

Andrew C. Wicks

Andrew C. Wicks is associate professor of business administration and teaches ethics at Darden School at the University of Virginia in Charlottesville. He is also an academic advisor for the Business Roundtable Institute for Corporate Ethics and co-director of the Olsson Center for Applied Ethics. Wicks has published in a wide variety of journals in business ethics, management and the humanities. His research interests include writing on stakeholder responsibility, stakeholder theory, trust, health care ethics, total quality management and ethics and entrepreneurship.

Recent Publications

- 1) Managing for Stakeholders: Reputation, Survival and Success. Yale University Press (Ed Freeman, Jeff Harrison, Wicks). 10/07.
- 2) *Walking the Talk: An Examination of the Enactment of Core Organizational Values*. Forthcoming at Journal of Management (Melissa L. Gruys, Susan M. Stewart, Jerry Goodstein, Wicks).
- 3) *Corporate and Stakeholder Responsibility: Making Business Ethics and Two-Way Conversation*. Business Ethics Quarterly Vol. 17 (3: 2007): 375-398 (Wicks and Jerry Goodstein).
- 4) *Corporate and Stakeholder Responsibility: A Two-Way Conversation*. Batten Briefings. Spring 2006 (1, 7-10) (Jerry Goodstein and Wicks).
- 5) *Stakeholder Theory: The State of the Art and Future Perspectives*. POLITEIA, Anno XX (74: 2004) (R. Edward Freeman, Wicks, Bidhan Parmar and John McVea).
- 6) *Stakeholder Theory and "The Corporate Objective Revisited"*. Organization Science Vol. 15 (3: 2004): 364-369 (Ed Freeman, Wicks, and Bobby Parmar).
- 7) *The Effects of Context on Trust in Firm-Stakeholder Relationships: The Institutional Environment, Trust Creation, and Firm Performance*. Business Ethics Quarterly Vol. 14 (1:2004): 141-160 (Wicks and Shawn Berman).
- 8) *What Stakeholder Theory is NOT*. Business Ethics Quarterly Vol. 13 (4: 2003): 479-502 (Robert Phillips, Ed Freeman and Wicks).
- 9) *Introduction: Special Issue on Health Care and Business Ethics*. Business Ethics Quarterly, Vol. 12 (4: 2002): 409-412.
- 10) *Ethics and Incentives: An Inductive Development of Stakeholder Theory in the Health Care Industry*. Business Ethics Quarterly. Vol. 12 (4: 2002): 413-432 (Heather Elms, Shawn Berman, and Wicks).
- 11) *The Value Dynamics of Total Quality Management: Ethics and The Foundations of TQM*. Business Ethics Quarterly. Vol. 11(3: 2001): 501-536.
- 12) *Ethics, Economics, and Information*. Research in Accounting Ethics. Vol. 6 (2000): 205-220 (Gary Sundem and Wicks).
- 13) *Does Stakeholder Orientation Matter? An Empirical Examination of The Relationship Between Stakeholder Management Models and Firm Financial Performance*. Academy of Management Journal. Vol. 42 (5: 1999): 488-506 (Shawn Berman, Wicks, Suresh Kotha and Tom Jones).
- 14) *Getting Real: Stakeholder Theory, Managerial Practice, and the General Irrelevance of Fiduciary Duties Owed to Shareholders*. Business Ethics Quarterly. Vol. 9 (2: 1999): 273-294 (Richard Marens and Wicks).
- 15) *Cooperating With The Disempowered: Using ESOP's to Create A Stakeholder Relationship Between Managers and Employees*. Business & Society. Vol. 38 (1: 1998): 51-82 (Richard Marens, Wicks, and Vandra Huber).

- 16) *Convergent Stakeholder Theory in Management Research*. Academy of Management Review. Vol. 24 (2: 1998): 206-221 (Tom Jones and Wicks).
- 17) *The Structure of Optimal Trust: Moral and Strategic Implications*. Academy of Management Review. Vol. 24 (1: 1998): 99-116 (Wicks, Shawn Berman, and Tom Jones).
- 18) *Screening Workers for Genetic Hypersusceptibility : Potential Ethical, Legal, and Social Issues Arising From The Human Genome Project*. Journal of Health and Human Services Administration. Vol. 21(1: 1998):116-132 (Wicks and Lowell Sever).
- 19) *How Kantian a Theory of Kantian Capitalism?* Business Ethics Quarterly. Special Issue #1 (1998): 61-74.
- 20) *Organization Studies and The New Pragmatism*. Organization Science. Vol. 9(2: 1998): 123-140 (Wicks and R. Edward Freeman).

Honors and Awards

MBA Core Professor of the Quarter (Spring 2002), UW MBA Core Program.

Dean's Award for Faculty Researcher of the Year. Graduate Business School, University of Washington for the 1999-2000 school year.

Teaching Team of the Year, UW MBA Core Program, for the Spring Cohort Faculty (1999-2000).

Best Article Award for 2000. International Association of Business & Society, sponsored by California Management Review, for "Organization Studies and the New Pragmatism" (with Ed Freeman).

Best Paper Award, Society for Business Ethics, at the Annual Meeting (8/00) in Toronto, Canada for "Facilitating Optimal Trust" (with Shawn Berman).