

MICHAEL A. SANTORO

Professor of Management and Entrepreneurship
Santa Clara University
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ACADEMIC APPOINTMENT

Santa Clara University, Leavey School of Business
Professor of Management and Entrepreneurship (2016–present)

PRIOR ACADEMIC APPOINTMENTS

Rutgers University
Professor of Management and Global Business (2010–2016)
Associate Professor with Tenure (2003–2010)
Assistant Professor (1997–2003)

Harvard Kennedy School
Lecturer and Adjunct Lecturer

Harvard Business School
Research Associate

Fulbright Fellow, University of Hong Kong (1993–1994)

VISITING APPOINTMENTS

University of Notre Dame, Mendoza College of Business (Executive MBA Program)
Shanghai Jiao Tong University, Shanghai Advanced Institute of Finance
University of Zurich, Institute for Organization and Administrative Science
Sinopec Management Institute, Beijing (Visiting Faculty; executive course, multiple years)

EDUCATION

Ph.D., Public Policy, Harvard University
J.D., New York University School of Law
B.A., Government, Oberlin College

BOOKS

Pragmatism and Business Ethics, with Robert Shanklin. Cambridge University Press, forthcoming.
A China Business Primer: Ethics, Culture, and Relationships, with Robert Shanklin. Routledge.
Wall Street Values: Business Ethics and the Global Financial Crisis, with R.J. Strauss. Cambridge University Press.
China 2020. Cornell University Press.
Ethics and the Pharmaceutical Industry, co-edited with Thomas M. Gorrie. Cambridge University Press.
Profits and Principles: Global Capitalism and Human Rights in China. Cornell University Press.

EDITORIAL EXPERIENCE

Co-Founder, Business and Human Rights Journal (Cambridge University Press); Co-Editor-in-Chief (2014–2022)
Editorial Board Member, Business Ethics Quarterly (2005–2025)
Editorial Board Member, Journal of Human Rights (2005–present)
Articles Editor, NYU Annual Survey of American Law (1980–1981)
Co-Editor, Undergraduate Journal of Philosophy, Oberlin College (1975–1976)

SELECTED ARTICLES AND SCHOLARSHIP

“The Lawyer of the Future: Ethics and Identity in the Age of AI” (with David Yosifon and Isaac Nikssarian).
American University Law Review, forthcoming 2026.
“Physicians Have an Ethical Duty to Practice Cost-Effective Medicine.” *American Journal of Bioethics*, 2025.
“Overbooked and Overlooked: Machine Learning and Racial Bias in Medical Appointment Scheduling” (with

Michele Samorani, Shannon Harris, Haibing Lu, and Linda Goler Blount). *Manufacturing & Service Operations Management*, 2022.

“Ethical Redress of Racial Inequities in Artificial Intelligence” (with Robert Shanklin, Michele Samorani, and Shannon Harris). *Philosophy & Technology*, 2022.

“Human Rights Obligations of Drug Companies” (with Robert Shanklin). *Journal of Human Rights*, 2020

INSTITUTIONAL LEADERSHIP

Co-Founder and First President, Global Business and Human Rights Scholars Association
Chair (2022–2024), Leavey School of Business Rank and Tenure Committee
Director, Business Ethics and Human Rights Research Lab, Santa Clara University

PUBLIC POLICY AND GLOBAL ENGAGEMENT

Congressional Testimony, United States Senate Committee on Finance, on Human Rights Implications of China’s WTO Accession

Ethics Advisor, Global Business Coalition for HIV/AIDS, Tuberculosis and Malaria (now GBCHealth) (2009–2011). Advised on governance and human rights integration in a multi-stakeholder African malaria prevention initiative; led UN Global Compact accession and development and formal adoption of a bilingual (English/Swahili) corporate code of conduct for A to Z Textile Mills (Arusha, Tanzania), supporting bed net manufacturing and distribution

AI, POLICY, AND PRACTICE ENGAGEMENT

Co-Founder, Data Justice Lab. Advises public institutions and nonprofit organizations on artificial intelligence governance, algorithmic accountability, and public-sector deployment, including collaboration with the Black Women’s Health Imperative.

SELECTED PUBLIC WRITING

Santoro, Michael A. “Why the JPMorgan Settlement Falls Short.” *The New Yorker*, September 18, 2013.

Santoro, Michael A., and Michael Gortovnik. “The Global Impact of the Financial Crisis.” *The FinReg Blog* (Duke Financial Economics Center), September 2, 2025.

Santoro, Michael A. “Why Talking to a Bot Isn’t Always a Mental Health Problem.” *Psychology Today*, January 30, 2026.

HONORS AND FELLOWSHIPS

MSOM Best Paper Award (INFORMS)

INFORMS Minority Issues Forum Best Paper Award

AACSB Innovations that Inspire Award

Professor of the Year, Rutgers MBA Program

Institute for the Study of World Politics (ISWP), Nationally Competitive Dissertation Fellowship

Phi Beta Kappa, Oberlin College (Junior Year Election)

PROFESSIONAL EXPERIENCE (PRIOR TO ACADEMIA)

General Counsel, Interlaken Capital

General Counsel, BioTechnica International

Associate, Webster & Sheffield

Summer Associate, Shearman & Sterling

Law Clerk, Skadden, Arps, Slate, Meagher & Flom

Member of the Bar, New York and Connecticut