

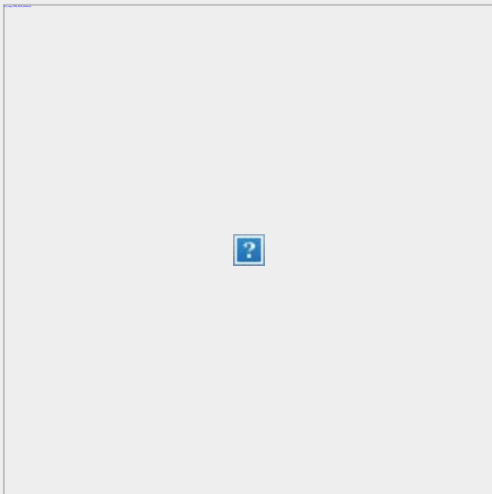
From: [Michael Basoco](#)
To: [Maura Gast](#)
Subject: FW: UDallas Business Review Spotlight - Commitment with Consequences: How Organizational Culture Shapes Ethical Boundaries
Date: Thursday, June 19, 2025 9:40:24 AM

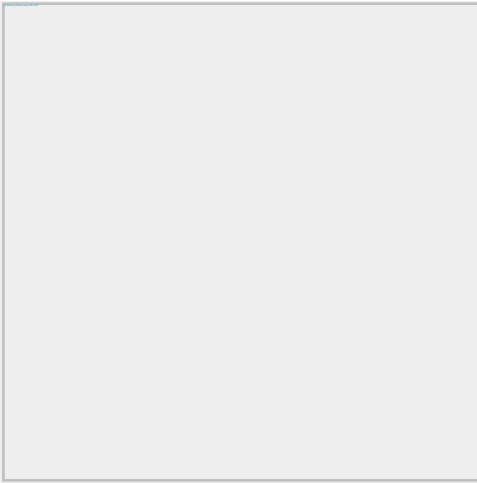
Hi Maura,

Could this article be included for consideration for the board reading packet?

Regards,
Michael

From: University of Dallas Business Review <businessreview@udallas.edu>
Date: Wednesday, June 18, 2025 at 11:05 PM
To: Michael Basoco <michael@basocoagency.com>
Subject: UDallas Business Review Spotlight - Commitment with Consequences: How Organizational Culture Shapes Ethical Boundaries





Summer 2025

Article Spotlight

Dear Michael,

Organizations often encourage strong employee commitment, but without the right cultural context, this can backfire. Our recent [UD Business Review](#) article reveals that in rigid, rule-driven cultures, emotionally attached employees may engage in unethical acts—like misreporting or bending rules—to benefit the company.

This research underscores that fostering commitment isn't enough; leaders must align organizational culture with ethical values to avoid integrity risks.

This article takes research by UDallas Professor, [Julia Fulmore](#), PhD.

FEATURED ARTICLE



Commitment with Consequences: How Organizational Culture Shapes Ethical Boundaries

Employee loyalty can drive unethical behavior—unless organizational culture promotes flexibility, trust, and ethical boundaries.

[Read more](#)

Stay tuned for more insights!



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