Ken Butterfield
Chair and Associate Professor
Department of Management, Information Systems, and Entrepreneurship
Carson College of Business
Todd 442A
Washington State University
Pullman, WA 99164-4736

EDUCATION

Ph.D., Business Administration (Organizational Behavior), 1997. The Pennsylvania State University, University Park, PA

B.A., Business Administration / Psychology, 1990. Franklin & Marshall College, Lancaster, PA

POSITIONS HELD

- 2013 – present. Chair, Department of Management, Information Systems, and Entrepreneurship. Carson College of Business, Washington State University, Pullman, WA.

- 2003 – present. Associate Professor, Department of Management, Information Systems, and Entrepreneurship. Carson College of Business, Washington State University, Pullman, WA.

- 1997 – 2003. Assistant Professor, Department of Management, Washington State University, Pullman, WA.

- 1991 – 1997. Research/Teaching Assistant, Department of Management and Organization, The Pennsylvania State University, University Park, PA.

RESEARCH INTERESTS

Managing ethical behavior
Restorative justice in the workplace
Reparative responses to workplace transgressions
Moral awareness

TEACHING INTERESTS

Organizational Behavior, Leadership Skills, Business Ethics

JOURNAL PUBLICATIONS

Goodstein, J., Butterfield, K.D., & Neale, N. 2015. Moral Repair in the Workplace: A Qualitative Investigation and Inductive Model. Journal of Business Ethics: 1-21

Goodstein, J., Butterfield, K.D., Pfarrer, M., & Wicks, A. 2014. Individual and organizational reintegration after ethical and legal transgressions: Challenges and opportunities. Business Ethics Quarterly, 24(3): 315-342.

O'Fallon, M. & Butterfield, K.D. 2012. The influence of peer cheating behavior on observers' cheating behavior: A social cognitive perspective. Journal of Business Ethics, 109(2): 117-131.

O'Fallon, M. & Butterfield, K.D. 2011. Moral differentiation: exploring boundaries of the "monkey see, monkey do" perspective. Journal of Business Ethics, 102(3): 379-399.

Goodstein, J.D. & Butterfield, K.D. 2010. Extending the horizon of business ethics: Restorative justice and the aftermath of unethical behavior. Business Ethics Quarterly, 20(3): 453-480.[1]

McCabe, D.L., Butterfield, K.D. & Treviño, L.K. 2006. Academic dishonesty in graduate business programs: Prevalence, causes, and proposed action. Academy of Management Learning and Education, 5(3): 294-305.[2]

Butterfield, K.D., Treviño, L.K., Wade, K.J., & Ball, G.A. 2005. Organizational punishment from the manager's perspective: An Exploratory Study. Journal of Managerial Issues, 17(3): 363-382.

O'Fallon, M. & Butterfield, K.D. 2005. A review of the empirical ethical decision-making literature: 1996-2003. Journal of Business Ethics, 59(4): 375-413. [3]

Butterfield, K.D., Reed, R., & Lemak, D.J. 2004. An inductive model of collaboration from the stakeholder's perspective. Business and Society, 43(2): 162-195.

McCabe, D.L., Butterfield, K.D., & Treviño, L.K. 2003. Faculty and academic integrity: The influence of current honor codes and past honor code experiences. Research in Higher Education, 44(3): 367-385.

[1] The only competitive paper accepted for Business Ethics Quarterly's 20th Anniversary Edition.

[2] Won AMLE Best Paper Award, 2006.

[3] Reprinted as a "citation classic" (one of 33 articles with a citation rate at least 5 standard deviations above the mean) in JBE's 2012 30th anniversary issue.

McCabe, D.L., Treviño, L.K., & Butterfield, K.D. 2002. Honor codes and other contextual influences on academic integrity: A replication and extension to modified honor code

settings. <u>Research in Higher Education</u>, 43(3): 357-378.

McCabe, D.L., Treviño, L.K, & Butterfield, K.D. 2001. Cheating in academic institutions: A decade of research. <u>Ethics and Behavior</u>, 11(3): 219-232.

McCabe, D.L., Treviño, L.K., & Butterfield, K.D. 2001. Dishonesty in academic environments: The influence of peer reporting requirements. <u>Journal of Higher Education</u>, 72 (1): 29-45. [4]

Butterfield, K.D., Treviño, L.K. & Weaver, G.R. 2000. Moral awareness in business organizations: Influences of issue-related and social context factors <u>Human Relations</u>, 53(7): 981-1018.

McCabe, D.L., Treviño, L.K. & Butterfield, K.D. 1999. Academic integrity in honor code and non-honor code environments: A qualitative investigation. <u>Journal of Higher Education</u>, 70: 211-234.

Brass, D.J., Butterfield, K.D. & Skaggs, B.C. 1998. Relationships and unethical behavior: A social network perspective. <u>Academy of Management Review</u>, 23(1): 14-31.

Treviño, L.K., Butterfield, K.D. & McCabe, D.L. 1998. The ethical context in organizations: Influences on employee attitudes and behaviors. <u>Business Ethics Quarterly</u>, 8(3): 447-476. [5]

Butterfield, K.D., Treviño, L.K., & Ball, G.A. 1996. Punishment from the manager's perspective: A grounded investigation and inductive model**.** <u>Academy of Management Journal</u>, 39(6): 1479-1512.[6]

McCabe, D.L., Treviño, L.K., & Butterfield, K.D. 1996. The influence of collegiate and corporate codes of conduct on ethics-related behavior in the workplace. <u>Business Ethics Quarterly</u>, 6(4): 461-476.

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[4] Reprinted in Michael A. Boylan (Ed.) 2006. <u>The Ethics of Teaching</u>. Ashgate Publishing.

[5] Reproduced in Treviño, L.K. and Weaver G.R. 2003. Managing Ethics in Business Organizations: Social Scientific Perspectives. Stanford, CA: Stanford University Press. Also reprinted in J.W Dienhart, D.J. Moberg, and R.F. Duska, (Eds.). 2002. <u>Research in Ethical Issues in Organizations, Vol. 3: The Next Phase of Business Ethics: Integrating Psychology and Ethics</u>. Also reprinted in J.A. Worthley. 1999. <u>Organizational Ethics in the Compliance Context</u>. Chicago, Ill: Health Administration Press.

[6] Later adapted as a Research Translation: Casey, A. 1997. Voices from the Firing Line: Managers Discuss Punishment in the Workplace. <u>Academy of Management Executive</u>, 11(3): 93-94.

BOOKS AND BOOK CHAPTERS

McCabe, D.L., Butterfield, K.D., & Treviño, L.K. 2012. Cheating in College: Why Students Do

it and What Educators Can Do About it. Johns Hopkins University Press.

Goodstein, J. & Butterfield, K.D. 2015. Restorative Justice. In R. Cropanzano and M. Ambrose (Eds) Oxford Handbook of Justice in Work Organizations.

McCabe, D.L., Treviño, L.K., & Butterfield, K.D. 2004. Academic integrity: How widespread is cheating and plagiarism? In Karp, David R. and Thom Allena (eds.) Restorative Justice on the College Campus: Promoting Student Growth and Responsibility, and Reawakening the Spirit of Campus Community. Springfield, IL: Charles C Thomas.

OTHER PUBLICATIONS

Lemak, D.J., Reed, R. & Butterfield, K.D. 2000. Stakeholder alliances in the nuclear-weapons complex cleanup and land-transfer process. Report prepared for the National Institute for Environmental Renewal (Contract 01368/91099)

WORK IN PROGRESS

Butterfield, K.D., Goodstein, J.D., Neale, N., & Shin, E. Cognitive and emotional influences on managers' responses to workplace transgressions. Working paper.

Butterfield, K.D., Goodstein, J.D., & Neale, N.   Contextual influences on manager's retributive vs. restorative decisions. Working paper.

Butterfield, K.D., Goodstein, J.D. A model of managerial responses to interpersonal counterproductive work behavior. Working paper.

Butterfield, K.D., & Neale, N. Moral differentiation in organizations. Working paper.

Neale, N., Butterfield, K.D., & Goodstein, J. The influence of the manager's response to interpersonal counterproductive work behavior on victim and offender outcomes. Working paper.

Neale, N., Butterfield, K.D., & Goodstein, J. The influence of the manager's response to interpersonal counterproductive work behavior on third-party outcomes. Working paper.

Neale, N., Butterfield, K.D., & Goodstein, J. Managers' needs in the aftermath of interpersonal wrongdoing: A qualitative approach and inductive model. Working paper.

PROCEEDINGS

O'Fallon, M. & Butterfield, K.D. 2008. The influence of peer cheating behavior on observers'

cheating behavior: A social cognitive perspective. Proceedings of the Academy of Management national conference, Anaheim.

Butterfield, K.D., Treviño, L.K. & Weaver, G.R. 1996. Moral perception in organizations: A socialization perspective. Proceedings of the Academy of Management national conference, Cincinnati, OH.

Brass, D.J., Butterfield, K.D. & Skaggs, B.C. 1995. The social network structure of unethical behavior. Proceedings, International Association for Business and Society (IABS) Annual meeting, Vienna, Austria.

Skaggs, B.C., & Butterfield, K.D. 1995. Corporate strategy and illegal behavior. Proceedings, International Association for Business and Society (IABS) Annual meetings, Vienna, Austria.

Butterfield, K.D. 1994. A multilevel model of relational effects in ethical decision-making. Proceedings, International Association for Business and Society (IABS) Annual Conference, Hilton Head, SC.

CONFERENCE PRESENTATIONS

Butterfield, K.D., Neale, N., Goodstein, J.D., Shin, E. 2015. Cognitive and Emotional Influences on Managers' Responses to Workplace Transgressions. Presented at the Academy of Management annual meeting, Vancouver B.C.

Goodstein, J. & Butterfield, K.D. 2014. Punishment and restoration: Managerial responses to interpersonal counterproductive work behavior. Presented at the Academy of Management annual meeting, Philadelphia, PA.

Neale, N. Goodstein, J. & Butterfield, K.D. 2014. Reintegration in Organizational Contexts. Symposium presented at the International Society for Justice Research Conference Biennial Conference, New York, New York.

O'Fallon, M. & Butterfield, K.D. 2008. The influence of peer cheating behavior on observers' cheating behavior: A social cognitive perspective. Presented at the Academy of Management annual meeting, Anaheim, CA.

O'Fallon, M. & Butterfield, K.D. 2008. Moral differentiation: Influences of individual and interpersonal characteristics. Presented at the Academy of Management annual meeting, Anaheim, CA.

O'Fallon, M. & Butterfield, K.D. 2005. A review of the empirical ethical decision-making literature: 1996-2003. Presented at the Academy of Management annual meeting, Honolulu, HI.

Reed, R., Butterfield, K.D., & Lemak, D.J. 2001. A grounded investigation of stakeholder alliance formation, process, and outcomes. Presented at the Academy of Management annual meeting, Washington D.C.

Butterfield, K.D., Treviño, L.K. & Weaver, G.R. 1997. Moral awareness in organizations: Influences of societal and organizational socialization. Presented at the Academy of Management annual meeting, Boston, MA.

Butterfield, K.D., Treviño, L.K. & Weaver, G.R. 1996. Moral perception in organizations: A socialization perspective. Presented at the Academy of Management annual meeting, Cincinnati, OH.

Treviño, L.K., Butterfield, K.D. & McCabe, D.L. 1995. Contextual influences on ethics-related outcomes in organizations: Rethinking ethical climate and ethical culture. Presented at Academy of Management annual meeting, Vancouver.

Brass, D.J., Butterfield, K.D. & Skaggs, B.C. 1995. The social network structure of unethical behavior. Presented at International Association for Business and Society (IABS) annual meeting, Vienna, Austria.

Skaggs, B.C., & Butterfield, K.D. 1995. Corporate strategy and illegal behavior. Presented at International Association for Business and Society (IABS) annual meeting, Vienna, Austria.

Butterfield, K.D., Treviño, L.K., & Ball, G.A. 1994. Managers talk about punishment: A qualitative analysis. Presented at the Academy of Management annual meeting, Dallas, TX.

Treviño, L.K., McCabe, D.L., & Butterfield, K.D. 1994. Ethical climate, culture and codes: Situational influences on unethical behavior in organizations. Presented at the Academy of Management annual meeting, Dallas, TX.

Butterfield, K.D. 1994. A multilevel model of relational effects in ethical decision-making. Presented at the International Association for Business and Society (IABS) annual meeting, Hilton Head, SC.

McCabe, D.L., Treviño, L.K., & Butterfield, K.D. 1994. Business ethics: Do college honor codes make a difference? Presented at the 6th Annual Conference on Socio-economics, The Emergent World Economy and Society, Paris.

GRANTS

$52,798 from the National Institute for Environmental Renewal (NIER); Project: "An Analysis of Stakeholder Alliances in Communities at DOE Sites: The Phase II Report for the

NIER's Cooperative Land Reuse Program", Dave Lemak and Richard Reed (principal investigators), Kenneth D. Butterfield (co-investigator), 2000.

HONORS AND AWARDS

2007 – Present. Member of WSU Teaching Academy.

2015   Dean's Excellence Fellow, WSU College of Business and Economics

2013   Certificate of Appreciation, WSU Access Center. In recognition of exemplary support and service to students with disabilities.

2008   Best Paper Award, Management Education and Development Division, Academy of Management Annual Meeting, Anaheim, CA.

2008   College of Business Outstanding Faculty Teaching Award.

2006   Best Paper Award, *Academy of Management Learning and Education*.

1996   Best Paper Award, Social Issues in Management Division, Academy of Management Annual Meeting, Cincinnati, OH.

1994   University-wide Graduate Assistant Award for Outstanding Teaching, The Pennsylvania State University.

SELECTED PROFESSIONAL SERVICE

Journal Boards, Reviewing Activities

- Editorial Board Member, *Business Ethics Quarterly*, 2006-present
- Guest Editor, *BEQ S*pecial Issue on Reintegrating Individuals and Organizations Following Ethical or Legal transgressions, 2014.
- Editorial Board Member, *Academy of Management Learning and Education*, 2008-2010.
- Ad hoc reviewer for *The Academy of Management Journal, The Academy of Management Review, Business and Society, Human Relations, Journal of Business Ethics, Journal of Applied Social Psychology, Organization Science, Organization Studies, and Organizational Behavior and Human Decision Processes.*

University Service

- Member, WSU Teaching Academy, 2007-present
- Chair/member, WSU Academic Integrity Hearing Board, 2009-2014
- Selection Committee Member, WSU Sahlin and Marian Smith Faculty Excellence Awards

for Instruction, 2007-2010
- Member, WSU Faculty Senate Task Force on Academic Integrity, 2003-2005
- Member, WSU Tenure and Promotion Task Force, 2003-2004
- Member, Graduate Faculty, 1998-2004
- Judge, Wiley Graduate Student Research Exposition, 2001
- Member, WSU Curriculum Development Committee for proposed interdisciplinary Master's Degree in leadership studies 1998-2000
- Faculty Mentor, WSU Summer Fellows program, 1998

Carson College of Business Service

- Member, College Curriculum Revision Committee, 2016-present
- Member, Faculty Affairs Administrator Search Committee, 2015
- Member, CB Assessment Taskforce, 2015
- Member, Strategic Planning Committee, 2014-2015
- Member, Undergraduate Curriculum Committee, 2013
- Chair, Graduate Program Policy Committee, 2008-2010
- Member, Graduate Program Policy Committee, 2002-2010
- Member, Budget Task Force, 2010
- Co-chair, Faculty Governance Task Force, 2008
- MBA Association leadership group, advisory board member, 2007
- Chair, Ethics Task Force, 2005-2006
- Chair/Committee Member, MBA Portfolio/Orals committee, 2001-2005
- Member, MBA Program Revision Committee, 2003-2004
- Member, Assessment Committee, 1998-2002
- Panelist, MBA Oral Exam Seminar, 1997-2000
- Academic Advisor, 1997-2000

Department Service

- Department Chair, 2013-present
- Subcommittee chair, strategic planning committee, 2012-2014
- Chair of six faculty search committees, member of six others
- Program/Dissertation chair for four Ph.D. students, member for 13 others
- Professional Development Seminar Instructor, 1999-2001, 2009, 2013-2014