

**Paul E. Fiorelli, J.D.,M.B.A, C.C.E.P.**  
**Co-Director, Cintas Institute for Business Ethics**

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## **EMPLOYMENT**

Co-Director, Cintas Institute for Business Ethics, from 2009-present.  
Director, Cintas Institute for Business Ethics, Xavier University 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 RELATED ARTICLES (within the past 10 years)**

- Paul Fiorelli, *Dodd-Frank Whistleblower Bounties v. Federal Sentencing Guidelines for Organizations: Which is the Better Model for Prevent “Moral Meltdowns”?* (forthcoming in 2015, *Revue internationale de la compliance et de l'éthique des affaires*).
- Paul Fiorelli. *The Ethics of Downsizing*, 6-8 (January/February 2014) *Ethikos*.
- Paul Fiorelli, *A Tribute to Carol Marshall: The Ethics Community has Lost a Leading Light*, 69-74 (March/April 2013) *Compliance & Ethics Professional*.
- Paul Fiorelli, *Business Ethics – The Sentencing Guidelines: Are they Still Relevant*, Vol. 16, Issue 2, February 2009 (pp. 1-5). *The Federal Ethics Report*.
- Ann Marie Tracey and Paul Fiorelli, *Small Business: Big Ethics*, *Ohio Lawyer* 15-17(March/April 2009).
- 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).
- Paul Fiorelli, *Beyond Compliance?* *Journal of Health Care Compliance* 21-24, 69-71 (July-August, 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).
- Paul Fiorelli, *How to “Pump Up” Your Organization’s “Ethical Muscle Memory”*, *Journal of Health Care Compliance* 23-26, 78 (May-June, 2006).
- 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).
- Fiorelli, *Will U.S. Sentencing Commission Amendments Encourage a New Ethical Culture Within Organizations*, 39 *Wake Forest University Law Review* 565-586 (Fall 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 (previous 4 years)**

### **2014:**

“Why Good People Do Bad Things: Viewing Ethics Through the Lens of Film”, Institute of Business Ethics (London, England, March 4, 2014).

“Regulatory Issues: Why Compliance is Important”, (Universie De Cergy-pontoise, Faculte de DROIT, March 7, 2014)

“Generational Ethics: A Battle of the Ages”, Annual Meeting of the Society of Corporate Compliance and Ethics (Chicago, Illinois, September 14, 2014).

### **2013:**

“The History of Whistleblowers from the Civil War to Dodd-Frank”, Annual Meeting of the Society of Corporate Compliance and Ethics (Washington, D.C., October 7, 2013).

“The Value of Values: Why We Should Care About Ethics” Annual Meeting of the Ethics and Compliance Officer Association, (Chicago, September 27, 2013).

“The Value of Values: Why We Should Care About Ethics” Institute of Business Ethics (London, England, February 26, 2013).

**2012:**

Keynote Speaker at the Annual Meeting of the Defense Industry Initiative (Washington, D.C., June 21, 2012).

“Why Good People Do Bad Things”, Annual Meeting of the Construction Industry Ethics and Compliance Initiative (Washington, D.C., May 2, 2012).

“Combatting Culture Conflicts: Johnson & Johnson’s Credo Applied to Past and Present Crises”, presentation to the University of Illinois - Chicago Executive MBA (Chicago, Illinois, April 27, 2012).

**2011:**

“Comparing the U.K. Bribery Act and the Federal Sentencing Guidelines for Organizations” at the annual meeting of the Academy of Legal Studies in Business (San Francisco, August 13, 2011).

Combatting Culture Conflicts: Johnson & Johnson’s Credo Applied to Past and Present Crises” at the annual meeting of the Ethics and Compliance Officer Association (Seattle, Washington, on September 22, 2011).

“The Value of Values at BP”, presented to BP’s Ethical Leadership Team (Chicago, Illinois, September 21, 2011).

“Just Because its Legal, Doesn’t Mean its Ethical” at the annual meeting of the Society of Corporate Compliance and Ethics (Las Vegas, Nevada on September 12, 2011).

“Generational Diversity: Winning at the Workplace” at the annual meeting of the Higher Education Compliance Conference (Austin, Texas on June 13, 2011).

## **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

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 summer.

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 (past 9 years)**

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

Senior Fellow, Ethics Resource Center – 2000 to present

Supreme Court Fellows Alumni Association - January 2000 to present.

Supreme Court Bar - December 1998 to present.