

GRETCHEN A. WINTER
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PROFILE

Executive leader with more than 25 years of law firm, public sector and corporate experience. Frequent speaker for domestic and international audiences of business leaders, academics, lawyers, students, and compliance/ethics professionals on professional responsibility, business ethics, compliance, governance, sustainability and corporate social responsibility.

WORK EXPERIENCE

2007 – Present **UNIVERSITY OF ILLINOIS College of Business**, Urbana-Champaign
Executive Director, Center for Professional Responsibility in Business and Society

- Initiates and guides multiple initiatives regarding curriculum development, research, and outreach activities with business leaders, regulators, non-governmental organizations, and the media.
- Represents the Center to internal and external audiences
- Partners with professional, business, non-governmental, and academic organizations and institutions to advance the concept of professional responsibility in business

1989 – 2007 **BAXTER INTERNATIONAL INC.**, Deerfield
Vice President and Counsel, Business Practices/Ethics and Compliance
(1996 – 2007)

- Led the development, implementation, and monitoring of a comprehensive strategy of effective, business-driven global ethics compliance programs for Baxter and its subsidiaries, which covered more than 48,000 employees in 55 countries and were translated into 18 languages.
- Member of senior management and reported directly to Public Policy Committee of company's Board of Directors.
- Established Baxter as recognized global leader in business practice compliance. Recognition included featured interview on CNN, citation in general business and ethics/compliance publications (e.g. Conference Board reports, *Financial Times*, *Chicago Tribune*) and awards including the University of Illinois at Chicago "Chicago Business Ethics Award" (1999), the DePaul University Institute for Business and Professional Ethics Business Ethics Award (2001), *Corporate Responsibility Officer* (formerly known as *Business Ethics*) magazine's "Top 100 Best Corporate Citizens" (2000, 2001, 2002, 2004, 2005, 2007), and *Ethisphere* magazine's inaugural list of the "World's Most Ethical Companies."

- BAXPAC (Baxter Political Action Committee) Board of Trustees (2000 – 2003)
- Baxter Quality Award Senior Examiner (2000) and Examiner (1994 – 1996, 1998)
- Member, Baxter Award for Operational Excellence and Baxter Quality Award Review Team (1999 - 2003)
- Mentor, Baxter Mentoring Program (2000 – 2001)
- Business Women INC (formerly Baxter Women INC) Chair and founding member of Steering Committee (1996 - 2004)

Executive Exchange Program with Evanston Hospital Corporation (now Evanston Northwestern Healthcare) (1995 - 1996)

- Worked on-site with customer's executive senior leadership team to reengineer its human resources processes

Business Process Innovation Team (1994 - 1995)

- Member of company-wide reengineering team responsible for redesigning the basic business processes of the 30,000 person, multi-divisional U.S. Healthcare business

Director, Training & Development/Planning & Staffing, U.S. Distribution Business (February 1994 - July 1994)

- Evaluated training and development needs of 8,000 person business, and designed and delivered programs to same, including 360° feedback

Director, Field Human Resources, Hospital Sales and Distribution Division (1992 - 1994)

- Advised division and field management on human resources issues, legal issues and policy; supervised nine human resources managers

Director, Employee Relations/Labor Counsel (1990 - 1992)

Manager, Employee Relations/Labor Counsel (1989 - 1990)

- Represented, consulted with and advised four corporate divisions, which employed 35,000 employees in the U.S., Puerto Rico, Mexico and Malaysia, on wide variety of labor and employment matters, including administrative and court litigation, affirmative action, EEO, harassment and wage and hour issues; coordinated educational conferences to address issues
- Managed and supervised internal Career Continuation Center, support staff, and interns year-round.

1983 – 1989 **SEYFARTH, SHAW, FAIRWEATHER & GERALDSON**, Chicago
Associate

- Represented public employers, including school districts, community colleges, universities, sanitary districts, counties, local governments and private employers, including local and national manufacturers and health clubs, in a wide variety of labor and employment matters before state and federal courts, state labor relations boards, the National Labor Relations Board and various state human rights commissions
- Litigated grievance arbitration cases, including for the City of Chicago as part of its “Lend A Lawyer” program
- Edited monthly newsletter for Illinois Public Employer Labor Relations Association (IPELRA)

Summer 1981 **OFFICE OF THE GOVERNOR - STATE OF ILLINOIS**, Springfield
Program Staff Associate

- Analyzed over 200 pieces of legislation affecting elementary, secondary and higher education, as well as local governments, and prepared recommendations for Governor as to disposition of same

1979 – 1980 **ILLINOIS HOUSE OF REPRESENTATIVES**, Springfield
Legislative Analyst - House Republican Staff/Legislative Staff Internship Program

- Analyzed substantive and appropriations legislation for elementary, secondary and higher education as well as the Department of Corrections and all judicial agencies

Summer 1979 **KIRKLAND & ELLIS**, Chicago
Legal Assistant

- Implemented firm’s first conflict check system, including day-to-day supervision of ten people

Summer 1978 **ILLINOIS BOARD OF HIGHER EDUCATION**, Springfield
Research Associate/Governor’s Summer Fellowship Program

- Researched numerous higher education issues and prepared reports summarizing results on topics including vocational education in community colleges

1977 – 1978 **UNIVERSITY OF ILLINOIS OFFICE OF PUBLIC INFORMATION**, Chicago
Associate Editor (part-time year round)

1976 – 1979 **CHICAGO TRIBUNE**, Chicago
Newsroom Assistant (part-time year round)

EDUCATION AND ACADEMIC HONORS

1980-1983 **UNIVERSITY OF CHICAGO LAW SCHOOL, J.D.**
Mandel Legal Aid Clinic

Board of Directors/Reporter, The Phoenix (law student newspaper)

1975 – 1979

UNIVERSITY OF ILLINOIS AT CHICAGO

B.A. in English/Education, minor in Economics (Teaching Certificate for grades 6-12)

Honors and High Distinction in English/James Scholar (University Honors Program)

University of Illinois Board of Trustees, Elected Student Member

Phi Kappa Phi (scholastic honorary society)

Alpha Lambda Delta (scholastic honorary society)

Organization of Student Senators, President

UICC Student-Faculty Senate, Committee chair and member of Governing Council and various committees

Activities Honorary Society Secretary

Chicago ILLINI, Editor-in-Chief

WUIC Radio and Television Host, Producer, Engineer

Outstanding Young Women of America Award (1980)

Lincoln Academy of Illinois Educational Achievement Award (1979)

Alpha Lambda Delta Fellowship (Scholarship Award) (1979)

Who's Who Among Students in American Colleges and Universities (1979)

National Finalist, American Legion Oratorical Contest (Scholarship Awards) (1975)

PROFESSIONAL ACTIVITIES

2008 – Present

CHICAGO REGIONAL BUSINESS ETHICS NETWORK

- Co-founder

1996 – Present

ETHICS AND COMPLIANCE OFFICER ASSOCIATION

- Conference Speaker, Course Instructor, and Emeritus Member
- Chair, Board of Directors (2004 – 2006)
- Vice Chair, Board of Directors (2002 – 2004)
- Member, Board of Directors (2000 – 2006)
- Member, Global Strategy Committee (2006 – Present)
- Member, Board Strategic Planning Committee (2000 – 2002)
- Reviewer, "The Ethics and Compliance Handbook: A Practical Guide From Leading Organizations" (ECOFA Foundation, 2008)

1997 – 2007

CONFERENCE BOARD COUNCIL ON GLOBAL BUSINESS CONDUCT

- Chair (1999 – 2001)
- Vice Chair (1997 – 1999)

2000 – 2007

ETHICS RESOURCE CENTER NATIONAL BUSINESS ETHICS SURVEY ADVISORY BOARD

- Member for 2000, 2003, 2005, and 2007 surveys

1998 – 2002

EVANSTON NORTHWESTERN HEALTHCARE INSTITUTIONAL REVIEW BOARD

- Member
- 1996 – 2000 **DEPAUL INSTITUTE OF BUSINESS AND PROFESSIONAL ETHICS**
- Member, Executive Committee of Board of Directors (1997 – 2000)
 - Chair, Awards Committee (1999 – 2000)
 - Member, Program Committee (1999 – 2000)
- 1996 – 2007 **CHICAGO ETHICS EXCHANGE**
- Member
- 1983 – Present **AMERICAN BAR ASSOCIATION**
- Co-Chair, Ethics in Litigation Sub-Committee of Employee Rights and Responsibilities Committee, Section on Labor and Employment Law (1997 – 2000)
 - Member, Section on Labor and Employment Law (1990 – Present)
 - Member, Section on International Law (2002 – Present)
- 1983 – 1996 **CHICAGO BAR ASSOCIATION**
- Co-Chair, School Law Committee (1986 - 1988)
- 1986 – 1989 **ILLINOIS COUNCIL OF SCHOOL ATTORNEYS**
- Member

CIVIC ACTIVITIES

- 2001 – Present **UNIVERSITY OF ILLINOIS AT CHICAGO, COLLEGE OF LIBERAL ARTS AND SCIENCES**
- Board of Visitors
- 2001 – 2004 **HISPANIC LAWYERS ASSOCIATION OF ILLINOIS**
- Advisory Board member
- 1999 – 2006 **LUTHERAN CHILD AND FAMILY SERVICES OF ILLINOIS**
- Board member (1999 – 2002)
 - Chair, Nominating Committee (2000 – 2002)
 - Public Policy Advisory Committee (2001 – 2006)
- 1998 – 2005 **ILLINOIS STUDENT ASSISTANCE COMMISSION**
- Commissioner (appointed by Governor Edgar)
- 1996 – Present **UNIVERSITY OF CHICAGO LAW SCHOOL**
- President, National Alumni Association (1998 - 2000)
 - Mentor (1997 - 1999)
 - Member, Visiting Committee (1996 - 1998)
 - Class correspondent (1984 - present)
- 1996 – 1998 **WESTERN ILLINOIS UNIVERSITY**
- Chair and member, Board of Trustees (appointed by Governor Edgar)

- 1995 **BOARD OF REGENTS OF ILLINOIS STATE COLLEGES AND UNIVERSITIES**
- Member, Board of Regents (appointed by Governor Edgar)
 - Chair, Transition Management Committee
 - Vice Chair, Personnel Committee
 - Regents' Representative to the State Universities Retirement System Board
- 1993 – 1995 **CITIZENS INFORMATION SERVICE**
- Member, Board of Directors
- 1991 – 1999 **PEGASUS PLAYERS**
- Member, Board of Directors, Young Playwrights' Festival Committee, Personnel Committee
 - Chair, "First Annual Sondheim Sing Along" Fundraiser
- 1989 – Present **LEADERSHIP GREATER CHICAGO (LGC)**
- President, Board of Directors (2000 – 2002); Vice President (1998 – 2000)
 - Member, Board of Directors (1993 - 2002)
 - Chair, Program Committee (1998 - 2000)
 - Member, Strategic Planning Committee (1998 - 1999)
 - Co-Chair, Recruitment Committee (1996 - 1998)
 - Member and Co-Chair, Selection Committee (1990 - 1996)
 - Elected Chair of Jungman School - Pilsen YMCA Project, an ongoing LGC Class Project designed to provide after-school tutoring as well as athletic and arts programming to this grade school's students (1990 - 1992)
 - One of thirty young leaders nominated and selected to spend 1989 -1990 examining the problems and challenges of metropolitan Chicago, including education, health, racism, regional governance and housing by meeting with civic, business, government and community leaders
- 1984 – 2008 **AMERICAN LEGION**
- Judge, various oratorical contests
- 1981 – 1983 **ILLINOIS STATE SCHOLARSHIP COMMISSION**
- Student commissioner (appointed by Governor Thompson)
- 1980 – Present **UNIVERSITY OF ILLINOIS ALUMNI ASSOCIATION**
- Member, Board of Directors (1980 - 1986)
 - Member, UI-Chicago Alumni Council (1983 - 1986)
 - Member, Republican Trustee Selection Committee (various years)
 - Member, Strategic Planning Committee (1996 - 1998)
 - Founding Member, Board of Directors, UIC College of Liberal Arts and Sciences Alumni (1986 - 1993)

- 1975 – 2005 **PROJECT LEAP** (Legal Elections in All Precincts)
- Member, Advisory Committee (1996 - 2005)
 - Member, Board of Directors (1985 - 1996)
 - Chair of Development Committee (1990 - 1992)
 - President (1988 - 1990)
 - Secretary (1986 - 1988)
 - Election Judge/Troubleshooter (1975 - 2005) for national, state and local elections
- 1974 – 1978 **LUTHERAN CHURCH** - Missouri Synod
- Delegate to national and district conventions

PUBLICATIONS, PRESENTATIONS, AND SPEECHES

- 2010 **UNIVERSITY OF ILLINOIS COLLEGE OF BUSINESS**, Lecturer on professional responsibility, ethics, compliance and related governance topics for undergraduates and graduate students in various College of Business degree programs including the MBA, Executive MBA, and Master of Science in Accountancy programs; for undergraduate, graduate professional, and corporate students in certificate programs; for business and engineering students in the Hoeft Technology & Management program; for Delta Sigma Pi (an undergraduate business fraternity), for University alumni, and for University staff in the department of engineering (Champaign and Chicago, Illinois)
- ETHICS AND COMPLIANCE OFFICER ASSOCIATION**, Managing Ethics in Organizations course, faculty member and keynote speaker on “Partnership: Keys to a Successful Ethics and Compliance Program” (with Bentley University in Waltham, Massachusetts)
- PRACTISING LAW INSTITUTE**, 2010 Corporate Compliance Institute, presenter, “Program Structure & Partnering: Better, Faster, Stronger Compliance and Ethics Programs” (Chicago, Illinois)
- ETHICS AND COMPLIANCE OFFICER ASSOCIATION SPONSORING PARTNER FORUM**, roundtable facilitator and presenter on “What Companies Want from MBA Graduates and How Higher Education Can Help” and panel participant in role play on corporate investigations (Orlando, Florida)
- CONFERENCE for EFFECTIVE COMPLIANCE SYSTEMS in HIGHER EDUCATION**, Annual Conference panel presenter, “Clout Goes to College: A Review of the University of Illinois Experience” (Dallas, Texas)
- GEORGETOWN UNIVERSITY LAW CENTER**, Corporate Counsel Institute, panel participant, “Ethics Roundtable” (Washington, DC)

ASSOCIATION for PRACTICAL and PROFESSIONAL ETHICS, Annual Conference, panel presenter and facilitator, “Clout Goes to College: Review and Commentary on the University of Illinois Experience” (Cincinnati, Ohio)

2009

UNIVERSITY OF ILLINOIS COLLEGE OF BUSINESS, Lecturer on professional responsibility, ethics, compliance and related governance topics for undergraduates and graduate students in various College of Business degree programs including the MBA, Master in Tax, Executive MBA (both for the University of Illinois and the University of Warsaw-University of Illinois joint EMBA program), and Master of Science in Accountancy programs; for undergraduate and graduate professional students in certificate programs; for business and engineering students in the Hoeft Technology & Management program, for University alumni, and for University alumni association and Foundation staff (Champaign and Chicago, Illinois)

ILLINOIS CERTIFIED PUBLIC ACCOUNTANCY SOCIETY ANNUAL Not-for-Profit Conference, plenary presenter on “Professional Responsibility in Not-for-Profits” (Chicago, Illinois)

ASSOCIATION OF CORPORATE COUNSEL ANNUAL MEETING panelist for discussion “Exploring Ethical Issues Confronting In-House Counsel” (Boston, Massachusetts)

ETHICS AND COMPLIANCE OFFICER ASSOCIATION ANNUAL CONFERENCE, presenter and facilitator for Ethical Leadership Symposium “What’s Beyond Ethics and Compliance? Creating a New Framework for Professional Responsibility and Individual Accountability” and panel coordinator/presenter on “Corporate Social Responsibility and Sustainability Initiatives” (Chicago, Illinois)

ETHICS AND COMPLIANCE OFFICER ASSOCIATION, Managing Ethics in Organizations course, faculty member and keynote speaker on “Partnership: Keys to a Successful Ethics and Compliance Program” (with Bentley University in Waltham, Massachusetts)

PRACTISING LAW INSTITUTE, 2009 Corporate Compliance Institute, presenter “Lessons Learned as an Ethics and Compliance Professional” (Chicago, Illinois)

ETHICS AND COMPLIANCE OFFICER ASSOCIATION SPONSORING PARTNER FORUM, presenter and facilitator for “What’s Beyond Compliance and Ethics? Starting a New Conversation Aimed at Individual Hearts and Minds” (Colorado Springs, Colorado)

ASSOCIATION for PRACTICAL and PROFESSIONAL ETHICS, Annual Conference, panel presenter and facilitator (Cincinnati, Ohio)

STARFISH AQUATICS CLIENT LEADERSHIP RETREAT, plenary presenter for several workshop sessions on leadership and professional responsibility (Charleston, South Carolina)

CITY OF CHICAGO COMPLIANCE STAFF RETREAT, presenter on “What I learned as an Ethics and Compliance Officer” and other matters of professional responsibility (Chicago, Illinois)

2008

UNIVERSITY OF ILLINOIS COLLEGE OF BUSINESS, Lecturer on professional responsibility, ethics, compliance and related governance topics for undergraduates and graduate students in various College of Business degree programs including the MBA, Master in Tax, Executive MBA (both for the University of Illinois and the University of Warsaw-University of Illinois joint EMBA program); for graduate professional students in certificate programs; for business and engineering students in the Hoeft Technology & Management program, and for University alumni (Champaign and Chicago, Illinois)

ETHICS AND COMPLIANCE OFFICER ASSOCIATION ANNUAL CONFERENCE, panel coordinator/presenter on “When and why do ethical people engage in unethical behavior?” (Orlando, Florida)

GREATER OMAHA ALLIANCE FOR BUSINESS ETHICS AT CREIGHTON UNIVERSITY, three presentations on professional responsibility to business leaders, corporate ethics and compliance officers and alliance board and staff (Omaha, Nebraska)

ETHICS AND COMPLIANCE OFFICER ASSOCIATION, Managing Ethics in Organizations course, faculty member and keynote speaker on “Partnership: Keys to a Successful Ethics and Compliance Program” (with Bentley College in Waltham, Massachusetts)

PRACTISING LAW INSTITUTE, 2008 Corporate Compliance Institute, presenter on “Compliance Officer Case Studies: Real World Hypothetical Scenarios” (Chicago, Illinois)

BLUE CROSS BLUE SHIELD ANNUAL COMPLIANCE OFFICER TRAINING CONFERENCE, plenary presenter on professional responsibility (Washington, DC)

SOCIETY FOR CORPORATE COMPLIANCE AND ETHICS REGIONAL COMPLIANCE CONFERENCE, plenary speaker on “Professional Responsibility: The Next Big Thing” (Chicago, Illinois)

ILLINOIS CPA SOCIETY ANNUAL EDUCATION SUMMIT, panel presenter on “Professional Responsibility: An Educational Imperative” (Chicago, Illinois)

AIR & WATER MANAGEMENT ASSOCIATION-LAKE MICHIGAN STATES SECTION, WASTE CONFERENCE, panel presentation “Sustainability: An Element of Professional Responsibility” (Chicago, Illinois)

ALEXIAN BROTHERS HOSPITAL NETWORK LEADERSHIP RETREAT, plenary speaker on “Professional Responsibility: The Next Big Thing for Values-Based Leaders” (Schaumburg, Illinois)

STRYKER MEDICAL GLOBAL COMPLIANCE OFFICERS MEETING, plenary speaker, “Lessons From Others: What I Learned As An Ethics and Compliance Officer” (Dallas, Texas)

ETHICS AND COMPLIANCE OFFICER ASSOCIATION SPONSORING PARTNER FORUM, panel presenter (Phoenix, Arizona)

2007

DOMINICAN UNIVERSITY, BRENNAN SCHOOL OF BUSINESS, university-wide lecture on “Business Ethics: No Longer an Oxymoron” (River Forest, Illinois - scheduled for October, 2007)

ETHICS AND COMPLIANCE OFFICER ASSOCIATION ANNUAL CONFERENCE, presenter on “Initiating an Enterprise-wide Policy and Procedure Program” and panel coordinator/presenter on “Corporate Social Responsibility and Sustainability Initiatives” (Los Angeles, California)

CORPORATE RESPONSIBILITY OFFICER CONFERENCE, panel participant on “Corporate Responsibility Practitioner Perspectives” (Chicago, Illinois)

SOCIETY OF CORPORATE COMPLIANCE AND ETHICS ANNUAL CONFERENCE, presenter on “Empowering Chief Compliance Officers” (New Orleans, Louisiana)

LAKE FOREST GRADUATE SCHOOL OF MANAGEMENT, class lecture on “A Culture of Ethics and Compliance: What Does It Look Like?” (Lake Forest, Illinois)

ETHICS AND COMPLIANCE OFFICER ASSOCIATION, Managing Ethics in Organizations course, faculty member and keynote speaker on “Partnership: Keys to a Successful Ethics and Compliance Program” (with Bentley College in Waltham, Massachusetts)

PRACTISING LAW INSTITUTE, 2007 Corporate Compliance Institute, presenter on “Compliance Officer Case Studies: Real World Hypothetical Scenarios” (Chicago, Illinois)

ETHICS AND COMPLIANCE OFFICER ASSOCIATION SPONSORING PARTNER FORUM, panel presenter on “Conducting Investigations in India” (Ft. Lauderdale, Florida)

GEORGETOWN UNIVERSITY LAW CENTER, Corporate Counsel Institute, panel participant, “Ethics Roundtable” (Washington, DC)

CONFERENCE BOARD COUNCIL ON GLOBAL BUSINESS CONDUCT, presenter on “Ethics and Compliance as a Competitive Advantage” (Dallas, Texas)

NORTHWESTERN UNIVERSITY LAW SCHOOL, speaker at “Practical Issues” class on “Compliance and Ethics Perspectives” (Chicago, Illinois)

DOMINICAN UNIVERSITY, BRENNAN SCHOOL OF BUSINESS, class lecture on “Ethics and Compliance at Baxter International Inc.” (River Forest, Illinois)

2006

U.S. DEPARTMENT OF COMMERCE, Good Governance Train-the Trainer faculty lecture on “Corporate Ethics and Compliance Programs” for Latin American participants (Washington, DC)

ASSOCIATION TO ADVANCE COLLEGIATE SCHOOLS OF BUSINESS INTERNATIONAL, Mid-Continent East meeting of Deans, panel presenter on “Corporate Social Responsibility” (Chicago, Illinois)

LAKE FOREST GRADUATE SCHOOL OF MANAGEMENT, class lecture on “Ethics and Compliance in Corporations” (Lake Forest, Illinois)

ETHICS AND COMPLIANCE OFFICER ASSOCIATION, Managing Ethics in Organizations course, faculty member and keynote speaker on “Partnership: Keys to a Successful Business Practices Program” (with Bentley College in Waltham, Massachusetts)

PRACTISING LAW INSTITUTE, 2006 Corporate Compliance Institute, presenter on “Compliance Officer Case Studies: Real World Hypothetical Scenarios” (Chicago, Illinois)

NORTHWESTERN UNIVERSITY LAW SCHOOL, speaker at “Practical Issues” class on “Business Practice/Compliance and Ethics Perspectives” (Chicago, Illinois)

ETHICS AND COMPLIANCE OFFICER ASSOCIATION, European Business Ethics and Compliance Conference, speaker on “Corporate Social Responsibility: The Role of the Ethics and Compliance Officer” (London, England)

2005

ETHICS OFFICER ASSOCIATION, Managing Ethics in Organizations course, faculty member and keynote speaker on “Partnership: Keys to a Successful Business Practices Program” (with Bentley College in Waltham, Massachusetts) (June and November)

SOCIETY OF HUMAN RESOURCES PROFESSIONALS, panel participant and presenter on the revised Federal Sentencing Guidelines and ethics/compliance programs (Chicago, Illinois)

ETHICS OFFICER ASSOCIATION ANNUAL CONFERENCE, panel participant on “The Role of Top Management Under the Revised Federal Sentencing Guidelines” and panel participant on “Behind Closed Doors: A Confidential Conversation with Senior Ethics and Compliance Officers” (San Antonio, Texas)

ASSOCIATION OF CORPORATE COUNSEL ANNUAL MEETING, panel participant on “Conducting Internal Investigations” (Washington, DC)

LAKE FOREST GRADUATE SCHOOL OF MANAGEMENT, class lecture on “Business Practices at Baxter” (Lake Forest, Illinois)

EUROPEAN BUSINESS ETHICS NETWORK/ETHICS OFFICER ASSOCIATION “SHARING IDEAS & BEST PRACTICES IN BUSINESS ETHICS” CONFERENCE, keynote panel participant and presenter on “Building Effective Ethics and Compliance Programs” (London, England)

DOMINICAN UNIVERSITY, BRENNAN SCHOOL OF BUSINESS, presenter on “The Business Practice Program at Baxter International Inc.” (River Forest, Illinois)

UNIVERSITY OF CHICAGO GRADUATE SCHOOL OF BUSINESS ALUMNI ASSOCIATION, facilitator for five member panel discussion on “Ethics and Business” featuring two professors, a board member, and a representative of civil society (Chicago, Illinois)

TEXAS GENERAL COUNSEL FORUM, panel participant and presenter, “Sharing Ideas and Best Practices in Business Ethics” (San Antonio, Texas)

NORTHWESTERN UNIVERSITY LAW SCHOOL, speaker at “Practical Issues” class on “Business Practice/Compliance and Ethics Perspectives” (Chicago, Illinois)

2004

ASSOCIATION OF CORPORATE COUNSEL ANNUAL MEETING, three presentations on two topics, on-line compliance training and internal investigations (Chicago, Illinois)

CHICAGO-KENT COLLEGE OF LAW, INSTITUTE FOR LAW AND THE WORKPLACE MEMBERS’ CONFERENCE, “Manufacturing, Competitiveness, the Workplace and the Law,” panel participant, “Is the Drive for Competitiveness Affecting the Law?” (Chicago, Illinois)

ETHICS OFFICER ASSOCIATION, Managing Ethics in Organizations course, faculty member and keynote speaker on “Partnership: Keys to a Successful

Business Practices Program” (with Bentley College in Waltham, Massachusetts)

PRACTISING LAW INSTITUTE, CORPORATE COMPLIANCE INSTITUTE, panel participant, “‘Real World’ Compliance Challenges” (Chicago, Illinois)

MANUFACTURERS ALLIANCE/MAPI ETHICS AND COMPLIANCE COUNCIL, presenter on “Sustainable Development” (Rosemont, Illinois)

NORTHWESTERN UNIVERSITY LAW SCHOOL, speaker at “Practical Issues” class on “Business Practice/Compliance and Ethics Perspectives” (Chicago, Illinois)

WORLD RESOURCES INSTITUTE SUMMIT, panel participant, “Bringing Sustainability and CSR to Life Through People” (Washington, DC)

GEORGETOWN UNIVERSITY LAW CENTER, Corporate Counsel Institute, panel participant, “Ethics Roundtable” (Washington, DC)

EUROPEAN BUSINESS ETHICS NETWORK/ETHICS OFFICER ASSOCIATION “SHARING IDEAS & BEST PRACTICES IN BUSINESS ETHICS” CONFERENCE, panel participant on “Corporate Practices, Programs, and Processes” (Paris, France)

2003

AMERICAN CORPORATE COUNSEL ASSOCIATION, panel member, “Establishing Compliance Programs” (Chicago, Illinois)

UNIVERSITY OF ILLINOIS AT CHICAGO TECH DAY 2003, panel member, “Genomics and the Law” (Chicago, Illinois)

UNIVERSITY OF ILLINOIS AT CHICAGO INTEGRITAS INSTITUTE, guest speaker, “The Business of Bioethics and Stem Cell Research” (Chicago, Illinois)

NORTHWESTERN UNIVERSITY LAW SCHOOL, speaker at “Practical Issues” class on “Business Practice/Compliance and Ethics Perspectives” (Chicago, Illinois)

CONFERENCE BOARD OF CANADA, co-presenter on “Building Trust with and Through Your Suppliers” (Ottawa, Ontario)

ETHICS OFFICER ASSOCIATION SPONSORING PARTNER FORUM, panel member, “The Whole World is Watching: Global Reporting and Transparency” (San Diego, California)

LOYOLA UNIVERSITY, presentation to International Business Ethics class (Professor John Boatright), “Global Ethics Program at Baxter; Steps Towards a Global ISO Code of Conduct” (Chicago, Illinois)

NAVIGANT CONSULTING, “Legal Roundtable on Ethics,” co-presenter (Chicago and Rosemont, Illinois)

THE CONFERENCE BOARD, 2003 Business Ethics Conference, guest speaker on “Building Trust With and Through Your Suppliers” (New York, New York)

ETHICS OFFICER ASSOCIATION, Managing Ethics in Organizations course, faculty member and keynote speaker on “Partnership: Keys to a Successful Business Practices Program” (with Bentley College in Waltham, Massachusetts)

ETHICAL CORPORATION USA 2003 CONFERENCE, panel member, “Why Report on Your Company’s Social and Environmental Performance and Best Practice Tips on How to Do it Right” (Washington, DC)

2002

ACCA DOCKET (Volume 20 Number 10), article “Code Blue, Code Blue: Breathing Life into Your Company’s Code of Conduct” (with David J. Simon)

NORTHWESTERN UNIVERSITY LAW SCHOOL, guest speaker at class on “Practical Issues—A Business Practice and Ethics Perspective” (Chicago, Illinois)

NORTHWESTERN UNIVERSITY/KELLOGG SCHOOL OF MANAGEMENT, Innovating Social Change Conference 2002: Leadership Tools for a Better Tomorrow, panel member on “Socially Responsible Business: Transforming Corporate America” (Evanston, Illinois)

ETHICS OFFICER ASSOCIATION & U.S. SENTENCING COMMISSION, forum on Shaping Tomorrow’s Debate: Ethics, Compliance and the Organizational Sentencing Guidelines, panel member on “Effective Programs—Challenges Remain” (Minneapolis, Minnesota)

TESTIMONY presented and submitted to the U.S. Sentencing Commission’s Ad Hoc Advisory Committee on proposed revisions to the Federal Sentencing Guidelines for Organizations

SOCIETY FOR BUSINESS ETHICS, conference speaker on “Raising the Bar Through Sustainability” (Denver, Colorado)

PRACTISING LAW INSTITUTE, 31st Annual Institute on Employment Law, conference speaker on “Ethics” (Chicago, Illinois)

CORPORATE COUNSEL INSTITUTE, panel member on “Legal Ethics” at Northwestern University (Chicago, Illinois)

ETHICS OFFICER ASSOCIATION ANNUAL CONFERENCE, speaker at conference on “Business Practices and Corporate Sustainability” and

“Baxter’s Global Business Practices: An Overview and a View from Japan” (Boston, Massachusetts)

LAKE COUNTY CHAMBER OF COMMERCE, speaker on “Business Practices and Ethics at Baxter” (Deerfield, Illinois)

ATLANTA COMPLIANCE AND ETHICS ROUNDTABLE, presenter on “Sustainability Reports at Baxter: A Process Overview” (Atlanta, Georgia)

2001

THE ASSOCIATION OF CHARTERED CERTIFIED ACCOUNTANTS (ACCA), keynote speaker at Conference on Environmental Reporting and Corporate Governance (New Delhi, India)

NORTHWESTERN UNIVERSITY, MASTER OF ENGINEERING MANAGEMENT PROGRAM, speaker at two classes on “Managing Corporate America: A Peek From Within” and “Managing in Corporate America: Elusions, Delusions, Conclusions” (Evanston, Illinois)

NORTHWESTERN UNIVERSITY LAW SCHOOL, speaker at classes on “Legal Ethics” and “Practical Issues” (Chicago, Illinois)

ETHICS OFFICER ASSOCIATION SPONSORING PARTNER FORUM, speaker and panel discussion participant, “The ISO Business Conduct Management System Standard—A Proposal” (Naples, Florida)

CONFERENCE BOARD OF CANADA, 2nd Annual Corporate Social Responsibility Week: Integrating and Advancing Environment, Ethics and Community Investment, keynote speaker at “Business Ethics 2001: Conducting Business in a Global Marketplace” (Toronto, Canada)

AMERICAN LAW INSTITUTE-AMERICAN BAR ASSOCIATION (ALI-ABA), panel participant, satellite TV broadcast, “Ethics 2001” (Washington, DC)

ETHICS OFFICER ASSOCIATION ANNUAL CONFERENCE, speaker, “Doing Business in China” (Nashville, Tennessee)

PRACTISING LAW INSTITUTE ON EMPLOYMENT LAW (30th Annual Institute), panel member, “Significant Issues” (Chicago, Illinois)

BUSINESS FOR SOCIAL RESPONSIBILITY, Annual Conference, presenter, “Creating Your Company’s Code of Bioethics: The Why and How” (Seattle, Washington)

BUSINESS FOR SOCIAL RESPONSIBILITY, “Newsmakers” teleconference on “Bioethics: One Company’s Policy”

2000

ETHICS OFFICER ASSOCIATION ANNUAL CONFERENCE, speaker and panel presentation facilitator on “The Development of a Bioethics Policy” (Chicago, Illinois)

PRACTISING LAW INSTITUTE, 29th Annual Institute on Employment Law, panel participant on “Significant Issues” (Chicago, Illinois)

PUBLIC RELATIONS SOCIETY WORLD CONGRESS, panel participant, “Transparency and Global Corruption: Our Role” (Chicago, Illinois)

NORTHWESTERN CORPORATE COUNSEL INSTITUTE, panel participant, “Ethical Issues” raised by a fact pattern written by Judge Zagel (Chicago, Illinois)

AMERICAN BAR ASSOCIATION, mid-winter meeting of the Committee on Employee Rights and Responsibilities, moderator and panel participant on “Ethical Issues Involving In-House Counsel” (San Diego, California)

ETHICS OFFICER ASSOCIATION SPONSORING PARTNER FORUM, speaker and panel participant on “How Can Ethics Be Built into Compensation and Performance Evaluations?” (Phoenix, Arizona)

1999

AMERICAN BAR ASSOCIATION, mid-winter meeting of the Committee on Employee Rights and Responsibilities, coordinator of “Ethics and Experts” presentation (Stuart, Florida)

GEORGETOWN UNIVERSITY, Employment Law and Litigation Update, panel participant, “Selected Ethical Issues Applied to Employment Litigation” (Washington, DC)

SOUTHWESTERN LEGAL FOUNDATION, Symposium on Private Investments Abroad, coordinator of and speaker for panel presentation on “Dealing with Conflicting Legal and Ethical Requirements in the Multinational Environment” (Dallas, Texas)

AMERICAN CORPORATE COUNSEL ASSOCIATION, presentation on “Ethics and Compliance: One Company’s Experience” (Chicago, Illinois)

THUNDERBIRD INTERNATIONAL BUSINESS REVIEW (Volume 41, Number 3) commentary, “International Business Standards: The Competitive Imperative” (with Vernon R. Loucks, Jr.)

ETHICS OFFICER ASSOCIATION ANNUAL CONFERENCE, panel participant on “Ethics Officers and Social Accountability” and co-leader of workshop, “Conducting An Effective Internal Investigation” (Washington, DC)

PRACTISING LAW INSTITUTE, 28th Annual Institute on Employment Law, panel participant on “Significant Issues” and “Preventive Law” (Chicago, Illinois)

DEPAUL UNIVERSITY INSTITUTE ON BUSINESS AND PROFESSIONAL ETHICS/VINCENTIAN UNIVERSITIES FIFTH ANNUAL INTERNATIONAL CONFERENCE PROMOTING BUSINESS ETHICS, speaker on “OECD Anti-Bribery Convention and its Implementation” (Chicago, Illinois)

ETHICS OFFICER ASSOCIATION, Regional Meeting with U.S. Sentencing Commission, panel participant on “Shaping Tomorrow’s Debate-Ethics, Compliance, and the Organizational Sentencing Guidelines” (Hoffman Estates, Illinois)

CONFERENCE BOARD ADVISORY COUNCIL ON HUMAN RESOURCES MANAGEMENT, presentation on “Elements of an Effective Global Business Practice Program” (Chicago, Illinois)

SOUTHWESTERN LEGAL FOUNDATION, Symposium on Private Investments Abroad, presentation on “The Possible Effects of the OECD Anti-Bribery Convention on Multinational Corporations” (Dallas, Texas)

SEYFARTH, SHAW, FAIRWEATHER & GERALDSON, seminar on “Investigating and Litigating Alleged Ethics Breaches: Implications for Corporate Counsel, Human Resources, and Ethics Officers” presentation on “Designing and Implementing an Ethics Program” (Atlanta, Georgia)

CONFERENCE BOARD OF CANADA CORPORATE RESPONSIBILITY AND ETHICS COUNCIL, presentation on “Training for a Decentralized Global Ethics Program” (Toronto, Canada)

CONFERENCE BOARD OF CANADA, “Globalizing Ethics and Business Codes of Conduct Conference: Strategic Implications and Best Practices,” conference speaker on “Developing a Decentralized Global Ethics Program: An Innovative Model” (Toronto, Canada)

UNIVERSITY OF CHICAGO LAW SCHOOL, seminar speaker on “Opportunities for Pro Bono Work While Working in a Large Law Firm” (Chicago, Illinois)

AMERICAN BAR ASSOCIATION, mid-winter meeting of the Committee on Employee Rights and Responsibilities, panel discussion moderator on “Ethical Considerations in Litigating a Motion in Limine: Reflections on a Case Study” and speaker on “Settlements from Corporate Point of View” (Tucson, Arizona)

NORTHERN INSTITUTE OF INTEGRATED LEARNING AND MANAGEMENT, presentation to 150 business students on “One Multinational Corporation’s Experience with Business Practices” (New Delhi, India)

CONFERENCE BOARD WORKING GROUP ON GLOBAL BUSINESS PRINCIPLES, presentation on “Baxter’s Global Business Practices Program”

and facilitator for group discussion of case studies (New Delhi, India and Paris, France)

- 1997 **ETHICS OFFICER ASSOCIATION ANNUAL CONFERENCE**, speaker on “Decentralizing a Multinational Corporation’s Ethics Program” (San Antonio, Texas)
- AMERICAN CORPORATE COUNSEL ASSOCIATION**, presentation on “Conducting Corporate Investigations” (Chicago, Illinois)
- RESOURCES FOR THE EDUCATION OF ADULTS IN THE CHICAGO AREA (REACH)** and **COLLEGE OF LAKE COUNTY**, presentation on “Reflections in the Glass Ceiling” (Chicago and Waukegan, Illinois)
- 1996 - 1998 **AMERICAN BAR ASSOCIATION**, Annual National Institute on Sexual Harassment presentation on “Investigations,” “Prompt and Appropriate Disciplinary Action,” and “Appropriate Workplace Policies” (Chicago, Illinois 1996 and 1997, and San Francisco, California 1998)
- 1995 - 1997 **LOYOLA UNIVERSITY**, MBA Class speaker on “Change Management” and “Reengineering” (Chicago, Illinois)
- 1993 **INDUSTRIAL RELATIONS RESEARCH ASSOCIATION**, speaker on “Harassment Prevention” (Chicago, Illinois)
- AMERICAN BAR ASSOCIATION**, workshop speaker on “Restructuring” (Chicago, Illinois)
- 1992 **AMERICAN CORPORATE COUNSEL ASSOCIATION**, speaker to Chicago Chapter meeting on “Restructuring” (Chicago, Illinois)
- 1991 **LOYOLA UNIVERSITY**, EEO Seminar speaker on “Restructuring” (Chicago, Illinois)
- 1989 **NATIONAL SCHOOL BOARD ASSOCIATION**, publication on “Religion in the Schools”
- ILLINOIS INSTITUTE OF CONTINUING LEGAL EDUCATION**, publication on “Annual School Law Update”
- 1988 **ILLINOIS INSTITUTE OF CONTINUING LEGAL EDUCATION**, speech on “Due Process in Special Education” (Chicago, Illinois)
- ILLINOIS COUNCIL OF SCHOOL ATTORNEYS**, presentation on “Due Process in Special Education” (Chicago, Illinois)
- ILLINOIS SCHOOL BOARD ASSOCIATION**, training sessions for new school board members at ISBA Annual Conference (Chicago, Illinois)