

NAME: Dr. Manuel G. Velasquez

ADDRESS: Management Department
Santa Clara University
Santa Clara, California 95053

PHONE: Secretary (408)554-4469; Office (408)554-4848; Cell (831)539-1450

PRESENT POSITION: Charles Dirksen Professor of Business Ethics, Management Dept.

1. Education

1967: B.A. in Philosophy, Gonzaga University

1968: M.A. in Philosophy, Gonzaga University, Thesis: Aristotle's Ethical Theory; Director: Dr. Clifford Kossel

1975: Ph.D. in Philosophy, University of California at Berkeley, Thesis: Rawls on Justice; Director: Dr. John Searle

1977-1980: Santa Clara University School of Business MBA Program.

2. Teaching and Related Experience

a) Institutions of Higher Education.

1975-77: Assistant Professor, Gonzaga University

1977-82: Assistant Professor, Santa Clara University

1982-88: Associate Professor, Santa Clara University

1988- : Full Professor, Santa Clara University

b) Other Academic Experience

1985-86: Planned, obtained funding for, and established the Markkula Center for Applied Ethics at Santa Clara University, 1986. [initial funding of \$250,000 for operations of the Center over three years.]

1986-1991: Director, Markkula Center for Applied Ethics, Santa Clara University

1998-present: Chair of the Management Department, Santa Clara University.

2001-2002: Acting Director, Markkula Center for Applied Ethics, Santa Clara University

c) Related Professional Experience

1982-83 Worked five months as counselor for patients dying of Cancer at St. Joseph's Hospital in Phoenix, Arizona.

1982-present Manuscript referee for articles on business ethics for California Management Review (occasional), Business and Professional Ethics Journal, and Business Ethics Quarterly.

1984-1986 Consultant and official advisor for the California Council for the Humanities project, "Japanese Legacy."

1988-1989 Served as "The Cunningham Professor" at the College of Notre Dame, Belmont.

3. **Scholarly Work**

A) PUBLICATIONS

Review of *Contemporary Critiques of Religion*, by Kai Nielsen, in *Journal of Ecumenical Studies*, vol. 11, no. 2, (Spring 1974), PP- 334-5.

"Ethics in Organizations," *New Catholic World*, Nov/Dec, 1980, pp. 248-52.

"The Ethics of Organizational Politics," *Academy of Management Review*, Fall, 1981 (with G. Cavanagh and D. Moberg)

Reprinted in *Managing Organizational Behavior*, 2nd ed., edited by John R. Schermerhorn, Jr., James G. Hunt, and Richard N. Osborn, (Wiley & Sons, 1985)

"Humboldt County Private Enterprise," and "Wage Differences at Robert Hall," Cases in David L. Mathison and Ed Gray, eds., *Management Cases and Readings The Competitive Edge*, (New York: Macmillan Publishing Company, 1989).

"Teaching Business Ethics: Aims and Methods," in *Doing Ethics in Business*, ed. Donald Jones, (Oelgeschlager, Gunn & Hain, Publishers: 1982).

"Teaching Business Ethics" in *Business Environment/Public Policy: The Field and Its Future*, ed. Edwin M. Epstein and Lee Preston, (St. Louis, Missouri: American Assembly of Collegiate Schools of Business, 1982) [Conference Proceedings.]

"Organizational Statesmanship and Dirty Politics," *Organizational Dynamics*, Autumn, 1983 (with G. Cavanagh and D. Moberg). [I am listed as first author on this work because the other two authors felt that the conceptual framework of moral principles underlying the article originated with me. The actual writing of the article was evenly divided.]

"Why Corporations Are Not Morally Responsible for Anything They Do [But Individuals Are]," *Business & Professional Ethics Journal*, vol. 2, no. 3, Spring, 1983 (Reprinted in *Ethical Theory and Business*, ed. by Tom L. Beauchamp and Norman E. Bowie, (Englewood Cliffs, N.J.: Prentice-Hall, Inc., 1988; and in L. May and S. Hoffman, eds., *Collective Responsibility*, (Savage, Maryland: Rowman & Littlefield Publishers, Inc., 1991)

Ethics: Theory and Practice, edited with C. Rostankowski, (Prentice-Hall, Inc., 1985).

"The Morality of Using Nuclear Weapons," in *Ethics: Theory and Practice*, (Prentice-Hall, Inc., 1985), pp- 183-95.

"*Gaudium et Spes* and the Development of Catholic Social-Economic Teaching" in *Questions of Special Urgency: The Church in the Modern World--Two Decades after Vatican II*, Judith A. Dwyer, ed., (Washington, D.C.: Georgetown University Press, 1986).

"Commentary on French," in *Business and Professional Ethics Journal*, 1986.

"Ethics Mix Uneasily with U.S. Politics," [op. ed. article in newspaper], *San Jose Mercury News*, November 23, 1986.

"A Short Bibliography of Films for Business Ethics in *Bibliography of Business Ethics and Business Moral Values*, ed. by Kenneth M. Bond, (Omaha, Nebraska: Creighton University 1986).

"Ethics, Religion, and the Modern Business Corporation," in *The Catholic Challenge to the American Economy*, Thomas M Gannon ed., (New York: Macmillan Publishing Company, 1987)

"Poverty in America," in *Poverty and Social Justice*, Francisco Jimenez ed., (Tempe, Arizona: Bilingual Press 1987)

"Toy Wars," [case study] in *Ethical Issues in Business*, third ed., Thomas Donaldson and Patricia Werhane eds., (Englewood Cliffs, New Jersey: Prentice-Hall, 1987) [This is a non-fictional case study of an advertising firm. After being accepted for publication in this collection, this case study was also included in the second edition of my own book, *Business Ethics: Concepts and Cases*]

"Defining Suicide," *Issues in Law and Medicine*, vol. 3, no. 1, (summer 1987), pp- 37-51.

With Gerald Cavanagh, "Religion and Business: The Catholic Church and the U.S. Economy," *California Management Review*, Vol- 30, No. 4, (Summer 1988), pp-- 124-140.

With Kirk Hanson, "The Boeing Company: Managing Ethics and Values," [case study], in *Corporate Ethics: A Prime Business Asset* (New York: The Business Roundtable, 1988), pp: 11-20.

With Kirk Hanson, "Hewlett-Packard Company: Managing Ethics and Values," (case study), in *Corporate Ethics: A Prime Business Asset*, (New York: The Business Roundtable, 1988), pp.65-76.

With Baruch Lev and Wayne Lee, "Unicomp, Inc." [case study], in *Arthur Anderson Cases on Business Ethics*, (Chicago, IL: Arthur Anderson & Co., 1989), pp. 11-30, I1-I11, II1-II3, III1-III3; reprinted as "Financial Ethics Case and Corresponding Faculty notes," in George A. Aragon. *Instructor's Manual for Financial Management* (Boston: Allyn and Bacon, 1989), pp. C1-C27.

"Corporate Ethics: Having It, Losing It, Getting It," in Peter Madsen and Jay M. Shafritz, *Essentials of Business Ethics*, (New York: Meridian, 1990), pp. 228-244.

"International Business, Morality, and the Common Good," *Business Ethics Quarterly*, vol. 12, (1992), no. 2, pp. 27-40; reprinted in Michael Hoffman, ed., *Business Ethics: Readings and Cases in Corporate Morality*, (New York: McGraw-Hill, 1995); reprinted in Joseph R. DesJardins and John J. McCall, eds., *Contemporary Issues in Business Ethics*, 2nd ed., (Belmont, CA: Wadsworth, 1995)

"Conducting an Ethics Case Discussion," (Chicago: Arthur Anderson, 1993) [Pedagogical article published as part of Arthur Anderson package of materials on teaching business ethics]

"Some Lessons and Non-Lessons of History," in Tom Donaldson, ed., *Business and the Humanities*, (New York: Oxford University Press, 1995).

With Claire Andre, *Ethics At Work*, manual for employee training programs in ethics, published and used by the Center for Applied Ethics of Santa Clara University (Santa Clara, CA: Santa Clara University, 1989).

Several articles in *Issues In Ethics*, the newsletter of the Center for Applied Ethics. It is a policy of the Center that these articles are always unsigned and that all articles are reviewed by other staff for editing suggestions. The articles for whose theoretical content I am entirely responsible and for whose writing I am at least 95% responsible include: "What is Ethics," (vol. 1, no. 1); "Can Ethics be Taught?" (vol. 1, no. 1); "Thinking Ethically," (vol. 1, no. 2); "Conscience and

Authority," (vol. 1, no. 2); "Ethics and Virtue," (vol. 1, no. 3); "Of Cures and Creatures Great and Small" (vol. 1, no. 3) "Consistency in Ethics," (vol. 1, no. 4).

With Gerald Cavanagh and Dennis Moberg, "Making Business Ethics Practical," *Business Ethics Quarterly*, vol. 5, no. 3, August, 1995.

"International Business Ethics: The Aluminum Companies in Jamaica," *Business Ethics Quarterly*, vol. 5, n. 4, October 1995.

"Why Ethics Matters: A Defense of Ethics in Business Organizations," *Business Ethics Quarterly*, vo. 6, no. 2, April 1996.

"Ethical Relativism and the International Business Manager," in *Studies in Economic Ethics and Philosophy*, (Springer-Verlag, Berlin, 1996)

"Business Ethics, the Social Sciences, and Moral Philosophy," *Social Justice Research*., vol. 8, no. 1, March 1996.

"Natural Law and International Business Ethics," *Social Responsibility: Business, Journalism, Law, Medicine*, vol. 22, 1996.

with Neil Brady, "Catholic Natural Law and Business Ethics," *Business Ethics Quarterly*, vol. 7, no. 2, March 1997. (reprinted in *Spiritual Goods*, 2001: 107-140)

"Compensatory Justice," in Patricia Werhane and R. Edward Freeman, eds., *Blackwell Encyclopedic Dictionary of Business Ethics*, (Oxford: Blackwell, 1997 [1st ed], 2004 [2nd ed.])

"Globalization and the Failure of Ethics," *Business Ethics Quarterly*, vol. 10 no. 1 (January 2000) p. 343-52

with Martin Calkiins, Dennis J. Moberg, and David Perry, "Guest Editors' Introduction," *Journal of Business Ethics*, 38(1-2), (2002).

"Moral Reasoning," in Norman Bowie, ed., *The Blackwell Guide to Business Ethics*, (Malden, MA: Blackwell Publishers, Inc., 2002), p. 102-16.

"Debunking Corporate Moral Responsibility," *Business Ethics Quarterly*, (October 2003, vol. 13, no. 4, pp. 531-62.

with Dennis Moberg, "The Ethics of Mentoring," *Business Ethics Quarterly*, vol. 14, no. 1, (2004), p. 95-122.

"Is Corruption Always Corrupt?" in George G. Brenkert, ed., *Corporate Integrity and Accountability*, (Thousand Oaks, CA: Sage Publications, 2004)

"The Ethics of Consumer Production," in Fritz Allhoff and Anand Vaidya (eds), *Business Ethics*, (Thousand Oaks, CA: Sage Publications, 2005).

"Managing Conflicts of Interest" in Mark Epstein and Kirk Hanson, eds., *The Accountable Corporation: Business-Government Relations*, (Westport, CT: Greenwood Publishing Group, 2006)

"Natural Law and International Business Ethics" in Frederick Bird and Manuel Velasquez, eds., *Making a Difference: Just Business Practices in a Diverse, Developing, and Unbalanced World:*

Essays on International Businesses and Global Responsibilities, (New York, NY: Palgrave-Macmillan, 2006)

With Frederick Bird, eds., *Making a Difference: Just Business Practices in a Diverse, Developing, and Unbalanced World: Essays on International Businesses and Global Responsibilities*, (New York, NY: Palgrave-Macmillan, 2006)

“Commodification,” in Robert W. Kolb., ed., *Encyclopedia of Business Ethics and Society*, (Thousand Oaks, CA: Sage Publications, 2008)

“Normative Theory and Positive Theory,” in Robert W. Kolb, ed., *Encyclopedia of Business Ethics and Society*. (Thousand Oaks, CA: Sage Publications, 2008)

with Frederick Bird and Joseph Smucker, “Introduction: International Business Firms, Economic Development, and Ethics,” *Journal of Business Ethics*, 89(S2): 81-84, (2009).

“Corruption and Bribery,” *Oxford Handbook of Business Ethics*, George G. Brenkert and Tom L. Beauchamp, editors. (Oxford University Press, 2009)

“Development, Justice, and Technology Transfer in China: The Case of HP and Legend,” *Journal of Business Ethics*. (2010) 89:157-166.

With Peter Jennings, “Towards an Ethical Wealth of Nations: An Institutional Perspective on the Relation between Ethical Values and National Economic Prosperity,” *Business Ethics Quarterly* (2015), 25(4): 461-488. **PRJ, S**

With Jinhua Cui, Hoje Jo, Haejung Na, “Workforce Diversity and Religiosity,” *Journal of Business Ethics* , 128(4): 743-767 (2015). **PRJ, S**

With Jinhua Cui, Hoje Jo., “The Influence of Christian Religiosity on Managerial Decisions Concerning the Environment,” *Journal of business Ethics*, 132(1): 203-231 (2015). **PRJ, S**

With Jinhua Cui, and Hoje Jo., “Community Religion, employees, and the social License to Operate,” *Journal of Business Ethics* (2016), 136(4): 869-887. **PRJ, S**

Philosophy: A Text with Readings, 13th Edition, (Boston, MA: Wadsworth Cengage Learning, 2016). [**Note:** Previous editions published in 1980, 1983, 1988, 1991, 1994, 1997, 1999, 2002, 2005, 2008 and 2011.] **B, L**

Business Ethics: Concepts and Cases, 8th Edition, (Upper Saddle River, N.J.: Prentice-Hall, 2017) [**Note:** Previous editions published in 1982, 1988, 1992, 1998, 2002, 2006; 2012; 5th edition translated into Korean in 2002; 5th edition translated into Indonesian in 2005; 6th edition translated into Spanish in 2006.] **B, L**

With David Ronnegard, “On (Not) Attributing Moral Responsibility to Organizations,” in Craig Smith and Eric Orts, eds., *The Moral Responsibility of Firms*, (Oxford: Oxford U. Press, 2017), 123-142. **BC, S**

With Hoje Jo and Jinhua Cui, “Christian Religiosity and Corporate Community Involvement,” *Business Ethics Quarterly*; 29(1), 85-125, (2019). **PRJ, S**

With Vikram Bhargava, “Is Corporate Responsibility Relevant to Artificial Intelligence Responsibility?” *Georgetown Journal of Law and Public Policy*, 17, 829-851. **PRJ, S**

With Vikram Bhargava, "Ethics of the Attention Economy: Social Media Addiction," *Business Ethics Quarterly*, forthcoming. **PRJ, S**

B). PAPERS, PRESENTATIONS, TALKS

"John Rawls and the Original Position," presented to the Philosophy Department, University of Santa Clara, 1978.

"A Distinctively Religious Ethic," presented to the Religious Studies Department, the University of Santa Clara, 1978.

"Teaching Business Ethics to Future Managers," presented at conference at Drew University on teaching business ethics, 1980.

"The Ethics of Organizational Politics," (with G. Cavanagh and D. Moberg) presented at National meeting of the Academy of Management, August 1980 (later published as article with the same titles see above)

"The Morality of Nuclear Weapons," presented in "Speaker's Series" at Regis College in Denver, Colorado, November, 1982. [A much different version was later published as "The Morality of Using Nuclear Weapons," as indicated above.

"Business Ethics: An Overview of the Field," presented at "Conference on Teaching Business Ethics," at Fordham University, New York, August, 1982.

"Business Ethics: A Philosophical Approach," presented at "Conference on Teaching Business Ethics," at Fordham University, New York, August, 1982.

"Ethics and the Environment," presented in "Business and Professional Ethics Speaker Series," sponsored by the Philosophy Department of San Jose State University, October 10, 1983.

"Religion in Business," presented at conference on "Religion and the Corporation" sponsored by the Woodstock Theological Center at Georgetown University, Washington D.C., March 1985.

"Abortion and the Legislator," presented at Santa Clara University Faculty Forum, Spring 1985.

"Comments on John Waide's 'Virtues and Principles'," presented at "A Conference on the Virtues," University of San Diego, February 13-15, 1986.

"Values, Technology and Corporate Life," presented at "Workshop on Values: Controversies in a Technological Society," at Wheaton College, Chicago, March 17, 1986.

"Technology and Human Rights," presented at "Workshop on Values: Controversies in Technological Society" at Wheaton College, Chicago, March 18, 1986.

"Ethics and the Business School," presented at the Ascendant Scholar Symposium at the Western Academy of Management meeting, March 21, 1986, in Reno, Nevada.

"Teaching Business Ethics," presented at "Conference on Teaching Business and Public Policy," at University of California, Berkeley, April 11, 1986.

"Ethics and Organizational Life," presented at symposium entitled "Organizational Ethics for the Future," sponsored by the Texas Department of Human Services, in Austin, Texas, August 20, 1986.

"The Justice of Exclusion," presented at a symposium entitled "The justice of National Boundaries," at Santa Clara University, February 23, 1987.

"Defining Suicide: A Philosophical Perspective" presented at conference entitled "Assisting Suicide: The Legal, Medical, and Ethical Issues" at Stanford University in Palo Alto, April 2, 1987. (A longer and revised version was published as "Defining Suicide" as indicated above.)

"Catholic Social Teaching and the U.S. Economy: the First Draft" presented at the first Hilton Business Ethics Week at Loyola Marymount University," Fall 1985; published as Hilton Business Ethics Week, 1985 [booklet] by the College of Business Administration, Loyola Marymount University, Los Angeles, California.

"Catholic Social Teaching and the U.S. Economy: the Third Draft," presented at the Hilton Business Ethics Day, October 8, 1986, at Loyola Marymount University; published as Hilton Business Ethics Day, Fall-1986 [booklet] by College of Business Administration, Loyola Marymount University, Los Angeles, California.

"The Ethics of Drug Testing," presented at symposium entitled "The Humanities: Reflecting the Past, Illuminating the Future," on March 8, 1988, at the School of Humanities at California State University, Long Beach.

"Business Ethics and Self-Interest," presented as the "Presidential Address" at the Society for Business Ethics meeting, August 5, 1988, at Anaheim, California.

"Ethics in Negotiations," presented at the Academy of Management meeting, August 10, 1988, at Anaheim, California.

"Initiatives in Business Ethics," presentation at the Academy of Management meeting, August 14, 1989, at Washington, D.C.

"The Ethics of Insider Trading," public lecture, presented April 26, 1989, at College of Notre Dame, Belmont, CA.

"Some Lessons and Non-Lessons of History," presented at Darden School of Business, University of Virginia, April 1, 1989, as part of "Ruffin Lecture Series."

"International Business and the Common Good," Paper Presented at American Philosophical Association Convention March 29, 1990 in Los Angeles.

"Emerging Issues in Business Ethics," talk given on April 23, 1990, at Charolotte State College in Charolotte, North Carolina.

"Corporations and Wrongdoing: Who Should be Held Accountable?" talk at Business Ethics Symposium at the University of Texas at Austin, April 12, 1990.

"Ethics in Management," talk at California State College at Humboldt, California, March 23, 1990.

"Employee Rights," talk at Southern Oregon State College, as Lecturer for the Glenn L. Jackson Chair in Business Ethics, February 28, 1990.

"Business Ethics: The Case of Drug Testing," talk presented at Business Ethics Symposium, the University of Texas at San Antonio," on November 1, 1990.

"International Business Ethics," lecture presented as part of "Essays in Justice" series at Capital

University in Columbus, Ohio, January 27, 1994. [To be published as an essay in book to be edited by Michael Distelhorst, tentatively entitled, *Essays in Justice*]

"Why Ethics Matters," paper presented at the inaugural Conference of the Centre for the Study of Business Values at the Department of Management Studies of the University of Hong Kong, in Hong Kong, June 1, 1994.

"Comments on Moral Philosophy and the Social Sciences," presentation at the Conference on Business Ethics at the Kellogg School of Business of Northwestern University in Chicago, Illinois, on August 3, 1994.

"International Business Ethics: The Aluminum Companies in Jamaica," paper presented at the Society for Business Ethics meeting, August 12, 1994, in Dallas, Texas. [This paper was awarded the "Best Paper Award" for presentations at the meeting.]

"Business Ethics and Moral Relativism," paper presented at 1995 SEEP Conference February 1995, School of Management, Brigham Young University.

"Ethical Relativism and the International Business Manager," paper presented at the Annual Meeting of the Society for Business Ethics, Vancouver, August 1995. [a revision of paper immediately preceding]

"Cross Cultural Themes in Business Ethics Research," panel presentation at the Annual Meeting of the Society for Business Ethics, Vancouver, August 1995.

The Examined Life, a television series consisting of twenty-six half-hour programs covering the whole of philosophy, produced by INTELECOM, Pasadena, CA, released Fall 1999. [I Served as primary consultant for the series, which is based on my textbook, *Philosophy: A Text with Readings*, 7th ed.; wrote some parts of the series; oversaw production and writing of all programs in the series, and of the Study Guide and other materials for the series.]

with Fred Bird, "International Business Ethics, Human Rights, and Natural Law," paper presented at the Annual Meeting of the Society for Business Ethics, Chicago, IL., August 1999.

with Terri Lituchy, "The Maquiladora Industry in Baja California," Case study presented at invitational research conference held December 12-13, 2001 at Concordia University in Montreal.

"Hewlett Packard and Legend Computer in China." Case study presented at research conference at Concordia University in Montreal on October, 18, 2002.

"Is Corruption Always Corrupt?" Paper presented at research conference at Georgetown University, Washington D.C., on September 23, 2002.

"Corruption and Business." Paper presented at research conference at Concordia University in Montreal on October 18, 2002

with Dennis Moberg, "Leakers on Corporate Boards and Other Groups: Moral Deviants or Mere Drips?" Paper presented at the Society for Business Ethics Annual Meeting on August 3, 2007. [This paper won the "Best Paper" award at the Meeting]

"Corruption as a Social Construct," Paper presented as part of a panel group at the Academy of Management meeting in Montreal in August 2010

"Natural Law and Cross-Cultural Ethics." Paper presented as "The Aram Lecture" at Gonzaga University, March 21, 2011.

Bhargava, V., & Velasquez, M. G. (2018, November). *Corporations, Artificial Intelligence, and Responsibility. The Ethics of Corporate Moral Agency*. McDonough School of Business, Georgetown University: Georgetown Institute for the Study of Markets and Ethics. [Presentation Category: Invited] [Presentation Type: Conference Contribution] [Primary Audience Type: S: primary audience is scholars]

Velasquez, M. G., & Bhargava, V. (2018, August). *Internet Addiction. Society for Business Ethics*. Chicago: The Society for Business Ethics. [Presentation Category: Contributed] [Presentation Type: Conference Contribution] [Primary Audience Type: S: primary audience is scholars] [Review Types: OIC: other intellectual contribution] [Type of Review: Blind Peer Reviewed] Author: 2; Paper Presented at the annual meeting of the Society for Business Ethics held in Chicago on August 2018.

Bhargava, V., & Velasquez, M. G. (2018, April). *Internet Addiction and Business Ethics. West Coast Business Ethics Conference at University of British Columbia*. University of British Columbia: W. Maurice Young Centre for Applied Ethics at University of British Columbia. [Presentation Category: Invited] [Presentation Type: Presentation] [Primary Audience Type: S: primary audience is scholars] [Review Types: OIC: other intellectual contribution] [Type of Review: Not Reviewed]

Bhargava, V., & Velasquez, M. G. (2018, May). *On the Ethics of Making Technology Addictive. Markkula Center Ethics at Lunch*. Santa Clara University: Markkula Center for Applied Ethics. [Presentation Category: Invited] [Presentation Type: University] [Primary Audience Type: S: primary audience is scholars] [Type of Review: Not Reviewed]

3. **Service to the Profession,**

Member, American Philosophical Association, 1975-1984

Member, American Catholic Philosophical Association, 1977-1989
Elected to the Executive Council of the American Catholic Philosophical Association, for a three-year term, 1986-1989

Member, American Academy of Management, 1979-present
All-Academy Committee on Ethics: 1988-1990
Recipient of the "Ascendant Scholar", award at the Western Academy of Management meeting, March 21, 1986, in Reno, Nevada.

Member, Society For Business Ethics, 1982- present
Elected to the Executive Board of the Society for Business Ethics for a three-year term (1984-1987).
President of the Society for Business Ethics, 1987.

Editorial Boards:

Business Ethics Quarterly

Journal of Business Ethics Education (Senior Contributing Editor)