

# DAVID D. SCHEIN

## EDUCATION

**University of Virginia, Charlottesville, VA:**

- **Ph.D. in Higher Education, Curry School of Education (2005)**  
Dissertation: *Teaching Undergraduate Business Ethics: Comparing Course Structure and Faculty Goals*
- **M.B.A. Colgate Darden Graduate Business School (1975)**

**University of Houston, Houston, TX:**

**J.D. Bates College of Law (1977)**

**University of Pennsylvania, Philadelphia, PA:**

**B.A. in Transportation and Public Utilities, College of Arts and Sciences (1973)**

## ACADEMIC RECOGNITION

**2004 Social Issues in Management Doctoral Consortium** at the Academy of Management Annual Meeting in New Orleans: One of 16 doctoral candidates selected from an international field to present their dissertation proposals.

**Editor-in-Chief**, appointed January 2019, *The International Journal of Cultural Management*, Inderscience Publishers, <https://www.inderscience.com/jhome.php?icode=ijcultm>.

**Service Award 2020** – Cameron School of Business, University of St. Thomas.

**Cameron Endowed Chair of Management and Marketing**, appointed 21-22 school year, Cameron School of Business, University of St. Thomas.

**2021 St. Edith Stein Award for Excellence in Research** - University of St. Thomas.

## HIGHER EDUCATION EXPERIENCE

**UNIVERSITY OF ST. THOMAS, CAMERON SCHOOL OF BUSINESS, (AACSB) Houston, TX**

- Summer 2013 to present: Current title: Full Professor, Cameron Endowed Chair of Management & Marketing, and Director of Graduate Programs. Teaching graduate and undergraduate classes in Business Ethics, Business Law, Management and Entrepreneurship, including the MBA and MIB Capstone courses. Broad responsibilities, including program development, representing CSB before community groups, recruiting graduate students, advising students and presenting open houses and programs. Also serving as member and past-Chair of the CSB Strategic Planning Committee and Chair of the CSB Admissions and Appeals Committee. Played a significant part in production of CSB's Annual Business Symposia 2015-2019. Directly assisted with 2015 and 2020 AACSB reaccreditation process. I previously served as Associate Dean, 19-20 & 20-21 school years, and as a member of the UST Parental Leave Committee, the Graduate Council and the UST Scholarship Committee. I am also a highly visible spokesperson for CSB and UST, quoted frequently in the various media.

**VIRGINIA STATE UNIVERSITY REGINALD F. LEWIS COLLEGE OF BUSINESS, (AACSB) Petersburg, VA**

- August 2010 to December 2013 - Assistant Professor, Teaching undergraduate business courses in business law, business ethics, employment law, entrepreneurship, business management and business communications. Participated in all faculty meetings, the 2011-12 AACSB reaccreditation and AACSB course assessments. Advised students on registration and

career issues. Chaired RFLSB Research Committee. Member of the RFLSB Management and Marketing Advisory Council, which involved interface with local business leaders. Member of the University's Nominations and Elections and Curriculum and Academic Issues committees. Taught in-classroom for three full school years and two summers, completing my last semester with hybrid/on-line classes to help VSU transition my faculty position. Acted as volunteer attorney to establish a charitable foundation for the College of Business, with 501 (c) (3) awarded.

**International Training Programs, Houston, TX**

- Brazil and Angola Executive Training Group, Cameron School of Business, UST, September 2015; Qingdao Group – hosted by University of Houston (2 workshops) – August 2016; Jinan Group – hosted by University of Houston (1 workshop) – September 2016.

**EMPIRE STATE COLLEGE via AMERICAN EDUCATION CENTER, Nanjing, China (Skype)**

- Spring 2013 - Visiting Professor, teaching business law in real time via Skype to a cohort of students in Nanjing, China.

**UNIVERSITY OF MARYLAND UNIVERSITY COLLEGE, Adelphi, MD (On-Line)**

- Fall 2006 to 2009 - Adjunct Associate Professor, Masters-level courses, including Labor Law, Administrative Law, Staffing and Organizational Development.

**UNIVERSITY OF RICHMOND ROBINS SCHOOL OF BUSINESS, (AACSB) Richmond, VA**

- Fall 2008 through Spring 2009 – Visiting Faculty, Teaching three sections each semester of BUAD 392 – “The Ethical, Social and Legal Responsibilities of Business.”

**CENTRAL MICHIGAN UNIVERSITY, EAST COAST REGION, Centreville, VA**

- Summer 2002 – Spring 2005 – Taught multiple sections of graduate courses in labor relations and administrative law. Attended Adjunct Faculty Training, 2005 & 2001, and New Faculty Training, 2000.

**UNIVERSITY OF MARY WASHINGTON, Fredricksburg, VA**

- Spring 2005 – BUAD 346 –“Human Resource Management,” 3 C.U. Undergraduate Course.
- Spring 2005 – BPST 306 – “Ethical and Legal Issues in Organizations,” 4 C.U. mixed graduate and undergraduate course.

**ELLIS COLLEGE OF THE NEW YORK INSTITUTE OF TECHNOLOGY (On-Line)**

- Fall 2004 – Spring 2007 – Taught multiple sections of Executive MBA Courses in Business Ethics and Training and Development and undergraduate Business Law courses.

**UNIVERSITY OF VIRGINIA, McINTIRE SCHOOL OF COMMERCE, (AACSB) Charlottesville, VA**

- Spring 2003 and Fall 2002 - COMM-381 - “Business Ethics,” 3 C.U. Undergraduate Course.

**NATIONAL-LOUIS UNIVERSITY, NORTHERN VIRGINIA/ WASHINGTON, DC ACADEMIC CENTER, McLean, VA**

- Spring 2000 – Winter 2002 – taught multiple sections of undergraduate business ethics course and multiple sections of graduate classes in employment law and labor law. .
- Attended Assessor Training and assessed various classes. Attended numerous faculty meetings and training sessions. Participated in reaccreditation process.

**KELLER GRADUATE SCHOOL OF MANAGEMENT, Tysons Corner, VA**

- Summer 2000 - Spring 2002, taught multiple sections of graduate courses in business law and business ethics and Strategic Human Resource Management.
- Attended Keller Teaching Excellence Program and various faculty training sessions.

**RICE UNIVERSITY GRADUATE SCHOOL OF BUSINESS, Houston, TX**

- Spring 1990, Summer 1989, Summer 1988, Fall 1986 and Fall 1985 - "Employment Laws," two-day seminar. Summer 1987 – produced and presented one-day substance abuse seminar.

**OTHER PROFESSIONAL EXPERIENCE**

**CLAREMONT MANAGEMENT GROUP, INC.** President & General Counsel (1989-) Houston, TX & Norfolk, VA Consult on all aspects of human resources; prepare policy and procedure manuals, employee handbooks and Affirmative Action Plans; and present training seminars for industry associations and community organizations.

**TENNECO OIL COMPANY,** Corporate Headquarters, Houston, TX (1980-87)  
Served as Corporate Attorney for five years and Manager – Equal Employment Opportunity and Affirmative Action Programs for two years.

**SHELL OIL COMPANY,** Shell facilities in Texas, Louisiana and California (1978-80)  
Held positions of progressive responsibility in human resources and industrial relations.

**PUBLICATIONS**

**Refereed Journals**

Chen-Yu (Crystal) Feng, Wei Song, **David D. Schein** & Paul Clark, "The Design of Experiential Learning Spaces for Chinese Students Studying at North American Universities," *International Journal of Cultural Management*, (Fall 2022).

**David D. Schein**, "ERISA Confronts ESG," *Journal of Leadership, Accountability and Ethics* (ISSN# 1913-8059), Vol. 18, No. 5, (2021).

Chen-Yu (Crystal) Feng, Wei Song, **David D. Schein** & Paul Clark, "Evaluating Experiential Learning Approaches for Asian Students at North American Universities," *International Education Studies*; Vol. 14, No. 10; (2021), ISSN 1913-9020 E-ISSN 1913-9039.

**David D. Schein** and Lawrence J. Trautman, "The Dark Web and Employer Liability," *Colorado Technology Law Journal*, Vol.18, No.1 (2020), [ctlj.colorado.edu/?page\\_id=1174](http://ctlj.colorado.edu/?page_id=1174).

**David D. Schein**, "Mandatory Continuing Legal Education - Productive or Just PR?" *Georgetown Journal of Legal Ethics*, Vol. 33, No. 2, (2020).

**David D. Schein**, "Evaluation of the Proposal to Amend the Bankruptcy Code to Prohibit Private Employers from Refusing to Hire Applicants on the Basis of Bankruptcy Filing," *The Houston Business and Tax Law Journal*, 20 Hou. Bus. & Tax L. J. 1 (2020).

**David D. Schein**, "Whistleblower Protection for Federal Contract Employees," *University of Florida Journal of Law & Public Policy*, Vol. 29, No. 1, 2018. (Published, November 2019).

**David D. Schein** & James D. Phillips, "Dodd-Frank: Consumers' Friend or Another DC Con Job?" *The George Washington Business & Finance Law Review*, (Volume 2, Issue 2, 2019), <https://qwbflr.org/issue-2/> .

Hui Li, **David D. Schein**, Siva Prasad Ravi, Wei Song & Yuanyuan Gu, "Factors Influencing Residents' Perceptions, Attitudes and Behavioral Intention toward Festivals and Special Events: A Pre-event Perspective," *Journal of Business Economics and Management*, (2018) 19(2), pp. 288-306, <https://doi.org/10.3846/jbem.2018.5536>.

**David D. Schein**, James D. Phillips & Caroline Rider, "American Cities Held Hostage: Public Stadiums and Pro Sports Franchises," *Richmond Public Interest Law Journal*, (2017) Vol. 20, No. 1, <http://scholarship.richmond.edu/pilr/vol20/iss1/6/> .

Wei Song, **David D. Schein** & Roger Collins, "The New Approach to Developing Store Brand Strategy: A Case from China," *International Journal of Business Environment*, (2016), Vol. 8, No. 4, pp. 324-343.

**David D. Schein** & Wei Song, "Teaching Marketing Ethics: A Preliminary Study," *International Journal of Teaching and Case Studies*, (2016), Vol. 7, No. 1, pp. 82-98.

Chen Yu Feng, **David D. Schein**, Wei Song & Roger Collins, "Teaching Business Ethics to Chinese Undergraduate Students: Using the Hunt-Vitell Experiential Learning Model," *International Journal of Management in Education*, (2016), Vol. 10, No. 1, pp. 77-95. (DOI: <http://dx.doi.org/10.1504/IJMIE.2016.073363>)

James D. Phillips & **David D. Schein**, "Utilizing Credit Reports for Employment Purposes: A Legal Bait and Switch Tactic?" *The Richmond Journal of Law and the Public Interest*, Vol. 18, No. 2, pp. 133-157, (2015), <https://scholarship.richmond.edu/jolpi/vol18/iss2/4/> .

**David D. Schein** & James D. Phillips, "Holding Credit Reporting Agencies Accountable: How the Financial Crisis May be Contributing to Improving Accuracy in Credit Reporting," *Loyola University Chicago's Consumer Law Review*, Vol. 24, No. 3, pp. 329-354, (2012), <https://lawcommons.luc.edu/lclr/vol24/iss3/2/> .

Wei Song, **David D. Schein** & Siva Prasad Ravi, "The Development of Chinese Supermarket Enterprise Own Brands: The Case of Shanghai," *International Journal of Management & Enterprise Development*, (2012), Vol. 12, No. 2, pp. 93-105. (DOI: 10.1504/IJMED.2012.047888)

Wei Song & **David D. Schein**, "An Exploratory Study of Chinese Own Brand Strategy in Grocery Sector," *International Journal of Chinese Culture and Management*, Vol. 3 No. 2, pp.139-59. (March 2012).

Wei Song & **David D. Schein**, "An Examination of Chinese Own Brand Development Model: a Resource Perspective," *International Journal of Strategic Change Management*, (2011), Vol. 3, No. 1/2, pp. 116-126. (DOI: 10.1504/IJSCM.2011.040636)

*The Sage Encyclopedia of Business Ethics and Society: 2<sup>nd</sup> Edition*, Sage Publishers, (2018), (Seven Articles), <http://sk.sagepub.com/reference/sage-encyclopedia-of-business-ethics-and-society-2e> .

*Encyclopedia of Business Ethics and Society*, Sage Publishers, (2007), (Four Articles).

### **Refereed Business Cases**

"Grandma Got Run Over by a Freeway," January 2018, SAGE Business Cases.

### **Books**

**David D. Schein**, *Bad Deal for America*, Claremont Management Group, (2022). ISBN: 979-8-9851962-1-4, <https://www.amazon.com/Bad-Deal-America-David-Schein/dp/B09RMBJD25> .

**David D. Schein**, *The Decline of America: 100 Years of Leadership Failures*, Post Hill Press, (2018). ISBN:978-1-68261-503-4. Amazon at: <https://www.amazon.com/Decline-America-Years-Leadership-Failures/dp/1682615030>.

**David D. Schein**, *Teaching Undergraduate Business Ethics*, Scholars' Press, Saarbrücken, Germany, (2014), ISBN 978-3-639-70980-3.

### **Refereed Proceedings**

**ALSB Annual Meeting**, July 2022, Louisville, KY, "ESG and Russia's Invasion of Ukraine," conference presentation.

**ALSB Annual Meeting**, August 2021, live video presentation, "ERISA Confronts ESG," conference presentation.

**ALSB Annual Meeting**, August 2020, live video presentation, "Holding Directors of Public Corporations to a Higher Standard," conference presentation.

**ALSB Annual Meeting**, August 2019, Montreal, CA. "The Unreasonable Rule of Reason," conference presentation.

**ALSB Annual Meeting**, August 2018, Portland, OR. "The Dark Web and Employer Liability," conference presentation.

**ALSB Annual Meeting**, August 2017, Savannah, GA. "Dodd-Frank: Consumers' Friend or Another DC Con Job?" conference presentation.

**ALSB Annual Meeting**, August 2016, San Juan, PR. "Mandatory Continuing Legal Education: Productive or Just PR?" conference presentation.

**ALSB Annual Meeting**, August 2015, Philadelphia, PA. . "American Cities Held Hostage: Public Stadiums and Pro Sports Franchises," conference presentation with my co-author and publication in peer-reviewed proceedings.

**ALSB Annual Meeting**, August 2014, Seattle, WA. "New Whistleblower Protections for Federal Contract Employees," conference presentation and publication in peer-reviewed proceedings

**ALSB Annual Meeting**, August 2013, Boston, MA. "Evaluation of the Proposal to Amend the Bankruptcy Code to Prohibit Private Employers from Refusing to Hire Applicants on the Basis of Bankruptcy Filing," conference presentation and publication in peer-reviewed proceedings

**MTMI - TRU 2010 International Conference**, British Columbia, Canada, "Teaching Business Ethics: Advancing a New Paradigm," conference presentation and publication in peer-reviewed proceedings, June 12-13, 2010.

### **Conference Presentations**

**Texas Academy of General Dentistry**, Austin, TX, April-May 2019, Presented a training program on human resources and employment law which included a recorded webinar, a full-day seminar in Austin, and a live webinar after the Austin seminar.

**Electrical Apparatus Service Association**, Milwaukee, WI, June 2018, presented two workshops at the Association's Annual Meeting, "Top 10 HR Mistakes to Avoid in 2018," and "A Primer on Wage-Hour Laws and Compliance Tips."

**ALSB Annual Meeting**, August 2014, Seattle, WA. Presented new business ethics case, "Grandma Got Run Over by a Freeway," and presented paper described in above section. "Grandma" case now pending publication by SAGE Publishers.

**ALSB Annual Meeting**, August 2013, Boston, MA. Chair, panel discussion: "Discipline of Faculty for Classroom Political Activity," and presented paper described in above section.

**ALSB Annual Meeting**, August 2011, New Orleans, LA. Chair, panel discussion: "Outside Organizations and the Academy: Policy Implications for Current and Future Involvement;" Member of panel presenting "The Technology of Teaching: Matching the Medium to the Message;" Moderator for sessions: "ADR and Consumer Finance" and "Commercial Law and Contracts."

**ALSB Annual Meeting**, August 2010, Richmond, VA. Member of panel presenting "Developing and Teaching Distance Learning/On-line Courses."

**2004 & 2005 AACSB Teaching Business Ethics Seminars**, University of Colorado, Boulder, CO. Presentations on teaching methods for business ethics. Awarded grant for 2005 seminar.

### **Prior and Industry Publications**

- **NEW:** *Employment Laws: The Basics*, 45 Pages, revised: January 18, 2022, [Employment Law: The Basics by Lawrence J. Trautman, Lora Koretz, Anthony McMullen, H. Justin Pace, David D Schein :: SSRN](#)
- *The Society For Business Ethics Newsletter*, Fall 2003, essay book review of *Teaching Business Ethics for Effective Learning*
- Editor, *Employment Notes*, published by Claremont Management Group, Inc. 1992-2008
- *The Exercise Standards And Malpractice Reporter*: "Independent Contractors," July 1995; "Sexual Harassment in the Fitness Industry," May 1995; "Family & Medical Leave Act," January 1994; "Impact of The Civil Rights Act of 1991 on Health/Fitness Facilities," September 1992.
- *Encyclopedia of Security Management*, Butterworth Publishers, 1993 (Two Articles)
- *LEAPS Newsletter*, "Americans with Disability Act," October 1990
- *Sam's Buy-Line*, "Facing the Drug-Test Challenge," Spring 1989
- *Commerce Clearing House Labor Law Journal*, "Should Employers Restrict Smoking in the Workplace?" March 1987
- *Personnel Journal*, "How to Prepare a Company Policy on Substance Abuse Control," July 1986

### **TRAINING AND PRESENTATIONS**

- Featured speaker for over 50 professional associations in 13 states.
- Mediation trainer for the Veteran's Administration, Federal Executive Board, Health Care Financing Administration, and the Office of Personnel Management Executive Training Center.
- Collaborative Law Trainer qualified by IACP.

### **LICENSES AND CERTIFICATIONS**

- Licensed to Practice Law in Virginia and Texas. (Inactive law license – Louisiana)
- Federal Bar Admissions: United States Court of Appeals for the Fifth Circuit and the United States District Court of the Southern District of Texas.
- Mediator and Arbitrator: Virginia and Texas.

### **ACADEMIC AND PROFESSIONAL MEMBERSHIPS**

- Academy of Legal Studies in Business ("ALSB") - Reviewer for Annual Meetings, the *American Business Law Journal*, and the *Journal of Legal Studies in Business*, 2010 forward. Chair of Employment Special Interest Group for Technology Section effective 21-22 school year.
- Beta Gamma Sigma, AACSB Business Honor Society, Faculty Member 2011 forward
- Academy of Management; Reviewer for Papers and Symposia for 2005 Annual Meeting
- International Journal of Case Studies in Management – Reviewer, 2021 forward
- Journal of Business Economics and Management- Reviewer, 2011 forward

- Society for Business Ethics – Member – 2004-2018
- Journal of Health, Fitness & Malpractice Reporter – Editorial Panel Member – 1990 – 2011
- Virginia Bar Association, 1999 forward
- Texas Bar Association and Member of Employment Law Section, 1978 forward
- Houston Bar Association and ADR Section, 2013 forward
- Greater Houston Business Ethics Roundtable – Educator Member, 2014 forward
- Business Ethics Forum of Houston – Educator Member, 2016 forward
- International Association of Collaborative Professionals, Attorney Member and Trainer, 2008 forward.
- Dramatists Guild of America, Associate Member – 2021 forward
- Journal of Management Issues – *Reviewer, 2021 forward*

### **COMMUNITY AFFAIRS**

- Houston Committee on Foreign Relations, 2018 - Present
- World Affairs Council of Houston, 2013 – Present
- Asia Society, 2014 - Present
- Museum of Fine Arts Houston, Patron Member, 2014 – Present
- Life Member: Houston Livestock Show and Rodeo, 1987 – Present
- Greater Heights Chamber of Commerce – Board of Directors, 2020-Present, Member - 2015- Present
- Founding Director, Asian Chamber of Commerce of Houston, 1989-2000.
- Former Director of Health Access Texas and Houston Wellness Council.
- Houston Grand Opera – Patron Member, 2014 – Present
- Opera in the Heights – Patron Member, 2017 – 2020.

### **PERSONAL INTERESTS**

Highly active individual with varied interests including tennis, international travel and hiking. Indoors: author, a chef specializing in fresh and healthy foods, an avid theater fan and Argentine tango dancer.

### **SOCIAL MEDIA AND PRESS COVERAGE**

See my LinkedIn Public Profile:

[David Schein | LinkedIn](#)

which is updated for recent appearances, articles and press interviews. Quoted frequently since January 2017, including two interviews for *US News and World Report* and *Forbes.com* 2021.

**Decline of America** has ten 5-Star Reviews on Amazon and I have spoken about the book in Houston, Galveston, San Miguel, Mexico and other locations and for multiple community organizations. **Bad Deal for America** was released in February 2022 and immediately became a best seller in two categories and across all Kindle format books on Amazon.