

## Curriculum Vitae – Erin Leitheiser

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### PROFESSIONAL EXPERIENCE (ACADEMIC & NON-ACADEMIC)

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- 2015 – present **Assistant Professor (2019 – current) & PhD Fellow (2015 – 2019)**  
*Copenhagen Business School, Department of Management, Society & Communication*  
Research on the governance of sustainability-related issues through voluntary collaborative initiatives – private governance – in international supply chains. Project manager on the Danish Ministry of Foreign Affairs-funded project, *The Regulation of International Supply Chains (RISC)*. Teach classes and supervise thesis projects on Bachelor and Master levels. Coordinated mandatory course on Responsible Management for 150+ students. Former Vice chair for the CBS Doctoral School of Organization and Management Studies. Winner of the CBS Centenary PhD Prize. Successful fundraising.
- 2011 – 2014 **Corporate Social Responsibility Professional**, Minneapolis, MN, USA  
*Target Corporation – US Fortune-50 Company – Retail Industry*  
Supported the company’s U.S. and global CSR efforts in security and emergency response: managed US\$3 million in annual philanthropic grantmaking, directed national community programs; relationship owner for key stakeholders throughout the Midwest and Northwest Pacific; served on lead strategy team; led CSR area metrics, measurement and reporting.
- 2005 – 2011 **Public Policy & Stakeholder Engagement Consulting**, USA  
Worked with nonprofit, public and private clients; convened and facilitated diverse cross-sector partnerships/multi-stakeholder initiatives; designed and conducted stakeholder engagement activities; formulated policy recommendations; project management. *Example clients:*
- Minnesota Department of Natural Resources
  - Minnesota Department of Transportation
  - Visa
  - Center for Financial Services Innovation
  - Citizens League
- 2003 – 2004 **Public Sector and Politics**, various legislative and campaign positions in the U.S. and U.K.

### EDUCATION

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- 2015 –2019 **PhD**, Organization and Management Studies  
Copenhagen Business School, Copenhagen, Denmark  
Supervisors: Jeremy Moon and Andreas Rasche  
PhD Thesis: *“The Comparative Dynamics of Private Governance: The case of the Bangladesh ready-made garment industry”*
- 2003 – 2004 **Master of Science**, Social Policy and Planning – *merit*  
London School of Economics and Political Science, London, UK
- 1999 – 2003 **Bachelor of Arts**, Honors History – *cum laude*  
Gustavus Adolphus College, Saint Peter, Minnesota, USA

### ACADEMIC PUBLICATIONS (PEER REVIEWED)

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Leitheiser, Erin. (2017) “A sheep in wolf’s clothing?: How the illusion of hard law makes business more responsible”. In Guclu Atinc (ed.), *Proceedings of the 77<sup>th</sup> Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

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## ACADEMIC PAPERS & PRESENTATIONS (SELECTED)

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- Leitheiser, Erin (2019). "Why buy the cow when you can get the milk for free?: The transparency paradox of private governance". Presented at the 35<sup>th</sup> EGOS Colloquium, Edinburgh, UK.
- Leitheiser, Erin (2018). "Drawing lines and taking sides: How National Business Systems influence international private governance arrangements". Presented at the Academy of Management annual meeting and Society for Business Ethics annual conference, Atlanta, Georgia, U.S.
- Leitheiser, Erin (2018). "A sheep in wolf's clothing? How the illusion of hard law is performative in companies' compliance". Presented at the workshop 'Private Authority and Public Policy' workshop, Yale University, USA.
- Leitheiser, Erin. (2017) "Are we treating the cause or the symptoms?: Exploration of the outcomes of varying approaches to private governance". Paper presented at the second annual Business and Human Rights Young Researchers Summit, University of St. Gallen, Switzerland.
- Leitheiser, Erin. (2016) "Moving the Goalpost: How the Collapse of Rana Plaza Altered Attributions of Responsibility in Bangladesh". Paper presented at the 32<sup>nd</sup> EGOS Colloquium, Naples, Italy.

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## RESEARCH AREAS: GLOBAL GOVERNANCE & CORPORATE SOCIAL RESPONSIBILITY (CSR)

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I am interested in the blurring boundaries between public and private responsibilities, particularly with regards to the governance of CSR and sustainability issues. Where, how and why are businesses contributing to the public good? Why do companies engage in voluntary efforts like private governance (differently)? What's the difference between different modes and models of collaborative organizing? What are the implications of companies taking on governance roles? What governance approaches can make international supply chains more sustainable? These indicative questions guide my research on private governance initiatives, supply chain management and governance, and varying CSR approaches. I currently explore these issues empirically through the case of the Bangladesh ready-made garment industry. In addition, as a former CSR practitioner, I am also keenly interested in research relevance and bridging the research-practice gap.

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## TEACHING

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Teach on supply chain, stakeholder engagement, partnerships, and private governance. Teaching score 4+/5.

- **Course Coordinator**, Responsible Management (2017-18). Required final semester course in responsible management, ethics and CSR (approx. 160 students). Developed curriculum anew, wrote cases, lectured, facilitated exercise sections, integrated technology into teaching, administration.
- **Guest Lecturer**: Organizations and Society (MSc), Globalization and Organizations (MSc), Diversity & CSR (MSc), CSR in Action (MSc), Scandinavian Sustainability and CSR (BSc), Responsibility Day (BSc).
- **Featured Speaker**: oikos Student Academy Lecture Series, Supply Chain Sustainability, 2017; Kellogg School of Management, visiting MBA class, 2016.

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## CBS CITIZENSHIP

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| 2019-present | Coordinator, Sustainability Governance Group, CBS Sustainability                                 |
| 2019-present | Coordinator, Governing Sustainable Value Chains group, Centre for Business & Development Studies |
| 2017-18      | Vice Chair, Doctoral School of Organization and Management Studies (OMS)                         |
| 2016-18      | PhD Student Coordinator and representative to department Forum and OMS Doctoral School           |

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## ADVISORY BOARDS

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| 2016-18 | <b>okios Copenhagen</b> : Member of the advisory board for oikos, an international student-driven organization for sustainability in economics and management.                      |
| 2014    | <b>Net Impact Minneapolis</b> : Board Member of Minneapolis professional chapter of the international nonprofit that uses the power of business to create a more sustainable world. |
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