

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

◇ CURRENT APPOINTMENT:

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

EDUCATION:

2000–2007 *Ph.D.*, Department of Philosophy, University of Utah

◇ 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

1990–1995 *B.S. in Marketing*, David Eccles School of Business, University of Utah

AREAS OF SPECIALIZATION

MORAL PHILOSOPHY/ETHICS
SOCIAL ISSUES IN MANAGEMENT
BUSINESS ETHICS
BIOETHICS

AREAS OF COMPETENCE

ENVIRONMENTAL ETHICS
RESEARCH ETHICS
NIETZSCHE
POLITICAL PHILOSOPHY

◇ 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.

◇ **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

GRANTS AND FELLOWSHIPS:

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

WORKING PAPERS:

“One Virtue, Two Aspects”

I suggest that there are two aspects to each virtuous action — self-regarding and other-regarding. I then argue that Aristotle’s doctrine of the mean correctly characterizes the self-regarding aspects of virtuous activity. Thus my interpretation makes sense of the doctrine of the mean for those virtues of which it has seemed false. If I am right, the distinction between self and other-regarding aspects of a virtue accounts for partiality which allows Aristotle’s virtues to make sense to the agent herself, and explains how the pursuit of virtue can be the pursuit of eudaemonia.

“Bernard Williams and the Problem of Doubt”

Bernard Williams’s well known criticisms of utilitarianism turn on the importance of integrity. On Williams’s account, integrity consists in responsiveness to one’s own motivations. In this paper I argue that in his efforts to show that utilitarianism ignores the importance of integrity and is therefore misguided, Williams implicitly has shown that as a matter of empirical fact, we end up doubting our own reasons, in which case, we are doubting whether our integrity is important after all. This means that Williams must explain how this doubt fits into one’s own motivations. This explanation is necessary if Williams is to remain in the position to appeal to the importance of integrity.

“Was Nietzsche as Mediocre as they Say?”

In “Philosophy as Self-Fashioning: Alexander Nehamas’s Art of Living,” R. Lanier Anderson and Joshua Landy explain Nehamas’s view of self-fashioning and accept Nehamas’s view that Nietzsche was engaged in the sort of project that they take him to be recommending. Against Anderson, Landy and Nehamas, I argue that according to Nietzsche, self-fashioning is a sign of mediocrity. It is thus uncharitable to attribute such a project to Nietzsche.

◇ **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.

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 fields — management and philosophy. Philosophers treat business ethics as concerned with what managers *ought* to do, rather than what they actually do; they are concerned with what managers are obligated to do. Management academics, by contrast, are mainly concerned with empirically identifying effective procedures and environments that influence what is considered ethical business behavior. The task of management academics is to provide managers with helpful tools to successfully manage the workplace and achieve company goals.

Although both philosophers and management academics work on business ethics, they conceptualize the *ethical* corporate decision maker very differently. If I am right, then it makes sense that management academics ignore the work of philosophers. But this means that we are well positioned and motivated to set a new objective for philosophers working on business ethics.

The goal of business ethics should be to provide guidance to corporate decision makers. It stands to reason that a successful theory of business ethics will require that philosophers and management academics collaborate, each field contributing its own expertise, as they work toward the same goal.

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 and ethical 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.

◇ **MEMBERSHIPS:**

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

LANGUAGE AND PROFICIENCY:

- Chinese (Mandarin) — spoken only
 - Web Based Class Management — I have taught and structured several online courses for the University of Utah Philosophy Department. (*Proficient in WebCT*)
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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

Patricia C. Kelley

Associate Professor of Management
University of Washington, Bothell
(425) 867-1358
pckelley@comcast.net

Shaun Nichols

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

Nicholas P. White

Associate Professor of Philosophy
University of California, Irvine
Visiting Professor at the University of Utah
(801) 581-5197
nicholas.white@philosophy.utah.edu