

# PEPE LEE CHANG

## *Curriculum Vitae*

(Ms.) Pepe Lee Chang  
1714 Heavens Peak  
San Antonio, TX 78258

Phone: (801) 518-7734  
Email: pepeleechang@gmail.com  
Webpage: <http://faculty.business.utsa.edu/pchang>

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### ◇ CURRENT APPOINTMENT:

**Assistant Professor: Philosophy/Business Ethics, *University of Texas at San Antonio*, Department of Management, College of Business.**

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### ◇ EDUCATION:

2007                      University of Utah, Department of Philosophy, *Ph.D.*

◇ DISSERTATION: *The Possibility of Business Ethics: Bridging the Gap Between Philosophers and Management Academics*

1995                      University of Utah, David Eccles School of Business, Marketing, *Bachelors of Science*

### **AREAS OF SPECIALIZATION & COMPETENCE**

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|---------------------------|---------------------------------------|
| ◇ BUSINESS ETHICS         | ◇ SUSTAINABILITY(CSR)                 |
| ◇ CORPORATE CITIZENSHIP   | ◇ SOCIAL/POLITICAL ISSUES IN BUSINESS |
| ◇ MORAL PHILOSOPHY/ETHICS | ◇ BIOETHICS                           |
| ◇ NIETZSCHE               | ◇ ADVERTISING ETHICS                  |

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### ◇ PUBLICATIONS:

#### **Articles:**

- “Does Prenatal Diagnosis Morally Require Provision of Selective Abortion?”, (co-authored with Diana Buccafurni), *American Journal of Bioethics*, Forthcoming.
- “A Typology of Universities’ Ethical Infractions: Classifying the Types and Levels of Seriousness of Ethical Lapses in University Settings”, (co-authored with Patricia C. Kelley), *Journal of Higher Education*, (August 2007).
- “Who’s in the Business of Saving Lives?” *Journal of Medicine and Philosophy* Vol. 31, No. 5. (October, 2006).

#### **Book Chapters:**

- “Pharmaceutical Companies and Their Obligations to Developing Countries: Psychopaths or Scapegoats?”, *Innovation and the Pharmaceutical Industry: Critical Reflections on the Virtues of Profit*, edited by Jeremy Garrett and H. Tristram Engelhardt, Jr., M&M Scrivener Press, 2008.

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 ◇ **UNIVERSITY SERVICE:**

- October 2008      University of Texas at San Antonio Business Ethics Symposium: Organizing Committee  
 2008                      University of Texas at San Antonio Faculty Forum: Committee Member
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 ◇ **SELECTED SPEAKING ENGAGEMENTS:**

- August 2009      “Bernard Williams, Business, and Ethics”, Society for Business Ethics, Chicago, IL.  
 August 2009      “Indigenous Knowledge as a Strategic Resource: An Ethical and Societal Challenge in the Knowledge Economy”, with Cynthia A. Lengnick-Hall, Academy of Management, Chicago, IL.  
 February 2009    “Bernard Williams, Business, and Ethics”, Texas State San Marcos, Department of Philosophy, San Marcos, TX.  
 March 2008      Pacific APA Commentary on “How Philosophy Can Inform the Creation of Public Policy for Workplace Accommodations — An Essay in Applied Philosophy”, Pasadena, CA.  
 April 2007      “The Possibility of Business Ethics”, University of Texas at San Antonio, College of Business, San Antonio, TX.  
 March 2007      “The Possibility of Business Ethics”, University of Northern Colorado, Greeley, CO.  
 February 2007    “Business Ethics: Bridging the Gap Between Philosophers and Management Academics”, *Albers School of Business*, Seattle University, Seattle, WA.  
 November 2006   “Business Ethics: Bridging the Gap Between Philosophers and Management Academics”, *Opus School of Business*, St. Thomas University, Minneapolis, MN.  
 October 2006    “Understanding the Link Between Corporate Social Performance and Corporate Financial Performance: An Empirical Study”, 2nd International Conference on Corporate Social Responsibility, *Co-presenter with Patricia C. Kelley and Ufuk Ince, Humboldt University, Berlin, Germany.*  
 June 2006      “Teaching Business Ethics from a Philosophical Perspective”, The Teaching Business Ethics Conference 2006, *Panel Participant, Boulder, Colorado.*  
 August 2005    “Who’s in the Business of Saving Lives?” Academy of Management 2005, *Interactive Panel Presenter, Honolulu, Hawaii.*  
 March 2005      “Who’s in the Business of Saving Lives?” Centre for Applied Philosophy and Public Ethics (CAPPE), *Australian National University.*  
 May 2005      “Differences in Value: Philosophers vs. Academics in Management”, Human Values and Applied Ethics Interdisciplinary Presentation, *David Eccles School of Business, University of Utah.*  
 October 2004    “Who’s in the Business of Saving Lives?” American Society for Bioethics and Humanities.  
 2003              “Was Nietzsche as Mediocre as they Say?” Rosenblatt Colloquium Series.

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### ◇ GRANTS AND FELLOWSHIPS:

2006	College of Humanities Graduate Student Research Award.
2005-2006	Marriner S. Eccles Graduate Fellowship in Political Economy.
2004-2005	Interdisciplinary Research Grant: Human Values and Applied Ethics — “A Difference in Value: Philosophers vs. Academics in Management.”
Spring 2005	Tanner Fellowship, <i>Department of Philosophy</i> .
2003-2004	Scientific Research Integrity Fellowship, <i>Department of Philosophy</i> .

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### ◇ PROFESSIONAL EXPERIENCE:

2002-2004	Universal Records, <i>Recording Artist (FurtherMore)</i>
1999-2004	Kabuki Management, <i>Artist Management</i>
1999-2003	Tooth and Nail Records, <i>Recording Artist (FurtherMore)</i>
1997-1999	KBZN 97.9, “The Breeze”, <i>Marketing Director</i>
1997	Grammercy Films, <i>Marketing</i>
1996-1997	Simon Malls, <i>Marketing Assistant</i>
1996-1997	EMI Records, <i>Marketing</i>
1996	In Plain English, <i>Marketing Assistant/Copy Editor</i>
1995-1996	Cydney Neil Special Events, <i>Executive Assistant</i>

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### ◇ DISSERTATION:

“THE POSSIBILITY OF BUSINESS ETHICS: BRIDGING THE GAP BETWEEN PHILOSOPHERS AND MANAGEMENT ACADEMICS”

*Committee:* Leslie P. Francis (Chair), Margaret Battin, Cal Boardman,  
Richard De George, Bruce Landesman, and Shaun Nichols

Business ethics is currently split into two academic fields — management and philosophy. My research will benefit the field of management, specifically management academics who work on business ethics, by giving them a way to verify that the tools they offer to business practitioners, by way of empirical studies, actually influences behavior that is ethical. This can be accomplished by reorganizing philosophical objectives in a way that utilizes the work of management academics, thereby bridging the two sides of business ethics.

Currently, philosophers and management academics have failed to track whether their research affects *ethical* business behavior. Philosophers who rely on moral theories usually do not empirically test their practical applicability; standard moral theories are too abstract to be of any practical use to business practitioners. Management academics have been treating the subject of business ethics more or less as a category of actions having to do with the environment, people, and profit rather than evaluating the ethical soundness of decisions. In other words, management academics have a limited understanding of what counts as ethical behavior since they have not developed a systematic conceptualization of ethics.

I argue that both philosophers and management academics ought to utilize one of contemporary moral philosophy’s distinctive skill sets, namely developing models of individual agency. Its theoretical sophistication about models of agency can put philosophers and academics in management in a position to consider what would count as an acceptable model of the corporate decision maker, and facilitate critical assessment of these models (by myself and others). Such assessment is a necessary preliminary to refining and advancing alternatives; in the near term, I believe this is the most valuable and beneficial contribution philosophy can make to business ethics in management.

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◇ **MEMBERSHIPS:**

- Academy of Management (Divisions: Social Issues in Management, Gender and Diversity, Research Methods)
- American Philosophical Association
- American Society for Bioethics and Humanities
- Society for Business Ethics

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◇ **LANGUAGE AND PROFICIENCY:**

- Chinese (Mandarin) — spoken only
- Web Based Class Management — I have taught and structured several online courses. (*Proficient in WebCT and Blackboard*)

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◇ **REFERENCES:**

**Chrisoula Andreou**

Assistant Professor of Philosophy  
University of Utah  
(801) 585-5087  
*andreou@philosophy.utah.edu*

**Margaret Battin**

Distinguished Professor of Philosophy  
University of Utah  
(801) 581-6608  
*battin@utah.edu*

**Bryan Bonner**

Associate Professor of Management  
University of Utah  
(801) 581-8555  
*mgtblb@business.utah.edu*

**Leslie P. Francis**

Professor of Philosophy and  
Alfred C. Emery Professor of Law  
University of Utah  
(801) 581-3489  
*francisl@law.utah.edu*

**Calvin Boardman**

Professor of Finance  
University of Utah  
(801) 581-5403  
*fincmb@business.utah.edu*

**Shaun Nichols**

Associate Professor of Philosophy  
Philosophy of Psychology  
University of Arizona  
(520) 626-0616  
*sbn@email.arizona.edu*