

MICHAEL A. SANTORO

RUTGERS BUSINESS SCHOOL
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RUTGERS BUSINESS SCHOOL

Associate Professor with Tenure, Business Environment Department (July 2003-Present).

- Assistant Professor, 1996-2003
- University-wide merit salary increase in each year of eligibility
- Awarded summer research grant to do fieldwork in China (1999)
- Awarded grant for entrepreneurship research (2000)
- Organizer, "The Grand Bargain," conference on Ethics in the Pharmaceutical Industry (2003); raised \$53,000 in funding.
- Organizer, Symposium on Global Labor Practices (2002)
- Co-organizer, Conference on Corruption and Human Rights (1998)
- Awarded multi-year \$33,000 grant by Aspen Institute's Initiative for Social Innovation Through Business to support research. (1999-2002)
- GE Teaching Fellow, 2000-2001

COURSES TAUGHT:

- MBA: "Business Ethics"; "International Business Ethics;" "Business Law;" "Human Rights in the Global Economy;" "Legal, Regulatory, and Ethical Issues in the Pharmaceutical Industry"
- Undergraduate: "Business, Government, and Society"
- MA in Governmental Accounting: "Ethical Issues in Public Policy and Administration"
- Sinopec (Chinese State-Owned Oil Company), Beijing: "Business Strategy and China's State-Owned Enterprises"

UNIVERSITY SERVICE:

- University-Wide Committee on Sweatshop Issues, April 2000-present
- University-Wide Committee on Law, Ethics and Science, 2000-2001
- Chair, Research Resources Committee, 2003-04; Member 2002-2003
- Courses of Studies Committee, 2001-2002
- Curriculum Committee, 2000-2001
- Computer Policy Committee, 1998-99
- Strategic Plan Subcommittee of Accreditation Committee, 1998

PUBLIC SERVICE:

- Testified on Human Rights Implications of China's Entry into the WTO, March 23, 2000, United States Senate, Committee on Finance.
- American Bar Association, Advisory Board, Global Labor Rights Book Project, February 2003-present.

EDUCATION:

HARVARD UNIVERSITY

- Ph.D. in Public Policy (June 1997)
- Dissertation: "A Theory of Moral Responsibility for Human Rights in China"
- Dissertation Advisors: Lynn Sharp Paine; Lisa L. Martin; Frederick Schauer
- Fulbright Fellow, University of Hong Kong (1993-94)
- Institute for the Study of World Politics Dissertation Fellowship (1994-95)

NEW YORK UNIVERSITY SCHOOL OF LAW

- J.D., June 1981
- Articles Editor, *Annual Survey of American Law*
- Author, "Commercial Law", 1980 *Annual Survey of American Law*, pp. 483-96
- Research Assistant, First Amendment law, Summer, 1979

OBERLIN COLLEGE

- B.A. with High Honors in Government, June 1976
- One of seven students in class of 700 elected to *Phi Beta Kappa* in Junior Year
- Starr-Comfort Prize in Social Science
- Editor-in-Chief, *Undergraduate Journal of Philosophy*
- Author, "Thomas Hobbes's Theory of Obligation", *Undergraduate Journal of Philosophy*, Vol. VII, No. 1, pp. 22-31 (1976)

OTHER TEACHING AND RESEARCH EXPERIENCE:

HARVARD UNIVERSITY, JOHN F. KENNEDY SCHOOL OF GOVERNMENT

- **Adjunct Lecturer** (Spring 1996). Taught required first-year course in ethics.
- **Instructor** (Summer 1996). Introductory Microeconomics.
- **Teaching Fellow** (1990-93) Economics, Statistics, and Public Management courses.

HARVARD BUSINESS SCHOOL

- **Research Associate** (January 1990-August 1993). Wrote cases and teaching notes for Prof. Lynn Sharp Paine on organizational ethics and integrity, corporate and industry-wide codes of conduct, insider trading law, securities law, international protection of intellectual property, competitor information gathering, personal privacy law, and trade secrecy. Research on European electronics industry for Visiting Professor Laura D'Andrea Tyson (later Chairperson President's Council of Economic Advisors) for her book, *Who's Bashing Whom? Trade Conflict in High-Technology Industries* (Washington, DC: Institute for International Economics: 1992).

BOOKS:

Profits and Principles: Global Capitalism and Human Rights in China (Ithaca and London: Cornell University Press, 2000)

JOURNAL ARTICLES:

“Beyond Codes of Conduct and Monitoring: An Organizational Integrity Approach to Global Labor Practices,” *Human Rights Quarterly*, Vol. 25, No. 3 (2003)

With Wayne Eastman, “Value Diversity in Corporate Life,” *Business Ethics Quarterly* Vol. 4, No. 4 (2003)

With Wayne Eastman, “Voting for Your Boss: Making Workplace Democracy Workable,” *University of Pennsylvania Journal of Law and Social Change* (Fall, 2003)

“Defending Labor Rights: On the Barricades and in the Boardroom,” *Brown Journal of World Affairs*, Winter/Spring 2003, Vol. IX, No. 2, pp. 303-319

“Global Capitalism and the Road to Chinese Democracy,” *Current History*, Vol. 99, No. 638, September 2000, pp. 263-267.

"Engagement with Integrity: What We Should Expect Multinational Firms to Do About Human Rights in China," *Business & the Contemporary World*, Vol. X, No. 1, 25-54 (1998)

"The WTO and Workers' Rights," *Harvard Journal of World Affairs*, Vol. III, No. 1 (1995)

BOOK CHAPTERS AND TEXTBOOK CONTRIBUTIONS:

“Chrysler and Gao Feng: Corporate Responsibility for Religious and Political Freedom in China,” forthcoming in T. Donaldson and A. Gini (eds.), *Case Studies in Business Ethics*, 5th Ed. (Englewood Cliffs, NJ: Prentice-Hall 2004)

“The Cooperative Edge: How NGOs and MNCs are Working Together to Improve Global Labor Conditions,” in Laura Hartman, et al. (eds.) *Rising Above Sweatshops: Innovative Management Approaches to Global Labor Challenges* (Quorum 2003)

With Changsu Kim, “Asynchronous Political and Economic Development and the Asian Financial Crisis: A Preliminary Analysis,” in H. Peter Grey (ed.), *Extending the Eclectic Paradigm in International Business: Essays in Honor of John Dunning* (Elgar 2003)

With Changsu Kim, "Political Risk after the Asian Financial Crisis: A Proposal to Consider the Significance of Uneven Political and Economic Transformation," in Haley, Usha C.V. and Frank-Jurgen Richter (eds.) *Asian Post-Crisis Management: Corporate and Governmental Strategies for Sustainable Competitive Advantage* (Palgrave 2002)

With Lynn Sharp Paine, "Pfizer: Protecting Intellectual Property in a Global Marketplace," in *Manager in the International Economy*. Raymond Vernon, Louis T. Wells and Subramanian Rangan (eds.). 7th edition (Englewood Cliffs, NJ: Prentice-Hall 1995)

With Lynn Sharp Paine, "Sears Auto Centers (A)" in *Ethical Issues in Business: A Philosophical Approach*. Thomas Donaldson and Patricia H. Werhane, (eds.). (Englewood Cliffs, NJ: Prentice Hall, Prentice Hall, 2001).

With Lynn Sharp Paine, "Forging the New Salomon," in Lynn Sharp Paine, *Cases in Leadership, Ethics, and Organizational Integrity: A Strategic Perspective* (Chicago: Irwin 1997)

OTHER PUBLICATIONS:

"Should LDCs Love MNCs?" *Foreign Policy* (January/February 2002)

"China, the WTO and Human Rights," *China Online*, April 2000.

PROFESSIONAL PRESENTATIONS:

“Recent Developments in Intellectual Property,” Oberlin College Conference on Liberal Arts and the Law, November 2003

“Negotiation Ethics,” Copyright Society of the United States, New York Chapter, September 2003.

“From the World’s Delivery Room to the World’s Factory Floor: Population Control and Global Labor Trends in China,” Columbia University, Weatherhead East Asian Institute, April 2003

“Political Dissidents in China: Meeting the Challenge of the Nouveau Bourgeoisie,” Tufts University, February 2003

“Human Rights in China: Two Years After WTO,” East Asian Studies Department, Princeton University, December 4, 2002.

“The Global Labor Rights Movement: Recent Trends and Future Directions,” School of International and Public Affairs, Columbia University, November 6, 2002.

“The UN Global Compact and Corporate Responsibility for Human Rights,” International Law Day, Association of the Bar of the City of New York, October 25, 2002.

“New Developments in Global Labor Compliance,” Society for Business Ethics, Annual Meeting, Denver, Colorado, August 2002.

With Wayne Eastman, “Workplace Democracy,” Society for Business Ethics, Annual Meeting, Denver, Colorado, August 2002.

“Global Monitoring of Manufacturing Facilities: What Have We Learned from the First Independent Audits?” The College of New Jersey, April 2002

“Corporate Culture and Human Rights,” The Prudential Lecture in Business Ethics, April 2002

“Teaching by the Case Method,” Rutgers Business School Faculty Seminar, December 2001.

With Wayne Eastman, “Value Diversity in Moral Free Space,” Society for Business Ethics, Annual Meeting, Washington, DC, August 2001.

“Culture and Business Ethics,” Prudential Insurance Company, Newark, NJ, March 2001.

“Culture and Human Resource Management,” Rutgers-Newark Managers Group, April 2001.

Panel Chair, “Globalization and Human Rights,” New Jersey Medical School, February, 2001

“Multinational Corporations and Political Change in China,” Tufts University, February 2001

“A Strategic Human Rights Approach to Global Sourcing,” Columbia University, December 2000

“What Exactly is a Sweatshop?” The Ethical Culture Society of Bergen County, September 2000

“Good Companies and Good Consumers: How to Solve the Sweatshop Problem,” Society for Business Ethics, Annual Meeting, Toronto, Canada, August 2000.

“The Absence of Independent Trade Unions in China: Human Rights Implications,” National Association of Collegiate Licensing Administrators, Nashville, Tennessee, May 2000

“Corporate Responsibility, Human Rights, and China Trade: Irreconcilable Differences?” Economic Strategy Institute, Washington, D.C., April 2000

“Democratic Implications of China’s Admission to the WTO,” Progressive Policy Institute, Washington, DC April 2000

“Multinational Corporations and Human Rights in China,” The Brookings Institution, Washington, D.C., April 2000

“Human Rights and China’s Entry into the WTO,” Asia Society, Washington, D.C., April 2000.

“Ethical Lessons from the New York City Fiscal Crisis,” New Jersey Conference on Public Governmental Accounting, December 1999

“The Living Wage in Developing Nations,” Collegiate Initiative for Responsible Manufacturing, Chicago, Illinois, November 1999.

With Julie Yoo, “Praise, Blame, etc.: Toward a More Precise Language of Moral Judgment in Business Ethics,” Society for Business Ethics, Annual Meeting, Chicago, Illinois, August 1999.

"Behavior Matters: Corporate Responsibility for Human Rights in China," Society for Business Ethics, Annual Meeting, Boston, Massachusetts, August 1997.

"Toward a New Concept of Professionalism in Law," American Bar Association Annual Meeting Conference on Professionalism, Hastings College of the Law, San Francisco, California, August, 1997.

"The Ethics of Teaching Ethics," Rutgers University Graduate School of Arts and Sciences, August 1997.

"Milton Friedman and The Multinational Firm," New Jersey Institute of Technology, April, 1997.

Co-Editor, with Sally Stewart and Gabriel Donleavy, *Proceedings: Inaugural Conference of the Centre for the Study of Business Values* (June 1994, The University of Hong Kong)

CASE STUDIES (Selected List):

Proposed Reforms of the Fair Credit Reporting Act, Harvard Business School Case No. 9-392-097 (Boston: Harvard Business School Publishing Division 1992)

Note on Securities Firm and Management Accountability for Insider Trading, Harvard Business School Case No. 9393-044, (Boston: Harvard Business School Publishing Division 1993)

Sears Auto Centers, Harvard Business School Case No. 9-394-009, (Boston: Harvard Business School Press 1994), reprinted in *Ethical Issues in Business: A Philosophical Approach*. Thomas Donaldson and Patricia H. Werhane, (eds.). Englewood Cliffs, NJ: Prentice Hall, Prentice Hall, 1999.

Forging the New Salomon, Harvard Business School Case No. 9395-046, (Boston: Harvard Business School Press 1994)

Federal Sentencing Guidelines for Organizations, Harvard Business School Case No. 9-393-060, (Boston: Harvard Business School Publishing Division 1994)

Corporate Criminal Fines, Harvard Business School Case No. 9-394-101, (Boston: Harvard Business School Publishing Division 1994)

Note on Individual and Corporate Liability, Harvard Business School Case No. 9-394-145 (Boston: Harvard Business School Publishing Division 1994)

The Impact of Digital Standards on the Emergence of the Interactive Multimedia Personal Computer, Harvard Business School Case No. 9-396-XX, (Boston: Harvard Business School Publishing Division 1996)

Pfizer: Protecting Intellectual Property in a Global Marketplace, (Harvard Business School Press 1992), reprinted in *Manager in the International Economy*. Raymond Vernon, Louis T. Wells and Subramanian Rangan (eds.) Englewood Cliffs, NJ: Prentice-Hall, 1996.

OP-ED ARTICLES (SELECTED LIST)

"Make Way For China's 'Meritocracy Cadre'," *The Asian Wall Street Journal*, May 18, 1999, p. 12.

"Promoting Human Rights in China is Good Business," *The Wall Street Journal*, June 29, 1998, p. 14.

"Doing Good While Doing Well in China," *The Asian Wall Street Journal*, June 1, 1998, p. 12. (a slightly longer, earlier version of the WSJ piece).

"The Pressure on China Needs Flexibility and Focus", *International Herald Tribune*, March 11, 1994, p.6

"Ideology getting in the way of the GATT", *South China Morning Post*, April 15, 1994, p. B8

"Compromise on MFN a tough task for Clinton", *South China Morning Post*, April 27, 1994, p. B6

"Leaders carry the torch in ethics battle", *South China Morning Post*, May 3, 1994, p. B8

"Chasms loom on projects with private sector funds", *South China Morning Post*, May 9, 1994, p. B5

"How to make an infrastructure a superstructure", *South China Morning Post*, May 16, 1994, p. B6

"Clinton Needs Flexible Trade Freeze With China", *International Herald Tribune*, May 17, 1994, p.6

"China Rights: Euros See No Evil..." *The Asian Wall Street Journal*, May 31, 1994, p.8

"Goal posts shift on human rights", *South China Morning Post*, June 7, 1994, p. B6

MEDIA APPEARANCES—Selected List

American Lawyer

CNN

Bergen Record

Newark Star-Ledger

Minority and Small Business Report

RTHK, Hong Kong

Voice of America-China

Wisconsin Public Radio

UPN

Fortune Small Business Online

USA Today

Far Eastern Economic Review

Reader's Digest

BUSINESS AND LEGAL EXPERIENCE:

CONSULTING WORK

- Designed and conducted ethics training programs for corporate law firms and Fortune 500 companies.
- Served as member of board of directors of computer software firm.
- Special Adviser to International Law Firm on Conflict of Interest Issues

INTERLAKEN CAPITAL (FORMERLY FINEVEST), GREENWICH, CT

General Counsel (January 1987-September 1988). Responsible for legal affairs of holding company with \$2 billion in annual sales. Managed environmental, labor, and sex discrimination litigation. Coordinated multi-state product recall due to microbiological contaminant, including responsibility for public announcements and negotiations with FDA and state authorities. Negotiated settlement with Justice Department and state Attorneys General regarding antitrust investigation of price-fixing in school milk contracts. Managed legal aspects of numerous multi-million dollar mergers and acquisitions.

BIOTECHNICA INTERNATIONAL, CAMBRIDGE, MA

General Counsel (September 1985-December 1986). Coordinated legal and regulatory affairs of one of the first publicly held biotechnology firms. Made all periodic and special SEC filings. Negotiated joint ventures for agricultural research with the venture capital fund for the Canadian province of Alberta and with an Italian state-owned firm. Negotiated and drafted research and development agreements, joint ventures, and technology licensing agreements with multi-national firms (e.g. Seagram and Monsanto) in diverse industries. Negotiated and structured private share offering of diagnostic testing subsidiary through London merchant bank.

WEBSTER & SHEFFIELD, New York, NY.

Associate (September 1981-August 1985). Trained broadly in corporate department to work with companies ranging from start-up companies to large public companies. Worked on leveraged buyouts, bank financings, and diverse securities offerings.

SKADDEN ARPS SLATE MEAGHER & FLOM, New York, NY.

Law Clerk (1979-81). Part-time clerkship during last two years of law school. Researched and wrote first drafts of treatise on U.S. election law.

SHEARMAN & STERLING, New York, NY.

Summer Associate (1980). Worked with corporate takeover group. Received permanent offer.