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Professor of Legal Studies
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EMPLOYMENT

Director, Cintas Institute for Business Ethics, from July 2017 to present
Co-Director, Cintas Institute for Business Ethics, from 2009-June 2017.
Director, Cintas Institute for Business Ethics, from October 2001-2009
Professor of Legal Studies, Xavier University from August 1, 1999 to present.
Supreme Court Fellow, United States Sentencing Commission from August 1998 to July 31,1999.
Professor of Legal Studies, Xavier University from September 1994 to July 31, 1998.
Associate Professor of Accounting and Law, Xavier University from 1988 to 1994.
Awarded tenure, September 1988.
Assistant Professor of Accounting and Law, Xavier University from 1983 to 1988.
Tax Attorney, Ernst & Whinney, 1981 to 1983.

EDUCATION

Graduate:

University of Dayton School of Law, received Juris Doctor in 1981. University of Dayton School of Business, received Masters of Business Administration in 1981.

Undergraduate:

St. Lawrence University, Bachelors of Art with a major in Economics. Graduated in 1978.

LICENSE/CERTIFICATION

Licensed to practice law in Ohio since 1981.
Certified Compliance and Ethics Professional (CCEP) - Certified by the Society of Corporate Compliance and Ethics since 2008.

SUPREME COURT FELLOWSHIP

Selected as one of four Supreme Court Fellows for 1998-1999, from a national applicant pool of over 160. The participants are selected by the Supreme Court Fellows Commission which is a thirteen-member panel of nationally known federal judges, academics, attorneys and government officials who are appointed by Chief Justice Roberts.

Every year one of the four Supreme Court Fellows is selected as the Justice Tom Clark Fellow in recognition of former Associate Justice Clark's contributions to the Supreme Court Fellows Program. This award was given to me by Chief Justice Rehnquist on June 4, 1999.

SCHOLARLY ACTIVITY

BOOK

The Federal Sentencing Guidelines: Guidelines for Internal Auditors, co-authored with Dr. Cynthia J. Rooney, was published in 1996 by the Institute of Internal Auditors Research Foundation.

ETHICS AND COMPLIANCE RELATED ARTICLES

2016 "Snitches Get Stitches and Wind Up in Ditches", January 2017 Compliance and Ethics Professional, pp. 37-43 (accepted October 28, 2016).

2015 "Dodd-Frank Whistleblower Bounties v. the Federal Sentencing Guidelines for Organizations: Which is the Better Model for Preventing "Moral Meltdowns"? INTERNATIONAL REVIEW OF THE COMPLIANCE AND BUSINESS ETHICS - SUPPLEMENT TO THE WEEK NOW AND LEGAL AFFAIRS No. 40 of October 2, 2014, pp 19-22.

2014 "Crime and Punishment: Individuals". In 2014, Ethikos accepted one of my book chapters as the lead article in the November/December 2014 issue of Ethikos, Volume 28, No. 6, pp 1-6.

2014 "The Ethics of Downsizing", 6-8 (January/February 2014) Ethikos.

2014, "A Tribute to Carol Marshall: The Ethics Community has Lost a Leading Light", 69-74 (March/April 2013) Compliance & Ethics Professional.

2009 Business Ethics – "The Sentencing Guidelines: Are they Still Relevant?", Vol. 16, Issue 2, February 2009 (pp. 1-5). The Federal Ethics Report.

2009 Ann Marie Tracey and Paul Fiorelli, "Small Business: Big Ethics", Ohio Lawyer 15-17(March/April 2009).

2008 Paul Fiorelli and Ann Marie Tracey, The "Value" of "Values" in Small Business: Compliance and Ethics Programs for "The Rest of Us", 33 U. Dayton L. Rev. 204-224 (2008).

2007 Beyond Compliance? Journal of Health Care Compliance 21-24, 69-71 (July- August, 2007).

2007 Paul Fiorelli and Ann Marie Tracey, Why Comply? Organizational Guidelines Offer a Safer Harbor in the Storm, 32 Journal of Corporation Law 467-490 (Spring 2007).

2006 How to “Pump Up” Your Organization’s “Ethical Muscle Memory”, Journal of Health Care Compliance 23-26, 78 (May-June, 2006).

2005 Ann Marie Tracey and Paul Fiorelli, Throwing the Book[er] at Congress: The Constitutionality and Prognosis of the Federal Sentencing Guidelines and Congressional Control in Light of United States v. Booker, 2005 Mich. St. L. Rev. 1199-1233 (Fall, 2005).

2004 Will U.S. Sentencing Commission Amendments Encourage a New Ethical Culture Within Organizations?, 39 Wake Forest University Law Review 565-586 (Fall 2004).

2004 Tracey and Fiorelli, Nothing Concentrates the Mind like the Prospect of a Hanging: the Criminalization of the Sarbanes-Oxley Act, 25 University of Northern Illinois Law Review 125-150 (Fall 2004).

PRESENTATIONS (past 4 years)

2017 6/6/17 (Baltimore, Maryland) Annual Higher Education Conference on Ethics. I gave a concurrent session entitled, “Generational Ethics: A Battle of the Ages” to approximately 90 attendees.

2017 4/4/17 (Prague, Czech Republic) European Compliance and Ethics Institute Annual Conference. I gave one of the keynote addresses entitled, “Generational Ethics: A Battle of the Ages” to approximately 250 attendees.

2016 9/26/16 (Chicago, Illinois) Annual Conference of the Society of Corporate Compliance and Ethics. I gave an hour long presentation entitled, “You Already Have Zero Privacy: Get Over It” to approximately 75 attendees.

2016 6/7/16 (Baltimore, Maryland) Annual Higher Education Conference on Ethics. I gave one of the keynote addresses to an audience of approximately 250 attendees, entitled, “Why Good People Do Bad Things.”

2016 3/22/16 (Prague, Czech Republic) European Compliance and Ethics Institute Annual Conference. I gave a one hour session entitled, “Why Good People Do Bad Things” during a concurrent session to approximately 60 attendees.

2015 10/4/15 (Las Vegas, Nevada) Annual Conference of the Society of Corporate Compliance and Ethics. I gave 3 hour pre-conference workshop entitled, “Entertaining Ethics Training: How to Avoid Death By PowerPoint”.

2015 3/31/15 (London, England) Annual Conference of the European Compliance and Ethics Institute. I presented a speech called, “The Value of Values: Why We Should Care About Ethics”.

2014 9/16/14 (Chicago, Illinois) 2014 Annual Conference of the Society of Corporate Compliance and Ethics. I co-presented a speech with Gretchen Winter, Executive Director, Center for Professional Responsibility in Business and Society, College of Business University of Illinois entitled, “Generational Ethics: A Battle of the Ages”.

2014 (London, England), Institute of Business Ethics, “Why Good People Do Bad Things”.

2014 International Vincentian Business Ethics Conference (Dublin, Ireland), “Why Good People Do Bad Things.”

2013 (London, England) Institute of Business Ethics, “The Value of Values: Why We Should Care About Ethics”.

2012 (Washington, D.C.) Defense Industry Initiative Annual Meeting, “A Tribute to Carol Marshall: The Ethics Community has Lost a Leading Light”.

2012 (Las Vegas, Nevada), 2012 Annual Meeting of the Society of Corporate Compliance and Ethics, “Engaging Employees in Ethics”.

2012 (Las Vegas, Nevada) 2012 Annual Meeting of the Society of Corporate Compliance and Ethics, “Viewing Misconduct Through the Lens of Film”.

2011 (Austin, Texas) 2011 Higher Education Compliance Conference, “Generational Diversity: Winning at the Workplace”.

2011 (Las Vegas, Nevada), 2011 Annual Meeting of the Society of Corporate Compliance and Ethics, “Just Because its Legal, Doesn’t Mean its Ethical”.

2011(Las Vegas, Nevada), 2011 Annual Meeting of the Society of Corporate Compliance and Ethics, “A Tale of Two Tylenols”.

2011 (Seattle, Washington) 2011 Ethics and Compliance Officer Association Annual Meeting, “Combatting Culture Conflicts: Johnson & Johnson’s Credo Applied to Past and Present Crises”.

2011 (New Orleans, Louisiana), 2011 Annual Meeting of the Academy of Legal Studies in Business, “Comparing the U.K. Bribery Act and the Federal Sentencing Guidelines for Organizations”.

2010 (Chicago, Illinois) 2010 Annual Meeting of the Society of Corporate Compliance and Ethics, “Combatting Culture Conflicts: Johnson & Johnson’s Credo Applied to Past and Present Crises”.

2008 (Long Beach, California) 2008 Annual Meeting of the Academy of Legal Studies in Business, “The Value of Values in Small Business: Compliance and Ethics Programs for the Rest of Us.”

TEACHING

For the past 5 years I have taught these courses:

BLAW300 – Legal Environment of Business – every Fall and Spring

International BLAW300 – once a year, every summer in London, England

BUAD600 – Law and Ethics in Business for MBAs- Every Fall, Spring and Summer

XMBA – Law and Ethics in Business for Executive MBAs – once a year.

BUAD609 – Business Ethics Through Film – once a year, every spring.

BUAD681 – International Ethics in London and Paris, once a year, each Spring.

TEACHING AWARDS AND ACCOMPLISHMENTS

2004 Dean’s Award for Excellence in Teaching (May, 2004)

2003 Dean’s Award for Excellence in Teaching (May, 2003)

2002 GE-MBA Professor of the Year Award (May, 2002).

1999 Executive MBA Professor of the Year Award (May, 1999).

1997 Executive MBA Professor of the Year Award (May, 1997).

1996-1997 Delta Sigma Pi, College of Business Teacher of the Year Award (April, 1997).

1994-1995 Delta Sigma Pi, College of Business Teacher of the Year Award (April, 1995).

1992 Executive MBA Teacher of the Year Award (May, 1992).

UNIVERSITY SERVICE

Rank and Tenure Committee: 2004-2008, 2010-2013

Mission and Identity Discernment Group: 2007 to 2008

Higher Learning Commission: Community Engagement Subcommittee 2009-2011.

Faculty Representative to the President’s Administrative Council: 2004 to 2005

Steering Committee for Learning Commons: 2004 to 2005

PROFESSIONAL MEMBERSHIP

Certified Compliance and Ethics Professional (CCEP) - certificate obtained in 2008, still current
2007 Compliance and Ethics Award - Society for Corporate Compliance and Ethics
Supreme Court Bar - December 1998 to present.