

# CRAIG B. CALDWELL

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## OFFICE ADDRESS

College of Business Administration  
Butler University  
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## EDUCATION

**Ph.D.**, December 2003

University of Pittsburgh - Katz Graduate School of Business

Dissertation: "Examining the trust placed in vendors: The antecedents of interorganizational trust in outsourced clinical trials"

**Major Areas** ♦ Behavioral & Interorganizational Issues in Strategic Management  
♦ Corporate Social Responsibility & Ethics

**Master of Business Administration**, December 1993

Virginia Polytechnic Institute and State University - R.B. Pamplin School of Business

**B.A.**, May 1988

Anderson University, Anderson, IN

**Major Area** ♦ Accounting

## SCHOLARLY INTERESTS

### *Teaching*

- ♦ Strategic Management
- ♦ Business and Society
- ♦ Organizational Theory

### *Research*

- ♦ Socio-economic Exchange
- ♦ Relational Aspects of Agency Theory
- ♦ Strategic effects of Executive Values

## PUBLICATIONS AND CONFERENCE PRESENTATIONS

### *Refereed Publications*

Lad, L.J. & Caldwell, C.B. 2009. Collaborative standards, voluntary codes and industry self-regulation: The role of third-party organizations. *Journal of Corporate Citizenship*, Fall 2009, 35:67-80.

Embry, A., Padgett, M.Y. & Caldwell, C.B. 2008. Can leaders step outside the gender box: An examination of leadership and gender stereotypes. *Journal of Leadership and Organizational Studies*, 18(1): 30-45.

Uchida, M.F., Caldwell, C.B., Friel, T.L. & Lad, L.J. 2007. Building momentum for business school curriculum change: Measurable lessons from a pilot course in real business experience. *Journal of the Academy of Business Education* 8(Fall): 1-15.

- Hughes, S.B., Caldwell, C.B. & Paulson-Gjerde, K.A. 2006. Promoting investment in intangible organizational assets through aligned incentive compensation plans. *Management Accounting Quarterly*, 7(4): 1-8.
- Phillips, R. & Caldwell, C.B. 2005. Value chain responsibility: A farewell to arm's length. *Business & Society Review*, 110(4): 345-370.
- Hughes, S.B., Caldwell, C.B., Paulson-Gjerde, K.A. & Rouse, P. 2005. How groups improve the quality of balanced scorecards. *Management Accounting Quarterly*, 6(4): 34-44.
- Agle, B.R. & Caldwell, C.B. 1999. Understanding research on values in business: A level of analysis framework. *Business & Society*, 38(3):326-387.

#### **Other Publications**

- Phillips, R.A. & Caldwell, C.B. 2005, "Value Chain Responsibility: A Farewell to Arm's Length," *Business & Society Review*, 110(4), pp. 345-70.  
Reprinted in abridged form in *Honest Work: A Business Ethics Reader*, Forthcoming, Joanne Ciulla and Clancy Martin (eds.), New York: Oxford University Press.

#### **Refereed Proceedings**

- Caldwell, C.B. & Phillips, R. 2005. A farewell to arm's length in value chain responsibilities. In J. Logsdon (Ed.), *Proceedings of the Sixteenth Annual Conference of the International Association for Business and Society*. Sonoma Valley, California.
- Caldwell, C.B. 1997. A direct examination of the indirect relationship between CSR and financial performance. In K. Rehbein (Ed.), *Proceedings of the Eighth Annual Meeting of the International Association for Business and Society*. San Destin, Florida.
- Caldwell, C.B. 1996. Shortening the leap of faith in the values/performance link: Shared organizational values and strategy implementation. In K. Rehbein (Ed.), *Proceedings of the Seventh Annual Meeting of the International Association for Business and Society*. Santa Fe, New Mexico.
- Caldwell, C.B. 1996. Reconciling the irreconcilable difference: Issues of level in business and society research. In K. Rehbein (Ed.), *Proceedings of the Seventh Annual Meeting of the International Association for Business and Society*. Santa Fe, New Mexico.

#### **Refereed Conference Papers**

- Mahenthiran, S., Hashim, Z. & Caldwell, C.B. 2008. *The effect of privatization on superior subordinate relationships: Evidence from Malaysia*. Presented at

the AAA- Accounting, Behavior & Organization Conference, Providence, R.I.  
- Oct 9-11

Hughes, S.B., Caldwell, C.B., & Paulson-Gjerde, K.A. 2006. ***Promoting investment in intangible assets: Short-term expenses with long-term benefits.*** Presented at the Eighty-seventh Annual Conference of the Institute of Management Accountants, Boston, Massachusetts.

Hughes, S.B., Caldwell, C.B., Paulson-Gjerde, K.A. & Rouse, P. 2005. ***How groups improve the quality of balanced scorecards.*** Presented at the Eighty-sixth Annual Conference of the Institute of Management Accountants, Boston, Massachusetts.

Caldwell, C.B. & Phillips, R. 2005. ***A farewell to arm's length in value chain responsibilities.*** Presented at the Sixteenth Annual Conference of the International Association for Business and Society. Sonoma Valley, California.

Uchida, M.F., Caldwell, C.B., Friel, T.L. & Lad, L.J. 2005. ***Real business experience: Testing pedagogy, examining results.*** Presented at the Forty-first Annual Conference of the Midwest Business Administration Association, Chicago, Illinois.

Caldwell, C. B. 2004. ***If organizational ethics matters, what predicts it? A test of interorganizational trust.*** Presented at the Academy of Management. New Orleans, Louisiana

Caldwell, C. B. 2002. ***Goals & social ties: A theory of governance structures.*** Presented at the Midwest Academy of Management. Indianapolis, Indiana

Caldwell, C.B. 1998. ***The tail wagging the dog: Agents who control their principals.*** Presented at the Ninth Annual Meeting of the International Association for Business and Society. Kailua-Kona, Hawaii.

Caldwell, C.B. 1995. ***A review of the empirical work in values: A call for greater attention to levels of analysis.*** Presented at the Society of Business Ethics Conference, Vancouver, British Columbia.

#### ***Work in Process***

Caldwell, C.B. & Pfanschmidt, B.D. 2009. ***The effects of deontological and teleological ethical systems in immediate supervisors on employee trust.*** Unpublished Working Paper, Butler University, Indianapolis, Indiana.

Mahenthiran, S., Hashim, Z. & Caldwell, C.B. 2009. ***The effect of privatization on superior subordinate relationships: Evidence from Malaysia.*** Unpublished Working Paper, Butler University, Indianapolis, Indiana.

## TEACHING EXPERIENCE

### **Visiting Professor, 2004-present**

Butler University      Leadership (MBA)  
Organizational Change & Transformation (MBA)  
Developing & Managing Teams (MBA)  
Gateway Experience (MBA)  
Ethical & Socially Responsible Decision Making (MBA)  
Administrative Policy (Undergraduate Capstone)  
Organizational Behavior (Undergraduate)  
Business Ethics (Undergraduate)

### **Lecturer, 1999-2003**

Butler University      *Administrative Policy* (Undergraduate Capstone)  
*Business Ethics* (Undergraduate)

### **Substitute Lecturer, Fall 1996-Spring 1997**

University of Pittsburgh      *Ethics in the Business Environment* (Graduate)  
*Strategic Management* (Undergraduate)

## MANAGERIAL EXPERIENCE

### **Consultant, December 2008**

Butler Business Accelerator, Strategic planning for client

### **Consultant, December 2007**

Butler Business Accelerator, Strategic planning for client

### **Consultant, August 2007**

Butler Business Accelerator, Strategic assessment for client

### **Subject Matter Expert, June-July 2005**

Tango Learning, Trust simulation development team

### **Auditor & Consultant, August 1988-August 1992**

Ernst & Young (Audit Practice; Litigation, Insolvency & Bankruptcy Group),  
Indianapolis, IN

## SERVICE & SCHOLARLY ACTIVITIES

### **Professional Academic Associations**

#### *Academy of Management*

- ♦ Business Policy and Strategy, 1994--Present
- ♦ Social Issues in Management, 1994--Present
- ♦ International Management, 1994—Present

#### *International Association for Business and Society (IABS), 1994--Present*

#### *Society for Business Ethics (SBE), 1994--Present*

**External Reviewer**

Business & Society, Editor John Mahon  
Journal of Business Ethics, Editor George Brenkert  
International Association for Business & Society Conferences 1996-1998, 2000, 2004, 2006  
Academy of Management Conference, SIM Division 1996, 1998, 2000-2002  
(Named to Top 10 Reviewers for 2002), 2003, 2005

**College Level Service**

Faculty Annual Evaluation Committee, 2009-Present  
Graduate Council, 2008-Present  
Globe Grant (International Study) – Chile & China Participant  
MBA Gateway Experience Committee, Co-Developer, 2007-Present  
College of Pharmacy, Pharmacy Practice Dept. Strategy Retreat, Facilitator  
Butler Business Scholars, Facilitator 2006-Present  
Undergraduate Honors Thesis and Oral Exams, Reader  
OB / Leadership Group MBA Curriculum Work Group, Participant  
Butler CBA Ethics Bowl Team, Coach, 2000  
Undergraduate Yield Project, Student Contact, 2000

**Grants, Scholarships and Awards***Teaching Awards*

Alpha Kappa Psi, Outstanding Faculty Award, Butler 2005  
Mortar Board Honor Society, Teacher of the Year, Butler 2005, 2008  
Student Government Association, Apple for You Teaching Award, Butler 2005, 2008

*Other Awards*

Butler Business Accelerator, Client Referral Award, 2009  
Berg Center, Dissertation research support, \$500  
David Berg Family Fund Fellowship, Funded first three years of Ph.D.  
Merit Scholarship, \$3,000, Virginia Tech  
Indiana CPA Society - Outstanding Student Award, Anderson University  
Senior Honors Convocation Speaker, Anderson University