

# PEPE LEE CHANG

## *Curriculum Vitae*

Pepe Lee Chang  
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San Antonio, TX 78258

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### ◇ CURRENT APPOINTMENT:

**Associate Professor** 2013-Present  
Department of Management, College of Business  
University of Texas at San Antonio (UTSA)

**Assistant Professor** 2007-2013  
Department of Management, College of Business  
University of Texas at San Antonio (UTSA)

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### ◇ EDUCATION:

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

University of Utah, David Eccles School of Business, Business Marketing, *B.S.*

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

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|-----------------------------|---------------------------------------|
| ◇ BUSINESS ETHICS           | ◇ SUSTAINABILITY(CSR)                 |
| ◇ MORAL PHILOSOPHY/ETHICS   | ◇ SOCIAL/POLITICAL ISSUES IN BUSINESS |
| ◇ HEALTHCARE/MEDICAL ETHICS | ◇ PHARMACEUTICAL INDUSTRY             |

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### ◇ PUBLICATIONS:

#### *In Print/In Press:*

- **Pepe Lee Chang**, “The Abandoned Stakeholder: Pharmaceutical Companies and Research Participants”, *Journal of Business Ethics*, 2016, doi:10.1007/s10551-016-3070-5.
- **Pepe Lee Chang**, “You Might Not Have Access”, *Theoretical and Applied Ethics Journal*, Vol. 2, No.1, pg. 93-102, August 2013.
- **Pepe Lee Chang**, “Pharmaceutical Companies: The Perfect Scapegoat for Everything”, *The American Journal of Bioethics*, Vol. 13, No. 5, May 2013, pp. 30-32.
- Diana Buccafurni and **Pepe Lee Chang**, “On the Moral Asymmetry of Gametic Contributions”, *The American Journal of Bioethics*, Vol. 13, No. 5, May 2013, pp. 56-58.
- **Pepe Lee Chang** and Diana Buccafurni, “Is Invading the Sacred for the Sake of Justice Justified?”, *The American Journal of Bioethics* (neuroscience edition), Volume 1, Issue 3, pg. 48-50, 2010.
- Diana Buccafurni and **Pepe Lee Chang**, “Does Prenatal Diagnosis Morally Require Provision of Selective Abortion?”, *The American Journal of Bioethics*, Volume 9, Issue 8, pg. 65-67, 2009.

- **Pepe Lee Chang**, “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, pg. 46-66, 2008.
- Patricia Kelley and **Pepe Lee Chang**, “A Typology of Universities’ Ethical Infractions: Classifying the Types and Levels of Seriousness of Ethical Lapses in University Settings”, *Journal of Higher Education*, Vol. 78, No. 4, pg. 402-429, 2007.
- **Pepe Lee Chang**, “Who’s in the Business of Saving Lives?” *Journal of Medicine and Philosophy*, Vol. 31, No. 5, pg. 465-482, 2006.

### *In Progress*

- Robert L. Cardy, **Pepe Lee Chang**, Deeksha Munjal, and M. Ronald Buckley, “Substance Over Style: Establishing the Intrinsic Worth of Triple Bottom Line Values”, Target: *Business Ethics Quarterly*.
- **Pepe Lee Chang**, Cynthia Lengnick-Hall, and Amanda Lengnick-Hall, “The Resource Based View of the Firm and the Respect for Persons Principle”, Target: *Business Ethics Quarterly, Journal of Business Ethics*.
- **Pepe Lee Chang**, “Business and Moral Character”, Target: *Business Ethics Quarterly, Journal of Business Ethics*.
- **Pepe Lee Chang**, “Health Care Management and Moral Character”, Target: *American Journal of Bioethics, Hastings Center Report, Journal of Medicine and Philosophy*.
- **Pepe Lee Chang**, “One Virtue, Two Aspects: Mean and Moderation”, Target: *Ethics*.
- **Pepe Lee Chang**, “Why Nietzsche Was Not a Self-Fashioner”, Target: *Ethics, The Journal of Nietzsche Studies*.

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### ◇ CONFERENCES/SELECTED SPEAKING ENGAGEMENTS:

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| April 2017     | “RBV and RFP”, Cynthia Lengnick-Hall, Pepe Lee Chang, Amanda Lengnick-Hall, MARS College of Business, University of Texas at San Antonio, San Antonio, TX.   |
| April 2017     | “Substance Over Style: Establishing the Intrinsic Worth of Triple Bottom Line Values”, Robert Cardy, Pepe Lee Chang, M. Ronald Buckley, American Philosophical Association (Pacific Division) Seattle, WA.                 |
| November 2016  | “The Oligopolistic Nature of the Music Industry: An Ethical Perspective”, Academy of Business Research Conference, Best Paper Award, San Antonio, TX.  |
| June 2016      | “Substance Over Style: Establishing the Intrinsic Worth of Triple Bottom Line Values”, Robert Cardy, Pepe Lee Chang, Deeksha Munjal, M. Ronald Buckley, International Association for Business and Society, Park City, UT. |
| April 2016     | “Kant, Eugenics, and Human Nature”, Invited Chair, American Philosophical Association, San Francisco, CA.  |
| August 2015    | “The Abandoned Stakeholders, Pharmaceutical Companies and Research Participants”, Academy of Management, Vancouver, Canada.  |
| April 2015     | “Beyond Informed Consent, Pharmaceutical Companies and Research Participants”, American Philosophical Association (Pacific), Vancouver, Canada.  |
| September 2014 | “The Abandoned Stakeholders, Pharmaceutical Companies and Research Participants”, Innovations in Inclusive Healthcare Business Models 2014, Technical University (TU) Dresden, Germany.                                    |

August 2014	“Publishing in Gender and Diversity in Leadership”, workshop presenter, Academy of Management, Philadelphia, PA.
August 2014	“Publishing in Health Care Management”, Faculty Facilitator, Academy of Management, Philadelphia, PA.
May 2014	Ethics in Business San Antonio (EIBSA) Luncheon.
April 2014	San Antonio North Chamber of Commerce Leadership Lab.
April 2011	Knowledge Panelist, Harvard University Program in Ethics and Health Annual International Bioethics Conference “New Strategies for Health Promotion: Steering Clear of Ethical Pitfalls”.
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.
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.
February 2007	“Business Ethics: Bridging the Gap Between Philosophers and Management Academics”, <i>Albers School of Business</i> , Seattle University, Seattle, WA.
November 2006	“Business Ethics: Bridging the Gap Between Philosophers and Management Academics”, <i>Opus School of Business</i> , 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, <i>Co-presenter with Patricia C. Kelley and Ufuk Ince, Humboldt University, Berlin, Germany.</i>
August 2005	“Who’s in the Business of Saving Lives?” Academy of Management 2005, <i>Interactive Panel Presenter, Honolulu, Hawaii.</i>
March 2005	“Who’s in the Business of Saving Lives?” Centre for Applied Philosophy and Public Ethics (CAPPE), <i>Australian National University.</i>
October 2004	“Who’s in the Business of Saving Lives?” American Society for Bioethics and Humanities.

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#### ◇ AWARDS AND HONORS:

2016	Nominated by Department Chair for President’s Distinguished Teaching Award.
2016	E. Lou Curry Teaching Excellence Award
2011	College of Business Dean’s Distinguished Teaching Award.
2011	UTSA MBA Student Award: Most Inspirational Teacher.

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#### ◇ COURSES TAUGHT:

- Ethics and Globalization (*MBA/graduate level*)
- Social, Ethical, and Legal Issues in Health Care Management (*MBA/graduate level*)
- International Business Ethics (*IMBA/graduate level*)

- Social and Ethical Issues in Business (*general and honors under-graduate*)
- Bioethics
- Business Ethics
- Introduction to Philosophy
- Moral Philosophy/Contemporary Ethics

### ◇ COMMUNITY RELATIONSHIPS/SERVICE:

2017	The Mind Science Foundation, <a href="https://www.mindscience.org/">https://www.mindscience.org/</a>
2016-present	Tech Bloc San Antonio: “To Grow San Antonio’s Tech Ecosystem” <a href="https://www.satechbloc.com/">https://www.satechbloc.com/</a> , Volunteer and Member.
2014-2015	International Torch Club: The International Association of Torch Clubs is an organization of about 70 clubs of professional and academic men and women. Members include prominent figures in the local community, Member.
2014-present	Ethics in Business San Antonio: Project Coordinator. Participating Community Organizations: Zachry Corporation, San Antonio Water Supply (SAWS), Lighthouse for the Blind, Security Services Credit Union, The Ecumenical Center for Education, Counseling, and Health.
2014-present	San Antonio North Chamber of Commerce Leadership Lab: Invited Facilitator.
2008-2012	University of Texas at San Antonio Business Ethics Symposium: Organizer.
2009-present	San Antonio Ethics in Business Awards, Committee Member.

### ◇ UNIVERSITY SERVICE:

2015-2016	UTSA, Department of Management New Faculty Mentor.
2015-2016	UTSA, Department of Management, Executive Committee: Chair.
2013-present	UTSA, Department of Management, Faculty Senate.
2014-2015	UTSA, Department of Management, Executive Committee: Chair.
2014-present	UTSA, Office of Research Integrity, Committee Chair.
2013-2014	UTSA, Department of Management, Undergraduate Committee: Committee Member.
2013-2014	UTSA, Department of Management, Executive Committee: Committee Member.
2012-2013	UTSA, Department of Management, Executive Committee: Committee Member.
2012-2013	UTSA, Department of Management, Faculty Search Committee: Committee Member.
2012	Provost’s Academy for UTSA Faculty: Creating Critical Thinkers
2011	UTSA Welcoming Committee: Academy of Management San Antonio
2009-2010	UTSA, Department of Management, Faculty Search Committee: Committee Member.
2008	UTSA Faculty Forum: Committee Member.

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◇ **GRANTS AND FELLOWSHIPS:**

- 2007-2013            UTSA, College of Business, Internal University Research Grant.
- 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.”

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◇ **MEMBERSHIPS:**

- Academy of Management (Divisions: Social Issues in Management, Gender and Diversity, Healthcare Management)
- 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.

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◇ **REFERENCES:**

**Lynda de la Viña**  
Peter Flawn Professor of Economics  
University of Texas at San Antonio  
(210) 458-5792  
*lynda.delavina@utsa.edu*

**Lindsay Thompson**  
Associate Professor  
The Johns Hopkins Carey Business School  
(410) 234-9426  
*lthompson@jhu.edu*

**John Hornsby**  
Senior Director Talent Development  
Zachry Group, San Antonio  
Texas Area Oil and Energy  
*hornsbyj@zhi.com*

**Leslie Pickering Francis**  
Distinguished Professor, Philosophy and Law  
University of Utah  
(801) 581-4289  
*francisl@law.utah.edu*