

Norman D. Bishara

Stephen M. Ross School of Business at the University of Michigan
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ACADEMIC APPOINTMENTS

UNIVERSITY OF MICHIGAN, STEPHEN M. ROSS SCHOOL OF BUSINESS, Ann Arbor, MI

<i>Professor of Business Law</i>	September 2020-present
<i>Thomas C. Jones Associate Dean of Undergraduate Programs</i>	April 2023-July 2023
<i>Associate Dean of Undergraduate Programs</i>	September 2018-July 2023
<i>Associate Dean of Undergraduate and Early Career Programs</i>	July 2017-September 2018
<i>Executive Director, Thomas C. Jones Office of Innovation in Undergraduate Business Education</i>	July 2017-April 2023
<i>Associate Professor of Business Law and Ethics</i>	June 2014-August 2020
<i>Faculty Director, Master of Management Program</i>	June 2015-July 2017
<i>Assistant Professor of Business Law</i>	September 2007-May 2014
<i>Visiting Assistant Professor of Business Law</i>	September 2004-June 2006; March-May 2007

UNIVERSITY OF HAWAI'I AT MĀNOA, Honolulu, HI

<i>Visitor, Shidler College of Business</i>	September 2023-May 2024
<i>Visiting Scholar, William S. Richardson School of Law</i>	September 2023-May 2024

IESE BUSINESS SCHOOL, UNIVERSITY OF NAVARRA, Barcelona, Spain

<i>Visiting Professor</i>	September 2016-April 2017
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MICHIGAN STATE UNIVERSITY COLLEGE OF LAW, East Lansing, MI

<i>Visiting Assistant Professor of Law</i>	January-May 2007
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William Davidson Institute

Social Enterprise Research Fellow December 2006-January 2010

UNIVERSITY OF MICHIGAN, DEPARTMENT OF POLITICAL SCIENCE, Ann Arbor, MI

<i>Graduate Student Instructor</i>	September 2003-May 2004
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EDUCATION

CORNELL UNIVERSITY, CORNELL LAW SCHOOL, Ithaca, NY

Juris Doctor

UNIVERSITY OF MICHIGAN, GERALD R. FORD SCHOOL OF PUBLIC POLICY, Ann Arbor, MI

Master of Public Policy

COLGATE UNIVERSITY, Hamilton, NY

Bachelor of Arts, Honors in English

PUBLICATIONS AND WRITING

JOURNALS

Bishara, Norman D. & Lorenzo Luisetto, *Goodbye, Noncompetes?: Why Now and Policy Convergence*, 47:2 BERKELEY JOURNAL OF EMPLOYMENT AND LABOR LAW __ (forthcoming, 2026).

Park, Stephen Kim & Norman D. Bishara, *Climate Change and a Just Transition to the Future of Work*, 60:4 AMERICAN BUSINESS LAW JOURNAL 701 (2023).

Starr, Evan, J.J. Prescott & Norman D. Bishara, *Noncompete Agreements in the U.S. Labor Force*, 64:1 JOURNAL OF LAW & ECONOMICS 53 (2021).

Starr, Evan, J.J. Prescott & Norman D. Bishara, *The Behavioral Effects of (Unenforceable) Contracts*, 36:3 JOURNAL OF LAW, ECONOMICS, AND ORGANIZATION 633 (2020).

Özgür Arslan-Ayaydin, Norman D. Bishara, James Thewissen, & Wouter Torsin, *Managerial Career Concerns and the Content of Corporate Disclosures: An Analysis of the Tone of Earnings Press Releases*, 17 INTERNATIONAL REVIEW OF FINANCIAL ANALYSIS (2020).

Bishara, Norman D., *Benefit Corporations and the Psychological Contract with Employee-Stakeholders*, 22:2 UNIVERSITY OF PENNSYLVANIA JOURNAL OF BUSINESS LAW 303 (2020).

Hess, David W. & Norman D. Bishara, *Beyond Peace Doves: Respecting Human Rights and Combating Corruption in Mega-Sporting Events*, 37:2 BOSTON UNIVERSITY INTERNATIONAL LAW JOURNAL (2019).

Reprinted in Constance Cook Glen & Timothy L. Fort (Eds.) MUSIC, BUSINESS AND PEACE BUILDING (2020).

Bishara, Norman D. & Evan Starr, *The Incomplete Noncompete Picture*, 20 LEWIS & CLARK LAW REVIEW 497 (2016).

Prescott, J.J., Norman D. Bishara & Evan Starr, *Understanding Noncompetition Agreements: The 2014 Noncompete Survey Project*, 2016:2 MICHIGAN STATE LAW REVIEW 369 (2016).

Milliken, Frances J., Cindy A. Schipani, Norman D. Bishara & Andrea Prado, *Linking Workplace Practices to Community Engagement and Peace: The Case of Employee Voice Practices*, 29:4 ACADEMY OF MANAGEMENT PERSPECTIVES 405 (2015).

Bishara, Norman D., Kenneth Martin & Randall Thomas, *An Empirical Analysis of CEO Noncompetition Clauses and other Restrictive Post-Employment Covenants*, 68:1 VANDERBILT LAW REVIEW 1 (2015).

Bishara, Norman D. & Cindy A. Schipani, *A Corporate Governance Perspective on the Franchisor-Franchisee Relationship*, 19:2 STANFORD JOURNAL OF LAW, BUSINESS & FINANCE 303 (2014).

Bishara, Norman D., Eletta Callahan, & Terry Dworkin, *The Mouth of Truth: Whistleblower Statutes, Policy Problems, and Suggested Reforms*, 10 NYU JOURNAL OF LAW & BUSINESS 37 (2014).

Bishara, Norman D. & David Orozco, *Using the Resource-Based Theory to Determine Covenant not to Compete Legitimacy*, 87 INDIANA LAW JOURNAL 979 (2012).

Reprinted: INTELLECTUAL PROPERTY LAW REVIEW, as a best intellectual property article of 2012 (2013).

Bishara, Norman D. & Michelle Westermann-Behaylo, *The Law and Ethics of Restrictions on an Employee's Post-Employment Mobility*, 49:1 AMERICAN BUSINESS LAW JOURNAL 1 (2012).

Bishara, Norman D., *Fifty Ways to Leave Your Employer: Relative Enforcement of Noncompete Agreements, Trends, and Implications for Employee Mobility Policy*, 13 UNIVERSITY OF PENNSYLVANIA JOURNAL OF BUSINESS LAW 751 (2011).

Bishara, Norman D., *Governance and Corruption Constraints in the Middle East: Overcoming the Business Ethics Glass Ceiling*, 48:2 AMERICAN BUSINESS LAW JOURNAL 227 (2011).

Bishara, Norman D. & Cindy A. Schipani, *Complementary Alternative Benefits to Promote Peace*, 89 JOURNAL OF BUSINESS ETHICS 539 (2010).

Bishara, Norman D. & Cindy A. Schipani, *Strengthening the Ties that Bind: Preventing Corruption in the Executive Suite*, 88 JOURNAL OF BUSINESS ETHICS 765 (2009).

Bishara, Norman D., *Balancing Innovation from Employee Mobility with Legal Protection for Human Capital Investment: 50 States, Public Policy, and Covenants Not to Compete in an Information Economy*, 27 BERKELEY JOURNAL OF EMPLOYMENT AND LABOR LAW 287 (2006).

BOOK CHAPTERS

Thomas, Randall S. & Norman D. Bishara, *U.S. CEO Employment Agreements and Non-competition Provisions: A Literature Survey*, in EXECUTIVE DIRECTORS' COMPENSATION IN COMPARATIVE CORPORATE PERSPECTIVE, THE REGULATORY FRAMEWORK (Christoph Van der Elst, ed., Wolters Kluwer Law & Business International) (2015).

Bishara, Norman D., *Contracts for Knowledge Protection Across a Global Workforce*, in MANAGING THE LEGAL NEXUS AMONG INTELLECTUAL PROPERTY, EMPLOYEES, AND GLOBAL TRADE (Lynda Oswald and Marisa Pagnattaro, eds., Edward Elgar Publishing) (2015).

Bishara, Norman D. & David W. Hess, *Human Rights and a Corporation's Duty to Combat Corruption*, in BRIDGING THE GAP BETWEEN BUSINESS AND HUMAN RIGHTS (Robert Bird, Daniel Cahoy, and Jamie Prenekert, eds., Edward Elgar Publishing) (2014).

OTHER WORKS IN PROGRESS AND WORKING PAPERS

"Mālama Maui: Community, Business, and Ethical Leadership after the Wildfires" (teaching case study) (with Sonia Ghumman & Ingrid Y. Lin)

GOVERNANCE AND LEGISLATIVE CODES

Bishara, Norman D. & Nada AbdelSater-AbuSamra, *The Lebanese Code of Corporate Governance*, Lebanese Transparency Association (2006; published in Arabic, 2007).

PROFESSIONAL EXPERIENCE AND CONSULTING

INDEPENDENT EXPERT WITNESS AND ADVISORY SERVICES September 2012-present
Providing expert legal advice related to parties in employment contract litigation involving employee covenants not to compete, trade secrets, confidentiality agreements, and non-disclosure agreements.

ABOUSAMRA-ABDELSATER LAW FIRM, Beirut, Lebanon and Doha, Qatar
Affiliation: Senior Consultant on Corporate Governance March 2008-2015
Consulting role as a case-by-case expert affiliate with Middle East law firm-based partnership engaging in high-level corporate governance consulting work throughout the Middle East and North Africa.

WILLIAM DAVIDSON INSTITUTE, based in Ann Arbor, MI
Academic Investigator and Envoy July 2005
Middle Eastern and North Africa Corporate Governance Research in Egypt, Jordan, and Lebanon
Gathered information in support of research and academic writing, and developed diverse local contacts in the area of corporate governance and business ethics in the Middle East on behalf of the William Davidson Institute to develop projects and potential partnerships in the region.

LEBANESE TRANSPARENCY ASSOCIATION, Beirut, Lebanon
Principal Researcher and Volunteer Consultant June-July 2005; June 2006
Co-authored the first Corporate Governance Code for Lebanese Small/Medium Enterprises promoting economic development and strategies for democratization, corruption control, and introduction of corporate duties and minority shareholder protections. Hosted by the country affiliate of Transparency International.

UNITED NATIONS DEVELOPMENT PROGRAMME, United Nations Headquarters, New York, NY
Regional Bureau for Europe & the Commonwealth of Independent States (RBEC) Summer 2003

JAECKLE, FLEISCHMANN & MUGEL, LLP, Buffalo, NY
Associate Attorney September 1999-August 2002
Summer Associate Summer 1998
Commercial litigation, agreement negotiation, and assisting other practice areas, such as corporate governance, environmental and intellectual property. The position provided extensive experience in serving as primary trial counsel for various types of litigated matters in state and federal courts and before government agencies, and in resolving *pro bono* personal rights cases.

Bar Admission: New York State and U.S. District Court, Western District of New York (2000).

INVITED LECTURES AND PRESENTATIONS (recent selection)

“The Death of Noncompetes? How We Got Here and Why Now.” Big Ten & Friends Business Law Research Seminar, hosted by Pennsylvania State University, Smeal College of Business, State College, PA. June 4, 2026.

“Corporate Governance and Conflicts of Interest Workshop,” Skill Up Industry-University Relations Program, University of Michigan Fastest Path to Zero Initiative, U.S. State Department sponsored program, June 1, 2025.

“The Future of Work, the Just Transition, and the Role of Business.” American and European Perspectives on the Intersection of Antitrust, Labor and Human Rights Law Conference, Faculty of the University of Bialystok and the Legal Centre for Research on Education, Bialystok, Poland. May 23, 2025

“Noncompetes and Employee Mobility Policy” Guest Lecture (Legal and Ethical Environment Seminar), University of Connecticut Business School (remote), March 6, 2025.

“Business Perspectives on the FCPA and Corruption.” Guest Lecture (LAW 854: Anti-corruption Law & Practice Seminar), Michigan Law School, Ann Arbor, MI. February 24, 2025.

“Corruption, Business Ethics, and the Law.” International Economic Law, William S. Richardson School of Law University of Hawai’i at Mānoa, Guest Lecture, Honolulu, HI. February 26, 2024.

“Business Law and Ethics, Corporate Governance, and Public Policy.” Guest Lecture (Selected Issues in Business Law seminar), William S. Richardson School of Law, University of Hawai’i at Mānoa, Honolulu, HI. November 7, 2023.

“Climate Change and a Just Transition to the Future of Work.” Wharton Legal & Ethical Studies Department Seminar, The Wharton School, University of Pennsylvania, Philadelphia, PA. April 13, 2023.

“The Evolving Future of Noncompetes and Employee Mobility Law.” University of Connecticut, Executive MBA Program, Guest Lecture, Hartford, CT. March 18, 2023.

“Climate Change and a Just Transition to the Future of Work.” Symposium on Business Ethics and the Future of Work, sponsored by the *American Business Law Journal*, Center for Ethics, Diversity & Workplace Culture at Temple University, and the Center for Legal Studies & Business Ethics at Oklahoma State University (virtual). February 24, 2023.

“The Evolving Future of Noncompetes and Employee Mobility Law.” Department of Management, Zicklin School of Business, Baruch College, CUNY (virtual). April 12, 2022.

“The Future of Noncompetes and Employee Mobility.” Business Law & Ethics Department, Kelley School of Business, Indiana University, Bloomington, IN. December 6, 2019.

“Noncompetes in the U.S. Labor Force.” Risk Management and Insurance Department Seminar, Georgia State University, Robinson College of Business, Atlanta, GA October 5, 2018.

“Restrictive Covenants: Version 2030...and Beyond.” LA Congress 2017; Labour 2030: Rethinking the Future of Work, Porto, Portugal. July 14, 2017.

“Hybrid Organizations and Employee Stakeholders.” IESE Business School, Business Ethics Department, Barcelona, Spain. April 3, 2017.

“Positive Business for Entrepreneurs.” Co-sponsored by the U.S. Consulate, Public Diplomacy Section and *TEAMLabs* Entrepreneurship Program, Barcelona, Spain. February 16, 2017.

“Understanding Noncompetition Agreements.” Big Ten & Friends Business Law Research Seminar, hosted by Indiana University, Kelley School of Business, Bloomington, IN. January 29, 2016.

“Covenants not to Compete: Evidence from CEO Agreements” 2015 *Lewis & Clark Law Forum* on “The Clash of Employee Liberty and Legitimate Employer Interests in Secrets, Loyalty, and Investments in Employees,” Lewis & Clark Law School, Portland, OR. September 11, 2015.

“Business Ethics and Corporate Responsibility,” Vicenza, Italy, *Italia Innovation Program*, June 30-July 3, 2015.

Previous university and journal presentations include faculty seminar and law review colloquium talks at Stanford Law School, Wharton Business School at the University of Pennsylvania, UC Berkeley Law School, University of Michigan Law School, McCombs School of Business, University of Texas at Austin, University of Connecticut Business School, Kelley School of Business, Indiana University, Lewis & Clark Law School, and an Invited Scholars Colloquium of the American Business Law Journal.

CONFERENCE PRESENTATIONS (recent selection)

“Policy Diffusion: Noncompete Agreements Reforms Across the U.S.” (organizer/moderator and panelist on the “Perspectives on Regulating Business Across Borders panel), Midwest Academy of Legal Studies in Business, Chicago, IL, March 26, 2026.

“The Why and How of a Just Transition Plan for Companies.” “Future of Work Panel (7.0): Defining the Equitable Workplace of the Future, Academy of Legal Studies in Business, Annual Meeting, Washington, DC, August 9, 2024.

“The Future of Work and Just Transition Planning.” Regulating Labor Across the Atlantic: Old and New Trajectories Conference, Center for International and Comparative Law (CICL), Michigan Law School, and International Institute, University of Michigan, Ann Arbor, MI. October 25, 2024

“Climate Change and a Just Transition to the Future of Work” Academy of Legal Studies in Business, Annual Meeting, San Diego, CA, July 27, 2023 (additional presentations for Best Employment Law and Holmes Cardozo finalist (best conference submission award).

“What’s Up with Noncompetes and Regulatory Efforts?” “Future of Work Panel (6.0): Regulatory Revival and Social Change.” Academy of Legal Studies in Business, Annual Meeting, San Diego, CA, July 26, 2023.

“Hybrid Work and the Implications for Employee Mobility.” “Future of Work Panel (5.0): Hybrid Work & the Law.” Academy of Legal Studies in Business, Annual Meeting, Louisville, KY, July 30, 2022.

“Elevating the Discussion on Labor Mobility and Competition.” “Future of Work Panel (4.0): Work in a Time of Transition.” Academy of Legal Studies in Business, Annual Meeting (virtual), August 5, 2021.

“Is There a New, New Psychological Contract Brewing?,” “Future of Work Panel (3.0): Work in a World Disrupted.” Academy of Legal Studies in Business, Annual Meeting (virtual), August 3, 2020.

“Noncompetes and Employee Mobility: *in terrorem* Effects.” Academy of Legal Studies in Business, Annual Meeting, Montreal, Quebec, August 10, 2019.

“A Michigan Ross Case Study of Place Based Learning.” Panel on the “Integrating Humanities and Business Law.” Academy of Legal Studies in Business, Annual Meeting, Montreal, Quebec, August 8, 2019.

“A Humanistic Management Approach to the Future of Work.” Moderator and Presenter, Panel on the “Future of Work 2.0: What Trends Will Shape the Future of Employment and the Law?” Academy of Legal Studies in Business, Annual Meeting, Portland, OR, August 9, 2018.

“The Ethical Environment and the Community Values Process.” Moderator and Presenter, Panel on the “Critical Issues in Undergraduate Business Education.” Academy of Legal Studies in Business, Annual Meeting, Portland, OR, August 8, 2018.

“The Influence of Noncompetes on Corporate Statements.” Academy of Legal Studies in Business, Annual Meeting, Savannah, GA, August 11, 2017.

“The Future of Restrictive Covenants in Employment.” Moderator and Presenter, Panel on the “Future of Work.” Academy of Legal Studies in Business, Annual Meeting, Savannah, GA, August 9, 2017. “Hybrid Businesses and the Ethical Promise: the Psychological Contract with Employee-Stakeholders.” International Association for Business and Society, Annual Meeting, Netherlands, July 30, 2017.

“Benefit Corporations & B Corps: The Employee Dimension.” Panel on the Research and Teaching of Benefit Corporations, International Association for Business and Society, Annual Meeting, Netherlands, July 30, 2017.

“Hybrid Entities and the Psychological Contract with Employee-Stakeholders.” Susilo Symposium on Ethics in the Global Economy, Boston University, Boston, MA, June 16, 2017

“Hybrid Entities and the Psychological Contract with Employee-Stakeholders.” IESE-LUISS Hybrid Organizations Conference, Rome, Italy, April 19, 2017.

“The Incomplete Noncompete Picture.” Academy of Legal Studies in Business, Annual Meeting, San Juan, PR, August 11, 2016.

“Corporate Governance in an Integrative Semester: Challenges and Triumphs (organizer/moderator and panelist on the “Corporate Governance: Teaching and Research Innovations” panel), Academy of Legal Studies in Business, Annual Meeting, San Juan, PR, August 11, 2016.

“Challenges of Teaching in an Integrated Semester (organizer/moderator and panelist on the “Innovative Teaching at the Intersection of Employment Law and Corporate Governance” panel), Midwest Academy of Legal Studies in Business, Chicago, IL, April 15, 2016.

“Benefit Corporations and Implications for Employee Welfare.” Academy of Legal Studies in Business, Annual Meeting, Philadelphia, PA, August 10, 2015.

“Which Employees Sign Covenants Not to Compete?: Evidence from a New Survey.” Law & Society Association Law & Society Association Annual Meeting, Seattle, WA, May 29, 2015.

“The Challenge of Using Restrictive Covenants in Employee Contracts” (organizer/moderator and panelist on the “Innovative Teaching at the Intersection of Employment Law and Corporate Governance” panel), Midwest Academy of Legal Studies in Business, Chicago, IL, March 27, 2015.

Previous conference presentations include talks and panels at various annual meetings of Law & Society Association, Labor and Employment Law Colloquium, Academy of Legal Studies in Business, and the Society for

Business Ethics, a Global Business Ethics Symposium and Faculty Development Teaching Workshop, ELASM/First International Network on Trust Annual Workshop, Family Enterprise Research Conference, Peace Through Commerce Conference, and Third Sector Innovation: Sustainability and Social Impact (ITSSI) Conferences.

HONORS AND AWARDS

RESEARCH AWARDS

Early Career Achievement – Junior Faculty Award for Excellence, Academy of Legal Studies in Business (2012).

A best law review article selection for the INTELLECTUAL PROPERTY LAW REVIEW (2013) for the article “Using the Resource-Based Theory to Determine Covenant Not to Compete Legitimacy” (with David Orozco); originally published at 87 IND. L.J. 979 (2012).

CONFERENCE AWARDS

Jackson Lewis Prize for Outstanding Employment Law Paper (recipient) and Holmes-Cardozo Award Competition (finalist) (with coauthor Stephen Park), “Climate Change and a Just Transition to the Future of Work.” Academy of Legal Studies in Business, Annual Meeting, San Diego, CA, July 2013.

Maurer Award for Best Submitted Ethics Paper (with coauthor David W. Hess), "Combating Corruption to Respect Human Rights: Understanding the Ethical Responsibilities of Corporations." Academy of Legal Studies in Business, Annual Meeting, Boston, MA, August 2013.

Outstanding Proceedings Paper Award, “The Evolution of Employee Restrictive Covenant Legislation.” Academy of Legal Studies in Business, Annual Meeting, Kansas City, MO, August 2012.

Holmes-Cardozo Award Competition, finalist, (with coauthor Michelle Westermann-Behaylo), “The Law and Ethics of Restrictions on an Employee's Post-Employment Mobility.” Academy of Legal Studies in Business, Annual Meeting, New Orleans, LA, August 2011 (nominated as one of the top four papers submitted to the conference).

Distinguished Proceedings Paper Award (with coauthor Michelle Westermann-Behaylo), “The Law and Ethics of Restrictions on an Employee's Post-Employment Mobility.” Academy of Legal Studies in Business, Annual Meeting, New Orleans, LA, August 2011.

Maurer Award for Best Submitted Ethics Paper, "Corruption Constraints, the Financing Gap, and Corporate Governance: A View of the Business Ethics Glass Ceiling in the Middle East." Academy of Legal Studies in Business, Annual Meeting, Richmond, VA, August 2010.

Holmes-Cardozo Award Competition, finalist, "Corruption Constraints, the Financing Gap, and Corporate Governance: A View of the Business Ethics Glass Ceiling in the Middle East." Academy of Legal Studies in Business, Annual Meeting, Richmond, VA, August 2010 (nominated as one of the top four papers submitted to the conference).

Distinguished Proceedings Paper Award, "Corruption Constraints, the Financing Gap, and Corporate Governance: A View of the Business Ethics Glass Ceiling in the Middle East." Academy of Legal Studies in Business, Annual Meeting, Richmond, VA, August 2010.

OTHER

Rackham Graduate School Research Grant, University of Michigan, 2003.

Nonprofit & Public Management Center, Member, Student Advisory Board, 2003-2004.

International Economic Development Program Seminar and Research Trip, Havana, Cuba, 2004.

Ford School of Public Policy Commencement Speaker, 2004.

Pathfinder Award Presented by the Buffalo Alliance for Education, 2002.

Departmental Honors in English, Colgate University, 1996.

SERVICE ACTIVITIES

PROFESSIONAL SERVICE

Staff Editor, AMERICAN BUSINESS LAW JOURNAL, 2013-present.

President, Employment Law Section, Academy of Legal Studies in Business, 2013-2014; Vice-President, 2012-2013; Secretary, 2011-2012.

Reviewer, Employment Law Section Best Paper Award Committee, Academy of Legal Studies in Business, 2016.

Ad hoc Reviewer, AMERICAN BUSINESS LAW JOURNAL, 2008-present.

Ad hoc Reviewer, JOURNAL OF BUSINESS ETHICS, 2008-present.

Reviewer, JOURNAL OF BUSINESS ETHICS, special volume on Peace Through Commerce, 2009.

UNIVERSITY-BASED SERVICE ROLES

Selected Ross School of Business Service

Ross School Executive Committee (2025-2027)

University of Michigan-Wide Committee Work

Serving on task forces and committees addressing varied topics, including admissions joint committee, summer programs, enrollment issues, the future of undergraduate education, student evaluations, technology services priorities, post-COVID grading, and community mental health wellness.

Student Supervision

Doctoral Student Committees

Sahil Raina, Ross School of Business, Finance Area, Ph.D. Candidate (2014)

Evan Starr, Michigan Economics Department, Ph.D. Candidate (2014)

Undergraduate Students Honors Thesis Advising

Greta Gmazel, Ross School of Business (2026)

Elena Wu, Ross School of Business (2025)

Khushi D. Desai, University of Michigan Political Science Department (2014)

Ali Habhab, Ross School of Business (2017)
Mara Maclean, Ross School of Business (2018)

Other Service Roles

Executive Committee, *National Undergraduate Business Symposium* (2021-2023).

Executive Committee and Board Member, *The Washington Campus* (2018-present).

Faculty Advisor, Ross School, Nonprofit Case Competition Team, *Georgetown Business Strategy Case Competition* (2011-2016).

Faculty Advisor, Ross School *M-NETS* (Mentorship through Networks, Ethics, Teaching, and Service) (2012-2014).

Faculty Affiliate, Nonprofit & Public Management Center (2011-2016).

ACADEMIC AFFILIATIONS AND MEMBERSHIPS

Academy of Legal Studies in Business
Society for Business Ethics
Law & Society Association
Midwest Academy of Legal Studies in Business
Tri-State Academy of Legal Studies in Business

TEACHING EXPERIENCE

UNIVERSITY OF MICHIGAN, STEPHEN M. ROSS SCHOOL OF BUSINESS, Ann Arbor, MI
Professor; Associate Professor; and Assistant Professor;

September 2007-present

BL 488: Business & Public Policy (Carson Scholars)

BBA course introducing students to the important aspects of business and the public policy process, including the role of elected officials, administrative staff, lobbyists, and special interest groups; including an in-residence portion of the course in Washington, D.C. at the Washington Campus.

BA 553: MBA Multidisciplinary Action Projects (MAP)

Advising Full-Time MBA and Weekend MBA student teams in this required action-based learning course. Assisting students as they apply structured problem-solving techniques to analyze multidisciplinary business problems or opportunities and make recommendations for improvements for a range of sponsoring organizations.

BL 309: Professional Integrity, Ethics, and the Law

Upper-level undergraduate business law and ethics course on moral frameworks and ethical decision making for future business leaders. Particular focus is placed on the evolving role of the corporation, the Future of Work, and navigating legal and ethical risk.

BL 536 (formerly BA 512/NRE 512): *Legal Knowledge for Values-Driven Leaders*

MBA Business ethics course covering a range of current issues while drawing on moral frameworks and ethical decision making designed to foster business leadership skills. Particular focus is placed on the evolving role of the corporation, the Future of Work, and navigating legal and ethical risk.

BL 557: Legal and Ethical Environment

MM core course on business ethics and foundational legal topics such as contracts, torts, agency, constitutional law, and the U.S. legal system.

BUSABRD 520/STRATEGY 520: *Global MBA, Global Immersion – Buenos Aires, Argentina (2022)*

The inaugural GMBA global immersion course and focusing on the business and social issues of an important emerging market in South America.

BL 512: *Introduction to Business Law*

MBA course covering the foundational topics such as contracts, torts, agency, constitutional law, and the U.S. legal system within a business context.

BA 100: *Introduction to Ross – Foundations in Learning Business*

A revamped first-year BBA course focused on establishing business literacy, team and other collaboration skills, and content related to onboarding for success in college and business school.

BA 102: *Business Foundations*

A new BBA course for sophomore transfer students to assist with business literacy, team and collaboration skills, and other content for a successful transition to Michigan Ross.

BL 512: *Introduction to Business Law*

MBA course covering the foundational topics such as contracts, torts, agency, constitutional law, and the U.S. legal system within a business context.

BL 300: *Business Law & Ethics*

Undergraduate core course as part of the inaugural Ross Integrated Semester, covering various major topics in law and ethics.

WMBA 638: *Corporate Governance*

Weekend MBA course addressing legal, ethical, and management approaches to corporate governance issues, including executive duties, corporate structures, CSR, corruption control in organizations, and various governance reform and management mechanisms.

BL 305: *Legal Environment of Business*

Upper-level undergraduate course focusing on contracts, torts, criminal, constitutional, and administrative law topics.

MICHIGAN STATE UNIVERSITY COLLEGE OF LAW, East Lansing, MI

Visiting Assistant Professor of Law

500M: *Business Enterprises*

Core upper-level governance course addressing legal frameworks and current issues relevant to the laws of agency, partnerships, sole proprietorships, closely held corporations, and public companies.

UNIVERSITY OF MICHIGAN, STEPHEN M. ROSS SCHOOL OF BUSINESS, Ann Arbor, MI

Visiting Assistant Professor of Business Law

September 2004-June 2006; March-May 2007

LHC 503: *Law, Ethics, and Technology*

Graduate course discussing current issues in the business ethics of technology and privacy in the workplace, cloning, pharmaceutical trials, safeguarding personal data, and the role technology in the developing world.

BA 519/PUBPOL 672: *Managing the Nonprofit Organization*

Graduate course exploring the contemporary legal, ethical, financial, and management challenges to the various organizations in the domestic and international nonprofit sector, including issues of government regulation, social entrepreneurship, and organizational governance.

LHC 306: *Law of Enterprise Organization*

Upper-level undergraduate course focused on corporations, partnership, employment, UCC, and securities law. Developed an action learning simulation trial of Enron executives for 250 students.

LHC 305: *Legal Environment of Business*

Upper-level undergraduate course focused on contracts, torts, criminal, constitutional, and administrative law.

UNIVERSITY OF MICHIGAN, DEPARTMENT OF POLITICAL SCIENCE, Ann Arbor, MI

Graduate Student Instructor

September 2003-May 2004

PS 111: Introduction to American Politics (2 discussion sections)

PS 326: Upper-level American State Government (Guest Lecturer and Grader, Fall 2003, Winter 2004)

Assist with teaching, advising on policy writing, and grading for state and local government policy course.

SELECTED PUBLIC SERVICE AND COMMUNITY LEADERSHIP

Alumni Board, Gerald R. Ford School of Public Policy, University of Michigan, Chairperson (2010-2011) and Member (2006-2012); Worldwide Spirit Day organizer and 100th anniversary volunteer.

Member, Ann Arbor Area Community Foundation, New Generation Philanthropists, April 2011-2018.

Advisory Board Member, Growing Hope, Nonprofit, Ypsilanti, Michigan, January 2006-2014.

Chair, New Millennium Group of WNY, Downtown Action Group; *Walk Buffalo* Project Group, 2000-02.