

Samuel Mortimer
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Academic positions

University of Oxford, Saïd Business School 2023/03–Present
Intesa Sanpaolo Research Fellow

Kyoto Institute of Philosophy 2024/01–Present
Research Associate

Education

University of Pennsylvania, The Wharton School 2019/08–2023/02
PhD Ethics and Legal Studies

Dissertation: “Work: A Philosophical Investigation.”
Chair: Amy Sepinwall. Committee: Katherine Klein, Alan Strudler

Best Dissertation Award, Oxford University Centre for Corporate Reputation, 2023

Winkelman Fellowship (Wharton’s highest doctoral award, given to the two third year PhD students with the greatest academic career potential across all nine Wharton departments)

University of Pennsylvania, The Wharton School 2019/08–2021/12
MS Managerial Science and Applied Economics

University of Oxford 2011/10–2016/07
BA Philosophy and Theology (first-class honors)

Publications

1. Mortimer, S. 2023. “What makes work meaningful?” *Journal of Business Ethics*. (Special issue on meaningful work, acceptance rate <10%)

Working papers

1. Mortimer, S. "The new business case." R&R, *Journal of Business Ethics*.
2. Mortimer, S. "Managing irreplaceable resources: ethical and strategic considerations." R&R, *Business and Society*.
3. Mortimer, S. "What's special about collective action?" Under review, *Mind*.
4. Mortimer, S. "On valuing what is ours." Reject & resubmit, *Ethics*.

Best Student Paper Finalist & Best Paper Designation, Social Issues in Management Division; William H. Newman Award Nominee (for best annual meeting paper based on a dissertation), Academy of Management Annual Meeting, 2023

5. Mortimer, S. "Becoming authentic: a social conception of the self." Under review, *Philosophers' Imprint*.
6. Mortimer, S., & K. Klein. "All money ain't good money': How workers with a calling reconcile prosocial and financial motivations." Preparing for submission to *Administrative Science Quarterly*.

Best Paper Designation, Organizational Behavior Division, Academy of Management Annual Meeting, 2023

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8. Mortimer, S., & A. Morrison. "The now self chooses." Preparing for submission, *Philosophy and Phenomenological Research*.
9. Mortimer, S. "Mopping the floors or putting a man on the moon? Self-narratives and the scope of individual responsibility for collective actions." Preparing for submission to *Ethics*.
10. Mortimer, S. "The messy ethics of business organizations." Preparing for submission to *Philosophy and Public Affairs*.
11. Mortimer, S. "Chaos rituals: constructive and destructive deviance at Japanese shrine festivals." Writing up for submission to *Administrative Science Quarterly*.
12. Mortimer, S. "The meaningful anti-meaningful job: a Daoist perspective on meaning at work." Preparing for submission to *Journal of Business Ethics*.
13. Mortimer, S., F. Madjdi, & B. Zolfaghari. "Job Crafting for MEANINGFUL Work and for Meaningful WORK: Integrating Insights from Job Crafting Theory and the Proactive Career Behaviors Literature." Preparing for submission to *Academy of Management Review*.

Refereed conference presentations

1. "On Becoming Who We Are." American Philosophical Association Eastern Division Meeting, Society of Asian and Comparative Philosophy session, 2024, New York, United States.
2. "When a Job is a Calling: The Meanings of Money for Meaningful Work." The British Academy of Management Annual Conference 2023, Sussex, United Kingdom.
3. "The New Business Case." The British Academy of Management Annual Conference 2023, Sussex, United Kingdom.
4. "On Commodifying What Is Irreplaceable." The Academy of Management Annual Conference 2023, Boston, United States.
5. "The New Business Case." The Academy of Management Annual Conference 2023, Boston, United States.
6. "When a Job is a Calling: The Meanings of Money for Meaningful Work." The Academy of Management Annual Conference 2023, Boston, United States.
7. "The New Business Case." The Society for Business Ethics Annual Conference 2023, Boston, United States.
8. "What's Special About Collective Action?" The Society for Business Ethics Annual Conference 2023, Boston, United States.
9. "The New Business Case." European Academy of Management Conference 2023, Dublin, Ireland.
10. "The New Business Case." Business Ethics in the 6ix 2023, Toronto, Canada.
11. "The Difference Between Meaningful Work, Ethical Work, and Eudaemonic Work." The Academy of Management Annual Conference 2022, Seattle, United States.
12. "The Construction of Breach: Transgression and Voice in Japanese Shrine Festivals." The Academy of Management Annual Conference 2022, Seattle, United States.
13. "On Commodifying What is Irreplaceable." The Society for Business Ethics Annual Conference 2022, Seattle, United States.

14. "On Commodifying What is Irreplaceable." British Academy of Management Annual Conference 2022, Manchester, United Kingdom.
15. "On Commodifying What is Irreplaceable." Business Ethics in the 6ix 2022, online.
16. "What Makes Work Meaningful?" The American Philosophical Association Pacific Division Meeting 2022, Poster Presentation, Vancouver, Canada. (Withdrew due to COVID-19 pandemic.)
17. "Individual Responsibility for Collective Actions." The American Philosophical Association Eastern Division Meeting 2022, Poster Presentation, Baltimore, United States. (Withdrew due to COVID-19 pandemic.)
18. "The Meanings of Money for Meaningful Work." Harvard Business School Emerging Scholars Conference 2021, Harvard University, online.
19. "What Makes Work Meaningful?" British Academy of Management Annual Conference 2021, online.
20. "What Makes Work Meaningful?" The Society for Business Ethics Annual Conference 2021, online.
21. "Individual Responsibility for Collective Actions." The Society for Business Ethics Annual Conference 2021, online.
22. "Individual Responsibility for Collective Actions." Workshop: Labor Justice and the Transformation of Work 2021, University of Barcelona, online.
23. "Explorative Ethics and the Institutional Critique of Effective Altruism: An X-Phi Adjudication." International Society for Utilitarian Studies, Annual Conference 2020, Chicago, United States. (Cancelled due to COVID-19 pandemic.)
24. "Conversational repair, speaker meaning, and testimony." Society of Applied Philosophy Annual Conference 2020, University of Edinburgh, Edinburgh, United Kingdom. (Cancelled due to COVID-19 pandemic.)
25. "The Search for the Kantian Theory of the Corporation." Philosophy of Management Conference 2020, Oxford, United Kingdom. (Cancelled due to COVID-19 pandemic.)
26. "The Search for the Kantian Theory of the Corporation." The Society for Business Ethics Annual Conference 2020, Emerging Scholars Presentation, online.

Invited presentations

1. Harvard Business School, Passion Lab 03/2024
2. Waseda University (Tokyo), Graduate School of Business and Finance 02/2023
3. Fordham University (New York), Gabelli School of Business, Law and Ethics Area 10/2022
4. London School of Economics, Management Department 10/2022
5. VU Amsterdam, School of Business and Economics, Organizational Theory Group 09/2022

Other presentations

1. Philosophy, Politics, and Economics Workshop, Philosophy Department, University of Groningen 09/2022
2. Kyoto University, Philosophy Department 12/2019
3. Perception, Agency, and Rationality Workshop, University of Tokyo 12/2019
4. Rationality, Representation and Reality Workshop, University of Tokyo 12/2018
5. Tokyo Forum for Analytic Philosophy, University of Tokyo 08/2018

Other publications

1. Mortimer, S. 2023. "Accounting for the irreplaceable." *Reputation Magazine*.

Research and teaching areas

Ethics, values, and the workplace (topics including meaningful work, remuneration, ethical decision-making, discrimination, career choice)

Teaching

University of Pennsylvania	Teaching Assistant, Responsibility in Global Management	S 2022
	Teaching Assistant, Knowledge for Social Impact: Current Strategies and Approaches	S 2022
	Teaching Assistant, Ethics and Social Responsibility	F 2020
Tokyo Academics	Mathematics and academic writing tutor	11/2016–06/2019

Visiting positions

Visiting Scholar	Carnegie Mellon University, Tepper School of Business	08/2022
Research Student	Kyoto University, Department of Philosophy	04/2022–02/2023; 04/2019–08/2019

Languages

English	Native
Japanese	Intermediate
French	Intermediate reading

Referees

Thomas Donaldson

Mark O. Winkelman Professor of Legal Studies & Business Ethics
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