

CURRICULUM VITAE

CHARLES T. TACKNEY

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Associate Professor

Citizenship / E.U. Residence status: Citizen of the Republic of Ireland and the United States of America; Permanent E.U. Resident of Denmark.

1. Education:

Ph.D. (December 1995), Industrial Relations Research Institute, University of Wisconsin – Madison.

Major: International/Comparative Industrial Relations,
Minors: Human Resource Management, Unions and Collective Bargaining.

M.S. (1989), Industrial Relations, Industrial Relations Research Institute, University of Wisconsin – Madison.

Theology and counseling psychology course work (1984-1985), Sophia University, Tokyo.

Japanese language study (1980-1982), Japanese Language Institute, Sophia University.

M.A., high pass (1980), Humanities, Philosophy Department, Fordham University, Bronx, N.Y.

Master's thesis: Intersubjectivity as a Source of Knowledge.

German language studies (summer 1979), Philosophy Institute, Berkman College, Munich.

B.A., magna cum laude (1976), Major: Psychology. Marist College, Poughkeepsie, N.Y.

Language skills: English (native language), Japanese (bi-lingual competence), Danish (studying), reading and modest speaking competence in German and Spanish.

2. Professional experience:

May 1999 – Present: Associate Professor, Department of Management, Society, and Communication, Copenhagen Business School, Frederiksberg, Denmark.

May 1995 – April 1999: Assistant Professor, Asian Area Studies and International - Comparative Industrial Relations, International Studies Department, Bunkyo University, Chigasaki, Japan.

April 1995 – April 1999: Part-time lecturer in Comparative and International Industrial Relations (taught in English), International Center, Keio University, Tokyo.

1994: Part-time lecturer in Quantitative Research Methods (taught in Japanese), Sociology and International Studies Departments, International Christian University, Tokyo.

1993 to 1995: Visiting researcher, Fulbright Scholar, Economics Department, Keio University, Tokyo. Faculty advisor: Professor Haruo Shimada.

1992 to 1993: Guest researcher, Management Department, Nanzan University, Nagoya. Faculty advisor: Professor Makoto Ohtsu.

1992 to 1993: Researcher, Personnel Department, Okuma Corporation, Japan.

1990 to 1991: Project assistant, Japanese labor federation research, Management Department, School of Business, University of Wisconsin – Madison. Faculty advisor: Assistant Professor Terry L. Amburgey.

1987 to 1991: Japanese translator (simultaneous oral and written), by referral. East Asian Languages and Literature Department, University of Wisconsin-Madison. Moderator: Professor Akira Miura.

1985 to 1987: Program Supervisor, lecturer, technical editor and translator, Kurdyla & Associates, Tokyo.

1976 to 1985: Member, New York Province, Society of Jesus.

Academic administrative experience:

Copenhagen Business School:

A. Current Academic and Curriculum Responsibilities:

Undergraduate Programs:

- Business, Language and Culture (BLC) Program: Year 3 Project: Sessions and Workshop (2010 – present).
- BLC Program: Year 1 and 3: Project Coordinator.
- BLC, Year 3 Interdisciplinary Research Methods Instructor.
- Undergraduate Project advisement: for various programs.

Master's Programs:

- Leading and Managing Intercultural Projects, a case-based course offered for the MSc in BCL, Diversity and Change Management concentration (from Fall 2015).

- Project Management: Lean and Strategic, Master's level course: International Summer University Program.

- BLC: Master's thesis Coordinator: Business Development Studies and Diversity and Change Management concentrations since 2016.

Project Management: Lean and Strategic (International Summer University Program) 2017 – present): Course coordinator and instructor.

Doctoral Program:

- Instructor, co-curriculum designer of “Applied Quantitative Methods for Non-quantitative Doctoral Researchers” (2012 – present). An annual spring term course offering in the Doctoral School of Organization and Management Studies, CBS.

B. Notable Prior Academic and Curriculum Responsibilities:

Business, Language and Culture (BLC) Program: Year 3 Undergraduate Interdisciplinary Research Methods Course Coordinator (2010-2016). Methods instruction integration and instructional oversight, crafting of annual Interdisciplinary Methods Comprehensive Examination.

Leading and Managing Projects, a case-based course offered for the MSc in Business, Language and Culture, for the Leadership and Management Concentration (from Spring 2012 - 2015).

Research Methods and Writing Strategies, Business and Development Studies and Diversity and Change Management Concentrations, Course Coordinator and Instructor. This is a Second Semester required Master's methods course for the MSc in Business, Language and Culture, Leadership and Management / Diversity and Change Management / Business Development concentrations (from Spring 2009 - 2015).

Co-organizer of the Inter-Department Research Cluster: Researchers in Management Education (RIME) with Maribel Blasco, from January 2012 – 2014.

Organizing International Business, Year 3, Business, Language, and Culture Program elective, 2007 – 2008, Coordinator and Instructor.

Program Director and Study Board Chair: Asian Studies Program (ASP) (2004 – 2006)
Undergraduate and Master's Program in International Business Administration and Asian languages. Language of curriculum: English. Asian language specializations: Chinese or Japanese.

Program Director and Study Board Chair: Japan Studies Program (JSP) (2002 – 2004)
Undergraduate and Master's Program in International Business Administration and Japanese language. Language of curriculum: English. Asian language specialization: Japanese.

Program Director and Study Board Chair: JAPØK (2001 – 2002). Undergraduate and Master's Program in International Business Administration and Japanese language. Language of curriculum: Danish and English. Asian language specialization: Japanese.

Asian Research Center, Copenhagen Business School, Board member (2001 – 2006).

3. Dissertation, Publications and Presentations:

Doctoral Dissertation:

Tackney, Charles T. (December 1995). Institutionalization of the Japanese Lifetime Employment System: a Case Study of Changing Employment Practices in a Machine-tools Factory. Ph.D. dissertation, Industrial Relations Research Institute, University of Wisconsin - Madison. Ann Arbor: UMI Number: 9608158. UMI Dissertation Information Service.

Peer-reviewed Journal Publications:

Industrial Relations:

Tackney, Charles T. (2009). "Ye shall know them by their fruits:" American workplace evangelization and the continental European jurisprudence origins of Japanese management practice. Journal of Management History. 15:2. 178 – 197.
<https://doi.org/10.1108/17511340910943813>

Tackney, Charles T. (July 15-17 1998). The Legal Ecology of "Japanese management" and its Transnational Diffusion. Proceedings of the International Employment Relations Association 6th Annual Conference. "Globalization and regionalism: Employment Relations Issues in the Asia-Pacific," The University of Wollongong, NSW, Australia, 335-341.

Kettler, David and Charles T. Tackney (1997). Light from a Dead Sun: Japan's Lifetime Employment System and Weimar Labor Law. Comparative Labor Law and Policy Journal 19: 1.

Tackney, Charles T. (February 1994). A Perspective on the Postwar Court Struggles of Japanese Labor: Industrial Competitiveness and the Institutionalization of Lifetime Employment. Nanzan Management Review. 8:3. 497-526. Nanzan University, Nagoya.

Management Education:

Tackney, Charles T. and Wencke Gwozdz (2014). Teaching Statistics to Doctoral Students with Lonergan's Insight-based Critical Realism. International Journal of Management in Education, 8:1, 1 -21. Inderscience Publishers.

Tackney, Charles T., Sato, T., and O. Strömgren (2013). Assessing Knowledge in Dialogue: Undergraduate Synopsis-based Oral Examinations at a Scandinavian Business School. International Journal of Management in Education. 7:4, 417 - 436. Inderscience Publishers.

Blasco, Maribel and Charles T. Tackney (2013). 'If the bridge ain't broke, don't fix it'. The Hidden Curriculum of Higher Education Internationalization: Thoughts from Denmark. International Journal of Management in Education, 7:4, 341-359 Inderscience Publishers.

Tackney, Charles T., Sato, T., and O. Strömgren (2010). Benchmarks in Tacit Knowledge and Skills Instruction: The European Union-Research Oriented Participatory Education (EU-ROPE) Model of Copenhagen Business School. International Journal of Management in Education, 4:4. 463-485 Inderscience Publishers.

Theology of the Workplace:

Tackney, Charles T. (2018). Authenticity in employment relations: a theology of the workplace analysis. *Journal of Management, Spirituality, and Religion*. 15:1. 82-104.

Tackney, Charles T. and Imran Shah (2017). Authenticity / الأصحة (as-sehah) in Employment Relations: Theology of the Workplace Comparative Analysis of Islam and Roman Catholic Social Teaching. *Management Research Review*.40: 8, pp.907-932. <https://doi.org/10.1108/MRR-05-2016-0113>

Tackney, Charles T. (2016). To Redress Forgetting: 2012 Walmart labor organizing and a Theology of the Workplace. *Proceedings of the 40th Annual Lonergan Workshop at Boston College*. Chestnut Hill: Boston College.

Tackney, Charles T. (2013). John R. Commons, Heinrich Pesch, and Bernard J.F. Lonergan: Three Seminal Thinkers on the Working Rules of the going concern and the Illusion of free enterprise. *Lonergan Workshop: Reversing Social and Cultural Decline in a Friendly Universe*, Fred Lawrence (Ed.). Vol.: 24. Pp. 421-42. Chestnut Hill: Boston College.

Tackney, Charles T. (2012). A Theology of the Workplace: Adaptive Appropriation in Post-World War II Japanese Labor Law and the Roman Catholic Social Question. *Theoforum*. 43:1-2. 107 – 134. https://ustpaul.ca/en/theoforum-past-issues_617_442.htm

Tackney, Charles T. (2012). Asian Anticipations of Cosmopolis: Participation and Distribution Decisions in Japan's Industrial Relations System after World War II - Evidence of Conversion and Workplace Evangelization. *Proceedings of the 36th Annual Lonergan Workshop at Boston College: Reversing Social and Cultural Decline 'In a Friendly Universe*, Fred Lawrence (Ed.). Vol.: 23. Pp. 445-475. Chestnut Hill: Boston College.

Management, Spirituality, and Religion Interest Group, the Academy of Management

Tackney, Charles T., Chappell, Stacie, and Sato, Toyoko (2017). MSR Founders Narrative and Content Analysis of Scholarly Papers: 2001-2015. *Journal of Management, Spirituality, and Religion*.14:2. 135-159.

Tackney, Charles T. (Chair), Stacie Chappell, Eleftheria Egel, Mary Finney, Daniel E. Harris, Richard J. Major, Kathryn Pavlovich, and James Stoner (2017). Management, Spirituality, and Religion (MSR) Ways and Means: A 2016 working paper to encourage quality research. *Journal of Management, Spirituality, and Religion*. 14:3. 245-254.

Conference Paper and Symposium presentations (Peer reviewed):

Tackney, Charles T. (August, 2019). MSR Method for Speaking Truth to Power: Criterion-Predictors and Insight-based Critical Realism. Discussion paper accepted for presentation at the Management, Spirituality, and Religion Interest Group, Academy of Management conference. Boston.

Tackney, Charles T. (July, 2019). One small change in two adjectives, a modest leap to a better management studies research paradigm. A scholarly paper accepted for presentation at the Research in Management Learning and Education (RMLE). Dubrovnik.

Tackney, Charles T. (2018). Suehiro Izutarō and John R. Commons: Path dependence in Japanese and U.S. industrial relations. A scholarly paper submitted to the Management History Division, Philadelphia: Academy of Management conference.

Tackney, Charles T., Zølner, M. (Co-chairs), Gravier, M., Madsen, D., Pogner, K-H., Sato, T. (2017). Presenter Symposium: Curriculum at the interface: the European Higher Education Area and Copenhagen Business School. Atlanta: Academy of Management Conference.

Tackney, Charles T. (January 2017). Participating member, AOM 2017 Caucus Proposal (Bamber, Greg J.; Jacobs, David, Co-organizers). Rebuilding labor power at the interface between employing organizations' missions and worker interests. Atlanta, GA: Academy of Management Conference.

Tackney, Charles T., Chappell, Stacie, and Sato, Toyoko (August 2016). MSR Founding Narratives and Content Analysis of Best/Dexter Award Nominee Papers (2001-2015). Paper presented at the 2016 Management, Spirituality, and Religion Interest Group of the Academy of Management Conference. Anaheim.

Tackney, Charles T., and Richard Marens (Co-chair and Presenter), (August 2016). Contingent and continuing employment: Comparative national and historical perspectives. Presentation: "Path dependent divergence between the U.S. and Japan: Japan's approach to continuing employment relations and dismissal restrictions." Offered at the 2016 Academy of Management conference, sponsored by the Critical Management Studies, International Business, and Management History Divisions, Anaheim, CA.

Tackney, Charles T., and Alexander Turøy (August 2016). U.S. Roman Catholic archdioceses "at will" employment patterns and Roman Catholic Social Teaching. Paper presented at the 2016 Management, Spirituality, and Religion Interest Group at the Academy of Management Conference, Anaheim, CA.

Tackney, Charles T. and Imran Shah (May 2016). Authenticity / الصحة (as-sehah) in leadership: Theological perspectives on diversity and inclusive management from Roman Catholicism and Sunni Islam. The Second Workshop on Leadership, Diversity, and Inclusion, Copenhagen Business School.

Tackney, Charles T. and Imran Shah (August 2015). Authenticity / الصحة (as-sehah) in Employment Relations: Theology of the Workplace Comparative Analysis of Islam and Roman Catholic Social Teaching. Paper presented to the 2015 Management Spirituality and Religion Interest Group of the Academy of Management. Vancouver, Canada. Carolyn Dexter Best International Paper Interest Group Award and Finalist (6th) for the Carolyn Dexter Best International Award of Conference.

Tackney, Charles T. and Imran Shah (June 2015). Theology of the Workplace Comparative Analysis of Islam and Roman Catholic Social Teaching. A Workshop presentation to the 42nd Annual Lonergan Workshop, "Lonergan's challenge: Healing and creating in history," afternoon session, "Workplace authenticity and related matters." Chestnut Hill: Boston College.

Tackney, Charles T. (Presenter), (August 2015). Presenter Symposium: Catholic social doctrine, social justice, and corporate social responsibility, David C. Jacobs, Chair. Presentation, "Roman Catholic social teaching and contested domains: theologies of the corporation and workplace." Offered at the Academy of Management Conference,

Vancouver, Canada.

Invited submissions, editorials, book chapters:

Tackney, Charles T. (October 19, 2018). Root canals and the Catholic Church. Guest speaker with Tom Culham, "Engaging the Unconscious for Personal Ethical Transformation," in the online Management, Spirituality, and Religion Research Conversation Zoom session. Co-sponsors: International Humanistic Management Association and the Academy of Management: Management, Spirituality, and Religion Interest Group.

Tackney, Charles T. (August 17, 2018). The most daunting educational reform in human history is happening now. Lonergan Institute blog: Boston College.
<https://bclonergan.org/daunting-educational-reform-human-history-happening-now/>

Ormeita Burton, Kent D. Miller, Charles Thomas Tackney, Timothy Ewest, Theodora Issa, (2017) "Guest editorial", Management Research Review, Vol. 40 Issue: 8, pp.822-823,
<https://doi.org/10.1108/MRR-06-2017-0194>

Tackney, Charles T. (2015). General Empirical Method and the European Higher Education Area, pp. 491 – 494. In Lonergan's Anthropology Revisited: the next fifty years of Vatican II (Gerard Whelan, S.J., Ed.). Rome: Gregorian & Biblical Press.

Invited Lectures, Presentations, and Panels:

Tackney, Charles T. and Camillia Sløk. Theology of Work / The Workplace. A co-sponsored working lunch (May 29, 2019). Copenhagen Business School and Copenhagen University School of Theology, held at CBS, Frederiksberg.

Tackney, Charles T. (10 April 2010). Comparative Corporate Governance – a Japanese Industrial Relations Research Perspective. Presentation given to Executive MBA and Management Students at Loyola-Marymount University, Los Angeles, California, U.S.A.

4. Research support, certifications:

Otto Mønsted Fond (2011 - 2018). Travel grants for the Academy of Management Conference. <http://www.ottomoensted.dk/>

Certification for the U.S. National Institute of Health training course, "Protecting Human Research Participants." Certificate Number 326037. 22 October 2009.

Lonergan Post-doctoral Research Fellowship (September – December 2009). The Lonergan Institute at Boston College.

5. Academic association, editorial board and reviewer memberships:

Member: Academy of Management conference.

Member: Law and Society Association.

Chair (2019-2020). Management, Spirituality, and Religion Interest Group, Academy of Management. Elected position to five year Interest Group leadership track.

Chair-elect (August 2017), Management, Spirituality, and Religion Interest Group, Academy

of Management. Elected position to five year Interest Group leadership track.

Scholarly Program Chair (August 2017), Management, Spirituality, and Religion Interest Group, Academy of Management. Elected position to five year Interest Group leadership track.

Professional Development Workshop Chair (August 2016), Management, Spirituality, and Religion Interest Group, Academy of Management. Elected position to five year Interest Group leadership track.

Representative-at-Large (Community) (Spring 2015): a three-year elected position in the Management Spirituality and Religion Interest Group of the Academy of Management conference.

Journal of Management, Spirituality, and Religion, Associate Editor (2018 - Present).

International Journal of Management in Education Editorial Board Member (2010 - Present).

Academy of Management (2002 – Present). Member, Reviewer and Associate Reviewer, variously, for Management, Spirituality, and Religion Interest Groups, Social Issues in Management, Management History, International Management, and Research Methods Divisions.

Journal of Management History Editorial Board Member (2006 – Present). The Emerald Group.