

## **Dr. Jason Stansbury**

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

### **Education**

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

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

### **Articles in Refereed Journals**

- 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. In Press. Formation, Indoctrination, and Reactance: A Reply to Wong, Baker, and Franz. *Christian Scholar's Review*.
- 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

- 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, 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:

- 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, and Spring 2015.
- Business 362 (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, and Spring 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

- Editorial Board member, *Business Ethics Quarterly*, April 2011 – Present.
- Editorial Board member, *Journal of Biblical Integration in Business*, August 2014 – Present.

- 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 the Journal of Business Ethics, 2009-2012.
- Ad-hoc reviewer for Leadership Quarterly, 2012.
- Ad-hoc reviewer for the Journal of Applied Behavioral Science, 2012.
- Ad-hoc reviewer for Business Ethics Quarterly, 2007-2010.
- Ad-hoc reviewer for Business & Society, 2010.
- Conference reviewer for the Academy of Management, SIM Division, 2005-2009 and 2015.
- Conference reviewer for the Society for Business Ethics, 2003, 2008-2010.

### **Service to the Calvin Community**

- Calvin College Mentoring Program, Spring 2012-Present.
  - 1 Mentee, Spring 2012 – Summer 2014
  - 2 Mentees, Fall 2014 – Spring 2015.
- Department Honors Advisor, 2013-Present.
- Department Graduate School Advisor, 2011-Present.
- Mellema Program in Western American Studies Governing Board Member, 2014 – Present.
- Department Strategic Plan Development Team, Fall 2014.
- Faculty Advisor, Calvin Jazz Club, 2012-2015.
- 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.
- Emailed / Telephoned enrollment prospects, Spring 2009, Spring 2012, and Spring 2014.
- Department “Launch” team member, 2010-2013.
- Fridays at Calvin each semester, Fall 2008 – Fall 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.
- 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.

- 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**

- Deacon, Covenant Christian Reformed Church. 2015-Present.
- Discipleship Team, Covenant Christian Reformed Church. Member, 2012-2014. Chair, 2014-Present.
- 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.

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 Beta Kappa, Alpha of Michigan, 1996

Peter O. Steiner Scholar, University of Michigan, 1995-1999

### **Memberships**

Emerging Scholars Network, 2007-Present

Christian Business Faculty Association, 2006 - Present

Academy of Management, 2003 – Present

Society for Business Ethics, 2002 – Present

### **Other Professional Experience**

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