

PROMOTION RECOMMENDATION  
University of Michigan-Flint  
School of Management

Thomas A. Hemphill, assistant professor of management, School of Management, is recommended for promotion to associate professor of management, with tenure, School of Management.

Academic Degrees:

Ph.D.	2005	The George Washington University, Washington, DC
M.S.	1997	Rutgers University, New Brunswick, New Jersey
Graduate Certificate	1997	Rutgers University, New Brunswick, New Jersey
M.S.	1988	University of Pennsylvania, Philadelphia, Pennsylvania
M.B.A.	1981	Drexel University, Philadelphia, Pennsylvania
B.S.	1976	The College of New Jersey, Ewing, New Jersey

Professional Record:

2005 – Present	Assistant Professor of Management, School of Management, University of Michigan-Flint
2002 – 2005	Visiting Instructor, The George Washington University, Washington, DC
2000 – 2002	Adjunct Instructor, The George Washington University, Washington, DC
1992 – 2000	Fiscal Officer, New Jersey Department of State, New Jersey Historic Trust, Trenton, New Jersey

Summary of Evaluation:

Teaching – Professor Hemphill’s primary teaching areas include strategic management and business and society. He is a dedicated teacher and exhibits excellence in the classroom. Professor Hemphill’s teaching effectiveness spans both face-to-face and online/blended courses. His teaching philosophy includes promoting critical thinking and reinforcing communication skills. He incorporates case analysis, student presentations, and simulations in his classes to achieve his teaching goals. Professor Hemphill’s student course evaluations are very strong and he has been the recipient of four Golden Apple Awards.

Research – Professor Hemphill is a prolific scholar with a productivity level highly unusual for someone at his rank. He has published over 70 articles, including close to 40 papers since joining the University of Michigan-Flint in 2005. This impressive record of scholarly productivity has afforded him to be ranked fifth in the world in the category of “Leading Authors in Business Ethics Research (1999-2008)” according to a 2010 article in the *Journal of Business Ethics*. External reviewers speak very highly of his level of scholarly productivity and judge several of the outlets where he has published to be first rate.

Recent Significant Publications:

- Hemphill, Thomas A. "Extraordinary Pricing of Orphan Drugs: Is it a Socially Responsible Strategy for the U.S. Pharmaceutical Industry?" *Journal of Business Ethics*, Volume 94, No.2, 225-242 (2010).
- Hemphill, Thomas A. "The 'New Protectionism': Industrial Policy Barriers to Cross-Border Mergers and Acquisitions." *Competition & Change: The Journal of Global Business and Political Economy*, Volume 14, No.2, 124-148 (2010).
- Hemphill, Thomas A. and Cullari, F. "Terror-Free Investment Indexes: Corporate Governance Implications for Non-U.S. Multinational Enterprises." *Journal of International Trade Law and Policy*, Volume 9, No. 1, 25-45 (2010).
- Hemphill, Thomas A. "The 'Creative Capitalism' Governance Model: How Radical an Approach to Modern Capitalism?" *International Journal of Law and Management*, Volume 52, No.2, 110-123 (2010).
- Perry, M., Jory, S., and Hemphill, T. A. "Shanghai, Dubai, Mumbai or Goodbye?" *Review of Economic & Business Studies*, Issue 4, 103-124 (2010).
- Hemphill, Thomas A. "Pharmaceutical Patent Expropriation and Technology Strategy: Strategic Options to Compulsory Licensing." *Technology Analysis & Strategic Management*, Volume 22, No.1, 19-41 (2010).
- Hemphill, Thomas A. "Sovereign Wealth Funds: National Security Risks in a Global Free Trade Environment." *Thunderbird International Business Review*, Volume 51, No.6, 551-566 (2009).
- Hemphill, Thomas A. "The U.S. Research and Experimentation Tax Credit: The Case for an Effective R&D Investment Incentive." *Innovation: Management, Policy & Practice*, Volume 11, No.3, 341-356 (2009).
- Hemphill, Thomas A. "National Standards Strategy: Public-Private Cooperation for Global Competitiveness." *Competitiveness Review: An International Business Journal (incorporating Journal of World Competitiveness)*, Volume 19, No.4, 290-303 (2009).
- Hemphill, Thomas A. "Globalization of the U.S. Food Supply: Does Product Safety Regulation Conflict with Free Trade?" *Business Economics*, Volume 44, No.3, 154-168 (2009).
- Hemphill, Thomas A. and Cullari, F. "Corporate Governance Practices: A Proposed Policy Incentive Regime to Facilitate Internal Investigations and Self-Reporting of Criminal Activities." *Journal of Business Ethics*, Volume 87, No.1, 333-351 (2009).
- Hemphill, Thomas A. "A Regulatory Tale of Two Cities." *Business and Society Review*, Volume 114, No.1, 17-123 (2009).

Hemphill, Thomas A. and Lillevik, W. "U.S. 'Say-on-Pay' Legislation: Is it Corporate Governance Overreach?" *International Journal of Law and Management*, Volume 51, No.2, 105-122 (2009).

Service – Professor Hemphill's service record for a faculty in his appointment level is good. He has co-chaired several faculty search advisory committees and has been the faculty advisor to the Student Business Club. He has served on a number of School and University committees and chaired both the School's Graduate Curriculum Committee and the Undergraduate Committee. His service to his profession is extensive. Professor Hemphill has served and continues to serve on the editorial advisory boards of a number of scholarly journals.

External Reviewers:

Reviewer (A):

"... The articles included in his packet were interesting, well written, and addressed important practical problems. Moreover, he seems particularly adept at translating important academic research into policy prescriptions."

Reviewer (B):

"The quantity of Dr. Hemphill's research is impressive. It is highly unusual for a 'junior' faculty member coming up for tenure to have the sheer number of publications that Dr. Hemphill has."

Reviewer (C):

"Concerning the specific papers, I especially enjoyed and learned from 'Extraordinary Pricing of Orphan Drugs' and 'Sovereign Wealth Funds.' Both, I thought were first rate discussions of these topics."

Reviewer (D):

"...In academe, we tend to assume that such quantity inevitably leads to loss of quality. I'm not convinced that such is the case for Dr. Hemphill. The six papers I've read are all very well-written, with clear analyses and logical conclusions."

Reviewer (E):

"...The papers I did review that came with his packet were strong, and I enjoyed reading them. If the other papers on his vita are of similar quality, Dr. Hemphill is to be commended for his scholarship."

Reviewer (F):

"...All of the pieces are carefully, insightfully done. All introduce important questions of public policy and suggest ways of dealing with often difficult issues."

Reviewer (G):

"He has shown a continuous stream of research throughout his career, dating back to his Master's degree and he has a number of papers in the pipeline."

Reviewer (H):

"I am impressed by both the breadth and depth of Dr. Hemphill's published work. It is a remarkable portfolio, particularly in consideration of the short period of time that has passed since the awarding of his doctoral degree."

Reviewer (I):

"Looking across his published work I find that Dr. Hemphill is an excellent writer, producing thoughtful articles that ask interesting questions, and are well grounded in the relevant literatures."

Summary of Recommendation:

Professor Hemphill is an excellent teacher and an outstanding scholar with a solid record of service. Thomas A. Hemphill is enthusiastically recommended to the rank of associate professor of management, with tenure, School of Management.

Recommended by:



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Vahid Lotfi, Acting Dean  
School of Management

Recommendation endorsed by:



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Gerard Voland, Provost and  
Vice Chancellor for Academic Affairs



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Ruth J. Person, Chancellor  
University of Michigan-Flint

May 2011