

University of Miami
School of Business Administration

ANITA CAVA
Office Telephone: 305-284-5084
Coral Gables, Florida 33146

Current Academic Rank: Primary Professor
Department & Citizenship Business Law, USA

HIGHER EDUCATION

Institutional:

| | | |
|---------------------|-----------------------|------|
| New York University | Juris Doctor | 1978 |
| Swarthmore College | B.A. with Distinction | 1975 |

Licensures:

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| The Florida Bar | 1980 |
| The District of Columbia Bar | 1979 |
| The Supreme Court of Florida | 1982 |
| The Federal District Court for the Southern District of Florida | 1982 |

EXPERIENCE Academic:

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|---|-----------|
| Professor of Business Law | 2010 |
| Associate Professor of Business Law (tenured) | 1991 |
| Assistant Professor of Business Law | 1985-1991 |
| University of Miami School of Business Administration | |

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|-----------------------------------|-----------|
| Visiting Assistant Professor | 1981-1982 |
| Tutorial Instructor | 1980-1981 |
| University of Miami School of Law | |
| Legal Research and Writing | |
| Legal Ethics, Consumer Law, Torts | |

Non-Academic:

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|---|-----------|
| Private practice with John B. Ostrow, Miami, FL | 1984-1985 |
| Staff Attorney, Legal Services, Miami, FL. | 1982-1984 |
| Charles Morgan, Jr. & Assoc., Washington, D.C. | 1978-1980 |

PUBLICATIONS:

Juried or Refereed Journal Articles

Earle, B. and Cava, A., *Examining the JP Morgan "Princeling" Settlement: Insight into Current Foreign Corrupt Practices Act (FCPA) Interpretation and Enforcement*, Washington University Global Studies Law Review (forthcoming), summer research support 2017

Earle, B. and Cava, A., *The 'Princelings' and the Banks: When Does a Legitimate Business Practice Become Criminal Corruption in Violation of the Foreign Corrupt Practices Act?*, 37 Northwestern Journal of International Law and Business 107 (2016-17), summer research support 2016

Earle, B. and Cava, A., *The Mystery of Declinations Under the Foreign Corrupt Practices Act: A Proposal to Incentivize Compliance*, 49 UC Davis Law Review 567 (2015) (summer research support 2015)

Earle, B. and Cava, A., *The Penumbra of the United States' Foreign Corrupt Practices Act: Brazil's Clean Companies Act and Implications for the Pharmaceutical Industry*, 13 Richmond Journal of Global Law and Business 439-468 (2014) (invited) (SSRN 10 most downloaded 12/9/14) (summer research support 2014)

Mayer, D., Cava, A., Baird, C., *Crime and Punishment (or the Lack Thereof) for Financial Fraud in the Subprime Mortgage Meltdown: Reasons and Remedies for Legal and Ethical Lapses*, 51 American Business Law Journal 515-597 (2014)

Earle, B. and Cava, A., *When is a Bribe Not a Bribe? Rethinking the FCPA in Light of Business Reality*, 23 University of Indiana International and Comparative Law Journal 111-161 (2013)

Cava, A. and Stewart, B., *Quid Pro Quo Corruption is "So Yesterday": Restoring Honest Services Fraud After Skilling and Black*, 12 U.C. Davis Business Law Journal 1- 29 (2011)

Cushman, R., Froomkin, M., Cava, A., Abril, P., Goodman, K., *Ethics and Personal Health Records*, 43 Journal of Biomedical Informatics S51-S55 (Supplement 1) (2010).

Earle, B. and Cava, A., *Are Anti-Corruption Efforts Paying Off? International and National Measures in the Asia-Pacific Region and their Impact on India and Multinational Corporations*, 31 Hawaii Law Review 59-86 (2008).

Abril, P. and Cava, A., *Health Privacy in a Techno-Social World: A Cyber-Patient's Bill of Rights*, 7 Northwestern Journal of Technology and Intellectual Property 244-277 (2008) (invited).

Goodman, K. and Cava, A., *Bioethics, Business Ethics and Science: Bioinformatics and the Future of Healthcare*, 17 Cambridge Quarterly of Healthcare Ethics 1-12 (2008).

Brackett, N., Lynne, C., Attia, G., Carmack, A., Cava, A. and Goodman, K., *Treatment of Infertility in Men with Spinal Cord Injury: Medical Progress and Ethical Considerations*, 13; 4 Topics in Spinal Cord Injury Rehabilitation 120-133 (2008).

Mitchell, C., Armstrong, F., Goodman, K., Cava, A. and Scott, G., *Disclosure of HIV Status to an Infected Child: Medical, Psychological, Ethical, and Legal Perspectives*, 19; 1 Journal of Clinical Ethics 43-52 (2008).

Cava, A. and Mayer, D., *Integrative Social Contract Theory and Urban Prosperity Initiatives*, 72 Journal of Business Ethics 263-278 (2007) (on-line December 2006).

Cava, A., Cushman, R. and Goodman, K., *HIPAA and Human Subjects Research*, 2003 Learning Module for the Collaborative IRB Training Initiative (CITI) Program, an Internet-based set of educational modules on the protection of human subjects in research with 350 participating institutions and over 60,000 users. (*Updated information on HIPAA and Research requirements is considered a refereed publication in medical schools as it is rigorously peer-reviewed.*)

Cava, A., *Advance Directives: Taking Control of End of Life Decisions*, 14 St. Thomas University Law Review 5-12 (Fall 2001).

Cava, A., West, J. and Berman, E., *Ethical Decision-Making in Business and Government: An Analysis of Formal and Informal Strategies*, 68 Spectrum: The Journal of State Government (1995). Reprinted in: The Ethics Edge (1998).

Earle, B. and Cava, A., *The Collision of Rights and A Search for Limits: Free Speech in the Academy and Freedom from Sexual Harassment on Campus*, 18 Berkeley Journal of Labor and Employment Law 282-322 (1997).

Mayer, D. and Cava, A., *Social Contract Theory and Gender Discrimination: Some Reflections on the Donaldson/Dunfee Model*, 5 Business Ethics Quarterly 257-270 (1995).

Berman, E., West, J. and Cava, A., *Ethics Management in Municipal Governments and Large Firms: Exploring Similarities and Differences*, 26; 2 Administration and Society 185-203 (1994).

Mayer, D. and Cava, A., *Ethics and the Gender Equality Dilemma for U.S. Multinationals*, 12 Journal of Business Ethics 129-136 (1993).

Cava, A., *Trade Secrets and Covenants Not to Compete: Beware of Winning the Battle but Losing the War*, 28 Journal of Small Business Management 99-103 [West Virginia University] (Fall 1990).

Sacasas, R. and Cava, A., *A Legal Studies Major: The Miami Model*, 9 Journal of Legal Studies Education 339-346 (Spring 1991).

Cava, A., *Taking Judicial Notice of Sexual Stereotyping*, 43 Arkansas Law Review 27-56 (Winter 1990).

Cava, A. and Wiesner, D., *Rationalizing a Decade of Judicial Responses to Exculpatory Clauses*, 28 Santa Clara Law Review 611-658 (Summer 1988).

Wiesner, D. and Cava, A., *Stealing Trade Secrets Ethically*, 47 University of Maryland Law Review 1076-1128 (Summer 1988).

Research in Progress:

Cava, A., *Personal Liability of Compliance Officers: An Enforcement Conundrum* (working paper)

Trautman, L. and Cava, A., *Disclosures Continue: Lessons from the Panama Papers and Paradise Papers* (working paper)

Cava, A. and Earle, B., *Collective Action as a Mechanism for Achieving the Impossible in International Business* (working paper)

Books and Monographs Published:

Cava, A., *Business Ethics and Trade Secrets: Judging the Judges of Commercial Morality*, Readings in Law and The Legal Environment, Whitman, D., ed. (McGraw Hill); pp. 30-40 (1991). (chapter in a Business Ethics text)

Other Works, Publications and Abstracts: Ethics and Business

Cava, A., *Internet Gripe Sites: Constitutionally Protected Free Speech or Cybersquatting: Judges Balance the Equities to Decide*, Vol. 33, No. Journal of the Academy of Marketing Science 377 (Summer 2005).

Cava, A., *Commercial Speech: Recent Developments*, Vol. 28, No. 2 Journal of the Academy of Marketing Science 316 (Spring 2000).

Cava, A. and Goodman, K., *Linking the Town with the Gown in Creating Community Prosperity, Building Community Prosperity in Miami-Dade: Civic Engagement, Dialogue & Action* (2004).

Cava, A., *Effective Defenses to Sexual Harassment Claims: The New Framework for Employers*, Business and Economic Review (University of South Carolina, Spring 2001).

West, J., Berman, E., Cava, A., *Ethics in the Municipal Workplace through the Year 2000*, Municipal Yearbook, International City/County Management Association, 3-16.

Cava, A., *'Swiss Army Knife': Should It Be Known By Another Name if it is Made in China?*, Vol. 24, No. 2 Journal of the Academy of Marketing Science 184 (Spring 1996).

Cava, A. and Mayer, D., *Gender Discrimination Abroad*, Vol. 40, No. 1 Business and Economic Review 13-16 (University of South Carolina, Winter 1993).

Cava, A., *Door to Door Sales: Constitutionally Protected Activity?*, Vol. 18, No. 1 Journal of the Academy of Marketing Science 97-98 (Winter 1990).

Cava, A., *Pregnancy and the Role Model Rule: A New Defense to Employment Discrimination Claims?*, Vol. 36, No. 4 Business and Economic Review 24-26 (University of South Carolina, Summer 1990)

Cava, A., *Teaching Business Ethics: The Moral Development Model*, Vol. 36, No. 3 Business and Economic Review 10-13 (University of South Carolina, Spring 1990).

Sacasas, R. and Cava, A., *Law, Ethics and Management: Toward an Effective Audit*, Vol. 15, No. 1 Business Forum 18-21 (Calif. State Univ., Los Angeles, Winter 1990).

Cava, A., *Promoting the Professional: New Perils for Management*, Vol. 35, No. 4 Business and Economic Review 27-29 (University of South Carolina, Summer 1989).

Allington, G. and Cava, A., *Legal Liabilities in Continuing Education: Protecting Yourself and Your Institution*, Vol. 8 Journal of Continuing Education in the Health Professions 221-228 (Fall 1988).

Other Publications:

Cava, A., *Corporate Social Responsibility* module for the Dade County Schools Youth Ethics Initiative On-Line Curriculum (2007) (published curriculum materials).

Instructor's Manual, Answers/discussion of Ethics Boxes, Cheeseman's Principles of Business Law, Prentice Hall.

Sacasas, R. and Cava, A., *Managing Legal and Ethical Implications: Avoiding the 'Short-Term Trap'*, Vol. 16 Selected Papers of American Business Law Association Regional Proceedings 91-127 (Fall 1989) (selected for publication by a process of blind review).

Cava, A., *Legal and Ethical Implications of Sexual Stereotyping: Some Preliminary Observations*, Papers of the American Business Law Association Regional Proceedings, Business Ethics Section 44-51 (Spring 1989, working paper).

Cava, A., *Hopkins v. Price Waterhouse: An Accounting of Sexual Stereotyping*, The Quarterly Report, Florida Bar Business Law Section 1-3 (1988).

PROFESSIONAL

Fundraising

Donations to Support UM and SBA Ethics Initiatives

| | | |
|--|---------------|-----------|
| Adrienne Arsht to UM Ethics Programs (4 equal installments): | \$2 million | 10/2008 |
| Adrienne Arsht to UM Ethics Programs (4 equal installments): | \$1million | 4/20/2006 |
| Karl Schulze to SBA (part of relationship team) | \$1.2 million | per will |
| Karl Schulze to Business Ethics Programs/Ethics Debate: | \$50,000 | 1/20/04 |
| Karl Schulze to Business Ethics Programs/Ethics Debate: | \$50,000 | 2/2007 |

Donations to Support SBA Ethics Initiatives (Cava Solicitations)

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| Karl and Teresa Schulze Endowment Gift (w/Greg Miller) | \$100,000 | 2015 |
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| Arsht Initiatives of UM Ethics Programs | \$30,000 | 2008-2011 |
| Adam Carlin to MBA Consultants to Non-Profit Project: | \$67,500 | 2008-2013 |
| Smith Barney to MBA Consultant to Non-Profit Project: | \$27,500 | 2005-2007 |
| UM Citizens Board to MBA Consultant to Non-Profit Project: | \$20,000 | 2005-2006 |

Donations to Support Compliance Boot Camp (Cava Solicitations)

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|---------------------------|---------------|-----------|
| Cassett Family Foundation | \$15,000/year | 2014-date |
| Johnson & Johnson | \$15,000 | 2012 |
| Novartis, Inc. | \$10,000 | 2012 |

Funded Research Performed:

Earle, B. and Cava, A., *Examining the JP Morgan “Princeling” Settlement: Insight into Current Foreign Corrupt Practices Act (FCPA) Interpretation and Enforcement*, Washington University Global Studies Law Review (forthcoming)

SBA Summer Research Support

Summer 2017

Earle, B. and Cava, A., *The ‘Princelings’ and the Banks: When Does a Legitimate Business Practice Become Criminal Corruption in Violation of the Foreign Corrupt Practices Act?*
37 Northwestern Journal of International Law and Business 107 (2016-17)

SBA Summer Research Support

Summer 2016

Earle, B. and Cava, A., *The Mystery of Declinations Under the Foreign Corrupt Practices Act: A Proposal to Incentivize Compliance*, 49 UC Davis Law Review 567 (2015)

SBA Summer Research Support

Summer 2015

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13 Richmond Journal of Global Law and Business 439-468 (2014) (invited) (SSRN 10 most downloaded 12/9/14)

SBA Summer Research Support

Summer 2014

Mayer, D., Cava, A., Baird, C., *Crime and Punishment (or the Lack Thereof) for Financial Fraud in the Subprime Mortgage Meltdown: Reasons and Remedies for Legal and Ethical Lapses*, 51 American Business Law Journal 515-597 (2014)

Sabbatical Leave Spring Semester

Spring 2012

Corruption and Compliance in Health Care

Cava, A. and Stewart, B., *Quid Pro Quo Corruption is “So Yesterday”*: Restoring Honest Services Fraud After Skilling and Black, 12 U.C. Davis Business Law Journal 1-29 (2011)

Funded by SBA Summer Research Award

Summer 2009

Abril, P. and Cava, A., *Health Privacy in a Techno-Social World: A Cyber-Patient’s Bill of Rights*, 7 Northwestern J. Technology and Intellectual Property 244-277 (2008).

Funded in part by the Robert Wood Johnson Foundation, Project Health Design,
Ethical, Legal, and Social Implications of electronic health information;
Ken Goodman (PI)

General Faculty Support Award

1995

“Non-Lawyer Judges: The Common Law of Common Sense”

Consultant, Ernst and Young Tax Research Grant

1990-1991

Fortin, K. and Dennis, S., Accounting Dept.

“Development of an Ethics Teaching Module for Use in the Tax Curriculum”

Sabbatical Leave: "International Business Law and Transactions" Spring 1994

Wiesner, D., Sacasas, R., Cava, A., *The Barrington Project: A Legal Implications Case Study*, (University of Miami, School of Business Administration Bell-South Grant, 1990).

Max Orovitz Summer Research Grant 1989-1990
 "Pregnancy in the Workplace: A Second Generation of Concerns"

Editorial Responsibilities:

Reviewer, Journal of Business Ethics 2011-date

Co-Editor, *Marketing and the Law*, Journal of the Academy of Marketing Science 1989-2009

Reviewer, American Business Law Journal 2009-date

Editor, "Spotlight on Dade County: A Citizen's Guide," The League of Women Voters 1986-87

Reviewer/Discussant:

Reviewer, Tucker & Henkel, the Legal and Ethical Environment of Business, Richard D. Irwin, Inc., October 1992.

Reviewer, Special Issue of the Business Ethics Quarterly on Business Law and Ethics, Fall 1991.

Reviewer, Whitman & Gergacz, The Legal and Social Environment of Business, Random House, January 1987.

Reviewer, Howell & Allison, Business Law: Fourth Alternate Edition, Dryden Press, November 1987.

Coordinator:

Chair, Ethics Section, 1991-93, Academy of Legal Studies in Business
Implemented "Business Ethics Scholar in Residence" track that is still a yearly event at ALSB Annual Meeting; Responsible for organizing sessions, panel and breakfast for members at Mid-year and Annual meetings.

Track Co-Chair, "Marketing and the Law" Academy of Marketing Science May 1993
 Annual Meeting, Miami Beach, Florida

Track Co-Chair, "Marketing and the Law" Academy of Marketing Science April 21-26, 1992
 Annual Conference, San Diego, California

Professional and Honorary Organizations:

ABLA, Business Law and Ethics Section 1987-date
 Chair, Business Ethics Section, ALSB 1991-1993
 American Business Law Association (now ALSB) 1985-date

Omicron Delta Kappa Honor Society (faculty) 1991
 Beta Sigma Gamma Honor Society (faculty) 1990
 ABA Section, Corporations, Banking, Business Law 1986-
 Florida Association of Women Lawyers (FAWL) 1982-
 FAWL, Dade County Chapter 1982-
 American Bar Association 1978-
 Florida Bar, Delivery of Legal Services Committee

Honors and Awards:

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| Virginia Maurer Award, Outstanding Ethics Paper Academy of Legal Studies in Business <i>Restoring Liability for Financial Fraud</i> (with Donald Mayer & Catharine Baird) | 2012 |
| 2009 UM Alumni Association "Inside Out" Award For "bringing those on the outside who used to be inside but are now outside back inside" | 2009 |
| University of Miami Nominee Kellogg Foundation National Fellowship Program | 1988 |

Listings:

Who's Who Among Young Professional Women (declined)
Who's Who Among America's Teachers (declined)

Other Professional Activities:

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| Convened Global Conference | 1/13-14/17 |
| Controlling Corruption: Possibilities, Practical Suggestions & Best Practices, Anti-Corruption Law Interest Group of the American Society of International Law (ASIL), cosponsored by Business Ethics Program, Arsht Initiatives, Wharton's Zicklin Center for Business Ethics Research, Bentley University and Richmond School of Law | |
| <i>Presenter</i> , "Lessons for FCPA Interpretation from the JP Morgan 'Princeling' Settlement" Controlling Corruption: Possibilities, Practical Suggestions & Best Practices, Anti-Corruption Law Interest Group of the American Society of International Law (ASIL), cosponsored by Business Ethics Program, Arsht Initiatives, Wharton's Zicklin Center for Business Ethics Research, Bentley University and Richmond School of Law | 1/14/17 |
| <i>Invited Presenter</i> , "Personal Liability of Compliance Officers: A Disturbing Trend in Anti-Corruption Efforts," Jindal-Wharton Conference on Business Ethics and Corruption in a Globalized World, ASIL Anti-Corruption Law Interest Group, AO Jindal University, Delhi, India | 5/1/16 |
| <i>Invited Presenter</i> , "Collective Action to Counter Corruption: Learning from MADD and Leveraging the Power of Social Media," <u>2016 OECD Integrity Forum</u> | 4/20/16 |
| <i>Invited Panelist</i> , "Why Regulate?" Compliance and Corruption: Promoting Integrity in a Global Economy, <u>UC Davis Law Review Symposium</u> , Davis, CA. | 1/20/15 |
| <i>Presenter</i> , "The Mystery of Declinations under the FCPA: A Proposal to Incentivize Compliance," Annual Meeting, Academy of Legal Studies in Business, Philadelphia, PA. | 8/2015 |
| <i>Invited Presenter</i> , "The Princeling Problem in International Business: Has FCPA Enforcement Gone Too Far?" Inaugural Conference, ASIL Anti-Corruption Law Interest Group, sponsored by the Wharton School, University of Pennsylvania, Philadelphia, PA. | 10/2/15 |
| <i>Plenary Speaker</i> , "Legal and Ethical Perspectives on the Affordable Care Act," 22 nd Florida Ethics Conference: Debates, Decisions, Solutions, Miami, FL | 4/2014 |
| <i>Presenter</i> , "Is a Bribe Always a Bribe? A Second Look at Facilitation Payments and Pharma," Annual Meeting, Academy of Legal Studies in Business, Boston, MA. | 8/2013 |
| <i>Presenter</i> , "An Ethical Analysis of the Honest Services Fraud Law: Past, Present and Future," Annual Meeting, Society for Business Ethics, Montreal, Canada | 8/2010 |

- Co-Organizer, Roundtable Discussion*, “Behavior Decision Theory: Implications for Law and Ethics,” (with Ann Olazabal), Annual Meeting, Academy of Legal Studies in Business, Richmond, Va. 8/2010
- Presenter*, “There Ought to be a Law: An Argument for Enforcing the Honest Service Fraud Statute,” Annual Meeting, Academy of Legal Studies in Business, Denver, Colorado 8/2009
- Keynote Speaker*, “The Next Digital Divide: Online Social Network Privacy,” (with P. Abril and A. Levin), Technology Section Lunch, Annual Meeting, Academy of Legal Studies in Business, Long Beach, California. 8/2008
- Presenter*, International and National Anti-Corruption Measures in the Asia-Pacific and their Impact on India and Multinational Corporations: Are the Efforts Paying Off? (with Beverley Earle), Academy of Legal Studies in Business Annual Meeting, Long Beach, California 8/2008
- Presenter*, “My Health Space: Medical Information in a Networked World” (with Patricia Abril) Southeastern Academy of Legal Studies in Business Conference, Memphis, Tenn. 11/2008
- Keynote Speaker*, “Ethics and Critical Thinking in Business Today” 4/23/2007
The Propeller Club of the Port of Miami, Executive Dining Room
- Speaker*, “Corporate Social Responsibility” 4/7/2007
Spring Ethics Program, Office of Undergraduate Career Options Counseling, School of Business Administration
- Panelist*, “Global Corporate Citizenship,” 6/2006
Teaching Business Ethics Conference, Boulder, Colorado
- Finalist*, Charles A. Hewitt Master Teacher Competition 8/2006
“Barges for Sale: A Business Opportunity or a Crime?” (with Beverley Earle), ALSB Annual Meeting, Tampa, Florida
- Presenter*, “Does Title IX Protect Whistleblowers” 2/15/2005
Spring Ethics Program, Office of Undergraduate Career Options Counseling, School of Business Administration
- Faculty Speaker*, “Business Ethics and Leadership,” 2/25/2005
UM Parent’s Day Faculty Speaker *Inside the Classroom*, following Parent’s Forum on Leadership
- Presenter*, “Ethics and Financial Management,” 5/5/2005
Seminar, Center for Non-Profit Management
- Presenter*, “Ethical Issues in Marine Conservation” 9/2005
Pew Fellows Program in Marine Conservation
Annual Fellows Retreat, Halifax, Nova Scotia
- Presenter*, “The Corporation as Communitarian: Integrative Social Contracts Theory and Urban Prosperity Initiatives,” (invited paper with Mayer, D.) Wharton School of Business Ethics Conference, Philadelphia, Pennsylvania 11/2004
- Presenter*, “What HIPAA Will Mean for Researchers and IRBs,” 8/24/2002
NIH supported conference, *Extreme Ethics*: Unusually Difficult Challenges in Epidemiology and Human Subjects Research
Miami, Florida
- Presenter*, “Protecting the Privacy and Security of Health Care Data: Unanticipated Conundrums,” ALSB Annual Meeting, Las Vegas, Nevada 7/29/2002

- Presenter*, “How Ethics Precedes Law in Privacy and Data Protection” 3/1/2002
10th Annual UM Conference on Clinical Ethics: Debates, Decisions, Solutions,
Miami Beach, Florida
- Panelist*, “Strategies for Teaching Ethics in the New Millennium” 8/2000
ALSB Annual Meeting, Baltimore, Maryland
- Chair*, 8th Annual Conference on Clinical Ethics: Debates, Decisions, Solutions 3/2000
Ft. Lauderdale, Florida
- Presenter*, “Ethics and Corporate Compliance: The Role of Hospital Ethics Committees” 3/1999
7th Annual Conference on Clinical Ethics: Debates, Decisions, Solutions,
Ft. Lauderdale, Florida
- Presenter*, “Ethical and Legal Issues in Healthcare” 3/1998
6th Annual Conference on Clinical Ethics: Debates, Decisions, Solutions,
Ft. Lauderdale, Florida
- Presenter*, “Ethics: A Model for Critical Thinking” 3/1997
6th Annual Conference on Clinical Ethics: Debates, Decisions, Solutions
Ft. Lauderdale, Florida
- Presenter*, “The Collision of Rights and a Search for Limits:
Free Speech in the Academy and Freedom from Sexual Harassment on Campus” 8/1996
ALSB Annual Meeting, Quebec City, Canada
- Presenter, Invited Paper, Plenary Session*, “Social Contracts Theory 8/1993
and Gender Discrimination: Reflections on the Donaldson/Dunfee Model”
(with Mayer, D.) Society for Business Ethics Annual Meeting, Atlanta, Georgia
- Presenter*, “Gender Discrimination in the Global Context: 8/1993
Applying Donaldson and Dunfee's Social Contracts Theory”
ALSB Annual Meeting, Colorado Springs, Colorado
- Presenter*, “Social Contract Theory and Gender Discrimination: Reflections on the 3/1993
Donaldson/Dunfee Model” (with Mayer, D.) ALSB Ethics Section Midyear Meeting
Mid-west Business Association Meetings, Chicago, Illinois
- Participant*, “Ethics: Practice and Teaching,” Colorado Springs, Colorado 7/1992
Five-day seminar sponsored by the Center for Practical and Professional Ethics
- Presenter*, “Extra-Territorial Application of Title VII: 3/1992
Cultural Imperialism or Ethical Surrealism?”
Mid-west Business Association Meetings, Chicago, Illinois
- Co-Leader of Workshop*, “Managing the Legal Implications of Marketing Decisions: 6/1991
Selected Topics” (with Rene Sacasas)
Academy of Marketing Science Annual Conference, Ft. Lauderdale, Florida
- Presenter*, “Pregnancy in the Workplace: Arguments and Analysis 8/1990 in
UAW v. Johnson Controls,” ABLA (now ALSB) National Conference
Toronto, Canada
- Co-Leader of Workshop*, “Managing the Legal Implications of Marketing Decisions: 4/25/1990
Selected Topics” (with Sacasas, R.)
Academy of Marketing Science Annual Conference, New Orleans, Louisiana
- Presenter*, “Law, Ethics and Management: Toward an Effective Audit” 4/6/1990
Faculty Colloquium University of Florida,
Department of Business Law and Legal Studies, Gainesville, Florida

- Discussant and Presenter*, “Law, Ethics and Management: Toward an Effective Audit” 3/1/1990
ABLA Business Law and Ethics Section Midyear Meeting, Dallas, Texas
- Presenter*, “Managing Legal and Ethical Implications: Avoiding the 'Short Term Trap” 10/26/1989
Regional Meeting, Southeastern Business Law Association
Greenville, South Carolina
- Referee and Discussant*, “Discipline and Discharge: Legal Issues” 10/13/1989
National Conference, Council on Employee Rights and Responsibilities
Orlando, Florida; October 13, 1989
- Invited Speaker*, “Ethical Analysis of Legal Issues” 8/16/1989
ABLA National Conference, Los Angeles, California
- Presenter and Discussant*, “Legal and Ethical Aspects of Stereotyping” 3/17/1989
ABLA Business Law and Ethics Section Midyear Meeting
Chicago, Illinois
- Moderator*, Commercial/Contract Law Session 10/27/1988
Regional Meeting, Southeastern Business Law Association
Orlando, Florida

Executive Education for UM School of Business Administration

Academic Director, Compliance Boot Camp 2013 - 2017
Created and secured external funding for four-day, non-credit total immersion experience for graduate and undergraduate students.

Academic Director, Latin America Health Care Compliance Certification Program 2011- 2016
Collaborate with internationally recognized faculty in coordinating content and website for a three-day intensive seminar for compliance executives.

Presentation, Business Decision-Making in Challenging Times: Ethical Analysis 9/20/2010
Visa International, Latin America Division, Miami FL.

Professional Activities in the Business and Non-Profit Sector:

- Speaker, Ethics and Compliance in a New Era of Transparency, *Financial Times* 10/25/16
Latin America Healthcare & Life Sciences Summit, Miami FL.
- Compliance Officer Network Meeting 10/16, 2/16
Host/Convene Meeting of Regional Chief Compliance Officers, Fortune 50 Companies
e.g.: Microsoft, Caterpillar, Carnival Cruise Lines, Ingram Micro, Brightstar, HSBC
- Panelist, “Personal Liability of Compliance Officers” 8/26/16
Third Latin American Medical Device and Pharmaceutical Compliance Congress
Panama City, Panama
- Presentation, “Making the Best Decision: Insight and Understanding” 1/13/16
Women in Insurance Initiative, Miami, FL
- Presentation, “Actuaries and Ethics: Challenges of Professionalism” 1/13/15
Academy of Actuaries Council on Professionalism, Miami Beach, FL
- Plenary Panelist*, “LATAM and Global Corruption Update” 7/30/2014
Second Latin American Medical Device and Pharmaceutical Compliance Congress
Mexico City, Mexico

- Co-Presenter, "Doing Right and Recognizing Wrong,"
Leonard Turkel Nonprofit Network 5/6/2014
- Presenter, "Why Do We Do That? An Introduction to Law, Ethics and Behavior
Decision Theory," Miami Beach Bar Association 2/22/2014
- Keynote Speaker*, "Dilemmas for Doctors on Social Media"
Renal Physicians Association Annual Meeting, New Orleans, LA. 3/16/2013
- Keynote Panelist*, "FCPA Enforcement in Latin America"
First Latin American Medical Device and Pharmaceutical Compliance Congress
Sao Paulo, Brazil 10/1/2012
- Moderator*, "Ethics and the Law"
Panel discussion with former Florida Chief Justice Gerald Kogan and former
Florida Justice Arthur England, Wharton Alumni Council 11/3/2011
- Presenter*, "The Internet and Business Ethics"
MasterCard Latin America, Miami, Florida 10/24/2011
- Panelist*, "Ethical Leadership"
Good Government Initiative (a boot camp for rookie politicians in Florida) 9/17/2011
- Panelist*, "Ethics in Government"
Leadership Miami, Dade County Chamber of Commerce 1/17/2011
- Speaker*, "Critical Thinking in Competitive Environments: How Can Ethics Help?"
MasterCard Latin America, Miami, Florida 9/24/2010
- Speaker*, "The Ethics of Philanthropy: Protecting Reputation and the Bottom Line"
Partnership for Philanthropic Planning of Dade County 9/14/2010
- Keynote Speaker*, "Building Community: Ethics and Expectations"
2008 Best Practices Conference, Clerk & Comptroller, Palm Beach County,
(large annual conference of county, business, and non-profit leaders) 10/10/2008
- Keynote Speaker*, "Emerging Trends in Ethics and Leadership"
Palm Beach County Leadership Conference, Palm Beach, Florida
(600 school principals and supervisors) 6/11/2008
- Seminar*, "Critical Thinking, Leadership and Ethics"
New Principal Leadership Training, Palm Beach County
(techniques to promote ethical decision-making in academic administration) 4/23/2008
- Panelist*, "Grant Funding to Non-Profits and Community-Based Organizations:
Assuring Performance & Maintaining Oversight"
Conference on Ethics and Accountability in Public Procurement
The Miami-Dade Commission on Ethics and the Public Trust 3/14/2008
- Panelist*, "Consumer, Payor, Practitioner and Researcher Perspectives on
Electronic Health Information Exchange"
South Florida Health Information Initiative Summit, Miami, Florida
(*The South Florida Health Information Initiative (SFHII) involves multiple partners working
to develop a community health information exchange; summit included academics, practitioners,
insurers and government representatives.*) 11/11/2007
- Presenter*, "Best Practices: Ethics and Decision-Making,"
Palm Beach County Leadership and Management Initiative
Palm Beach, Florida
(seminar for mid-level executives for non-profit organizations) 10/19/2007

- Lunch Speaker*, “Best Practices: Ethics and Decision-Making,” 9/27/2007
 Life Insurance Settlement Association (LISA),
 Producer Seminar and Broker Summit, Orlando, Fl.
 (Invited to present at the LISA Annual National Meeting in NYC, 10/29/07;
 declined due to Ethics Debate obligations.)
- Speaker*, “Best Practices: Ethics and Decision-Making,” 7/13/2007
 American Council of Life Insurers,
 Compliance and Legal Sections Annual Meeting, Ft. Lauderdale, Fl.
 (attended by *Chief Compliance Officers, legal counsel, industry associates*)
- Presenter*, “Best Practices and Ethics in Leadership,” 6/18/2007
 Senior Executive Leadership Program
 Palm Beach County Senior Management Development Initiative
 (seminar for senior executives (CEOs) of non-profit organizations)
- Seminar*, “Ethics and Values: A Model for Critical Thinking” 11/2006
 Palm Beach County Leadership Institute, Palm Beach, Florida
- Seminar*, “Corporate Citizenship in the 21st Century 8/8/2006
 CLE seminar, “Doing Good While Doing Well”
 ALSB Annual Meeting, St.Petersburg, Florida
- Presenter*, “Ethical Roles and Responsibilities in Secondary Education” 8/11/2006
 Palm Beach County Music and Art Teachers
 The Kravis Center, Palm Beach Florida
- Seminar*, “Corporate Counsel and Corporate Citizenship” 8/8/2006
 Presentation for Ethics Seminar for Attorneys
 Academy of Legal Studies in Business Annual Meeting, Tampa, Florida
- Seminar*, “Ethics and Values: A Model for Critical Thinking” 10/2005
 Palm Beach County Leadership Institute, Palm Beach, Florida
- Presenter*, “The Ethics of Philanthropy,” 4/12/2005
 Seminar for the Planned Giving Council of Miami-Dade County
- Presenter*, “External Perceptions of the Johnson & Johnson Credo,” 5/2005
 Executive Management Committee, *Cordis Corporation*
 Miami, Florida
- Seminar*, “Ethical Conduct of Business,” 11/2005
MetroPCS South Florida Executive Management Group
 Ft. Lauderdale, Florida
- Seminar*, “Ethics and Values: A Model for Critical Thinking,” 11/2005
 Palm Beach County Leadership Initiative
- Presenter*, UM Business Ethics Seminar Series, Storer Auditorium
 Privacy Issues in the New Marketplace 2/13/2004
 Sexual Harassment in the Workplace 2/6/2004
 Business Ethics and Corporate Governance 1/30/2004
- Prepared paper*, “Corporate Governance: New Roles and Responsibilities” 8/12/2003
 Prepared paper for Presentation (presented by colleague) CLE Seminar,
 ALSB Annual Meeting, Nashville, Tenn.
- Presenter*, “Supervision: Analyzing Legal Risk and Ethics” 12/2003
 National Association of Securities Dealers (NASD) Institute
 Phase II Week-long Program: Current Issues in Financial Services, Miami, Florida
- Presenter*, “Branch Office Management: An Overview” & 12/2003

- “Supervision: A Legal and Regulatory Analysis”
National Association of Securities Dealers (NASD) Institute
Branch Office Management Symposium (focus on ethics and corporate governance issues) Los Angeles, California
- Presenter*, “Branch Office Management: An Overview” & “Supervision: A Legal and Regulatory Analysis”
National Association of Securities Dealers (NASD) Institute Branch Office Management Symposium (focus on ethics and corporate governance issues) New York City, N.Y. 11/2003
- Participant*, Channel 4 TV News “Sunday Morning”
Roundtable discussion on Ethics (30 minutes)
(with Robert Myers, Dade County Commission on Ethics and the Public Trust) 8/17/2003
- Keynote Speaker*, “Ethics in Business Decision-Making”
UM Women’s Fund Luncheon 5/2003
- Keynote Speaker*, “Ethical Issues in Academic Administration”
Annual Meeting, Association of University Human Resource Managers
Miami, Florida 1/2003
- Presenter*, “Ethical Issues in Corporate Governance”
Meeting of the Public Health Trust 11/2002
- Presenter*, “Ethical Foundations of Corporate Governance”
Mayor’s Health Care Task Force (charged with making recommendations for the future of the Public Health Trust and its \$2.3 billion budget) 11/2002
- Seminar*, “Ethics and Values,”
UM Professional Development and Training Office 10/18/2002
- Presenter*, “Avoiding Common Legal Pitfalls,”
Center for Nonprofit Management
Blank Family Foundation Workshop Series 11/26/2002
- Seminar*, “HIPAA Regulations and the HIV Population: Special Areas of Concern,”
UM Pediatric HIV Program, Psycho-Social Team Retreat 6/6/2002
- Seminar*, “HIPAA Regulations: Understanding the “New Rules On Privacy and Security of Health Care Data”
Physician Continuing Education Delray Medical Center
Delray Beach, Florida 4/18/2002
- Presenter*, “Sexual Harassment in the Workplace: A Zero-Tolerance Proposition”
Attento: International (in Spanish), Miami, Florida 1/2001
- Seminars*, Health Care Law and the Consumer (1.5 hrs)
Health Care Law and the Provider (1.5 hrs)
Fundamentals of Health Care Law I (4 hrs)
Fundamentals of Health Care Law II (4 hrs)
Emerging Issues in Health Care Law (4 hrs)
UM School of Business Executive Education: Health Management Certificate Program 1998-1999
- Speaker*, “Business Ethics for the Millennium”
Steel Hector Davis Employment Law Department Seminar Series: Who’s Minding Your Shop and How?
Law Firm Attorneys & Clients
Miami, Florida and West Palm Beach, Florida 5/26/1999
5/27/1999
- Speaker*, “Business Ethics for the Millennium”
Human Resources Association of Broward County, Ft. Lauderdale, FL 10/1999

- Seminar*, “Sexual Harassment in the Work Place: A Zero Tolerance Proposition” 1/6/1999
State Attorney's Office, Dade County Florida
(*top-down training for all staff/professionals, etc.*)
- Speaker*, “Ethics and Leadership” 7/1999
1999 Leadership Florida Class Meeting, Miami, Florida
- Presentation*, “Introduction to Ethics” 6/1998
Ethics in Business and Government Committee
1998 Chamber of Commerce Goals Conference
Miami, Florida
- Presenter*, “Compliance Programs: Legal and Ethical Considerations” 10/1997
Forum for Bioethics Seminar, Pan American Hospital, Miami, Florida
- Panelist*, “Medical Challenges to Religious Values” 5/7/1997
Temple Judea, The Basian Memorial Annual Lecture
Miami, Florida
- Presenter*, “Introduction to Health Law” 3/22/1997
Health Care Certificate Program, UM School of Medicine/SBA
- Member*, Cedars Medical Center Bioethics Committee 1996
- Speaker*, “Ethics and Decision-Making,” 10/14/1994
Managers' Breakfast, UM Office of Financial Affairs
- Keynote Address*, “Ethics on the Border” 10/12/1993
Business Ethics Symposium IV, University of Texas at San Antonio
San Antonio, Texas
- Moderator*, “*Speech and Equality: Do We Have to Choose?*” 10/25/1993
Workplace Harassment Session,
New York University Law School Symposium, New York City, New York
- Speaker*, “Ethics: A Management Technique for Stimulating Thinking” 6/25/1992
Executive Council, American Bankers Insurance Group
Cutler Ridge, Florida
- Speaker*, “Ethics: A Tool for Critical Thinking” 4/21/1992
Barnett Bank Management Forum, Miami, Florida
- Lecturer*, “Ethics and Decision-Making” 1/23/1992
SBA Corporate Affiliate Breakfast, UM Faculty Club
- Panel Member*, “Genetics and Society” 11/14/1991
Provost Glaser's Freshman Seminar
- Lecturer*, “Ethics: Stimulating Critical Thinking and Decision-Making” 11/8/1991
University of Miami Homecoming Lecture
- Panel Member*, “Doing the Right Thing?” 10/22/1991
An Analysis of Ethics sponsored by the
Florida Humanities Council
- Speaker*, “Business Ethics as a Tool for Critical Thinking” 7/10/1991
Small Business Impact Council, Coral Gables Chamber of Commerce
- Speaker*, “Ethics and the Role of the Nursing Preceptor” 5/23/1991
Cedars Medical Center, Miami, Florida
- Speaker*, “Business Ethics in Business Decision-Making” 4/22/1991
Rotary Club of South Miami

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| <i>Speaker</i> , "Ethics: Critical Thinking in Decision-Making" Criminal Justice Conference, Metro-Dade Police Department | 3/19/1991 |
| <i>Speaker</i> , "Teaching Business Ethics" Women's Fellowship, Plymouth Congregational Church Coconut Grove, Florida | 2/9/1990 |
| <i>Speaker</i> , "This Business of Business Ethics" Broward County Women's Guild, UM Alumni | 1/24/1990 |
| <i>Speaker and Provocateur</i> , "Does it Pay to be Ethical in Business?" Alumnites Series, Office of Alumni Relations | 4/4/1989 |
| <i>Speaker</i> , "Of Money and Morals: Perspectives on Business Ethics" Faculty Lecture Series, Institute for Retired Professionals | 3/1/1989 |
| <i>Guest Lecturer</i> , "Sex Discrimination" Course on School Law, Nova University Center for the Advancement of Education | 2/29/1988 6/6/1988 |
| <i>Lecturer</i> , "American Corporations: Are They Moral? Can They Be?" University of Miami Alumni College | 2/26/1988 |
| <i>Speaker and Workshop Facilitator</i> , "Ethical Considerations in Fundraising" "Ethical Considerations in Fundraising" UM Development Office Retreat | 9/13/1987 |
| <i>Participant</i> , "Are Good Ethics Good Business?" UM Business Roundtable on WKAT (two hour live radio broadcast) | 6/2/1987 |
| <i>Speaker</i> , "How Do We Teach Ethics?" UM Citizens Board Executive Committee | 3/26/1987 |
| <i>Lecturer</i> , "Contract Negotiations" University of Miami School of Nursing | 1/25/1987 |
| <i>Lecturer</i> , "Legal Concerns of Small Business" Miami-Dade Entrepreneurial Institute | 1/7/1986 12/12/1985 |

TEACHING

Teaching Awards

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|---|------|
| Award for Excellence in Teaching Undergraduate Programs, SBA | 2017 |
| Award for Excellence in Teaching Undergraduate Programs, SBA | 2011 |
| Award for Excellence in Teaching Healthcare Executive MBA Program | 2010 |
| <u>2009 UM Faculty Senate Outstanding Teaching Award</u> <i>Designed to recognize a "distinguished record of teaching"</i> <i>Cash award and university-wide reception with presentation</i> | 2009 |
| Award for Excellence in Teaching Executive MBA Program | 2002 |
| Award for Excellence in Teaching Executive MBA Program | 1999 |

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| <u>The Provost's University-wide Award for Excellence in Teaching</u> <i>One of six awards, \$4,000 cash and \$2,000 grant</i> | 1996 |
| Award for Excellence in Teaching Executive MBA Program | 1996 |
| Award for Excellence in Teaching School of Business Administration | 1995 |
| Excellence in Teaching Award School of Business Administration | 1987 |

Teaching Specialization (current):

- BUS 255 – Business and Society: Inquiry and Discourse:
New seminar-style class for freshman Foote and Hammond Scholars in the SBA
- BSL 212 - Introduction to Business Law:
Undergraduate course introducing the law of contract, sales and government regulation with an emphasis on analysis of legal concepts.
- BSL 460 – Health Care Law and Ethics:
Undergraduate course investigating the legal environment of health care, including emerging legal concerns, with an examination of the ethical implications involved.
- Compliance Boot Camp**: Four day, non-credit/no-cost immersion opportunity for motivated graduate and undergraduate students. Courses offered during winter recess or after the spring semester. Designed innovative module and secured funding.

Courses Taught:

- BSL 690 - Legal and Ethical Implications of Decision-Making:
Graduate course analyzing the legal environment of business and the role of ethics in business
- BSL 685 – EMBA Legal Aspects of Healthcare Administration
Executive MBA course exploring the general framework of the law governing health care institutions and the changing environment in which they operate.
- BSL 695 – EMBA Legal Implications of Executive Decision-Making:
Executive MBA course emphasizing the law of contracts and sales.
- BSL 612 - International Business Law
EMBA Graduate course designed to offer an appreciation and understanding of the international environment of business law, including exposure to public international institutions and the constraints of private law such as the CISG, letters of credit, and import/export.
- BSL 412 - International Business Law:
Undergraduate course designed to offer an appreciation and understanding of the international environment of business law, including an exposure to public international institutions and the constraints of private law such as the CISG, letters of credit, import/export and the like.
- BSL 499/699 - Employment Law for the Modern Manager:
Intersession course offered intermittently to afford future managers an opportunity to explore the many statutes affecting employee rights in the United States.

International Teaching Experience

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| <u>Corporate Social Responsibility</u> , American University in Paris, | 3/2013 |
| Required Module, Master's Program in Economic Development and Peace Studies | 4/2012 |
| | 2/2006 |

Orientation for MBA Students

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| Co-Creator and Co-Presenter, "Principled Leadership" | 2013 -- date |
| Presenter, "Protecting the Bottom Line: Making Better Ethical Decisions" (with colleagues, DJ Nanda for past 4 years) | 2008 – date |

Orientation for UM Graduate Students

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| "Responsible Conduct of Research" (with Reid Cushman, PhD) | 2014 |
| "Ethics in Research and Professional Life" (with Ken Goodman, PhD) | 2009 –2012 |

Thesis and Dissertation Advising:

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| Member, Thesis Committee Ryan Kairalla, Honors Thesis "Effect of Ethics Debate on Moral Development" | 2007-2008 |
| Member, Master's Thesis Committee Susan Khoury, Candidate in Sociology | Fall 1988 |

SERVICE**University Committees and Administrative Responsibilities:**

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| Member, SBA Promotion and Tenure Committee | 2017 |
| Alternate, SBA Promotion and Tenure Committee | 2011-2016 |
| Member, SBA School Council | 25 years |
| Member, Dean's Selection Committee for Outstanding Teaching Award | 2015-2016 |
| Ad Hoc Recruiting and Tenure Committee, Healthcare Management and Policy | 2015 |
| Chair, Faculty Senate Committee to Select Outstanding Teacher | 2011-2012 |
| Member, Faculty Senate Committee to Select Outstanding Teacher | 2009-2014 |
| Member, Ad Hoc Committee for Undergraduate Curriculum | 2007-2008 |
| SBA Alternate Representative, Faculty Senate | 2005-2008 |

Director, Business Ethics Programs 2005-date**UM Ethics Bowl (f/k/a Ethics Debate) at the SBA (funded by K. Schulze) Fall 2004-date**

2004: Launched with David Chandler, MBA Assistant
 2005: Support from Citizens Board/Assisted by Dr. Elisah Lewis
 2006: Assisted by Dr. Elisah Lewis

2007: First Place, National Intercollegiate Ethics Bowl!

2007: Assisted by Dr. Elisah Lewis and UM Ethics Society
 2008: Assisted by UM Ethics Society; won 3rd Place Mid-Atlantic Regional
 2009: Invited to National Intercollegiate Ethics Bowl

2009: Third Place, National Intercollegiate Ethics Bowl!

2009: First Place, Mid-Atlantic Regional Ethics Bowl
2010: Invited to National Intercollegiate Ethics Bowl

Business Ethics Speaker Series (GAP, MTV, WSJ, etc) Spring 2005

Business Ethics Film Series (with UM Alumni Office) 2006 – 2015

Launched community-wide film series with faculty/community panelists
 (became UM Ethics Program event, see below)

First Annual Business Ethics Program and Ethics Bowl Homecoming Reception 11/3/16

MBA Consultant to Non-Profits Project (with Ziff Center) 2006 - 2013

2006: 4 Fellows, Business Ethics Programs & Smith Barney

2007: 4 Fellows, UM Citizens Board & Smith Barney

2008: 2 Fellows, Smith Barney

2009: 3 Fellows, Adam Carlin and Arsht Initiatives

2010: 5 Fellows, Adam Carlin and Arsht Initiatives

2011: 4 Fellows, Adam Carlin and Arsht Initiatives

2012: 4 Fellows, Adam Carlin and Ziff Center

2013: 3 Fellows, Adam Carlin and Ziff Center

Co-Director, UM Ethics Programs

1995-date

Many activities sprinkled throughout this CV

Faculty Co-Sponsor, UM Ethics Society 2005-date

Arsht Ethics Debate at SportsFest 2006-2015

Implemented/coordinated first academic component of 20 year traditional inter-dorm competition

Arsht Distinguished Lecture Series in Ethics

Intensely involved in launching this high-profile series

Dr. Arthur Kaplan, MD, PhD, Univ. of Pennsylvania 3/2007

Bowen H. "Buzz" McCoy, Stanford University 10/2008

Ezekiel Emanuel, MD, PhD, Director of Bioethics, NIH 10/2009

Professor Anita Allen, University of Pennsylvania Law School 3/2011

Alan Leshner, PhD, CEO, AAAS 10/2014

(American Association for the Advancement of Science)

Arsht Research Awards in Ethics and Community 2007-2015

Collaborate with co-director Ken Goodman and our Advisory Board in disbursing \$225,000 in research support to faculty/student teams per peer-reviews and rankings

UM Ethics in Film Series 2006-2015

(with UM Alumni Office & School of Communication)

Presented free of charge to community

Chair, Faculty Senate University Curriculum Committee

2002-2005

Member, Faculty Senate University Curriculum Committee

2005-2007

Ad Hoc Committee on General Education Requirements

2000-2002

University wide, met every week for 18 months

Member, Athletic Committee

1995-2000

University of Miami Faculty Senate

Department Representative, School Council

1986-2006

This is a school-wide record!

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|---|------------------------|
| Member, Vice Provost's Ethics Consortium | 1998-date |
| Faculty Liaison, Alliance for Ethical Government | 1998-2000 |
| Member, UM SACS Committee on Institutional Purpose | 1996 |
| Member, UM SACS Committee on Student Services Placement Center Subcommittee | 1996 |
| Member, Dean's Advisory Committee MBA Curriculum Review (Aspen 8-II) School of Business Administration | 1991 |
| Member, Committee on Faculty Productivity School of Business Administration | 1991 |
| School of Business Representative Women's Advisory Committee on Academic Affairs under the auspices of the Provost's Office | 1990-1993 |
| Doctoral Hooder, Commencement Ceremonies | 5/1990 |
| Marshal of the Graduate School Commencement Ceremonies | 5/1989 |
| "Adjunct Associate Master" Mahoney Residential College Plan and participate in activities at the College on a regular basis | 1988-1989 |
| "Business Ethics: The Search for Consensus" Assisted in preparing material for Executive Forum Breakfast | 10/13/1988 |
| School of Business Representative Honor Student Recruiting Trip (Boston) UM Admissions Office | 4/24/1988 |
| Organizer and Presenter, Panel Discussion "LA Law: What is it Really Like?" Pearson Residential College | 3/2/1988 |
| Coordinator, Forum on Business Ethics Sponsored by the Lowe Art Museum, the School of Business Administration, and the Greater Miami Chamber of Commerce | Fall 1987 |
| Faculty Fellow, Honors Residential College (renamed) Stanford Residential College Organized/ participated in panel discussion: "All You Ever Wanted to Know About The Practice of Law, But..." | 1986-1987 1987-1988 |

Ethics Seminars for UM and Community

Co-Convener and Keynote Speaker: Ethics in Education 5/1-2/15
Presented jointly by the Miami-Dade Commission on Ethics and Public Trust,
And Miami-Dade County Public Schools

UM Students did a mock Ethics Bowl for Dade County teachers

Workshop co-leader, "Business Ethics and Employee Engagement" 9/2014
 UM Business and Finance Leadership Forum

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| “Ethics and Philanthropy: Reputation Management for Development Professionals Partnership for Philanthropic Planning | 2/2013 |
| “Business Ethics in the Internet Age: Instant Accountability” Center for Non-Profit Management | 2/2010 |
| “Ethics and Critical Thinking” Baptist Health Systems Seminar Series in Ethics | 4/2010 |
| Ethics and Philanthropy: Reputation Management for Development Professionals Partnership for Philanthropic Planning | 2/2010 |
| “Ethics and Critical Thinking” Baptist Health Systems Seminar Series in Ethics | 2/2009 |
| “Ethics and Values” University of Miami Leadership Institute Half-day seminar for UM employees enrolled in a leadership program | 1990-2004 |
| “Donors, Deals and Development: Practical Solutions to Ethical Challenges” UM Capital Campaign Training for entire Development Office | 9/2003 |
| “Ethics and Leadership for Non-Profit Boards” Hands on Miami United Way Training | 2/2001 2/2000 |
| Non-Profit Board Leadership Skills | |
| “Ethics: Food for Thought” Temple Judea on Yom Kippur Panelist (with Chief Justice Kogan & County Manager Steirheim) | 10/1999 |
| “Ethics and Decision-Making” Make-A-Wish Foundation Board Meeting, Hollywood, Florida | 9/9/1999 |
| “Business Ethics: Fact or Fiction?” Business Friday Lecture Series, Naples Center for the Arts Naples, Florida | 1996 |
| “Ethical Implications of Decision-Making” Cedars Medical Center Executive Training Program (Series of seminars for management emphasizing ethics in decision-making) | 1995 |
| “Business and Banking Ethics” Barnett Bank Management Seminar Series | 1995-1996 |
| “Business and Banking Ethics” Southeast Bank Management Training Program (Series of half-day seminars emphasizing ethics in management decision-making) | 1988-1991 |
| “Business Ethics,” UM School of Business Corporate Affiliates Management Seminar | 10/8/1992 |
| “Ethics and Decision-Making” Mid-Semester Training Program University of Miami Resident Assistants | 1/9/1990 |
| “Ethics in Leadership” Leadership Certificate Program University of Miami's Leadership Institute | 10/10/1988 3/28/1989 |

Media Mentions:

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| Featured in Panama On, Panamanian online business, finance economics and politics news coverage of the Healthcare Compliance Congress in Panama http://www.panamaon.com/noticias/educacion/13326-catedratica-de-la-escuela-de-negocios-de-la-universidad-de-miami-participa-en-un-panel-durante-el-congreso-latinoamericano-de-cumplimiento-farmaceutico-y-de-dispositivos-medicos-en-la-cuidad-de-panama.html | 9/5/2016 |
| Featured in “America Latina intensifica sus esfuerzos para controlar la corrupcion” Capital Financiero, Panama’s national weekly newspaper for entrepreneurs and business executives http://www.capital.com.pa/america-latina-intensifica-sus-esfuerzos-para-controlar-la-corrupcion/ | 9/1/2016 |
| Quoted in “In the Social Media Age, Private Actions are Company Business” Cindy Krischer Goodman business blog, The Miami Herald | 9/18/2014 |
| Quoted in “FSCJ’s exec’s consulting was lucrative, but was it ethical?” Florida Times-Union | 7/24/2011 |
| Placed piece, “UM Students Do Well in Ethics Bowl” South Florida Sun Sentinel | 11/26/2009 |
| Quoted in “Employee Ethical Behavior Improves, Survey Shows” South Florida Sun Sentinel | 11/25/2009 |
| Interviewed on “Religion and Ethics” re healthcare reform, end of life National PBS television show | 7/24/2009 |
| Quoted in “Corporate Social Pacts Under Pressure” Latin Trade Magazine | 6/1/2009 |
| Quoted in “UM Students Learn the Business of Non-Profits” The Miami Herald | 11/14/2008 |
| Quoted in “Encounter at 18,000 feet Shaped Thinking on Ethics,” Editor’s Note profiling Arshat Distinguished Speaker in Ethics Business Monday, The Miami Herald | 10/27/2008 |
| A. Cava, “Terms of Wackenhut Contract Must be Transparent,” op-ed, Miami Herald, Sunday Speakout | 6/22/2008 |
| CBS 4 TV interview, Ethics of City of Miami Chief of Police accepting advertisements for police department’s annual report | 5/9/2008 |
| A. Cava and B. Earle, “Vick’s Chance to Atone for His Mistakes,” op-ed, Metrowest Daily News, (regional paper in Boston area) | 12/10/2007 |
| Featured in <u>Business Miami</u> “Community Connections: The School’s MBA Consultant to Non-Profit Project,” | Winter 2007 |
| Profiled in <u>Miami Magazine</u> with Ken Goodman, “Do the Right Thing,” by David Treadwell & Meredith Danton | Fall 2007 |
| “Matters of Ethics,” Profiled in <u>UM Veritas</u> with Ken Goodman | 5/2007 |
| Participant, WLRN Topical Currents, public affairs radio show, <i>Business Ethics and Community Prosperity</i> | 2/23/2005 |
| Quoted in story on student cheating in <u>People Magazine</u> (the Brad/Jen issue that sold out in minutes) | 1/15/2005 |
| Featured, The Miami Herald <i>UM Business Ethics Seminars Stress Upside Of Doing The Right Thing</i> | 1/19/2004 |

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| Business Monday | |
| Featured, El Nuevo Herald "Sobre el Tapete La Ética en Negocios" | 1/18/2004 |
| Quoted, <u>The Miami Herald</u> (front page, Sunday Business Section) "Stewart Case Not a Precedent" | 6/1/2003 |
| Interviewed and class discussion taped, <u>PBS Nightly Business Report</u> (nationwide broadcast) 30 minute Special Program on Business Ethics. | 1/2003 |
| Quoted, The American Society for Public Administration "Inching Toward Ethical Leadership" | 3/2003 |
| Quoted, <u>Orlando Sentinel</u> , (front page story, Sunday Business Section) "Business Schools Face Tough Questions," | 10/13/2002 |
| Featured, <u>The Miami Herald</u> (photo, 2 pages) "Ethical Dilemma: Scandals Motivate colleges to Ramp Up Ethics Courses" (front page story, Sunday Business Section) | 8/25/2002 |
| Quoted extensively, <u>South Florida Sun-Sentinel</u> , "Going By the Book" (front page story, Sunday Business Section) | 8/25/2002 |
| Quoted, <u>Florida Daily Business Review</u> , "Miami Dade Searching for its Ethics Code," | 12/10/1999 |
| Interviewed for Public TV Documentary on Elder Issues "Legal and Ethical Issues in Drafting and Enforcing Advance Directives" | 11/1999 |
| Quoted in <u>The Miami Herald</u> , "Tax Defeat a Jab at Perceived Corruption" | 8/1/1999 |
| Quoted in <u>The Miami Herald</u> , "Miami-Dade Needs Tough False Claims Law," (page 1, Sunday Business Section) | 6/13/1999 |
| Miami Magazine, "Genetic Code" | Spring 1999 |
| Quoted, <u>The Miami Herald</u> Business Section on ethics programs in businesses | 8/1993 column |
| Interviewed by the AP and various other newspapers On the ethical implications of the General Development Corporation verdict quoted on National Public Radio | 8/1992 |
| Quoted as ethics/law expert, <u>The Miami Herald</u> "Options exist for honest Employees." | 8/12/1992 |
| Featured as ethics/law expert, Channel 6 TV news Sexual harassment | 10/15/1991 |
| Quoted, <u>South Florida Magazine</u> article, "Doing the Right Thing: Ethics in the Hangover Decade." | November 1990 |
| Quoted, <u>The Miami Herald</u> Feature story on "Greed" in the Living Today section | 12/18/1988 |
| Featured as expert on trade secret law, <u>Miami News Money Magazine</u> Column: "The Workplace" | 9/12/1988 |
| Featured as business ethics expert, Channel 10 TV News | 5/15/1988 |

Featured in cover story on "Business Ethics"
Ft. Lauderdale Sun Sentinel Weekly Business

2/9/1987

Community Activities:

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|---|----------------------|
| Swarthmore College Alumni Council | 2008-2011, 1985-1989 |
| Academic Sector Leader, ImagineMiami | 2006-date |
| Girl Scout Leader, 1-12 grade, 8 Gold Award Recipients | 1997-2009 |
| Women Investing in Women Mentoring Circle | 2000-date |
| Swarthmore College, 25th Reunion Class Agent (set school record!) | 2000 |
| Swarthmore College Class Agent | 2000-date |
| Co-Chair, Gifted Parent Group, Sunset Elementary | 1993-1995 |
| Attendance Boundary Committee, Sunset Elementary | 1992-1993 |
| District Board Liaison, Sunset Elementary PTA | 1991-1992 |
| Board of Directors, League of Women Voters | 1985-1988 |
| Leadership Miami Alumni Association | 1983-1985 |