

Keith T. Darcy, Ethics Officer Association

Keith T. Darcy has combined a 30 year career in the financial services industry with his profession as an educator and his lifelong involvement in business ethics, corporate governance and organizational leadership. Darcy is currently serving as Executive Director & CEO of the Ethics Officer Association (EOA), the largest organization of ethics and compliance practitioners with over 1,200 members worldwide. The EOA counts among its member companies more than one-half of the Fortune 100, with ethics officers serving in North and South America, Europe, Asia and Australia.



In addition to his responsibilities at the EOA, Darcy currently serves on the board of directors of E*Trade Bank, where he is a member of the Audit Committee and Chairs the Governance Committee. He is also a Director of New York National Bank where he serves on the Audit and Compliance Committees. In addition Darcy is Chairman of the Board of the Better Business Bureau Foundation, where he chairs the Audit Committee.

During his career in financial services, Darcy served as Executive Vice President and a member of the Office of the President of IBJ Whitehall Bank & Trust Company (IBJW), NYC, formerly the J. Henry Schroder Bank & Trust Company. Earlier, Darcy helped a major securities firm establish the first Ethics Office among Wall Street firms in conformance with standards promulgated by the U.S. Sentencing Commission. For fifteen years he was a senior executive Marine Midland Bank, N.A. (now HSBC) where he headed both consumer banking and corporate finance groups and was a key advisor to the President of Marine Midland Bank, NY. Darcy also served as Chief Executive Officer of IGM, an insurance company jointly owned by General Reinsurance Corporation and Frank B. Hall & Company, and served as CEO of a related derivatives trading company.

Darcy teaches *Ethics & Leadership* in the Executive Programs at The Wharton School, University of Pennsylvania. Darcy is also Executive-in-Residence at University of Maryland University College, a Teaching Fellow at the R.H. Smith School of Business, University of Maryland, and Executive-in-Residence at Manhattanville College, Purchase, NY. Darcy also serves as Executive Fellow and Vice Chairman of the Center for Business Ethics at Bentley College in Waltham, MA. He previously served as Associate Dean and Distinguished Professor of Business at Georgetown University's McDonough School of Business.

Darcy holds a B.S. degree from Fordham University's College of Business, an M.B.A from the Hagan Graduate School of Business at Iona College, and has done additional post-graduate study at New York Theological Seminary.

Mr. Darcy has contributed his expertise to numerous books including *The Change Management Handbook* (Irwin Press), *A Companion to Business Ethics* (Blackwell Publishers, Oxford) and *Restoring Trust: HR's Role in Corporate Governance* (HR Society Publishing). He is on the Editorial Board of *At Work: Stories of Tomorrow's Workplace*, is featured in *Survival Skills for the Financial Services Industry* (John Wiley & Sons), *Winning the People Wars* (Financial Times-Prentice Hall), *The Ethical Edge* (Mastermedia Publishers), *The Portable Executive* (Simon and Schuster), *Merchants of Vision* (Berret Koehler Publishers), and *Career Crossroads* (Workworld Press) and is widely published, quoted and referenced in newspapers and magazines. Over the years, he has been a keynote speaker and panelist in hundreds of venues. His biography is included in *Who's Who in the World*, *Who's Who in Finance* and *Who's Who in American Education* among others.

Mr. Darcy can be reached by email at kdarcy@eo.org.