

## Biography, CV and Publications Richard P. Nielsen

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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 Hial of Hi2 (1)-2,15 0 Td(, )Tj0.001 Tcr(, 1Tj0. 18.0oy2 Tc -0.002 Tw -14y, V-1 (r0.001 Tc

- “How Can Observers Effectively and Safely Engage With Unethical Organizational Behaviors?” *Research in Business Ethics: Business And Society* 360

“Reintegrating Ethics and Institutional Theory,” 2013, *Journal of Business Ethics*

- “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 Intej[2l]-2 (aw)Tj1.415 0 T53n







- "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

Course titles and descriptions are listed in the following table.

- *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, Ju

- 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 Conf

- 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.

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