

## GERALD F. CAVANAGH, S.J.

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Charles T. Fisher Chair of Business Ethics  
and Professor of Management  
University of Detroit Mercy  
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### ACTIVITIES AND DEGREES:

- 1953 B.S., Engineering, Case Institute of Technology (now Case Western Reserve)  
Staff Assistant to Production Engineer, Cleveland Pneumatic Tool Co.
- 1958-59 M.B.A., Ph.L. (Philosophy), M.Ed., St. Louis University
- 1959-61 Instructor in Mathematics and Physics, Loyola Academy, Chicago, IL
- 1962-65 S.T.L. (Licentiate in Theology), Loyola University, Chicago, IL  
Ordained a Catholic Priest in the Society of Jesus (Jesuits), Detroit, MI  
Studies in ascetical and pastoral theology, Dublin and Paris
- 1966-70 Doctor of Business Administration (D.B.A.), Michigan State University  
68-70 Research Fellow, Cambridge Center for Social Studies, Cambridge, MA.
- 1970-79 School of Business Administration, Wayne State University  
1970-72 Ass't Prof. 1973-79 Assoc. Prof. 1976-79 Chair, Dept. of Management
- 1972 Distinguished Lecturer, Grad School of Business Administration, Michigan State University
- 1972-80 Board of Trustees, University of Detroit 1973-75 Chairman of Board  
1978-79 Vice Chair 1979 Chair, Search Committee for President of University
- 1972- National Academy of Management, Social Issues Division  
1975-81 Governance Committee 1978-79 Program Chair, National Meeting in Atlanta  
1980-81 Chair of Division 1988-90 Chair, All-Academy Task Force on Ethics
- 1976-82 Board of Trustees, Fordham Univ., New York City, Chair, Academic Affairs Committee
- 1982-86 Board of Trustees, Xavier University, Cincinnati, Ohio
- 1991- Board of Trustees, Santa Clara University, CA
- 2000- Board of Trustees, Holy Cross College, Worcester, MA
- 1979-80 Dirksen Chair of Business Ethics, Santa Clara University, California
- 1986-87 Gasson Chair, School of Management, Boston College, Chestnut Hill, MA
- 1995 Aram Professor of Business Ethics, Gonzaga University, Spokane, WA
- 1999 Weigand Scholar, University of San Francisco, CA
- 1980- University of Detroit, Professor of Management, College of Business Administration  
1980-82 Chairperson, University Planning Committee  
1988-89 Assoc. Dean, Dir. of Graduate Programs  
1989-95 Vice President for Academic Affairs and Provost, University of Detroit Mercy
- 1995- Charles T. Fisher III Chair of Business Ethics and Professor of Management

### PUBLICATIONS: BOOKS

American Business Values: A Global Perspective (Prentice-Hall, 5th ed, 2006).

Ethical Dilemmas in the Modern Corporation, with Arthur F. McGovern (Prentice Hall, 1988)

American Business Values in Transition (Prentice-Hall, 1976)

The Businessperson in Search of Values (Benziger, Bruce & Glencoe, 1976).

Blacks in the Industrial World: Issues for the Manager, with Theodore V. Purcell (NY: Free Press, 1972)

## PUBLICATIONS -- ARTICLES:

- APolitical Counterbalance & Values: Ethics and Responsibility in a Global Economy,@ Business Ethics Quarterly, 10(Jan., 2000).
- "Executives' Code of Business Conduct: Prospects for the Caux Principles," in Global Codes of Conduct: An Idea Whose Time Has Come, ed. O. Williams (Notre Dame: University of Notre Dame Press, 2000).
- Algnatian Prayer and Global Vision,@ Company Companions, 18(Fall, 2000).
- AVirtue of Courage within the Organization@, w. D. Moberg. Research in Ethical Issues in Organiz=ns, (JAI Press, 1999).
- ASpirituality for Managers: Context and Critique,@ Journal of Organizational Change Management, 12(Jan., 1999).
- AEthics and Integrity Pay Off In Satisfaction and in Dollars@, Corp! (December, 1999).
- AWork to Have a Positive Impact,@ Business and Society, 37(March, 1998).
- ABusiness and Jesuit Traditions,@ Company, 16(Fall, 1998).
- "Teaching Business Ethics," Dictionary of Business Ethics, ed. E. Freeman and P. Werhane. (Oxford: Blackwell, Ltd., 1997).
- "Evolution of Corporate Social Responsibility: Educating Stakeholders and Virtuous Entrepreneurs," in Is The Good Corporation Dead?, ed. O. Williams and J. Hauck (Lanham, MD: Rowman & Littlefield Publ.), 1996).
- "Making Business Ethics Practical," with D. Moberg and M. Velasquez, Business Ethics Quarterly, 5(July, 1995).
- Ethics of Free Enterprise: Values in Jesuit Education (Milwaukee: Marquette University, 1991).
- "Jesuit Business Education: Integrity and Business Leadership," in Proactive Business Ethics Strategies for the 1990's (St. Louis: St. Louis University, 1991)
- "Ethics in Business," Writing and Reading Across the Curriculum, ed. Laurence Behrens and Leonard Rosen (New York: Harper Collins, 1991), pp. 526-543.
- "The Importance of Ethics to Job Performance: An Empirical Investigation of Managers," with R. Mortensen and J. Smith, Journal of Business Ethics, (August, 1989), pp. 253-260.
- "Ethics of Mergers, Buyouts, and Speculation," in Ethics of the Investment Industry, J. Hauck and O. Williams, ed. (Notre Dame Press, 1989).
- "Religion and Business: The Catholic Church and the American Economy," (with M. Velasquez), California Management Review, (Summer, 1988), pp. 124-140.
- "Values and Ethics in the U.S. Business System," Business and Society, ed. P. Sethi and C. Falbe (Lexington, 1987).
- "The Common Good as an Effective Moral Norm for the Businessperson," The Common Good and U.S. Capitalism, ed. J. Hauck and O. Williams (Univ. Press of America, 1987)
- "Use of Vignettes in Business Ethics Research," (with David Fritzsche), Research in Corporate Social Performance and Policy, vol. 7., ed. L. Preston. (JAI Press, 1985).
- "Ethics of Power and Politics," in Managing Organizational Behavior, J. Schermerhorn et. al. (John Wiley & Sons, 1985).
- "Corporate Values for the Future," in Business Ethics: Readings and Cases in Corporate Morality, M. Hoffman and J. Moore, eds. (McGraw-Hill, 1984)
- "Employment and Unemployment," Catholic World, Aug. 1984. (Presented to U.S. Bishops writing letter on U.S. Economy, Notre Dame, Dec. 1983.)
- "Organizational Statesmanship and Dirty Politics," (w. M. Velasquez and D. Moberg) Organizational Dynamics, Autumn, 1983).
- "Free Enterprise Values: Delayed Gratification or Immediate Fulfillment," Review of Social Economy, Dec. 1982 Presented at Marquette Univ. Centennial Conf., Nov. 2, 1981.
- "Can the Free Market Sustain an Ethic?" Proceedings of the American Catholic Philosophical Association, 1981. Presented as paper, St. Louis, April 5, 1981.
- "The Ethics of Organizational Politics," (with D. Moberg and M. Velasquez), Academy of Management Review, July 1981. Presented at National Academy of Management meetings, Aug. 11, 1980.
- "American Business Ideology and Ethics," Private Enterprise and Public Purpose, ed. S.P. Sethi and C. Swanson. (New York: Wiley, 1981).
- "Limits of the Law," Detroit Lawyer, Dec.-Jan., 1977-78.
- "Humanizing Influence of Blacks and Women in the Organization," in Humanizing the Organization, ed. H. Meltzer and F. Wickert. (Springfield: Thomas, 1975).
- "Short vs. Long Run Effects of Introduction of Black Workers into Firm," (W. J. Stewart), Corporate Social Policy in Changing Society, ed. P. Sethi. (Wiley, 1974).
- "Corporate Social Policy in the Business School," Corporations and Social Responsibility, (N.Y.: National Association of Manufacturers, 1974).
- "Making Minority Policies Effective," Contact, Spring, 1973.
- "Alternative Routes to Employing the Disadvantaged," (with T. Purcell), Proceedings of 22nd Meeting of Industrial Relations Research Association - 1969.
- "Pirating Trade Secrets: Case Studies in Business Ethics," (National Conference of Christian Employers and Managers, 1965).
- "St. Bernard and The Mechanized Monastery," Benedictine Review (1964). Reprinted in Catholic Digest, 29 (1964).

"The Popes and Technology," Victorian, 69 (1963).

#### PAPERS AND LECTURES:

- ASpiritualities, Cultures and Missions of Religious Organizations,@ Academy of Management, Wash., D.C., Aug. 8, 2001.
- AEthics in the Global Marketplace,@ Catholic Business Leaders, Akron, Ohio, July 6, 2001.
- Algnatian Values in Business Education,@ Colleagues in Jesuit Business Educ, Santa Clara U., Santa Clara, CA, July 19, 2001.
- AMoral and Spiritual Aspects of Suburban Sprawl,@ Sierra Club Michigan Symposium, Detroit, March 24, 2001.
- ASpirituality for Business Leaders: Opportunities and Obstacles@, w. Andre Delbecq and co., Santa Clara U., March 9, 2001.
- AVirtue as a Benchmark for Spirituality in Business,@ w. M. Bandsuch. Nat=I Bus Ethics Conf., Santa Clara U., Feb. 23, 2001.
- AEthics and the Free Market System,@ Wiegand Scholar Lecture, University of San Francisco, Oct. 1, 1999.
- "The Virtue of Courage within the Organization," (with D. Moberg), Society for Business Ethics, San Diego, CA, Aug. 1998.
- "What Matters Most: Religious Beliefs in the Workplace," discussant, Academy of Management, San Diego, Aug. 1998.
- AStudent Goals in Jesuit Business Education@, Colleagues in Jesuit Business Education, Seattle Univ., July, 1998.
- "Global Codes of Business Conduct," paper and plan symposium, Academy of Management, Boston, Aug. 11, 1997.
- "Values of Jesuit Graduates," International Congress of Alumni/ae, Sidney, Australia, July 10, 1997.
- "Global Codes of Business Conduct: Promise or Peril," Michigan Accounting Educators Conference, April 10, 1997.
- "A Global Code of Business Conduct," Loyola University, New Orleans, April 11, 1997.
- "Workshop on Business Ethics," Universidad Iberoamericana, Mexico City, Sept. 13-18, 1995 and June 16-21, 1996.
- "Virtue Tradition and Business Ethics," Conference, Loyola Marymount University, Los Angeles, July 27, 1996.
- "Global Principles of Business Conduct," Lecture for business leaders, Milwaukee, Wisconsin, May 15, 1996.
- "Ethics in the Global Marketplace," UDM Alumni Lecture, Birmingham, MI, Nov. 4, 1996.
- "International Codes of Business Conduct," Sanata Dharma University, Yogyakarta, Indonesia, July 31, 1995.
- "A Global View: Deregulation and Ethical Implications," Gonzaga University, Spokane, Washington, Nov. 11, 1995.
- "Ethics and Values of Free Enterprise," Ohio University, 15 April, 1993.
- "The Market System and its Values: Growth or Greed?," University of South Florida, Feb. 24, 1992.
- "Ethics in the Business Curriculum," Faculty Development, Regis University, Denver, CO, March 13, 1992.
- "Management Education: Authoritative Assessments and Prescriptions for Change," w. B. Brorby, J. Mansour, and L. Zeff, Mid West Academy of Management, Columbus, OH, April 14, 1989.
- "Business Ethics and the Future of U.S. Business," Loyola-Baltimore, May 25, 1989.
- "Business Education and Business Ethics," University of Dallas, May 19, 1989.
- "Ethics and the Education of Managers," Creighton University, Feb. 6-7, 1989.
- "Business Ethics: Research and Resources," Notre Dame University, Nov. 3, 1988.
- "Business Ethics in the 1990s," for AACSB Business School Deans, St. Louis, MO, Oct. 20, 1988.
- "Ethics and Accountability," Inst. of Internal Auditors, Ford World Hdqtrs. Oct. 4, 1988.
- "Business Ethics: Producing Responsible Leaders," St. Joseph U., Phila, Oct. 28, 1988.
- "Role of Ethics in Jesuit Business Education," for Deans, Fairfield University, Fairfield, Conn., Feb. 8, 1988.
- "Ethics and Politics of Business School Education," Academy of Management, Aug. 12, 1988.
- "Evaluating Corporate Ethics," Academy of Management, New Orleans, Aug. 11, 1987.
- "Values of Free Enterprise," Business Luncheon Lecture, Cleveland, Sept. 3, 1987.
- University Lectures, Boston College: "Free Enterprise Values: Growth and Decline in the U.S.," Feb. 4, 1987;
- "Ethics and the Corporation: Effect of Media and Advertising on Values," Nov. 5, 1986.
- Led Workshop for Business School Faculty on ethics, John Carroll University, Cleveland, Ohio, June 4-5, 1987.
- Faculty development workshops for School of Management, Boston College, Dec. 11, Jan. 30, June 15.
- "Ethical Dilemmas of the Secretary," Professional Secretaries International, Atlanta, April 21, 1987.
- "Reaction of Business Community to Catholic Bishops Letter on U.S. Economy," Boston College, March 31, 1987.
- Printed as "Morality in the Workplace," Boston College Magazine (Summer, 1987), pp. 10-11.
- "Professional Ethics in Academy of Management," National Meeting, Chicago, August 15, 1986.
- "Achievement and Acquisitive Values and their Effect on Career and Life," Lecture to Wall Street Professionals, Chemical Bank auditorium, New York City, March 13, 1986.
- "Government Regulation vs. Self Regulation," Georgetown University, Feb. 28, 1986.
- "Ethics of Work and Job Satisfaction," Conference on Business Ethics, Stanford Univ., Aug. 15-18, 1985.
- "Business Ethics: Conceptual & Research Issues," Doctoral Consortium, Academy of Management, San Diego, CA, Aug. 9-11, 1985.
- "Business Ethics Research," Society of Business Ethics, Chicago, July 22-24, 1985.
- "Catholic Social Teaching and the U.S. Economy," Case Western Reserve U., April 19, 1985.
- "Catholic Bishops' Letter on U.S. Economy," lectures Jan. 8, 9, 17, 24, Feb. 8, 13, & Mar. 4, 1985, to university and professional groups in the Detroit area.
- "Ethics in Business," AACSB Workshop for Business School faculty, Emory Univ., April 4, 1984.

"Social Responsiveness vs. Government Regulation," Nat'l Ass'n of Accountants, Dec. 13, 1984.  
 "Christian Faith and Economic Systems," Lawrence Institute of Technology, March 12, 1983.

#### PAPERS AND LECTURES (Con't)

ΔValues in Business Education." Led two day seminar for business school faculty, Seattle Univ., Jan. 7-8, 1983.  
 "Management Approach to Business Ethics," Workshop for business faculty, New York City, Fordham U., June 18-21, 1982.  
 "Free Enterprise and Management Ethics," National Association. of Accountants, Nov. 19, 1981.  
 "Progress Report on Business Ethics," Stanford University and American College, Oct. 8-10, 1981.  
 "Corporate Responsiveness and Social Reporting," Planning Executives Inst., Feb. 11, 1981.  
 "Business Decisions and Management Ethics," Harvard Faculty Club, Cambridge, MA, March 5, 1981.  
 ΔAmerican Business Values and the Business School," Loyola College, Baltimore, April 8, 1981.  
 "A Research Agenda on Business Ethics," Stanford Graduate School of Business, April 12, 1980.  
 "Increased Productivity vs. Immediate Gratification," Keynote Address, Executive Seminar, Santa Clara U., Oct. 31, 1979.  
 "Black and White Workers Views in Three Firms," Michigan State Univ., Nov. 19, 1971.  
 "Research Methodology: Interviewing 400 Hourly Industrial Workers," Kennedy School, Harvard University, April, 1970.

#### PROFESSIONAL AND SERVICE ACTIVITIES:

2001- Led Workshop for potential Board of Trustee members, Detroit.  
 Chair, UDM Committee on Faculty Excellence  
 UDM Mission Effectiveness Committee  
 UDM Catholic Studies Committee  
 UDM Insignis Scholarship Steering Committee

1997 Led management briefing for 250 managers, Blue Cross Blue Shield Michigan  
 1994- Member of five person City of Detroit Board of Ethics  
 1990- Editorial Review Board, Business Ethics Quarterly  
 1977-98 Referee for papers, National Academy of Management, Social Issues Division  
 1988-91 Chair, All-Academy of Management Task Force on Ethics in Business Education  
 1982-85 Referee for papers, Midwest Academy of Management  
 1981-84 Editorial Review Board, Academy of Management Review  
 1983-84 Professional Division Review Committee, National Academy of Management

1980- Numerous book reviews  
 1970- Numerous lectures to a variety of academic and professional groups

#### MEMBERSHIPS:

Academy of Management	International Association for Business and Society
Society for Business Ethics	Beta Gamma Sigma (business honorary)
Theta Tau (engineering honorary)	Tau Kappa Alpha (speech honorary)
Blue Key (leadership honorary)	Alpha Sigma Nu (Jesuit honorary)
Alpha Phi Omega & advisor (service fraternity)	

#### HONORS:

Winner of Distinguished Faculty Award, University of Detroit Mercy, Oct., 2000.

Doctor of Humane Letters (Hon.), Siena Heights College, Adrian, Michigan, May 3, 1998.

Sumner Marcus Award, Academy of Management, San Francisco, Aug. 8, 1990.

Doctor of Humane Letters (Hon.), Loyola - Baltimore, May 25, 1989.

Faculty Award for Teaching, College of Business, University of Detroit, April 7, 1989.

#### LISTED IN:

Outstanding Educators in America  
Contemporary Authors

Who's Who in America  
World Who's Who of Authors

Dictionary of International Biography  
Who=s Who in the World

Who's Who in American Education  
Who's Who in the Midwest

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