunderbird International Business Review</i> |
| ▪ <i>Journal of Management and Governance</i> | |

SERVICE

The Ross School of Business & the University of Michigan

Faculty Director

- Faculty Director, Center for Social Impact, 2014-2015
- Faculty Director, Nonprofit and Public Management Center, 2011-2014

Committees & Other

- Faculty Ombudsperson, 2022-2023
- Faculty Council for Undergraduate Programs, 2020-2021, 2023-2024
- Faculty Council for MBA Programs, 2021-2023
- Chair, Business Law Hiring Committee, 2018-19.
- Diversity, Equity, and Inclusion Committee, 2017-20.
- Community Values Committee, 2013-14, 2017-18
- Curriculum Committee, 2010-2017 (except 2011-12 academic year)
- Social Impact Task Force Member, 2012.
- Faculty reviewer for William G. McGowan Fellows Program Scholarship Application 2010-2016.
- Walter V. Shipley Business Leadership Case Competition Judge for University of Michigan Entrants, 2008
- Business Law & Business Ethics Hiring Committee, 2005-2006

University of Michigan

- Search Committee, Chief Ethics, Integrity, and Compliance Officer, 2023
- Henry Russel Awards Committee, 2023-
- Faculty Judge for Dow Sustainability Fellows Program, 2012-18; 2020-present
- Committee on Course Evaluations Release Policy, 2015-16
- Hiring Committee for Sports Management Faculty, School of Kinesiology, 2012-13.
- Steering Committee, President's Initiative on Ethics in Public Life, University of Michigan 2005-2008
- Faculty Sponsor for Undergraduate Research Opportunity Program, 2004-2005

Academic Associations & Other

Leadership Roles

- *Co-President*, Global Business & Human Rights Scholars Association, 2023-
- *Board Member*, Teaching Business & Human Rights Forum, 2021-2025
- *Board Member*, Global Business & Human Rights Scholars Association, 2018-
- *Reporter*, American Bar Association, Criminal Justice Section, Task Force on Standards for Monitors, 2013-2019
- *Officer Rotation (Secretary, Program Chair, and President)*, Tri-State Academy of Legal Studies in Business, 2007-2010

Committees & Other Roles

- Academy of Legal Studies in Business Annual Meeting Mauer Ethics Paper Award Judge, 2017-2022
- Mentor, Society for Business Ethics Mentorship Program, 2016-17
- Academy of Legal Studies in Business Faculty Awards Committee, 2009-2013.
- Mentor, Society for Business Ethics Mentorship Program, 2016-17
- Mentor, Academy of Legal Studies in Business Mentorship Program, 2009-11.
- Society for Business Ethics, Annual Meeting Best Paper Award Committee, 2009-2010
- Faculty Judge, Aspen Institute Dissertation Proposal Award, 2009

AWARDS & HONORS

- Appointed *Research Member*, European Corporate Governance Institute, 2025-
- *Annual Reviewer Prize*, Business & Human Rights Journal, 2022.
- *Virginia Maurer Outstanding Ethics Paper Award*, Academy of Legal Studies in Business, 2013
- *Rising Star of Corporate Governance*, Millstein Center for Corporate Governance & Performance, Yale University, 2009
- *Faculty Pioneer Award - Rising Star*, The Aspen Institute, 2008
- *Outstanding Paper*, Tri-State Academy of Legal Studies in Business Annual Meeting, 2008
- *Faculty Award of Excellence - Early Career Achievement*, Academy of Legal Studies in Business, 2008
- *Outstanding Paper*, Tri-State Academy of Legal Studies in Business Annual Meeting, 2007
- *Best Paper*, Society for Business Ethics Annual Meeting, 2005