

# Joshua S. Nunziato

Social Responsibility and Sustainability Division | Leeds School of Business | University of Colorado,  
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## AREAS OF EXPERTISE

Sustainability and Corporate Social Responsibility | Ethical Leadership | Business Ethics

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## EDUCATION

PhD | **Villanova University**

2016. Philosophy

MA | **Villanova University**

2013. Philosophy

MTh | **University of Aberdeen**

2010. Systematic Theology | With Distinction

BA | **Westmont College**

2008. Philosophy & Religious Studies | *Summa cum Laude*

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## EXPERIENCE

Associate Teaching Professor | **Social Responsibility and Sustainability Division at the Leeds School of Business, University of Colorado, Boulder**

2019-present. Courses Taught: Ethical Leadership (Executive MBA) | Socially Responsible Enterprise (MBA) | The Sustainable Firm: ESG Strategies and Practice (Senior Capstone) | Fundamentals of Socially Responsible Leadership (Junior Elective) | Business Ethics and Social Responsibility (Sophomore Core) | World of Business (First-Year Core)

Faculty Director | **Sustainable Leadership at Leeds**

2025. Campus leader for the legacy Daniels Fund portfolio of extracurricular ethics programming, including the annual Business Ethics Case Competition, the annual Naropa/Leeds ethical leadership panel and roundtable, March Debate Madness, and the Daniels Fund National Ethics Case Competition | Liaised closely with the director of Leeds' Center for Ethics and Social Responsibility to ensure Leeds' ethics programming complements the existing suite of sustainability-focused extracurricular programming | Applied for new grant money to expand character-focused ethics programming across CU.

Campus Leader | **Daniels Fund Ethics Initiative Collegiate Program at Leeds**

2022-2024. Campus leader for a \$250k/year grant-funded program to support principles-based ethics education within the DFEICP ethics consortium | Created a school-level strategy focused on experiential learning, pathfinding innovation, and concentric rings of impact | Executed on the strategy through the creation and delivery of impactful programming, including 'March Debate Madness' ethics tournament, Big Tech toxic culture ethics roleplay, Ethics of Mining workshop in partnership with Newmont Mining and the CO School of Mines, Ethics of Chat GPT workshop, and many other events | Budget and reporting responsibility | Dotted-line supervision of full-time Program Assistant | Close collaboration with the Leeds Dean

Lecturer | **University of Colorado, Boulder**

2018-2019. Courses Taught: Ancient Philosophy | Business Ethics | Reading, Writing, and Reasoning

Founder | **Centripetal**

2017-18. Fostered reflective business leadership by promoting conversations about the role of inner life in professional leadership and organizational culture

Adjunct | **West Chester University**

2017. Philosophy of Religion

Adjunct | **Villanova University**

2015-16. Introduction to Ethics | Introduction to Philosophy

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PUBLICATIONS

*UTD 24 Journal Articles*

2025 (rewriting and collecting additional data). Nunziato, Joshua S., and Ronald Paul Hill. "Occupational Intimacy: Structuring Emotional Connection at Work through Talk and Touch." *Administrative Science Quarterly*.

2025 (research complete; drafting). Nunziato, Joshua S., Carlos Chirinos-Espin, and Morgan M. Bryant. "'Don't You Know That Cash Ain't the Only Price?' Repersonalizing the Taylor Swift Concert Ticket Experience." *Journal of Consumer Research*.

2025 (research in progress). Nunziato, Joshua S., Dejun "Tony" Kong, and Lyndon Garrett. "Managing Vulnerability, Framing Authenticity: Insights from a High-Risk, Stigmatized Occupational Context." *Administrative Science Quarterly*.

*FT 50 Journal Articles*

2022. Vadakkepatt, Gautham, Andrew Bryant, Ronald Paul Hill, and Joshua S. Nunziato. "Can Advertising Benefit Women's Development? Preliminary Insights from a Multi-Method Investigation." *Journal of the Academy of Marketing Science*. 50 (2022): 503-520. DOI: 10.1007/s11747-021-00823-w

*Other Peer-Reviewed Journal Articles*

2019. Nunziato, Joshua S. and Ronald Paul Hill. "Perfectionism and the Place of the Interior Life in Business: Toward an Ethics of Personal Growth." *Business Ethics Quarterly* 29, no. 2 (April 2019): 241-68. DOI: 10.1017/beq.2018.26

2016. Nunziato, Joshua S. "Created to Confess: St. Augustine on Being Material." *Modern Theology* 32 (3): 361-83. DOI: 10.1111/moth.12258

*Books*

2020. *Augustine and the Economy of Sacrifice: Ancient and Modern Perspectives*. Cambridge, New York: Cambridge University Press.

*Chapters in Edited Collections*

2017. "Negotiating a Good Return? St. Augustine on the Economics of Secular Sacrifice." In *Latreia and Idolatry: Augustine and the Quest for Right Relationship*, edited by Markus Vinzent, Paul Camacho, and Veronica Roberts, 14:87–94. *Studia Patristica LXXXVIII: Papers Presented at the Seventeenth International Conference on Patristic Studies Held in Oxford 2015*, Special Volume. Leuven: Peeters.

2016. "Eternal Flesh as Divine Wisdom in *The Tree of Life*." In *Theology and the Films of Terrence Malick*, edited by Christopher Barnett and Clark Elliston, 218–31. New York: Routledge.

*Book Reviews*

- 2014a. “John Peter Kenney. *Contemplation and Classical Christianity: A Study in Augustine*. 2013. New York: Oxford University Press.” *Augustinian Studies* 45 (2): 323–25.
- 2014b. “Jean-Luc Marion. *In the Self’s Place: The Approach of St. Augustine*. 2012. Translated by Jeffrey L. Kosky. Stanford: Stanford University Press.” *American Catholic Philosophical Quarterly* 88 (1): 182–84.
- 2014c. “Eliseo Pérez-Álvarez. *A Vexing Gadfly: The Late Kierkegaard on Economic Matters*. 2011. Cambridge: James Clarke & Co.” *Scottish Journal of Theology* 67 (3): 366–67.
2012. “Jean-Luc Marion. *The Erotic Phenomenon*. 2007. Translated by Stephen E. Lewis. Chicago and London: University of Chicago Press.” *Scottish Journal of Theology* 65 (4): 477–79.

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#### INVITED TALKS, CONFERENCES, PANELS, AND PROFESSIONAL WORKSHOPS

- University of Colorado, Boulder | Boulder, CO  
2025. “Ethical Leadership” | Janus Henderson Executive Education Event | Workshop Instructor
- University of Colorado, Boulder | Boulder, CO  
2025. “Ethical Leadership” | Executive Leadership Continuing Education Program | Workshop Instructor and Coach
- University of Colorado, Boulder | Professional MBA Orientation | Boulder, CO  
2025. “Professionalize Your Ethics: Values and Ethical Principles for Navigating the Mid-Career Workplace” | Speaker
- University of Colorado, Boulder | Boulder, CO  
2024. “Emerging Technology Ethics with Nick Bilton” | Event Co-Sponsored by CU Law, Silicon Flatirons, and the Daniels Fund Ethics Initiative | Panel Moderator
- University of Colorado, Boulder | Boulder, CO  
2024. “Intro to Sustainable Management and Reporting Strategies” | “Corporate Boards in Action” | Guest Speaker
- University of Colorado, Boulder | Boulder, CO  
2024. “Practicing Extemporaneous Ethical Advocacy for the Workplace” | Innovation in Teaching Faculty Workshop | Co-led with the winner and other finalists for the Balkin and Barnow Innovative Teaching Award
- Academy of Management Annual Meeting | Chicago, IL  
2024. “Occupational Intimacy: Collaborative Respect and Emotional Connection in Global Sex Work” | Professional Development Workshop—Stigmatization and Belonging: Exploring the Dis/Associating Facets of Organizational Stigma | Organization and Management Theory Division
- Villanova University | Villanova, PA  
2024. “The Business of Words: Transactional Language in the Sacrificial Economy.” | Reconsiderations VI Conference | Invited Talk
- University of Colorado, Boulder | Boulder, CO  
2024. “Creating an Ethical Climate” | Graduate School of Banking Program | Workshop Instructor
- University of Colorado, Boulder | Boulder, CO  
2024. “Ethical Leadership” | Executive Leadership Continuing Education Program | Workshop Instructor and Coach
- University of Colorado, Boulder | Traditional MBA Orientation | Boulder, CO

2024. “Professionalize Your Ethics: Values and Ethical Principles for Navigating the Mid-Career Workplace” | Speaker  
University of Colorado, Boulder | Boulder, CO
2024. “Occupational Intimacy: Collaborative Respect and Emotional Connection in Global Sex Work” | Leeds Faculty Works in Progress Lunch  
University of Colorado, Boulder | Professional MBA Orientation | Boulder, CO
2024. “Professionalize Your Ethics: Values and Ethical Principles for Navigating the Mid-Career Workplace” | Speaker  
University of Colorado, Boulder | Boulder, CO
2023. “Intro to Sustainable Management and Reporting Strategies” | “Corporate Boards in Action” | Guest Speaker  
University of Colorado, Boulder | Inclusive Pedagogy Workshop | Boulder, CO
2023. One of four panelists who shared insights for improving the inclusivity of classroom culture and course content. ~55 Leeds faculty members and the Dean attended.  
University of Colorado, Boulder | Traditional MBA Orientation | Boulder, CO
2023. “Professionalize Your Ethics: Values and Ethical Principles for Navigating the Mid-Career Workplace” | Speaker  
University of Colorado, Boulder | Boulder, CO
2023. “Creating an Ethical Climate” | Graduate School of Banking Program | Workshop Instructor  
University of Colorado, Boulder | Boulder, CO
2023. “Ethical Leadership” | Executive Leadership Continuing Education Program | Workshop Instructor and Coach  
University of Colorado, Boulder | Professional MBA Orientation | Boulder, CO
2023. “Professionalize Your Ethics: Values and Ethical Principles for Navigating the Mid-Career Workplace” | Speaker  
University of Colorado, Boulder | Leeds Professionalization Summit | Interlocken, CO
2023. “Professionalize Your Ethics” | Speaker to ~400 sophomores  
Scripps Fellows Program at the University of CO | Boulder, CO
2023. “Contemplative Practice as a Catalyst for More Sustainable Business Leadership” | Lunch Seminar Presenter  
University of Colorado, Boulder | Center for Ethics and Social Responsibility | Boulder, CO
2023. “Debating Divestment” | Expert Panel Moderator  
University of Denver | Denver, CO
2023. “Contemplative Practice as a Catalyst for More Sustainable Management.” | Daniels College of Business | Business Ethics and Legal Studies Department  
University of Colorado, Boulder | Boulder, CO
2022. “Intro to ESG Strategies and Integrated Reporting: Big Tobacco and Sustainability Conversation Narratives” | “Corporate Boards in Action” | Guest Speaker  
B:Civic | Denver, CO
2022. “ESG and/or CSR” | B:Civic Annual Summit | Panelist  
University of Colorado, Boulder | Boulder, CO
2022. “Creating an Ethical Climate” | Graduate School of Banking Program | Workshop Instructor  
University of Colorado, Boulder | Boulder, CO
2022. “Ethical Leadership” | Executive Leadership Continuing Education Program | Workshop Instructor

- Loyola Marymount University | Los Angeles  
2021. “Contemplative Practice as a Catalyst for the Moral Formation of Professionals” | College of Business Administration Management Faculty Talk | Guest Speaker
- University of Colorado, Boulder | Boulder, CO  
2021. “Intro to ESG Strategies and Integrated Reporting: PMI, Engine No. 1, and the New ESG Landscape” | “Corporate Boards in Action” Class | Guest Speaker
- Villanova University | Online  
2021. “‘You Are More than What You Have Become’: Business Responsibility as Ecological Responsiveness” | “Philosophy of Exchange” Class | Guest Speaker
- Villanova University | Villanova, PA  
2019. “Debts, Gifts, and Offerings: Toward an Economy of Sacrifice.” | “Philosophy of Exchange” Class | Guest Speaker
- Denver University | Denver, CO  
2019. “When Is Corporate Survival Irresponsible?” | Institute for Enterprise Ethics | Guest Speaker
- George Washington University | Washington, DC  
2018. “Evolving Business Ethics: From Inner Life to Org Culture” | “Business Law and Ethics” Class | Guest Speaker
- American Academy of Religion Annual Meeting | Boston, MA  
2017. “The Offering of *Walden*: Thoreau and the Sacrificial Economy of the *Bhagavad-Gita*” | Sacred Texts and Ethics Study Group | Conference Talk
- American Academy of Religion Annual Meeting | San Antonio, TX  
2016. Paper: “Disembodying Self-Knowledge: An Augustinian Criticism of Girardian Sacrifice” | Colloquium on Violence and Religion | Conference Talk
- Patristic, Medieval, and Renaissance Conference | Villanova, PA  
2016. “Communion Alone: Augustine and Monica at Ostia” | Augustine on the Common Good of Creation Panel | Conference Talk
- American Academy of Religion Annual Meeting | Atlanta, GA  
2015. “The Price of Wisdom? Voluntary Poverty and Sacrificial Community in Augustine’s Monastery” | Augustine and Augustinianisms Study Group | Conference Talk
- Oxford Patristics Conference | Oxford University | Oxford, UK  
2015. “Negotiating a Good Return? St. Augustine on the Economics of Secular Sacrifice” | *Latreia* and Idolatry: Augustine and the Quest for Right Relationship Workshop | Conference Talk
- Villanova University | Faculty Curriculum Development Seminar on CST | Villanova, PA  
2015. Workshopped syllabi and discussed teaching strategies | Workshop Participant
- Villanova University | Intensive Teacher Training Seminar | Villanova, PA  
2015. Received focused pedagogical guidance from experienced instructors | Workshop Participant
- Center of Theological Inquiry | Faculty Development Seminar | Princeton, NJ  
2014. “Acknowledging the Stakes of Confession: Augustine, Cavell, and Wittgenstein on Improvising an Offering” | Confessional Improvisation: Wittgenstein and Cavell after Augustine Seminar | Workshop Participant
- Faith, Film, and Philosophy Conference | Gonzaga University | Spokane, WA  
2012. “Eternal Flesh as Divine Wisdom in *The Tree of Life*” | *Tree of Life*: The Way of Nature and the Way of Grace Seminar | Conference Talk

Business School Representative | **Boulder Faculty Assembly (BFA)**

Fall 2023-present. One of five voting Leeds faculty members on the all-campus faculty senate (BFA); invited to serve by the Leeds Senior Associate Dean for Faculty and Research to represent the business school in faculty self-governance at the campus level.

Executive Committee Member | **Leeds School of Business**

Summer 2023-Summer 2025. Selected by all-school election to represent the Social Responsibility and Sustainability Division in governance deliberations affecting the school.

Member | **Leeds Executive MBA Curriculum Revision Committee**

Spring-Summer 2025. Helped conduct a comprehensive four-year curriculum review informed by feedback from students, alumni, faculty, staff, and Leeds advisory board members. Helped design recommendations based on this feedback for improving the curriculum.

Chair | **SRS Division Compensation Benchmarking Task Force**

Spring-Summer 2025. Led a team of four faculty to benchmark division salaries against those of comparable faculty members at peer schools.

Member | **Leeds Teaching Excellence Committee**

Fall 2024-Spring 2026. Helped identify and recruit the Leeds Teaching Excellence Speaker for a sixth and seventh annual lecture to faculty. Reviewed submissions for the David B. Balkin and Rosalind and Chester Barnow Endowed Innovative Teaching Award.

Chair, Board of Directors | **Habitual Roots**

Spring 2023-Fall 2025. Habitual Roots was a not-for-profit that supported emotional intelligence and mental health by delivering opportunities for contemplative practice in authentic community. It operated in Denver, CO, and Charlotte, NC.

Executive Committee Member | **SRS Division, Leeds School of Business**

Fall 2021-Spring 2024. Conducted annual performance reviews for all division faculty, in collaboration with the other committee members. Rolled off of this elected position after three years.

Subject Matter Expert

Cited in: “After DEI, Conservatives Attack ESG.” *Inside HigherEd*. April 5, 2023 | Interviewed by journalists from *Businessweek* and other outlets | Guest interviewee for ‘Innovation in Compliance’ podcast with Tom Fox #227 (2/8/22) | Interviewee for Apogy Change Leader Insights video series with Jessica Crow (3/13/22)

Invited Peer Reviewer for Scholarly Articles

*Business Ethics Quarterly*, *Augustinian Studies*, and *Modern Theology*

Grant Reviewer

Swiss National Science Foundation

Book Reviewer

*Syndicate*, *Augustinian Studies*, *American Catholic Philosophical Quarterly*, and *Scottish Journal of Theology*

Faculty Fellow | **Daniels Fund Ethics Initiative**

Fall 2021-Spring 2022. Collaborated to design, implement, and evaluate the effectiveness of a ‘Design Thinking for Ethics’ student project in the Business Ethics and Social Responsibility class.

Business Ethics Mod Faculty Lead | **SRS Division, Leeds School of Business**

2020-Spring 2022. Provided orientation and ongoing support for all faculty teaching ‘Business Ethics and Social Responsibility,’ a required course at Leeds

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## FELLOWSHIPS, AWARDS, AND HONORS

- Faculty Advisor, Second Place Team | **Daniels Fund National Ethics Case Competition**  
2025. \$5,000. I coached a team of four undergraduate students who won second place in a field of 83 other teams from across the nation. The team won a total of \$80,000—with each student receiving \$10,000 and CU receiving \$35,000.
- Finalist, Frasca Teaching Excellence Award | **Leeds School of Business**  
2024. \$1,000. I was one of four finalists selected for the school's top teaching award out of a pool of fifty-two eligible faculty nominees.
- Winner, 2024 Dean's Faculty Teaching Award | **Leeds School of Business**  
2024. \$1,000. I earned this award, which is conferred annually by the Dean on one faculty member in each Leeds division who exemplifies excellence in teaching.
- Winner, Impact Business Buff Teaching Award | **Center for Ethics and Social Responsibility, Leeds School of Business**  
2024. \$1,000. I earned this award, which is conferred on one faculty member annually whose teaching inspires students to pursue excellence through sustainability and social responsibility.
- Finalist, David B. Balkin and Rosalind and Chester Barnow Endowed Innovative Teaching Award | **Leeds School of Business**  
2024. \$1,000. Mine was one of three finalist projects selected for the school's award to recognize teaching innovation through novel pedagogy and demonstrated impact.
- Student Nominee, MBA Teaching Excellence Award | **Leeds School of Business**  
2024. I was nominated for this award by the graduating MBA class. Two faculty members receive this award annually (one in an elective course and one in a required course).
- Faculty Research Fellowship | **Center for Ethics and Social Responsibility, CU Boulder**  
2021. \$2,000
- Assistantship in Philosophy and Theology | **Villanova University**  
2011-2015. ~\$117,500
- Bursary Award | **Aberdeen College of Arts and Social Sciences**  
2009. £5,000
- Graduate Fellowship | **Phi Kappa Phi Honor Society**  
2009. \$5,000
- Monroe Scholarship | **Westmont College**  
2004-08. ~\$120,000

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## LANGUAGES

Reading proficiency for research in French and Latin

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## REFERENCES

- Russell Cropanzano  
Professor of Organizational Behavior | **University of Colorado, Boulder** | Leeds School of Business  
russell.cropanzano@colorado.edu | (303) 492-5616
- Ronald Paul Hill  
Professor of Marketing | **American University** | Kogod School of Business  
ronhill@american.edu | (610) 217-3587
- James Wetzel  
Augustinian Endowed Chair | **Villanova University** | Department of Philosophy

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