

# GRANT J. ROZEBOOM

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Saint Mary's College of California  
1928 Saint Mary's Rd  
Moraga, CA 94556

Leadership, Ethics, and Law Department  
gjr5@stmarys-ca.edu  
1-(650) 521-6990

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## ACADEMIC APPOINTMENTS

Saint Mary's College of California, School of Economics & Business Administration

- *TransAmerica Professor* 2023-present
- *Associate Professor of Business Ethics and Social Responsibility* 2023-present
- *Faculty Affiliate, Elfenworks Center for Responsible Business* 2020-present
- *Assistant Professor of Business Ethics and Social Responsibility* 2020-2023

St. Norbert College, Donald J. Schneider School of Business & Economics

- *Assistant Professor of Business Administration—Ethics and Philosophy* 2016-20

Stanford University

- *Lecturer of Philosophy* 2016

## EDUCATION

Stanford University

- Ph.D. in Philosophy 2015

University of Northern Iowa

- B.A. *summa cum laude*, with Honors, in Philosophy, minors in Ethics, Political Science 2008

## AREAS OF RESEARCH SPECIALIZATION

Moral and Political Philosophy, Business Ethics, Moral Psychology, Philosophy of Action

## JOURNAL ARTICLES

“Organizational Partiality and Relational Equality,” *Journal of Moral Philosophy* (forthcoming)

“Corporate Moral Credit,” *Business Ethics Quarterly* 34 (2024): 303-330

“How to Evaluate Managerial Nudges,” *Journal of Business Ethics* 182 (2023): 1073-1086

“Roles, Rousseau, and Respect for Persons,” *Social Theory and Practice* 48 (2022): 769-795

“The Virtues of Relational Equality at Work,” *Humanistic Management Journal* 7 (2022): 307-326

- Special issue: “The Future of Work: Promoting Dignity and Human Flourishing”

“Nudging for Rationality and Self-Governance,” *Ethics* 131 (2020): 107-121

“When Vanity Is Dangerous,” *Philosophy & Public Affairs* 48 (2020): 6-39

“The Anti-Inflammatory Basis of Equality,” *Oxford Studies in Normative Ethics* 8 (2018): 149-169

“The Motives for Moral Credit,” *Journal of Ethics & Social Philosophy* 11 (2017): 1-29

“Side Effects and the Structure of Deliberation,” *Journal of Ethics & Social Philosophy* 9 (2015): 1-18

## BOOKS

*Working as Equals: Relational Egalitarianism and the Workplace*, co-edited with Julian Jonker (Oxford University Press, 2023)

## BOOK CHAPTERS

“Good Enough for Equality,” in *Working as Equals* (OUP, 2023)

“Introduction,” with Julian Jonker, in *Working as Equals* (OUP, 2023)

## BOOK REVIEWS

Alex Edmans, *Grow the Pie: How Great Companies Deliver Both Purpose and Profit* (Cambridge: Cambridge University Press), *Business Ethics Quarterly* 31 (2021): 644-647

Suzy Killmister, *Contours of Dignity* (Oxford: Oxford University Press), *Notre Dame Philosophical Reviews* (2021).

Andrea Sangiovanni, *Humanity without Dignity: Moral Equality, Respect, and Human Rights* (Cambridge, MA: Harvard University Press), *Ethics* 128 (2018): 505-509

## WORKS IN PROGRESS

*Oxford Handbook of Philosophy and Work*, with Julian Jonker (co-edited volume under contract, OUP)

“Corporate Sincerity” (under review)

“The Point of the Market System”

“Social Equality, Norms, and Shared Agency”

“Blaming and Forgiving as Equals at Work”

“The Egalitarian Theory of the Firm”

*The Character of Equality at Work* (monograph in progress)

## PRESENTATIONS

“The Egalitarian Theory of the Firm”

- Wharton-Groningen PPE workshop

September 2024

“The Point of the Market System”

- Society for Business Ethics Annual Meeting
- Oxford Reputation Symposium (Centre for Corporate Reputation)

August 2024

July 2024

- SEBA Research Colloquium, Saint Mary's College of California May 2024
- “Social Equality, Norms, and Shared Agency”
- The Site of Social Equality (University of Manchester) September 2024
  - Social Ontology 2024 Conference (Duke University) July 2024
  - Bratman Fest (Stanford University) May 2024
- “Blaming as Equals at Work”
- Blame and Forgiveness at Work (Saint Mary's College of CA) April 2024
  - 2023 MANCEPT Workshops: “Employment, Justice, & Future of Work” September 2023
  - Society for Business Ethics Annual Meeting August 2023
  - Business Ethics in the 6ix (Ted Rogers School of Management, Toronto) May 2023
- “Corporate Sincerity”
- The Wharton School (U. Penn.), Legal Studies and Business Ethics Dep't. October 2023
  - Social Ontology 2023 Conference (Stockholm) August 2023
  - Oxford Reputation Symposium (Centre for Corporate Reputation) July 2023
- “Equality as a Social Imperative”
- 13<sup>th</sup> Braga Meetings on Ethics & Political Philosophy: “Justice in the Workplace” June 2023
  - Wharton PhD Seminar: “Ethics in Business and Economics” October 2022
  - 2022 MANCEPT Workshops: “Political Theory of Everyday Life” September 2022
- “Against Managerial Moral Vigilantism”
- The Wharton School (U. Penn.), Legal Studies and Business Ethics Dep't. December 2022
  - Leavey School of Business (Santa Clara Univ.), Management & Entrep Dep't October 2022
  - Society for Business Ethics Annual Meeting - awarded *Best Conference Paper* August 2022
  - Workshop - Labor Market and Workplace Justice (CSSJ, Univ. of Oxford) July 2022
  - Oxford Reputation Symposium (Centre for Corporate Reputation) June 2022
  - Zicklin Workshop in Normative Business Ethics March 2022
  - Virtuous and Vicious Partiality Conference (Christopher Newport Univ.) February 2022
- “Arts in Management Education: Creative Exercises Using Poetry, Literature, Music & Film”  
(with Jyoti Bachani, Mary Vradelis, and Lili Yan)
- AOM Annual Meeting, MED Division, Professional Development Workshop August 2022
- “Vanity and Self-Deceptiveness as Interrelated Inegalitarian Vices”
- Aretai Center 5<sup>th</sup> Annual Conference on Public Vices (Genoa) October 2021
- “How to Avoid Bluewashing: Creditworthy Corporate Respect for Rights”
- Oxford Reputation Symposium (Centre for Corporate Reputation) September 2021
- “Corporate Moral Credit”
- Society for Business Ethics Annual Meeting July 2021
  - Central APA (submitted symposium) February 2021
  - Zicklin Workshop in Normative Business Ethics February 2021
  - R:ETRO Seminar Series ([link](#)), Oxford Centre for Corporate Reputation February 2021

- “Modesty, Civility, and Humility at Work: The Virtues of Relating as Equals”
- 21<sup>st</sup> IESE International Symposium on Ethics, Business & Society (Barcelona) July 2021
- “Good Enough for Equality”
- Working as Equals Workshop June 2021
  - Business Ethics in the 6ix (Ted Rogers School of Management) May 2021
- “When the Vain Couldn’t Care Less”
- UNC-Chapel Hill Parr Center for Ethics April 2021
- “How to Evaluate Managerial Nudges”
- SEBA Research Colloquium, Saint Mary’s College of California March 2021
  - Society for Business Ethics Annual Meeting August 2020
- “Explaining What We Omit”
- Central APA (submitted colloquium) February 2020
- “Recognizing and Responding to Smug Managers”
- Saint Mary’s College of California December 2019
- “You’re So Smug, I’ll Bet You Don’t Care This Paper Is About You”
- Society for Business Ethics Annual Meeting August 2019
  - PEA Soup (academic ethics blog) post and discussion July 2019
  - Northwestern Univ. Society for the Theory of Ethics & Politics May 2019
  - Zicklin Workshop in Normative Business Ethics November 2018
- “Working as Equals”
- Brown County (WI) Legal Society October 2018
- “Fear and Resentment”
- University of Wisconsin-Milwaukee (invited colloquium) October 2018
  - Pacific APA (submitted colloquium) March 2018
- “The Anti-Inflammatory Basis of Equality”
- Arizona Workshop in Normative Ethics January 2017
- “Nudging as Equals”
- Zicklin Workshop in Normative Business Ethics December 2016
- “Capacities, Roles, and Respect for Persons”
- Eastern APA (submitted symposium) January 2016
- “Side Effects and the Structure of Deliberation”
- ENFA 6, Universidade dos Açores September 2015
- “If you’re my End, then what are my Means?”
- University of Northern Iowa December 2012
- “Thinking and the Unforgivable: Arendt on Forgiveness”

- Pacific APA (group session) April 2010
- “Hard Feelings and Forgiveness”
- Harvard-MIT Graduate Philosophy Conference April 2010
  - University of Washington Graduate Conference on Moral Psychology November 2009

## TEACHING

### Saint Mary’s College of California

- Leading with Integrity (graduate - EMBA)
- Ethical and Social Issues in Business (graduate - PMBA)
- Business Ethics and Social Responsibility (undergraduate)
- Global Perspectives on Business (undergraduate)

### St. Norbert College

- Business Ethics and Values-Based Leadership (MBA)
- Social Impact (MBA)
- Business Ethics (undergraduate)
- Philosophical Foundations of Human Nature
- Blaming and Forgiving
- Corporate Social Responsibility (undergraduate, service-learning course)

### Stanford University

- Introduction to Moral Philosophy

## FELLOWSHIPS, AWARDS, AND GRANTS

External Affiliate, “The Political Philosophy of Work,” Spanish Ministry of Science Grant 2023-26

- Project leaders: Iñigo González Ricoy (U. Barcelona) and Jahel Queralt (U. Pompeu Fabra)

Open Educational Resource for Social Justice Grant (Caroline Burns, lead, and Sarah Vital) 2023-25

- Project: Creating OER for Business Ethics and Social Responsibility

Dean’s Summer Research Grant (SEBA, Saint Mary’s College of California) 2021, 2023

Outstanding Research Award (SEBA, Saint Mary’s College of California) 2021, 2023

Provost’s Research Grant (Saint Mary’s College of California) 2022

Faculty Development Summer Grant (St. Norbert College) 2019

Faculty Fellow for Community Engagement (St. Norbert College) 2018-19

Faculty Global Fellow (St. Norbert College) 2018-19

Exchange Scholar (Harvard University) 2011

Departmental Fellowship (Department of Philosophy, Stanford University) 2009-2015

Purple and Old Gold Award (University of Northern Iowa) May 2008

Presidential Scholarship (University of Northern Iowa) 2004-2008

## ADMINISTRATIVE POSITIONS

Saint Mary's College of California

- *Chair of the Core Curriculum Committee* 2024-present
- *Director of EDBA Program* (Co-Director in Spring 2023) 2023
- *Director of Assurance of Learning, SEBA* (Co-Director in Fall 2022) 2022-2023

## SERVICE AND PROFESSIONAL ACTIVITY

Committees, boards, and task forces:

- Society for Business Ethics Best Dissertation Committee 2023-present
- Society for Business Ethics Representative for the Pacific APA 2022-present
- Core Curriculum Committee (SMC) 2021-present
- Lasallian Business Ethics Case Competition organizing committee 2021-present
- Dean of SEBA search committee (Saint Mary's College of CA) 2023-2024
- Director of Institutional Research search committee (SMC) 2023
- Assurance of Learning Committee (SEBA, SMC) 2021-2023
- Faculty Development Committee (SEBA, SMC) 2020-2022
- Organizational Behavior faculty search committee (SMC) 2021
- Undergraduate Program Committee (SEBA, SMC) 2020-21
- Honors Program Committee (St. Norbert College) 2019-20
- Bellin Health Systems Internal Review Board 2018-20
- Ethics in Bus. Selection Committee, Co-Chair (Foundations Health & Wholeness) 2018-20
- Academic Service Learning committee (St. Norbert College) 2018-20
- Curriculum & Assessment (Business & Economics – St. Norbert College) 2017-20
- Faculty Advisor for Integrative Studies (St. Norbert College) 2017-20
- Social Psychology faculty search committee (St. Norbert College) 2019
- Vice President for Academic Affairs search committee (St. Norbert College) 2019
- Theology and Religious Studies faculty search committee (St. Norbert College) 2019
- Core Curriculum Task Force (St. Norbert College) 2017-19
- Killeen Chair committee (St. Norbert College) 2016-19
- Teaching methods coordinator (Department of Philosophy – Stanford) 2013-14
- Faculty meeting student representative (Department of Philosophy – Stanford) 2012-13
- Department Head search (Dept. of Phil. & World Religions – U. of Northern Iowa) 2008-09

Supervising:

- Hameeda Sharifi, EDBA dissertation (committee member, SMC)
- Lisa Vanden Avond, MA thesis (co-supervised with Jaime Edwards, St. Norbert College)

Organizing:

- Blame and Forgiveness at Work Workshop April 2024
- Working as Equals Workshop (with Julian Jonker) June 2021

## Editorial Boards:

- *Philosophy of Management*, Executive Editor 2023-present

## Refereeing:

- Journals: *Business Ethics Quarterly*; *Journal of Moral Philosophy*; *Journal of Business Ethics*; *Erasmus Journal for Philosophy & Economics*; *Philosophical Quarterly*; *Philosophers' Imprint*; *Ergo*; *Journal of Ethics & Social Philosophy*; *Journal of the American Philosophical Association*; *Business and Professional Ethics Journal*; *Social Theory & Practice*; *Law, Ethics, & Philosophy*; *Acta Analytica*; *Utilitas*; *Journal of Social Philosophy*; *Philosophical Explorations*; *British Journal for the History of Philosophy*; *Philosophy Compass*; *Australasian Journal of Philosophy*; *Southern Journal of Philosophy*; *Philosophy*; *Ethics & Information Technology*; *Journal of Value Inquiry*; *Medicine, Health Care, and Philosophy*
- Conferences: Society for Business Ethics; ISBEE; Pacific APA; Business Ethics in the 6ix
- Presses: Oxford University Press (invited); Bloomsbury Press

## Conference comments:

- Dana Kay Nelkin and Aaron Chipp-Miller, Blame and Forgiveness at Work April 2024
- Denise Celentano, SBE Pacific APA panel March 2024
- Kendy Hess and Amy Sepinwall, Oxford Reputation Symposium June 2022
- James Fritz, Central APA February 2019
- Gregory Pence, Eleventh Annual Rocky Mountain Ethics Congress (RoME) August 2018
- Zoë Johnson King, Central APA February 2018
- Gregory Antill, NUSTEP March 2017
- Christian List, Stanford University Political Theory Workshop April 2013
- Tom Dougherty, Fifth Annual RoME August 2012
- Matthew Hoberg, Berkeley-Stanford-Davis Graduate Philosophy Conference April 2011

## Member:

- Society for Business Ethics; APA; International Social Ontology Society

## Executive and Leadership Development:

- Vistage Chief Executive Program; Center for Exceptional Leadership (St. Norbert College)

**REFERENCES**

Available upon request