

## **Dr. Jason Stansbury**

Associate Professor of Business  
James and Judith Chambery Chair for the Study of Ethics in Business  
Department of Business  
Calvin University  
1740 Knollcrest Circle SE  
Grand Rapids, MI 49546

### **Education**

Ph.D. in Organization Studies, Owen Graduate School of Management,  
Vanderbilt University (2011).

B.A. in Economics with Honors and High Distinction, University of Michigan (1999).

### **Articles in Refereed Journals**

- Stansbury, J. 2018. Shalom and Moral Imagination for Business Technologists. *Christian Business Review*,7: 30-39.
  - Reprinted in Liang, E. P. (Ed.), 2018. *Christianity in business: Applying Biblical values in the marketplace*. Houston: High Bridge Books.
- Stansbury, J. 2015. Moral Imagination as a Reformational Influence in the Workplace. *Journal of Markets and Morality*, 18(1): 21-41.
- Stansbury, J., Stansbury, M., & Snyder, D. 2015. Excellence, Success, and the Protective Function of Common Grace in Accounting. *Journal of Markets and Morality*, 18(1): 119-138.
- Bright, D. S., Stansbury, J., Alzola, M., & Stavros, J. M. 2011. Virtue Ethics in Positive Organizational Scholarship: An Integrative Perspective. *Canadian Journal of Administrative Sciences*, 28: 231-243.
- Gardner, T. M., Stansbury, J., & Hart, D. 2010. The Ethics of Lateral Hiring. *Business Ethics Quarterly*, 20(3): 230-269.
- Stansbury, J. 2009. Reasoned Moral Agreement: Applying Discourse Ethics within Organizations. *Business Ethics Quarterly*, 19(1): 33-56.
- Stansbury, J., & Victor, B. 2009. Whistle-Blowing among Young Employees: A Life-Course Perspective *Journal of Business Ethics*, 85(3): 281-299.
- Stansbury, J., & Barry, B. 2007. Ethics Programs and the Paradox of Control. *Business Ethics Quarterly*, 17(2): 239-261.
  - Reprinted in Crane, A., & Matten, D., 2012. *New Directions in Business Ethics*, Volume 4. Thousand Oaks, CA: Sage.

## Book Chapters

- Weaver, G. R., & Stansbury, J. 2014. Religion in organizations: Cognition and behavior. *Research in the Sociology of Organizations*, 41: 65-110.
- Stansbury, J., & Sonenshein, S. 2011. Positive Business Ethics: Grounding and Elaborating a Theory of Good Works. In K. S. Cameron & G. M. Spreitzer, *Handbook of Positive Organizational Scholarship*: 340-352. New York: Oxford University Press.
- Barry, B., & Stansbury, J. 2008. Corporatism and Inequality: The Race to the Bottom (Line). In B. Moran, *Race and Wealth Disparities: A Multidisciplinary Discourse*, 41-56. Lanham, MD: University Press of America.

## Invited Reviews

- Stansbury, J. 2015. Formation, Indoctrination, and Reactance: A Reply to Wong, Baker, and Franz. *Christian Scholar's Review*, XLV(1): 25-30.
- Stansbury, J. 2014. Review of Management and the Gospel: Luke's radical message for the first and twenty-first centuries, by Bruno Dyck. *Business Ethics Quarterly*, 24(2): 291-294.

## Conference Presentations

- Bright, D. S., Stansbury, J. M., Kanov, J., Cameron, K., & Sison, A. J. S. 2017. Are virtues as good as advertised? Can they be? Symposium presentation at the 2017 Academy of Management annual meeting, Atlanta.
- Caza, B. B., Vogus, T. J., Avgar, A. C., & Stansbury, J. 2015. Ethical dilemmas and identity work in the hospital. Symposium presentation at the 2015 Academy of Management annual Meeting, Vancouver.
- Stansbury, J. 2015. We don't have enough business ethics: A reply to Wayne Eastman. In W. Eastman and J. Stansbury, Resolved: We Already Have Enough Business Ethics. 2015 Society for Business Ethics annual meeting, Vancouver.
- Stansbury, J. 2014. A Protestant Christian perspective on bribery. Co-organizer and panelist for Religious perspectives on bribery. 2014 Society for Business Ethics annual meeting, Philadelphia.
- Stansbury, J. 2014. Possibilities for a Christian critical business ethics. Remarks on the panel Critical business ethics. 2014 Society for Business Ethics annual meeting, Philadelphia.
- Stansbury, J., & Sekerka, L. E. 2013. Best selves and moral development. Poster at the 2013 Positive Organizational Scholarship conference, Ann Arbor, Michigan.
- Stansbury, J. Organizer and panelist for Organizational virtue: Prospects and problems for Christian business scholarship. A panel discussion with Brian Cawley, Lachlan Whatley, and Kenman Wong at the 2012 Christian Business Faculty Association Meeting, Langley, British

Columbia.

- Stansbury, J. Panelist for Business Education and the Liberal Arts: Ever the Twain Shall Meet?, a moderated panel discussion at the 2011 Society for Business Ethics Annual Meeting, San Antonio, Texas.
- Cain, M. S., Cook, D., & Stansbury, J. Employee ownership best practices and employee faith: An empirical study. Poster presentation at the 2011 Christian Business Faculty Association Meeting, Mount Vernon, Ohio.
- Stansbury, J. Moral Openness in Organizations: Empirical Insights. All-Academy Symposium Paper at the 2010 Academy of Management Meeting, Montreal.
- Bright, D. S., Stansbury, J., & Stavros, J. M. Integrating a Virtue Ethics Perspective in Positive Organizational Scholarship. 2009 Academy of Management Meeting, Chicago.
- Gardner, T. M., Stansbury, J., & Hart, D. The Ethics of Lateral Hiring. 2009 Academy of Management Meeting, Chicago.
- Stansbury, J., & Touve, D. A Theory of a Dynamic Capability for Moral Imagination. 2009 Academy of Management Meeting, Chicago.
- Stansbury, J. Reasoned Moral Agreement: Applying Discourse Ethics Within Organizations. Featured paper at the 2008 meeting of the Society for Business Ethics, Anaheim.
- Stansbury, J. Discursive Moral Openness: A Theory of the Climate for Moral Sensemaking. 2007 Academy of Management Meeting, Philadelphia.
- Stansbury, J. Being Fair: A Study of Discourse Ethics and Identity. 2006 Empirical Currents in Positive Organizational Scholarship Conference. Ann Arbor.
- Stansbury, J. Ombuds as Agents of Interpretive Adaptation. 2006 Empirical Currents in Positive Organizational Scholarship Conference. Ann Arbor.
- Stansbury, J. Absorption of Moral Complexity. 2006 Society for Business Ethics Annual Meeting. Atlanta.
- Stansbury, J., & Barry, B. Ethical Organizational Ethics: Programs Returning Moral Agency to the Employee. 2005 Academy of Management Meeting. Honolulu.
- Stansbury, J., & Victor, B. Moderating Effects of Employee Age and Tenure on the Outcomes of Organizational Ethics Practices 2005 Academy of Management Meeting. Honolulu.
- Vogus, T., & Stansbury, J. To Err is Human: Toward a Behavioral Theory of High Reliability. 2005 Academy of Management Meeting. Honolulu.

## **Invited Presentations**

- Stansbury, J. 2020. ESG reporting in insurance industry allocation of assets under management. Panelist at the James A. and Linda R. Mitchell / The American College Forum on Ethical Leadership in Financial Services, Palm Beach, FL.
- Stansbury, J. 2019. Sin in business: The contributions of perversion, defilement, and idolatry. Business, Faith, and the Common Good Speaker Series, Creighton University, Omaha, NE.
- Stansbury, J. 2019. Moral imagination and faith in the workplace. Guest presentation in REL 225: Religion, Business, and the Environment at Alma College, Alma, MI.
- Stansbury, J. 2019. Sin in business: The contributions of perversion, defilement, and idolatry. 2019 Symposium on Sin in Business, Calvin College, Grand Rapids, MI.
- Stansbury, J. 2018. Independence. Two-hour CPE seminar, presented at both Calvin College and Dolinka Van Noord.
- Stansbury, J. 2018. Objectivity and professional skepticism. Two-hour CPE seminar, presented at both Calvin College and Dolinka Van Noord.
- Stansbury, J. 2017. Acts discreditable to the profession: A review with behavioral foundations. Two-hour CPE seminar, presented at Calvin College.
- Stansbury, J. 2017. Behavioral integrity and beyond. Two-hour CPE seminar, presented at Calvin College.
- Stansbury, J. 2016. Better than good enough: Managing business ethics through virtue. Keynote Address at the 2016 Van Wyk Risk Management Leadership Conference. Grand Rapids, Michigan.
- Stansbury, J., & Stansbury, M. 2016. Accounting ethics: Professionalism and the institutions of accounting. Four-hour CPE seminar, presented at Dolinka Van Noord & Company.
- Stansbury, M., & Stansbury, J. 2016. Accounting ethics: Managing excellence & success associated with the practice of accounting. Two-credit presentation at the 4-credit April CPE seminar at Calvin College.
- Stansbury, J. 2016. Managing business ethics: Organizational ethics programs and ethical leadership. Presentation at the 1-credit March CPE seminar at Calvin College.
- Stansbury, M., & Stansbury, J. 2015. Accounting Ethics: An Approach that Extends Beyond the AICPA's Professional Code of Conduct. Presentation at the 8-Credit CPE Seminar at Calvin College.
- Risner, J., & Stansbury, J. 2015. How to Build Trust with Customers and Suppliers. Presentation at the 8-Credit CPE Seminar at Calvin College.
- Stansbury, J., Stansbury, M., & Snyder, D. 2014. Excellence, success, and the protective function of common grace in accounting. Presentation at the Symposium on Common Grace in Business, October 2014, Grand Rapids, Michigan.

- Stansbury, J. 2014. Moral imagination as a Reformational influence. Presentation at the Symposium on Common Grace in Business, October 2014, Grand Rapids, Michigan.
- Stansbury, M., & Stansbury, J. Accounting Ethics: Managing Excellence and Success Associated with the Practice of Accounting. Edward Jones Accounting Continuing Professional Education Day, September 2013. Hudsonville, Michigan.
- Stansbury, J. How to Build Trust with Customers and Suppliers. Better Business Bureau of Western Michigan Training Event, July 2013, Grand Rapids, Michigan.
- Stansbury, J. Moral Openness and Ethical Leadership: Reducing Normative Equivocality through Discourse. 2009 New Directions in Leadership Research conference at the Fuqua School of Business, Duke University, Durham, North Carolina.
- Stansbury, J. Organizational Ethics Programs 2006 Human and Organizational Performance “Lunch and Learn” Series, Owen Graduate School of Management.
- Barry, B., & Stansbury, J. Corporatism and Inequality: The Race to the Bottom (Line). 2006 Multidisciplinary Conversations at the Race Relations Institute of Fisk University and the Vanderbilt University Bishop Johnson Black Cultural Center.
- Stansbury, J. Capitalism and Democracy: A Reply to Forrest Perry. 2004 Vanderbilt Holocaust Lecture Series.

## Teaching

At Calvin College (University):

- Accounting 562 (Accounting Ethics). One section each in Spring 2018, Fall 2018, and Fall 2019.
- Business 360 (Management and Organizational Behavior). Two sections in each of Fall 2008, Spring 2009, Fall 2009, Fall 2011, and Spring 2013. One section each in Spring 2010, Fall 2010, Spring 2014, Spring 2015, and Fall 2016.
- Business 362 / 392 (Ethics in Business). One section in Spring 2010, Fall 2011, and Spring 2013; two sections in Fall 2010, Spring 2011, Spring 2012, Fall 2012, Fall 2013, Spring 2014, Fall 2014, Spring 2015, Spring 2016, Fall 2016, Spring 2017, Fall 2017, Spring 2018, Fall 2018, Spring 2019, Fall 2019, and Spring 2020. Three sections in Fall 2015.

At Vanderbilt University:

- Management 445: Staffing / Talent Management, in MOD 3, Spring Term, 2007.
- Philosophy 115-12: Business Ethics. Spring Term 2005. Team taught with Bart Victor.
- Philosophy 115-12: Business Ethics. Spring Term 2004. Teaching Assistant for Bart Victor.

## Service to the Scholarly Community

- Guest Editor, Special issue on Sin in Business, *Journal of Religion and Business Ethics*, 2020
- Executive Director, Society for Business Ethics, August 2017 – Present.
- Program chair / convener for the *Symposium on Sin in Business* at Calvin College, 2019
- Editorial Board member, *Business Ethics Quarterly*, April 2011 – Present.
- Co-Organizer for the symposium “Are virtues as good as advertised? Can they be?” at the 2017 Academy of Management annual meeting in Atlanta, Georgia.
- Program chair / convener for the *Symposium on Common Grace and Business* at Calvin College, 2014.
- Website redevelopment advisory group, Society for Business Ethics, 2012.
- Moderator for the paper session “Sabbath and Management: Theology and Application” at the 2012 Christian Business Faculty Association meeting in Langley, British Columbia.
- Chair for the paper session “Empirical Research in Business Ethics (I)” at the 2010 Society for Business Ethics annual meeting in Montreal, Quebec.
- Organizer for the symposium “Moral Imagination: Schemas, Organizations, and Systems” at the 2009 Academy of Management annual meeting in Chicago, Illinois.
- Facilitator for the “Positive Business Ethics” table session at the 2009 Positive Organizational Scholarship gathering at the Academy of Management annual meeting in Chicago, Illinois.
- Facilitator for the paper session “Doing the Right Thing” at the 2008 Academy of Management annual meeting in Anaheim, California.
- Selection committee member for the Best Paper of 2008 in *Business Ethics Quarterly*.
- Ad-hoc reviewer for *Business Ethics Quarterly*, 2007-2010.
- Ad-hoc reviewer for *Business & Society*, 2010.
- Ad-hoc reviewer for the *Christian Business Review*, 2019.
- Ad-hoc reviewer for the *Christian Scholars’ Review*, 2017.
- Ad-hoc book reviewer for Emerald Publishing, 2015.
- Ad-hoc reviewer for the *Journal of Applied Behavioral Science*, 2012.
- Ad-hoc reviewer for the *Journal of Biblical Integration in Business*, August 2014 – Present.
- Ad-hoc reviewer for the *Journal of Business Ethics*, 2009-2012, 2016, 2018, and 2020.
- Ad-hoc reviewer for the *Journal of Markets and Morality*, 2018.
- Ad-hoc reviewer for the *Journal of Moral Education*, 2018.
- Ad-hoc reviewer for *Leadership Quarterly*, 2012.
- Ad-hoc reviewer for Springer Publishing, 2019.
- Conference reviewer for the Christian Business Faculty Association, 2016.
- Conference reviewer for the Academy of Management, SIM Division, 2005-2009 and 2015.
- Conference reviewer for the Society for Business Ethics, 2003, 2008-2010, 2017-Present.

## Service to the Calvin Community

- Calvin University Administrative Structure Team, 2019.
- Calvin Business Department Strategic Planning Team, 2019.
- Calvin College Strategic Planning Team, 2018-2019.
- Calvin College Vision 2030 Team, 2017-2019.
- “LifeWork” Video Presentation on Graduate School in Business, 2019.
- Master of Accounting Student Recruitment Video Interview, 2019.
- Calvin Business Student Recruitment Video Interview, 2019.

- Department Academic Integrity Lead, 2015-Present.
- Department Honors Advisor, 2013-Present.
- Department Graduate School Advisor, 2011-Present.
- Calvin Institute for Christian Worship Governing Board Member, 2018- Present.
- Grand Rapids Student Recruitment Event Discussion Leader, 2018- Present.
- Department Academic Writing Program Liaison, 2016-2019.
- Strategic Plan Presenter, Chicago Downtown and Elmhurst Alumni Chapter Meetings, 2018.
- Strategic Plan Presenter, Heritage Alumni Reunion, 2018.
- Department Ad-hoc Committee on Governance, 2018.
- Center for Social Research Governing Board Member, 2015 – 2018.
- Created “Finding and Citing Sources in Business” Reference Document, 2018.
- Created Business Department Rhetoric Plan, 2018.
- Calvin Student Recruitment Video Participant, 2017.
- “LifeWork” Video Presentation on Graduate School in Business, 2017.
- “Charting Your Course” Presenter, Summers 2014 – Present.
- “Academics at Calvin” Panelist, International “Passport” Orientation, 2017 – 2018.
- Passport Advising, Summers 2009 and 2014 – Present.
- Mellema Program in Western American Studies Governing Board: Member, 2014-16, Chair 2016-2018.
- Fridays at Calvin each semester, Fall 2008 – Fall 2013, Spring 2017, Spring 2018 – Present.
- Calvin in Chicago Recruitment Presenter, Spring 2016.
- Developed Business Department Academic Integrity Recommendations and Documentation, 2015.
- Independent study advisor for Anthony Greco, Fall 2015.
- Calvin College Mentoring Program, Spring 2012-2016.
- Emailed / Telephoned enrollment prospects, 2009, 2012, 2014, 2015.
- Faculty Advisor, Calvin Jazz Club, 2012-2015.
- Department Strategic Plan Development Team, Fall 2014.
- Interviewer for the John M. Perkins Leadership Fellows program, 2014.
- Honors thesis advisor to Marta Swenson, Spring 2014.
- Supervised CCE independent studies for Katherine Holthouse and Maria Sedjo, Spring 2014.
- Department “Launch” team member, 2010-2013.
- Spoelhof Family Institute Board: Member 2009-2010, Chair 2010-2013.
- Independent study advisor for Justin Lambers, Summer 2013.
- Independent study advisor for Mackenzie Odegaard, Summer 2012.
- Created “Virtue: A Brief Introduction” Reference Document, 2011.
- Independent study advisor for Megan Odegaard, Fall 2010.
- Honors thesis advisor to Emily Tuuk, 2009-2010.
- Business Department Personnel Committee, 2008-2010.
- Business Research Seminar Series Committee, 2008-2010.
- Faculty Advisor, Student Association for Human Resource Management, 2008-2010.
- Interviewer for “Women in Business” Scholarship, 2010.
- Career Development Curriculum Integration, 2009-2010.
- Created “Business Writing and Problem Solving” Reference Document, 2009.
- Panelist for “What I Wish I Knew: One Year In” at New Faculty Orientation, 2009.
- Co-developer of Business Department Scholarship Statement, 2009.

## **Service to the Grand Rapids Community**

- Council President, Covenant Christian Reformed Church, 2016-2018.
- Deacon, Covenant Christian Reformed Church. 2015-2018.
- Renewal Lab Team Lead, Covenant Christian Reformed Church, 2017-2018.
- Facilities Plan Team Lead, Covenant Christian Reformed Church, 2017-2018.
- Discipleship Team, Covenant Christian Reformed Church. Member, 2012-2014. Chair, 2014-2018.
- Better Business Bureau of Western Michigan Ethics Advisory Board: 2012-2013.
- Stewardship Team, Covenant Christian Reformed Church, 2011-2012.

## Honors and Awards

- James and Judith Chambery Chair for the Study of Ethics in Business, Calvin College, 2015-Present.
- James and Judith Chambery Fellow in Business Ethics, Calvin College, 2008-2015.
- Calvin Center for Innovation in Business Grant for the Development of the manuscript “Sin in Business,” 2016
- “Open Heart Award,” presented by the Calvin Business Graduating Class of 2015.
- Kern Fellow for Thought Leadership, Acton Institute, 2014
- Best Reviewer, *Business Ethics Quarterly*, 2013
- Calvin Center for Innovation in Business Grant for the Development of an Accounting Ethics Continuing Professional Education course (with M. Stansbury), 2013
- Calvin Center for Innovation in Business Grant for the first phase of the Virtuous Self Project, 2013
- McGregor Faculty Fellow, Summer 2012
- Best Paper, Society for Business Ethics Annual Meeting, Anaheim, California, 2008
- Winner, COLE Dissertation Proposal Competition, Duke University, 2007
- Finalist, Excellence in Ethics Dissertation Proposal Competition, University of Notre Dame, 2007
- Conference Scholar, Ethical Dimensions in Business, University of Notre Dame, 2005
- Social Issues in Management Doctoral Consortium, 2004
- [Vanderbilt] University Graduate Fellow, 2003 – 2007
- Honors in Economics, University of Michigan, 1999
- Otto Graf Prize, University of Michigan Honors Program, 1998
- Phi Kappa Phi, University of Michigan, 1998
- Golden Key International Honor Society, University of Michigan, 1997
- Phi Beta Kappa, Alpha of Michigan, 1997
- Peter O. Steiner Scholar, University of Michigan, 1995-1999
- National Honor Society, Westminster Schools, 1994
- Eagle Scout, Troop 406 (Atlanta Area Council), Boy Scouts of America, 1992

## Memberships

- Academy of Management, 2003 – Present
- Society for Business Ethics, 2002 – Present
- Society of Christian Ethics, 2018 - Present
- American Accounting Association, 2016-2017.

## Other Professional Experience



Deloitte Consulting – Automotive Retail Strategy and Operations Practice:  
Analyst, 1999 – 2001; Consultant, 2001 – 2003