
Contributors

Brita Bjørkelo is a licensed Clinical Psychologist and has written a Ph.D on ‘Whistleblowing at Work: Antecedents and Consequences’. She has also contributed to papers and book chapters about whistleblowing, bullying, workaholism and sexual harassment and published in journals such as *Journal of Managerial Psychology*, *Psychology and Society*, *Journal of Occupational and Organizational Psychology* and *European Journal of Work and Organizational Psychology*. Dr Bjørkelo works as an Associate Professor at the Police Leadership and Management Program, Department of Post-Graduate Studies, Norwegian Police University College, Oslo, Norway, and is also project manager of a research project on Ethics, Social Media and Teacher Education.

Rachelle Bosua is a lecturer in the Department of Computing and Information Systems in the School of Engineering at the University of Melbourne, Australia. She received her Ph.D in 2008 and since then her research interests include a number of areas that involve the supportive and enabling role of information and communications technologies (ICT) in different organizational contexts. In particular, she is interested in the role of social networks and social media in the creation, sharing and dissemination of knowledge within and across teams and organizations. She is also working in the areas of secure information and knowledge management, knowledge strategy and knowledge retention. More recently she has started exploring the area of flexible work and aspects of ICT that facilitate and enable the many facets of a new mobile workforce.

A.J. Brown is Professor of public policy and law, and program leader, public integrity and anti-corruption, in the Centre for Governance and Public Policy, Griffith University, Australia. He is a former senior investigator for Australia’s Commonwealth Ombudsman and has worked in all branches and at all levels of government, as well as researching and consulting in other areas of complex governance reform. He is a member of the board of directors of Transparency International Australia. He has been project leader on major national and international studies into whistleblowing, including the ‘Whistling While They Work’ project, and was editor and co-author of *Whistleblowing in the Australian Public Sector* (2008) and *Whistling While They Work* (2011), published by the

Australia and New Zealand School of Government and ANU E-Press. He has been a major advisor to Australian governments on whistleblowing law reform, including the Public Interest Disclosure Act 2013 (Commonwealth of Australia).

Hege Høivik Bye is a social psychologist whose main research interests are discrimination, workplace diversity and acculturation processes, cultural differences in self-presentation, and recruitment and selection. The current chapter is her first publication on whistleblowing. Dr Bye works as an associate professor at the Department of Psychosocial Science at the Faculty of Psychology, University of Bergen, Norway.

Kim Crow is a Research Associate of the College of Law, Australian National University. Kim has a BA and LLB (hons) from the University of Melbourne. She is an Australian Olympic Rower (Olympic Silver Medalist, Double Sculls, 2012; Bronze Medalist, Single Sculls 2012) and was captain of the Australian Rowing Team in 2009. She has worked in private legal firms specializing in commercial and intellectual property law.

Tom Devine is legal director of the Government Accountability Project (GAP), Washington DC, USA, where he has worked since January 1979. GAP is a non-profit, non-partisan public interest organization that champions the rights of whistleblowers, those employees who exercise freedom of speech to challenge abuses of power that betray the public trust. During his 33 years at GAP he has represented or informally helped over 6,000 whistleblowers to defend themselves against retaliation or make a difference, and has been a leader in the campaigns to pass or defend 25 major domestic or international whistleblower laws enacted over the last two decades. He has been an 'Ambassador of Whistleblowing' for the State Department in over a dozen nations on speaking tours to advocate whistleblower rights as a cornerstone transparency reform for globalization. Tom has authored or co-authored numerous newspaper and law review articles and books, including *The Corporate Whistleblower Survival Guide: A Handbook for Committing the Truth*, which won the award as 'International Business Book of the Year' at the 2011 Frankfurt Book Fair.

Suelette Dreyfus is a Research Fellow at the Department of Computing and Information Systems at the University of Melbourne, Australia. Her research interests include the impact of digital technologies on whistleblowing, institutional accountability and the role of the media. She also works in the e-health and e-education areas, where her work has appeared in academic journals such as *Nursing Outlook* and *Emergency*

Medicine Australasia. Prior to working as an academic researcher, she worked as a professional journalist on Australia's largest selling daily newspaper, where she trained and worked as a staff reporter. She is the author of a well-known book about computer hacking, *Underground*, which has been translated into seven other languages and made into two films.

Terry Morehead Dworkin is Scholar in Residence at the Seattle University Law School and is the Jack R. Wentworth Emerita Professor, Business Law, of the Kelley School of Business at Indiana University, USA. She has served as President of the Academy of Legal Studies in Business and been Resident Director of the Center for European Studies in the Netherlands; a scholar at the Institute for Advanced Legal Studies in London, England, and a law teacher at the Friedrich-Schiller University in Germany. She has received many research awards including four Holmes-Cardozo and Hoerber research awards from the Academy of Legal Studies in Business, who in 2008 also awarded her the Senior Faculty Award of Excellence.

Bea Edwards is the Executive Director and International Program Director at the Government Accountability Project (GAP), a US non-profit organization that promotes accountability by protecting whistleblowers, advancing occupational free speech and empowering citizen activists. Ms Edwards holds a MA in Latin American Studies from the University of Texas and a Ph.D in Sociology from the American University. Before joining GAP, she monitored loans and projects of the World Bank and the Inter-American Development Bank for Public Services International, a global labor federation of public sector unions. She has also served as a Senior Specialist for Social and Economic Affairs at the Organization of American States, designing vocational training programs for post-conflict settings.

Björn FASTERLING is a professor of law and business ethics at EDHEC Business School in Lille, France. He teaches legal management, international commercial law, European law, corporate governance and corporate social responsibility. He researches and publishes in the fields of business ethics, compliance and legal management. Prior to joining EDHEC, Prof. FASTERLING practiced as a German lawyer in the Berlin office of the US law firm Wilmer Hale. Björn FASTERLING holds both German Law degrees (1. state exam 1997, 2. state exam 2001), a Ph.D in Law (Dr. iur.) from the University of Osnabrück (2001) and an LLM degree from the University of Stockholm (1998). He is a German national and, in addition to German, speaks English, French and some Swedish.

Tom Faunce BA/LLB (Hons) (ANU) BMed (Newcastle) Ph.D (ANU-Crawford Prize) is an Australian Research Council (ARC) Future Fellow. He is a Professor jointly in the ANU College of Law and College of Medicine, Biology and the Environment. He is team leader of an ARC Discovery Grant focused on developing a conceptual framework for implementing aspects of the US False Claims Act in Australia and has published widely in this area.

Paul Harpur is a Lecturer at T.C. Beirne School of Law, the University of Queensland, Australia. Dr Paul Harpur's research and teaching expertise are in the areas of anti-discrimination laws, work health and safety laws and corporate social responsibility; he has published on these topics in international law journals. Dr Harpur has a mixture of practice and research experience, having formerly practiced as a lawyer and held research posts, including research fellowships at the University of Queensland, Griffith Law School and on an Australian Research Council Grant with Griffith University, the Queensland University of Technology, the United Nations University, New York University and the Centre for International Governance (Canada).

Reeva Lederman is a well-known academic in the area of Health Informatics. She has published in esteemed journals such as the *European Journal of Health Informatics* and *ACM Transactions on CHI* and was the 2012 recipient of the Stafford Beer Medal in Information Systems Research. She has had an academic posting at the Department of Computing and Information Systems, University of Melbourne, Australia, since 2000.

David Lewis is Professor of Employment Law at Middlesex University, London, United Kingdom. He has considerable experience as a consultant and is an ACAS arbitrator. David has jointly authored three general books on employment law and has contributed to and edited three specialist works on whistleblowing. He has been researching the subject of employment protection for whistleblowers since 1994 and recent empirical studies have been funded by the British Academy and the Nuffield Foundation as well as SAI Global. David has published internationally in law, business ethics, information technology and human resource management journals. He is currently convenor of the International Whistleblowing Research Network.

Jos Leys worked as a financial professional before joining the Center for Ethics and Value Inquiry (CEVI) at Ghent University, Belgium, where he is currently rounding off his Ph.D research. He holds Master degrees in

economics and in philosophy, and has published on business ethics, professional ethics and socially responsible investment.

Kim Loyens studied Criminology and Public Administration at the KU Leuven, Belgium. She holds a Ph.D in Criminology. For her doctoral study at the KU Leuven, she conducted ethnographic research on ethical decision-making in the Belgian labor inspection and federal police. She currently works at the Utrecht University (Netherlands) as an assistant professor and at the Leuven Institute of Criminology (Belgium) as a lecturer. Her publications include work on peer reporting, rule-bending, integrity systems and whistleblowing policies in *Administration and Society*, *Journal of Business Ethics*, *Police Practice and Research*, *Policing* and *Innovation*. She has provided advisory services on ethics management for the Belgian police and on anti-corruption for the European Commission.

Jeroen Maesschalck studied Public Administration and Philosophy at the University of Ghent (Belgium) and at the London School of Economics and Political Science (UK). He holds a Ph.D in Social Sciences from the KU Leuven (Belgium). He is currently associate professor at the Leuven Institute of Criminology of the KU Leuven, where he is the vice-dean of research of the Faculty of Law. His research and teaching focus on public administration ethics and on management and policy making in the criminal justice system. His publications include contributions in *Journal of Business Ethics*, *Administration and Society*, *Public Administration* and *Public Integrity*. He has consulted on ethics management both within Belgium (local, regional and federal government) and internationally (e.g., OECD).

Brian Martin is Professor of Social Sciences at the University of Wollongong, Australia. He is the author of a dozen books and hundreds of articles on dissent, non-violent action, scientific controversies, democracy and other topics. He has served as president of Whistleblowers Australia and is currently vice-president and editor of the organization's newsletter, *The Whistle*. He hosts a large website on suppression of dissent.

Daniel P. Meyer is Executive Director for Intelligence Community Whistleblowing and Source Protection (ED-ICW&SP), serving as a direct-report to the US Government's Inspector General of the Intelligence Community. From 2004 to 2010 Mr Meyer served the Inspector General of the US Department of Defense first as Director, Civilian Reprisal Investigations and then as Director, Whistleblowing and Transparency. In these positions, Mr Meyer either investigated or had oversight

of cases regarding disclosures on the 9/11 attacks; the use of security-clearance decision-making as a tool for reprisal and discrimination; and the treatment of both soldiers and their remains after injury or death during the Global War on Terror. Prior to 2004, Mr Meyer was General Counsel for Public Employees for Environmental Responsibility (PEER) where he appeared before the US Court of Appeals for the First Circuit on the question of state sovereign immunity under Federal whistleblowing statutes. Mr Meyer is a survivor of the 1989 explosion onboard the battleship *Iowa* (BB-61), which took the lives of 47 of his shipmates. He took his Bachelor's degree at Cornell University (1987); juris doctorate at Indiana University School of Law, Bloomington (1995); and has professional certificates as a National Security Studies Fellow from Maxwell School, Syracuse University (Leadership Course, 2004; Decision-Making Course, 2005).

Marcia P. Miceli is Professor of Management at the McDonough School of Business, Georgetown University, Washington DC, USA. Her research concerns whistleblowing and employee voice in organizations. She also studies compensation systems. Together with Janet Near and Terry Dworkin, she has published two books on whistleblowing. Her earlier articles have appeared in journals such as *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, *Business Ethics Quarterly*, *Human Relations*, *Industrial and Labor Relations Review*, *Industrial Relations*, *Journal of Applied Psychology*, *Journal of Business Ethics*, *Journal of Management*, *Organization Science* and *Personnel Psychology*.

Simon Milton received his Ph.D from the University of Tasmania reporting the first comprehensive analysis of data modelling languages using a common-sense realistic ontology. Dr Milton continues his interests in the ontological foundations of information and the implications of top-level ontological commitments in information modelling. His work extends to the value and use of information in business, science and society. He is an Associate Professor in the Department of Computing and Information Systems at the University of Melbourne, Australia, and director of Melbourne School of Information.

Richard Moberly is Associate Dean for Faculty and a Professor of Law at the University of Nebraska College of Law, USA. He graduated *magna cum laude* from Harvard Law School and served as an editor of the *Harvard Law Review*. Professor Moberly has published numerous articles on whistleblowing, including an empirical study of Sarbanes-Oxley claims published in the *William and Mary Law Review*. He has also testified before the US House of Representatives on whistleblower

protection in the United States and spoken internationally on the Sarbanes-Oxley Act and also on whether corporate codes of ethics provide protection to whistleblowers.

Frederick M. Morgan, Jr is a partner in the US Qui Tam/FCA firm Morgan Verkamp. He has 29 years' experience in complex federal litigation at the trial and appellate levels bringing FCA cases against pharmaceutical and medical device companies, defense contractors, Medicare providers, and others who provide goods or services to the United States. Rick was one of Taxpayers Against Fraud's 'Whistleblower Lawyers of the Year' in 2010. After graduating from the University of Cincinnati College of Law in 1983, Rick served for two years as Law Clerk to United States District Judge David S. Porter. He then was selected through the Attorney-General's Honors Program as a Trial Attorney in the Civil Division of the United States Department of Justice in Washington DC, routinely appearing in courts throughout the country on behalf of the United States. He returned to Cincinnati in 1990 and has represented whistleblowers since 1996. Rick has served or is serving as lead or co-lead counsel in cases against Boeing, HCA, Blackstone Medical/Orthofix, General Electric, General Dynamics, Lockheed Martin, Dyncorp, Solvay Pharmaceuticals, Novartis Pharmaceuticals, Pfizer, and others. Settlements include Blackstone/Orthofix, US\$30 million; Novartis, US\$20 million; Novartis, US\$422 million; Boeing, US\$61.5 million; Diabetes Treatment Centers, US\$30 million, and many others. In addition to his duties to Morgan Verkamp's clients, Rick is an active speaker and author regarding the False Claims Act. Rick also has drafted 'friend of the Court' briefs in three Supreme Court cases involving the False Claims Act, one of which was filed on behalf of Senator Charles Grassly, the Act's principal sponsor. He is regularly consulted by practitioners, academicians and journalists seeking knowledge about the False Claims Act.

Janet P. Near is a professor and the Dale M. Coleman Chair of Management in the Department of Management and Entrepreneurship at the Kelley School of Business, Indiana University, USA, where she teaches organizational theory and design. Her research concerns whistleblowing in organizations and organizational dissent. She also studies the effects of job satisfaction on life satisfaction and implications of this relationship for job performance. She has published two books (most recently, Miceli, Near and Dworkin, *Whistle-blowing in Organizations*, 2008) and over 60 articles in journals such as *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, *American Business Law Journal*, *Human Relations*, *Industrial*

Labor Relations Review, *Journal of Applied Psychology*, *Journal of Business Ethics*, *Journal of Organization Behavior*, *Journal of Management*, *Organization Science*, and *Personnel Psychology*. She has served previously as department chairperson and as chairperson of Doctoral Programs in Business.

Tony Nikolic is a Research Associate at the Australian National University College of Law. He has an Honors Degree in Social Science Criminology, Bachelor of Law from the University of Western Sydney and Diploma of Business Management. He currently resides in Sydney, Australia, and enjoys spending time with his children. After working most of his career as a tradesman in telecommunications, he moved towards writing in academia after a life-changing accident. Following his graduation from University he worked with the Australian Institute of Criminology on the Drug Use and Monitoring Project (DUMA) before progressing into academic writing where his passion has turned to writing about (*qui tam*) public/private laws. He is a keen musician and sports fan and prospective Ph.D candidate.

Jane Olsen is a Senior Researcher/Analyst, Public Interest Disclosures Unit, NSW Ombudsman, in the New South Wales (NSW) public sector, Sydney, Australia. She is a former Research Officer, Research and Prevention Unit, Crime and Misconduct Commission (Queensland), and Senior Research Assistant in the Socio-Legal Research Centre, Griffith University, Australia. She has researched, published and provided extensive policy advice to government agencies on the practicalities of whistleblowing.

Michael T. Rehg is an associate professor of management at California State University, Chico, USA. He holds a Ph.D from Indiana University in strategic management. His research has been published in academic journals including *Human Relations*, *Organization Science*, *Human Resource Management*, *Business Ethics Quarterly*, *Journal of Business Ethics* and *Cross Cultural Management: An International Journal*. His research focuses on the whistleblowing process, the influence of culture on whistleblowing, and retaliation against whistleblowers.

Peter Roberts was until recently Senior Lecturer in the Australian Graduate School of Policing and Security at Charles Sturt University, Canberra. He teaches a number of subjects at the graduate level and has worked on Australian Research Council-funded research projects examining national integrity systems and public sector whistleblowing, publishing in both areas. Peter was principal author of the final report of the whistleblowing research project 'Whistling While They Work', *A Good*

Practice Guide for Managing Internal Reporting of Wrongdoing in Public Sector Organizations. Before going to CSU, Peter was a Senior Executive with the Commonwealth Attorney-General's Department and the National Crime Authority.

Marit Skivenes is a professor at the Department of Administration and organization theory, University of Bergen, Norway. Her research is about whistleblowing, publicity, the welfare state and child welfare systems. She has authored several articles, book chapters and books with S.C. Trygstad on topics that include disclosure legislation and whistleblowing in the Norwegian labor market.

Rodney Smith is Associate Professor in the Department of Government and International Relations at the University of Sydney, Australia. His research interests include public sector integrity and corruption. He was a chief investigator on the Australian Research Council-funded 'Whistling While They Work' project that resulted in the first systematic studies of Australian public sector whistleblowing.

John Spencer is a barrister and former Chief Reporter with the Incorporated Council of Law Reporting for England and Wales. He is a visiting lecturer at Middlesex University, UK.

Maureen Spencer is a Principal Lecturer in Law at Middlesex University, United Kingdom. Her teaching and research interests include criminal evidence, public law, labor law and legal education. She has published widely in these areas in journals including *Journal of Law and Society*, *Legal Studies* and *Northern Ireland Legal Quarterly*. She is currently writing a monograph on the history of trial secrecy in common law jurisdictions. The book will draw on policy as well as trial papers to trace the use of public interest immunity certificates and, more recently, specific legislation to deny to defendants and claimants access to evidence which is available to state authorities.

Sissel C. Trygstad is a research director at Fafo, Institute for Labour and Social Research, in Oslo, Norway. Her research is about participation, workplace democracy, work organization and whistleblowing. She has published a number of articles and book chapters with M. Skivenes as well as a book entitled *Public Information, Freedom of Speech and Whistleblowers in Norwegian Municipalities* (2012).

Eva Tsahuridu is the Professional Standards and Governance Policy Adviser of CPA Australia. She oversees the policy, guidance and resource development in professional and ethical standards and governance. She participates in a number of forums on ethics and governance and is a

technical adviser at the International Ethics Standards Board for Accountants (IESBA) of the International Federation of Accountants (IFAC). She contributes to CPA Australia's publications *INTHEBLACK*, *INPRACTICE* and *Real Business*. Before she joined CPA Australia, Eva was an academic in Australian and European universities developing and teaching business ethics and governance courses and managing undergraduate and post-graduate programs. Eva publishes in the areas of business ethics, governance and management and contributes to academic journals as a member of editorial boards and as a reviewer.

Tina Uys is Professor of Sociology at the University of Johannesburg, South Africa, and was the head of department for 12 years. She is the Vice-President (National Associations) of the International Sociological Association (ISA) for the term 2010–2014 as well as the Vice-President (Programme) of Research Committee 46 on Clinical Sociology. She is also a member of the Editorial Collective responsible for *South African Review of Sociology*, the official journal of SASA. Tina is a past president of the South African Sociological Association (SASA) and of the Research Committee on Social Psychology (RC42), as well as a past member of the ISA's Executive Committee (2006–2010). She specializes in clinical sociology, focusing on whistleblowing, contested identities in student communities and South African sociology. She has also published on HIV/AIDS, relative deprivation and developments in higher education.

Wim Vandekerckhove is Senior Lecturer in Organizational Behavior at the University of Greenwich Business School, United Kingdom. He is the coordinator of the special interest group on Teaching Business Ethics within the European Business Ethics Network. He has published widely on whistleblowing, business ethics and global ethics.

Shelley Walden was until recently the International Program Officer for the Government Accountability Project (GAP), where she monitored whistleblower protections at numerous international governmental organizations (IGOs). She has co-authored several GAP studies including 'Tipping the Scales: Is the United Nations Justice System Promoting Accountability in the Peacekeeping Missions or Undermining it?' and has spoken about whistleblower protections at labor events organized by the Federation of International Civil Servants' Associations and the World Food Programme Staff Association. Her analysis of the shortcomings in the United Nations' justice system was published in the book *A Global Agenda: Issues Before the United Nations 2009–2010*. Before joining GAP in 2004, Ms Walden worked as a freelance journalist and as a Foundation for Sustainable Development fellow with Save the Children in Bolivia, where she helped launch a housekeepers' rights campaign.

She holds a BA in Journalism and International Studies from the University of North Carolina at Chapel Hill.

Chris Wheeler is the Deputy NSW Ombudsman, in Sydney, Australia. He has close to 30 years' experience in complaint handling and investigations, as well as extensive experience in management and public administration. Among other things, Chris is responsible for the work of the Public Administration Division of the Ombudsman and direct oversight of the responsibilities conferred on the Ombudsman under the Public Interest Disclosures Act. He also has responsibility to lead and coordinate the preparation of publications issued by the NSW Ombudsman to guide and improve the performance by public officials of their duties. Chris is also a town planner and lawyer who previously worked in a variety of positions in state and local government in NSW and Victoria. He also worked for some years as a solicitor in the private sector.

Jason Zuckerman is Senior Legal Advisor to the Special Counsel at the US Office of Special Counsel (OSC), Washington DC, USA. Prior to joining the OSC, Zuckerman litigated whistleblower retaliation, discrimination and *qui tam* cases, including cases setting precedent on the scope of whistleblower protections for private and public sector employees. In addition, Zuckerman worked with public interest organizations to draft and secure passage of whistleblower protection laws. Zuckerman has written more than 20 articles on whistleblower laws and co-authored a chapter on litigating whistleblower cases for the 2004 volume *Whistleblowing: The Law of Retaliatory Discharge* (BNA Books), and drafted a chapter on the DC Whistleblower Protection Act for the *DC Practice Manual*. Zuckerman graduated *magna cum laude* from Georgetown University and received his law degree from the University of Virginia. In law school, he received the University of Virginia School of Law's Pro Bono Award for his advocacy on behalf of prison inmates and mentally disabled individuals.