

### **Dr. Hye-Shin Kim, FIBER Journal Editor and FIBERcast Host**

Hye-Shin Kim is currently a Professor of Fashion and Apparel Studies at the University of Delaware. She received her Ph.D. from Iowa State University in Textiles and Clothing with a minor in Statistics.

Expert in textile and apparel industry applied research. Specialization include brand perceptions, consumer involvement and interests, sustainability, and online consumption behavior.

Published in journals including the Clothing and Textiles Research Journal, Journal of Global Fashion Marketing, Journal of Fashion Marketing and Management, International Journal of Electronic Marketing and Retailing, Behavior and Information Technology, and Journal of Brand Management.

Honors and recognitions include John Wingate Research Award, Who's Who Among America's Teachers, and Lectra Award.

### **Dr. Marsha A. Dickson, Professor of Department of Fashion and Apparel Studies, Irma Ayers Professor of Human Services, Co-Director of Sustainable Apparel Initiative, University of Delaware**

Dr. Marsha Dickson is internationally known for her research and teaching on socially responsible practices in the apparel industry and has been awarded Apparel Magazine's All-Star Award and the International Textile and Apparel Association's Distinguished Scholar Award for that work. Her research has been conducted in several countries, including China, Guatemala, India, Thailand, and Vietnam. She is founder and President of an international consortium of Educators for Socially Responsible Apparel Business. Dickson is also a member of the board of directors of the Fair Labor Association, a non-governmental organization originally formed by President Clinton to address labor standards and working conditions in the apparel industry.

### **Mr. Doug Cahn, President, The Cahn Group, LLC**

Doug Cahn is Principal of The Cahn Group and has been a leader in designing and implementing labor standards programs in supply chains for over a decade and a half. Doug developed and managed the Reebok Human Rights Production Standards and its program of implementation, the first such program in the athletic footwear industry. During his 15-year tenure at Reebok, he hired, trained and managed a global team of professional monitors and CSR practitioners. As part of his responsibilities, he developed a code of conduct along with a set of compliance benchmarks to guide their implementation, he acquired knowledge of labor laws in key producing countries, he monitored factories on three continents and then trained professionals to undertake those tasks. He is responsible for numerous best-practice initiatives including creating a child-labor free soccer ball factory in Sialkot, Pakistan, worker participation schemes, including the democratic elections of worker representatives in several China factories, and a variety of training and capacity building programs. He is a regular guest lecturer at forums on labor issues facing global supply chains and has published numerous articles in print and online publications on workplace topics. More information about the Reebok human rights production standards

and its innovations, see: Reebok Link. Doug has personally led or participated in training sessions in Turkey, Mexico, Hong Kong, China, Vietnam, Bangkok, Indonesia, India, the US, France, UK, Spain, Macao, Japan, and Korea.

In addition to his work at The Cahn Group, he is President of Clear Voice Hotline Service. He serves as Chairman of the Board of the Fair Factories Clearinghouse a nonprofit initiative of global retail companies, consumer brands and retail trade associations dedicated to creating a system for managing and sharing information about workplace conditions. He is also a member of the Board of Verite, a nonprofit research and advocacy organization dedicated to humanizing the global workplace.