

Biography, CV and Publications Richard P. Nielsen

Professor, Dept. of Management and
Organization, CSOM
Boston College
Fulton Hall 430
Chestnut Hill, Mass. 02467
Office phone, (617) 552-0456
School,
Home phone, (617) 244-4624
Mobile phone, (617) 331-9146
e-mail: richard.nielsen@bc.edu

Education History
Ph.D., Management, Syracuse University, 1972
M.A., Business and Applied Economics,
Wharton School, University of Pennsylvania,
Philadelphia, PA, 1969
B.S., Economics and Finance, Wharton
School,
University of Pennsylvania, Philadelphia,
PA, 1967

Biography. Richard P. Nielsen is Professor, Management and Organization Department, Carroll School of Management, Boston College. He works in the areas of organizational ethics, politics, conflict transformation, and political economy. He has served as President and Executive Board Member of the Society For Business Ethics. In addition, he has served as Senior Editor for Ethics and Social Responsibility related articles of *Organization Studies*, the journal of the European Group for Organizational Studies. Currently, he is serving on the Editorial Board of *Business Ethics Quarterly*, the journal of the Society for Business Ethics, as well as the Editorial Boards of *Business and Professional Ethics Journal*. He has also served on the editorial boards of *Finance, Ethics and Regulation, The Journal of Academic Ethics*, and the *Sustainability, Accounting, Management and Policy Journal*. His publications include *The Politics of Ethics: Methods For Acting, Learning, And Sometimes Fighting, With Others In Addressing Ethics Problems In Organizational Life*. Oxford University Press, Ruffin Series in Business Ethics. In addition, he has published more than 150 articles in journals such as *Academy of Management Review, Academy of Management Executive, Administration and Society, American Business Law Journal, Business and Professional Ethics Journal, Business Ethics Quarterly, Business Ethics: A European Review, Business and Society, Human Resources Management, Journal of Applied Behavioral Science, Journal of Business Ethics, Journal of Jesuit Business Education, Journal of Management Inquiry, Labor Law Journal, Organization Studies*, and *Strategic Management Journal*. He has consulted and done executive and MBA education work in Asia, Europe, Latin America, the Eastern Mediterranean, the Gulf States, and North America with many organizations such as Alpha Bank, The American Friends Service Committee, ALBA, the Corporate Governance Group of the Bank of Norway's Investment Management Global Fund, Carrefour, Citigroup, Eurobank, the European Union, IBM, the Krannert Center for the Performing Arts, Neochemiki, New York City, Novo Nordisk, the Peace Research Institute of Oslo, Piraeus Bank, Titan, the United Nations, the University of Cyprus, the U.S. Office of Education, Venice International University, and the WGBH Educational Foundation.

January, 2024

Research and Publications

Book

- Richard P. Nielsen, *The Politics of Ethics: Methods For Acting, Learning, and Sometimes Fighting, With Others In Addressing Ethics Problems in Organizational Life*. New York: Oxford University Press, The Ruffin Series in Business Ethics, 1996.

Articles, Book Chapters, and Special Issues of Journals

In earlier versions, most of the following hundred and fifty-plus articles and book chapters were presented as papers or in panels and symposiums at the national conferences of the Academy of Management, the European Business Ethics Network, the European Group For Organization Studies, or The Society For Business Ethics.

-“Through An Aristotelian Lens, Potential Reforms of the Leveraged Buyout Business Model: Preserving Wealth Creation and Reducing Wealth Transfers and Wealth Destruction,” *Business and Professional Ethics Journal*, In Press, with Elizabeth Hood, 42, 3, Fall, 2023, 401-435.

“Alternative Institution Building As Ethics Leadership, Engagement and Praxis Method: An Expansion of Hirschman’s ‘Loyalty, Voice, Exit’ Agent-Actor Based Theoretical Framework,” *Business Ethics Quarterly*, in review of revision, with Elizabeth Hood, 2023.

“Ecumenical Similarities Between Ignatian and Quaker Dialogic Leadership Principles, Processes, and Application Within Large Secular University Contexts,” *Journal of Ecumenical Studies*, University of Pennsylvania Press, accepted, 59 no. 2 (Spring, 2024).

-“Pioneers In Business Ethics: Richard P. Nielsen,” *Business and Professional Ethics Journal*, 2022, 40, 3, pp. 327-339, Interviewer, David Bevan.

- "Ethical and Political-Economic Dimensions and Potential Reforms of the Hybrid, Leveraged, High Frequency, Artificial Intelligence Trading Model," *Business and Professional Ethics Journal*, 2021, 40, 2, Summer, pp. 189-222.

- “Reformed National Security Internal Whistleblowing Systems and External Whistleblowing As Countervailing Ethics Methods,” *Administration and Society*, 2020, 52, 5: 660-689.

- “Social Situational Business Ethics Framing For Engaging With Ethics Issues,” *Business and Professional Ethics Journal*, Spring, 2020, 39, 1: 1-42, co-authored with Simona Giorgi.

- “How Can Observers Effectively and Safely Engage With Unethical Organizational Behaviors?” *Research in Business Ethics: Business And Society* 360, David Wasieleski and James Weber, Eds.. London: Emerald Publishing Limited, 2019, pp. 211-240.
- “Varieties of Transformational Outcomes From Institutional Ethics Logic Conflicts,” *Journal of Business Ethics*, 2018, 149, 1 April: 45-55, co-authored with Lockwood, Christi.
- “Toward An Integrated ‘In All Things’ Based Ignatian and Praxis Based Aristotelian Theory Building Epistemology.” *Journal of Jesuit Business Education*, 9, 1, 2018: 13-30.
- “Ethical and Legal First Amendment Implications of FBI v. Apple,” *Journal of Business Ethics*, 2018, 151, 1, August: 17-28.
- “Who do we identify with?: Ontological and epistemological challenges of spanning different domains of academic-practitioner praxis.” In Jean Bartunek and Jane McKensie, Eds. *Academic practitioner research partnerships: Developments, complexities and opportunities*. London: Routledge, 2018, pp. 50-64.
- “Ethics Leadership Methods,” *Encyclopedia of Business and Professional Ethics*, Deborah Poff, Editor-in-Chief, Springer, 2018.
- “Corruption Reform Methods,” *Handbook of Business and Corruption: Cross-Sectoral Experiences*,” Michael S. Ablander and Sarah Hudson, Editors, Emerald Publishers, 2017, pp. 119-150.
- “Action-Research As Ethics Praxis Method,” *Journal of Business Ethics*, April, 2016 print publication, 2016, 135, 3: 419-428.
- “Hannah Arendt: From Banality of Evil to Organizational Sociopathy,” 2014. *Oxford Handbook of Process Philosophy and Organization Studies*. Editors, Jenny Helin, Tor Hernes, Daniel Hjorth, Robin Holt. Oxford: Oxford University Press, 380-395.
- “Serving Two Masters: Transformative Resolutions To Institutional Contradictions,” Rich DeJordy, Brad Almond, Richard Nielsen and W.E. Douglas Creed, *Research in the Sociology of Organizations*, Volume 41, Religion and Organization Theory, Edited by Paul Tracey, Nelson Phillips, and Michael Lounsbury. U.K.: Emerald, 2014, 301-338.
- “Workplace Democracy,” “Organizational Ethics,” “Praxis and Business Ethics,” 2014, in Koehn, D. and Elm, D. (Eds.) *Wiley Encyclopedia of Business Ethics, 3rd Edition*. New York: Wiley Blackwell.
- “Whistle-Blowing Methods For Navigating Within And Sometimes Reforming Regulatory Institutions,” *Journal of Business Ethics*, 2013, 112: 385-395, with Balachandra, L. and Nielsen, A.L.

“Reintegrating Ethics and Institutional Theory,” 2013, *Journal of Business Ethics*, 115: 135-147, with Massa, F.G.

"Bowie's Kantian Capitalism, High Leverage Finance Capitalism, and the Great Recession." 2012. In *Kantian Business Ethics: Critical Perspectives*. Editors, Denis G. Arnold and Jared D. Harris. Cheltenham, U.K.: Edward Elgar.

- “Think Macro, Act Micro: Finance Capitalism and Ethics Action Methods,” *The Organizational Behavior Reader*, 8th. Eds., Joyce S. Osland, Marlene E. Turner, David A. Kolb, Irwin M. Rubin, 2011, Prentice-Hall.

- “High-Leverage Finance Capitalism, the Economic Crisis, Structurally Related Ethics Issues, and Potential Reforms,” *Business Ethics Quarterly*,” 2010, 20:2: 299-330.

- “Varieties of Political-Economic Systems and Structurally Related Business Ethics Issues,” *Business Ethics Quarterly*, 2010, 20:4.

- “Practitioner Based Theory Building in Organizational Ethics,” *Journal of Business Ethics*, 2010.

- “Varieties of Win-Win Solutions to Problems With Ethical Dimensions,” *Journal of Business Ethics*, 2009, 88: 333-349.

- “The Private Equity-Leveraged Buyout Form of Finance Capitalism: Ethical and Social Issues, and Potential Reforms,” *Business Ethics Quarterly*, 18, 3, 2008.

- “Another Round of Financial Scandals and Conflict of Interest,” *The Society for Business Ethics Newsletter*, 2008.

- “Potential Next Steps for The Society for Business Ethics,” *The Society for Business Ethics Newsletter*, XIX, 1: 1, 3.

- “Moral Hazard, Private Profits, and Socialized Risks,” *The Society for Business Ethics Newsletter*, XVIII, 4: 1, 3.

- *Organization Studies* Special Issue, “In Search of Organizational Virtue: Moral Agency in Organizations,” Richard P. Nielsen, Editor, March, 2006.

- “Editorial Introduction to Special Issue,” “In Search of Organizational Virtue: Moral Agency in Organizations,” *Organization Studies*, Richard P. Nielsen, Editor, March, 2006.

- “Think Macro, Act Micro: Investor Capitalism and Ethics Action Methods,” in *Organizational Behavior Reader*, Joyce Osland and David Kolb, Editor, Prentice-Hall, 2006.

- “Can Ethical Organizational Character Be Stimulated and Enabled?: ‘Upbuilding Dialog As Crisis Management Method,’” *Journal of Business Ethics*, 2005, co-authored with Ron Dufresne.

- “Systematic Corruption in Financial Services, Types of Capitalism, and Ethics Intervention Methods,” *Business & Professional Ethics Journal*, Vol. 23, Nos. 1&2, 2004, pp. 1-31. Keynote address to Carlson School of Management, University of Minnesota Conference on “Ethics in the Financial Services after Sarbanes-Oxley,” and published as Special Issue of *Business & Professional Ethics Journal*, Norman Bowie and Robert J. Baum, Special Editors.

- “Ethics Intervention Methods for Ecclesial Professionals,” in Jean Bartunek, Mary Ann Hinsdale, and James Keenan, Editors, *Church Ethics and its Organizational Context*. New York: Sheed & Ward of Rowman and Littlefield, 2005.

- “What can financial professionals do about unethical behavior in the financial services industries,” *Oeconomico Tahydromos*, 2004.

- “Ethics and Organizational Theory: Varieties and Dynamics of Constrained Optimization in Different Types of Capitalism,” in Haridimos Tsoukas and Christian Knudsen (Eds.), *The Oxford Handbook of Organizational Theory: Meta-Theoretical Perspectives*. London: Oxford University Press, 2004, pp. 476-501.

- “Corruption Networks and Implications For Ethical Corruption Reform,” *Journal of Business Ethics*, 42, pp. 125-149, 2003.

- “Business Ethics and the U.S. Corporate Corruption Scandals, *Oeconomico Tahydromos*, 2003.

- “Can Ethical Character Be Stimulated and Enabled? An Action-Learning Approach To Teaching and Learning Organization Ethics,” in John Dienhart, Dennis Moberg, Ron Duska, (Eds.), *The Next Phase of Business Ethics: Integrating Psychology and Ethics, Research In Ethical Issues in Organizations*, JAI Press, 2003, pp. 51-80. Reprinted from earlier journal article.

- “Changing Unethical Organizational Behavior,” in Joyce S. Osland, David A. Kolb, and Irwin M. Rubin, Eds., *The Organizational Behavior Reader*, Prentice-Hall, 2003, Reprinted from earlier journal article.

- “Why do we remain silent in the face of unethical organizational behavior,” Boston College: *The Church in the 21st Century*, 2003.

- “What can we do about unethical organizational silence,” Boston College: *The Church in the 21st Century*, 2003.

- “Business Citizenship and United States ‘Investor Capitalism’: A Critical Analysis,” *Business Ethics Quarterly: Ruffin Series*, No. 3, 2002, pp. 231-241.
- “The Politics of Long-Term Corruption Reform: A Combined Social Movement and Action-Learning Approach,” *Business Ethics Quarterly*, 2000, 10, 1, January, pp. 305-317.
- “Do Internal Due Process Systems Permit Adequate Political and Moral Space for Ethics Voice, Praxis, and Community?” *Journal of Business Ethics*, 24, 1 2000, pp. 1-27.
- “Intrapreneurship as a Peaceful and Ethical Transition Strategy Toward Privatization,” *Journal of Business Ethics*, 25, 2000, pp. 157-167.
- “The Politics of Resisting and Reforming Systematic Extortion By Tax Auditors-Inspectors,” *Business Ethics: A European Review*, 2000, 9, 2, April, pp. 76-86. Published by the European Business Ethics Network, with Apostolos Ballas.
- “Can Ethical Character Be Stimulated and Enabled? An Action-Learning Approach To Teaching and Learning Organizational Ethics,” *Business Ethics Quarterly*, 8, 3, July, 1998, pp. 581-504.
- “Quaker Foundations for Greenleaf’s Servant Leadership and ‘Friendly Disentangling’ Method,” in *Insights on Leadership: Service, Stewardship, Spirit, and Servant-Leadership*, Editor, Larry C. Spears, New York: John Wiley & Sons, Inc., 1998, pp. 126-144.
- “Hannah Arendt,” *The Blackwell Encyclopedic Dictionary of Business Ethics*. Oxford, England, 1997, pp. 26-29.
- “Organization Ethics,” *The Blackwell Encyclopedic Dictionary of Business Ethics*. Oxford, England, 1997, pp. 467-468.
- “Praxis,” *The Blackwell Encyclopedic Dictionary of Business Ethics*. Oxford, England, 1997, pp. 498-500.
- “Opening Narrow, Routinized Schemata To Ethical Stakeholder Consciousness and Action,” *Business and Society*, 1996, 35, 4, pp. 483-519, co-authored with Jean M. Bartunek.
- Varieties of Dialectic Change Processes,” *Journal of Management Inquiry*, 5, 4, September, 1996, pp. 276-292.
- "Woolman's 'I Am We' Triple-Loop, Action-Learning: Origin and Application in Organization Ethics," *Journal of Applied Behavioral Science*, 29, 1, March, 1993, pp. 117-138.

- "Triple-Loop Action Learning As Human Resources Management Method," *Research in International Human Resources Management*, JAI Research Series, 1993, pp. 75-94.
- "Varieties of Postmodernism as Moments In Ethics Action-Learning," *Business Ethics Quarterly*, 3, 3, 1993, pp. 251-269.
- "Organizational Ethics From A Perspective of Action (Praxis)," *Business Ethics Quarterly*, 3, 2, 1993, pp.131-151.
- "'I Am We' Consciousness and Dialog As Organizational Ethics Method," *Journal of Business Ethics*, 10, 9, 1991, pp. 649-663.
- "Dialogic Leadership As Organizational Ethics Action (Praxis) Method," *Journal of Business Ethics*, 9, 1990, pp. 765-783.
- "Changing Unethical Organizational Behavior," *Academy of Management Executive*, 3, 2, 1989, pp. 123-130.
- "Cooperative Strategy," *Strategic Management Journal*, 9, 5, Sept.-Oct., 1988, pp. 475-492.
- "Limitations of Ethical Reasoning As An Action (Praxis) Method," *Journal of Business Ethics*, 7, 1988, pp. 725-733.
- "Cooperative Strategies," *Planning Review*, March, 1986, pp. 16-20, reprinted in McKinsey Quarterly, (manager oriented version of SMJ "Cooperative Strategy" article.)
- "Piggybacking For Nonprofits: A Shared Costs Based Cross-Subsidization Strategy," *Strategic Management Journal*, 7, Spring, 1986, pp. 201 - 215.
- "Alternative Managerial Responses To Unethical Management," paper won first prize in the annual "Best Paper in Corporate and Organization Planning" competition given jointly by the Foundation for Administrative Research, the Planning Executives Institute, and the North American Society for Corporate Planning. The award was presented at the annual Academy of Management convention. The paper is published in the November, 1985, *Planning Review*, pp. 24-43.
- "Intrapreneurship Strategy for Internal Markets - Corporate, Nonprofit and Government Institution Cases," (strategy for balancing cooperation and competition) *Strategic Management Journal*, 6, 1985, pp. 181-189 (with Michael Peters and Robert Hisrich).
- Book review/essay on *The Evolution of Cooperation* by Robert Axelrod. New York: Basic Books, 1984 in *The Academy of Management Review*, 10, 2, April, 1985, pp. 368-371.

- Book review/essay on Reason in Human Affairs by Herbert A. Simon, Stanford University Press, 1983 in *Strategic Management Journal*, 6, 2, April-June, 1985, pp. 192-194.
- "Arendt's Action Philosophy and the Manager as Eichmann, Richard III, Faust, or Institution Citizen," *California Management Review*, 26, 3, Spring 1984, pp. 191-201.
- "Pluralism in the Mass Media: Can Management Participation Help?" *Journal of Business Ethics*, 3, 1984, pp. 335-341.
- "How Piggybacking Affects Your Tax Exempt Status," *Fund Raising Management*, June, 1984, pp. 1, 32-40, 102.
- Book review/essay on, *Do It My Way Or You're Fired: Employee Rights and the Changing Role of Management Prerogatives* by David W. Ewing. New York: John Wiley & Sons, 1983 in *The Academy of Management Review*, 8, 4, 1983, pp. 701-703.
- "Training Programs: Pulling Them into Sync with Your Company's Strategic Planning," *Personnel*, 60, 3, May-June, 1983, pp. 19-26.
- "Strategic Planning and Consensus Building for External Relations - Five Cases," *Long Range Planning*, 16, 6, 1983, pp. 74-81.
- "Industrial Policy: Review and Historical Perspective," *Public Administration Review*, 43, 5, September-October 1983, pp. 471-475.
- "Should a Country Move Toward International Strategic Market Planning," *California Management Review*, 25, 2, January 1983, pp. 34-44.
- Book review/essay on *The Quaker Enterprise: Friends in Business* by David Windsor. London: Frederick Muller Limited, 1980 in *Academy of Management Review*, 8, 3, July, 1982, pp. 506-508.
- Book review/essay on David Riesman, *On Higher Education: The Academic Enterprise In An Era Of Rising Student Consumerism*, Jossey-Bass, 1981, in *International Journal of Institutional Management in Higher Education*, 6, 2, July, 1982, pp. 169-172.
- "Toward A Method For Building Consensus During Strategic Planning," *Sloan Management Review*, 22, 4, Summer 1981, pp. 29-40.
- "Use of Arbitration in Government-Business Relations," *Public Relations Review*, 7, 2, Summer, 1981, pp. 29-32.
- Book review/essay on Ombudsmen Compared by Frank Stacey, Cambridge University Press, 1979, in *The Academy of Management Review*, 5, 1, January, 1980, pp. 144-146.

- "Evaluating Opportunities For Academic Programs With A Program-Employment Opportunities-Competing Institutions Index," *College and University*, 19, 1, Summer, 1980, pp. 178-182.
- Book review/essay on *Contested Terrain: The Transformation of the Workplace in the Twentieth Century* by Richard Edwards, Basic Books in *The Academy of Management Review*, 5, 3, October, 1980, pp. 144-146.
- "How Inclusive Should a Consulting Report Be in a Participative Decision-Making Situation?" *Personnel Review*, Summer, 1980, pp. 54-55.
- "Stages In Moving Toward Cooperative Problem Solving Labor Relations And A Case Study," *Human Resource Management*, 18, 3, Fall, 1979, pp. 2-9.
- "Using Wage Indexing To Counter Stagflation," *Business Horizons*, August, 1979, pp. 32-33.
- "Cultural-Economic Nationalism and International Trade Policy," *The Academy of Management Review*, 4, 3, July, 1979, pp. 449-452.
- Alternatives For Increasing Choice In Concentrated Market Situations," *Journal of Consumer Affairs*, 14, 3, Winter, 1979, pp. 282-296.
- "Should Executives Be Jailed For Organizational Behavior That Causes Worker Injuries and Deaths?" *Labor Law Journal*, 29, 9, September, 1978, pp. 582-586.
- "Legal-Ethical Interactions in Journalism," in Bernard Rubin, ed., *Questioning Media Ethics*. N.Y. Praeger, 1978, pp. 180-208.
- "Benefit-type Seniority, Competitive-type Seniority, and Retroactive Compensation For Past Discrimination," *The American Business Law Journal*, 15, 2, Fall, 1977, pp. 242-248.
- Implications Of The Equal Credit Act Amendments of 1976," *Journal of Consumer Affairs*, 11, 1, Winter, 1977, pp. 167-170.
- "Public Policy and Price Discrimination In Favor Of Nonprofit Organizations," *The Academy of Management Review*, 2, 2, April 1977, pp. 316-319.
- "Court Gives Edge To Nonprofit Broadcasters," *Journalism Quarterly*, 54, 2, Summer, 1977, pp. 385-7, 440.
- "Support For Live Artistic Media," *The American Journal of Economics and Sociology*, 35, 2, April, 1976, pp. 149-160 (C. McQueen and A.B. Nielsen).
- Book Review, Charles Kadushin, *The American Intellectual Elite*. Boston, Little, Brown, 1974 in *Public Opinion Quarterly*, 40, Fall, 1976, pp. 417-419.

- "International Trade and Policy in Mass Media Materials: Television Programs, Films, Books, and Magazines," *CULTURES*, 3, 3, 1976, 196-205.
- "U.S. Penetration of the Canadian Television Program Market," *The Columbia Journal of World Business*, Spring, 1976, pp. 130-139.
- "Canadian TV Content Regulation and U.S. Cultural 'Overflow'," *Journal of Broadcasting*, 20, 4, Fall, 1976, pp. 461-466.
- "Performing Arts Audience Segments: A Case Study," *Performing Arts Review: The Journal of Management & Law of the Arts*, 6, 2, 1975, pp. 301-312.
- "Attendance Types of Performing Arts Events and Explanations For Attendance and Non-Attendance," *Performing Arts Review: The Journal of Management & Law of the Arts*, 6, 1, 1975, pp. 43-70 (with Angela B. Nielsen and Charles McQueen).
- "The Arts As Persuasive Communication for Social Planning," *Mass Communications Review*, May, 1975, pp. 17-22.
- "Communications and Fatalism," *Journalism Quarterly*, 51, 1, Spring, 1974, pp. 56-61 (with Angela B. Nielsen).
- "Communicating With and Motivating High Fatalists," *The American Journal of Economics and Sociology*, October, 1973, 32, 4, pp. 337-350.

Teaching

Courses taught.

- Among the courses I have taught are the following: Organizational Ethics and Politics; Ethics Leadership Methods; Business Ethics and Corporate Social Responsibility; Negotiating and Conflict Resolution; Organizational Behavior; Leadership; Organization Change and Transformation - An Intellectual History of the Idea of Change; Human Resources Management; International Management; Introduction to Management; and, Corruption and Ethics Reform Methods.

Ph.D. Students

- Eight of my students have won Best Divisional Paper awards at the annual Academy of Management meetings for papers they wrote for my classes and/or independent studies.

Editorial and Professional Service

- Society For Business Ethics and *Business Ethics Quarterly*. Past-President, Program Chair, and Board of Directors member. In addition, I have served on the Editorial Board of *Business Ethics Quarterly* since its inception

- *Organization Studies* and European Group for Organization Studies. Past Senior Editor for Ethics and Social Responsibility related articles of *Organization Studies*, the journal of the European Group for Organizational Studies.

- Editorial Boards:

- *Business Ethics Quarterly* (Current)
- *Business and Professional Ethics Journal* (Current)
- *Journal Of Academic Ethics* (Past)
- *Journal of Business Ethics* (Past)
- *Organization Studies* (Past)
- *Sustainability Accounting, Management and Policy Journal* (Current)
- *Finance, Ethics, and Regulation* (Past)

- Academy of Management. I have presented papers, organized and participated in symposia at about forty Academy meetings primarily in the Social Issues in Management, Organization Development and Change, Conflict Resolution, and Human Resources divisions.

- Editorial Referee (different times): *Academy of Management Journal*, *Academy of Management Review*, *Business Ethics Quarterly*, *Business and Society*, *Columbia Journal of World Business*, *The Employee Rights and Responsibilities Journal*, *Human Resources Management*, *Journal of Applied Behavioral Science*, *Journal of Business Ethics*, *Organization Science*, *Organization Studies*, *Sloan Management Review*, and *Strategic Management Journal*.

- Reporter/researcher, *The New York Times* (1978) on project concerning criminal penalties for managers in situations where consumer and employee injuries and deaths are caused by organizational behavior.

- University of Virginia, Ruffin Lecture Series, Business and the Humanities, Seminar Participant.

Service Within Boston College

- Past Chairperson and Member, Educational Policy Committee, Carroll School of Management
- Elected Member, Academic Integrity Board
- Coordinator, Works in Progress series and Organizational Studies Research series
- Director, Ph.D. Program in Organization Studies, 1997 to 2001.
- Member, Ethics Initiative Committee.
- Board Member, Faith, Peace and Justice Program, 1990 to present, teach courses on Ethics Leadership and Conflict Transformation.
- Co-Coordinator, Boston College Jesuit Institute Faculty Seminar on “Institutional Impediments To Ethical Behavior,” 1999 to 2001.
- Member, Boston College Jesuit Institute, Justice in Jesuit Higher Education Committee.
- Member, Organizational Studies Ph.D. Committee.

- Faculty Advisor, Human Resources and Organizational Development Academy, 1988-1996.
- Chairperson, International Management Committee.
- Academic coordinator, six week summer international management program for international managers, Boston College, 1985-1987.
- Member, joint Ph.D. Sociology and MBA degree program committee, 1981-1986.
- Undergraduate Capstone Course Committee, Boston College. Capstone course tries to integrate public life careers, private life, and spiritual philosophy, 1991-1993.
- PULSE Program, taught Negotiating and Conflict Resolution in the PULSE Program, an undergraduate "social service and academic reflection" program, BC.
- Coordinator, SOM Works in Progress faculty seminars, BC, 1982-1985.
- Member, University Planning Council, BC, 1983-1985.
- Chairperson, MBA Core Committee, BC, 1984-1985.

International Teaching, Applied Research, and Consulting Projects.

- Visiting MBA, Executive Education, international education for Boston College Venice International University Program, ALBA, Alpha Bank, Carrefour, Eurobank, Indonesian Institute of Management, Neochemiki, Novo Nordisk, Pakistan Institute of Management, Piraeus Bank, and University of Cyprus.
- Corporate Governance Group of the Bank of Norway's Investment Management Global Fund. Helped design and plan ethics engagement methods and programs with the corporations that the \$1 trillion plus Fund and the \$2 trillion plus international consortium of funds invest in.
- Peace Research Institute of Oslo. Helped design and plan programs on corruption reform and negotiating in peace making and refugee relief programs.
- Arthur D. Little School of Management, taught Negotiating and Conflict Resolution courses.
- First Call Corporation, helped plan consensus building effort for developing standards in financial services industry.
- Gottlieb Duttweiler Institute, Zurich. Helped with research, education and training in the area of bureaucracy and ethics practice.
- Arthur D. Little and U.S. Agency for International Development. Needs assessment, planning and teaching of international management programs in Pakistan and Indonesia.
- GSX/Genstar. Conducted feasibility analysis of starting a new business unit for introducing new technology for precision testing underground gasoline and chemical storage tanks.
- Academic program coordinator, six week summer international management course for international managers, Boston College.

- National Commission For Cooperative Education, U.S. Department of Education, The Ford Foundation. Helped teach, plan and consult on change management and organizational development in higher education institutions.

- WGBH Educational Foundation. Helped develop, build consensus internally and externally for strategy and operations changes; helped develop problem solving versus adversary approach to employee and labor relations. The Foundation holds the licenses for and operates three television stations and one radio station.

- United Nations Educational, Scientific and Cultural Organization. Research grant to study and report on how union contracts of media professionals can influence free expression and choice in concentrated market situations, and to study and report on trade patterns and possible regulation of international trade in television programs, films, books, and magazines.

- International Human Resources Development Corporation. Analyzed the feasibility of renting and buying films, television programs, and music for nonprofit in-house institution use in international waters and territories.

- Krannert Center For The Performing Arts, The University of Illinois, Urbana. Research Director and Organization Development consultant.

- New York City. Trade Union Work Coordinator, assigned new construction and maintenance contracts among various trade unions.

- Miscellaneous consulting, research, and teaching with Carrefour, Novo Nordisk, IBM, Citicorp, Thanamaris Shipping, the Social Sciences and Humanities Research Council of Canada, Harvard University, Massachusetts Institute of Technology, Albany International, and the University of Pennsylvania.

Community Service

Society of Friends (Quakers) - Member, Wellesley Meeting; Friends World Committee For Consultation; Nominating Committee, New England Yearly Meeting; Clerk, Income Distribution Committee; Board of Managers of Investments and Property Funds, New England Yearly Meeting; Ministry and Counsel Committee, Wellesley Friends Meeting; Education Committee member and teacher, Wellesley Friends Meeting; Peace Education Committee, American Friends Service Committee, New England Region; Co-clerk, Central Illinois Area American Friends Service Committee, Black Quaker Oral History Project.

Personal Data

Date of birth: April 4, 1946

Place of birth: New York, New York.

Citizenship: U.S.A.

Family: Married, two daughters.

