



# H A R V A R D | B U S I N E S S | S C H O O L

## Faculty Disclosure of Outside Activities

for Prof. Benjamin C. Esty

January 1, 2023

Harvard Business School's Policy on Conflicts of Interests (COI) requires faculty members to disclose all paid and unpaid activities with outside organizations (i.e., organizations not associated with Harvard University or Harvard Business School), sources of incremental compensation paid by Harvard University, and sources of external research funding during the previous three years if they are directly related to a specific work product (e.g., an article, case study, or speech) that is in the public domain. Although not required by the School's COI Policy, some faculty members also provide a comprehensive disclosure statement describing all of their outside activities to ensure full transparency.

### Compensated Teaching and Consulting Work:

- **Expert witness and litigation consultant:** I have worked with Charles River Associates (CRA) as an expert witness and consultant in various litigation matters. I have also been paid fees for referring cases to CRA in the past three years.
- **Leadership development programs at HBS:** Abu Dhabi National Oil Company (ADNOC, 2020-22, faculty co-chair), YPO Gold Program (2018-23, faculty chair); Cable & Telecommunications Association for Marketing (CTAM: 2017-22); Strategic CFO Program (2020-22); Sartorius AG (biopharma, 2019-23); Bacardi Ltd. (spirits, 2019, 2022).
- **Leadership development programs at Harvard University:** Harvard Law School Mergers & Acquisitions Program (2019, 2023).
- **Consulting and leadership development programs for outside organizations:** Australian Finance Group (AFG, mortgage broker, 2021-23); TietoEvry (software, 2022), Cabot Corp. (specialty chemicals, 2022), Fazer (food, 2022).
- **Academic program evaluation:** Stockholm School of Economics—Masters in Finance (2022-23)

### Board and Other Advisory Positions:

- I am an independent director, chair of the Audit and Risk Committee (2014-23), and member of the Corporate Governance and ESG committee (2022-23) at **Raymond James Financial** (NYSE:RJF; a Fortune 500 and S&P 500 firm; 2014-present).
- I am a director and chair of the Audit and Risk Committee of **Harvard Business Publishing**, a \$325 million, wholly-owned, not-for-profit publishing, ed tech, and learning company (2018-present).
- I am a member of the Advisory Board of **Gemline**, a privately owned supplier of high-quality, branded, and custom-designed promotional products (2020-present).
- I am a member of the Finance & Investment Committee of the **Deaconess Abundant Life Communities** (DALC), the parent company of **New England Deaconess Association** (NEDA) a not-for-profit continuing care community founded in 1889 (2017-present).

### Royalties:

- I receive royalties from Harvard Business Publishing (HBP) for sales of my case studies.
- I receive royalties from John Wiley & Sons, Inc. for sales of my book entitled Modern Project Finance: A Casebook (2003).

### Academic Journals:

- I serve as a referee for a variety of academic journals some of which pay a nominal fee.