

**JOHN J. McCALL**  
**Professor of Philosophy and Management**  
**Saint Joseph's University**

**EDUCATION**

Ph.D., Philosophy, 1980	University of Notre Dame
M.A., Philosophy, 1978	University of Notre Dame
B.A., Philosophy and History, 1972	LaSalle College Philadelphia, PA

**AREAS OF SPECIALIZATION**

Business Ethics; Moral Philosophy

**AREAS OF COMPETENCE**

Social and Political Philosophy; Philosophy of Law;  
Philosophy of Science

**TEACHING EXPERIENCE**

1981-Present	Departments of Philosophy and Management Saint Joseph's University
1998-1999	McDonough School of Business Georgetown University
1995-Present	(Affiliated Faculty - Ethics Program) Legal Studies Department The Wharton School University of Pennsylvania
1978-1981	Department of Philosophy Iowa State University

Courses Taught: Business Ethics (Undergraduate, MBA and Executive); Social and Political Philosophy; Political Rights-Property and Free Speech; Philosophy of Law; Criminal Justice Ethics (MS); Ethics in Educational Leadership (EdD); Kantian Moral Theory; Moral Problems; Philosophy of Science; Logic; Introduction to Metaphysics and Epistemology; Philosophical Theories of the Human Person.

## PUBLICATIONS

### Books:

Contemporary Issues in Business Ethics, (Wadsworth Publishing Company, 1985, 1990, 1996, 2000, forthcoming). A text/anthology, co-authored/co-edited with Joseph R. DesJardins. (Relevant material from the text is listed separately below.)

### Articles:

"Spirituality in Business: The Latest Management Fad or the Next Breakthrough?"  
With Stephen Porth and David Steingard. In Business, Religion and Spirituality, Oliver Williams, ed. (Notre Dame, IN: University of Notre Dame Press, 2003).

"A Defense of Just Cause Dismissal Policy." Business Ethics Quarterly 13:2(April, 2003).

"Leadership and Ethics: Corporate Accountability To Whom, For What and By What Means." Journal of Business Ethics 38:1-2 (June, 2002).

"Contemporary Management Theories and Catholic Social Thought."  
(with Stephen Porth) Review of Business 22:3 (Fall, 2001).

"Employee Voice in Corporate Governance." Business Ethics Quarterly, 11:1  
(January, 2001).

"Spiritual Roots of the Learning Organization" (with Stephen Porth and Thomas Bausch) in A Reader of New Spiritual Paradigms for Organizations, J. Biberman and J. Whitty, eds. (Scranton, PA: Scranton University Press, 2000)

"Flexibility, Layoffs, Unemployment and Employer Responsibilities." (translated into German) in Soziale Sicherheit und Strukturwandel der Arbeitslosigkeit. H.G. Zilian and Jorg Flecker, eds. (Graz, Austria: Buro fur Socialforschung, 2000).

"Spiritual Themes of the 'Learning Organization'." With Stephen Porth and Thomas Bausch. Journal of Change Management, 12:3 (September, 1999).

"Dismissal Policies in the U.S. and Europe: Employment at Will vs. Just Cause."  
Social Justice Research, 10:2 (June, 1997).

"Just Cause" in Blackwell Encyclopedic Dictionary of Business Ethics. R. Edward

Freeman and Patricia H. Werhane, editors. (Oxford: Blackwell Publishers, Inc., 1997).

"Free Speech in the Workplace" in Blackwell Encyclopedic Dictionary of Business Ethics. R. Edward Freeman and Patricia H. Werhane, editors. (Oxford: Blackwell Publishers, Inc., 1997).

"Products Liability" in Blackwell Encyclopedic Dictionary of Business Ethics. R. Edward Freeman and Patricia H. Werhane, editors. (Oxford: Blackwell Publishers, Inc., 1997).

"Deceptive Advertising" in Contemporary Issues in Business Ethics, 3rd edition (1996).

"Fairness, Strict Liability, and Public Policy" in Contemporary Issues in Business Ethics, 2nd edition (1990).

"A Defense of Employee Rights" (with Joseph R. DesJardins). Journal of Business Ethics, 4:5 (October, 1985).

"Welfare Reform: Cost Reductions or Increased Work Incentives?" in Economic Justice: Private Rights and Public Morality (Rowan and Allan held, 1985), Ken Kipnis and Diana Meyers, editors.

"Participation in Employment" in Contemporary Issues in Business Ethics, 1st edition (1985).

"Strategies for Protecting Whistle-Blowers" in Contemporary Issues in Business Ethics, 1st edition (1985).

"Advertising and Free Speech" (with Joseph DesJardins) in Contemporary Issues in Business Ethics, 1st edition (1985).

### **Book Chapters:**

"Rights and the Market" in Contemporary Issues in Business Ethics, 3rd edition (1996). [A substantially revised version of "Liberty and the Market," below]

"Liberty and the Market" in Contemporary Issues in Business Ethics, 2nd edition (1990).

"The Corporation as a Social Institution" in Contemporary Issues in Business Ethics, 2nd edition (1990).

"Moral Theory and the Free Market" in Contemporary Issues in Business Ethics, 1st edition (1985).

### **Case Studies and Decision Scenarios:**

"Levi's Shrinks" in Contemporary Issues in Business Ethics, 4<sup>th</sup> edition (2000).

"Saturn: Reversing Gears?" in Contemporary Issues in Business Ethics, 4<sup>th</sup> edition (2000).

"Guns: Negligent Marketing?" in Contemporary Issues in Business Ethics, 4<sup>th</sup> edition (2000).

"Indonesian Power Plants: Local Corruption and Multinationals" in Contemporary Issues in Business Ethics, 4<sup>th</sup> edition (2000).

"Layoffs: American and European Style" in Contemporary Issues in Business Ethics, 3rd edition (1996).

"Advertising Tobacco" in Contemporary Issues in Business Ethics, 3rd edition (1996).

"Montana's Just Cause Legislation" in Contemporary Issues in Business Ethics, 3<sup>rd</sup> edition (1996).

"Electromation: Illegal Employee Participation" in Contemporary Issues in Business Ethics, 3<sup>rd</sup> edition (1996).

"Donnelly Mirrors: Forty Years of Participation" in Contemporary Issues in Business Ethics, 3<sup>rd</sup> edition (1996).

3<sup>rd</sup> "Caution: McDonald's Coffee is HOT" in Contemporary Issues in Business Ethics, 3<sup>rd</sup> edition (1996).

"New, Improved,...and Smaller" in Contemporary Issues in Business Ethics, 3<sup>rd</sup> edition (1996).

"Political Advocacy Meets High-Tech Ad Agencies" in Contemporary Issues in Business Ethics, 3<sup>rd</sup> edition (1996).

"Federal Set-Asides: From Fullilove to Adarand" in Contemporary Issues in Business Ethics, 3<sup>rd</sup> edition (1996).

- "Child and Bonded Labor: Business Responsibility for Supplier Practices" in Contemporary Issues in Business Ethics, 3<sup>rd</sup> edition (1996).
- "Drug Safety and the Third World" in Contemporary Issues in Business Ethics, 3<sup>rd</sup> edition (1996).
- "Diethylstilbestrol" in Contemporary Issues in Business Ethics, 2<sup>nd</sup> edition (1990).
- "The Cyanamid Case: Jobs or Health" in Contemporary Issues in Business Ethics, 2<sup>nd</sup> edition (1990).
- "The Memphis Firefighters Case" in Contemporary Issues in Business Ethics, 2<sup>nd</sup> edition (1990).
- "The Campaign Against South Africa" in Contemporary Issues in Business Ethics, 2<sup>nd</sup> edition (1990).
- "Closing a Chrysler Plant" in Contemporary Issues in Business Ethics, 2<sup>nd</sup> edition (1990).
- "Quality Circles and Labor Productivity" in Contemporary Issues in Business Ethics, 2<sup>nd</sup> edition (1990).
- "Supermarket Workers Become Owners" in Contemporary Issues in Business Ethics, 2<sup>nd</sup> edition (1990).
- "Avis Employees Purchase the Company" in Contemporary Issues in Business Ethics, 2<sup>nd</sup> edition (1990).
- "The Mondragon Cooperatives" in Contemporary Issues in Business Ethics, 2<sup>nd</sup> edition (1990).
- "The German Model of Employee Participation" in Contemporary Issues in Business Ethics, 2<sup>nd</sup> edition (1990).
- "Criminal Conviction of Corporations and their Officers: Film Recovery Systems, Inc." in Contemporary Issues in Business Ethics, 2<sup>nd</sup> edition (1990).
- "Video Display Terminals and Worker Health" in Contemporary Issues in Business Ethics, 2<sup>nd</sup> edition (1990).
- "Manville's Bankruptcy and Asbestos Litigation" in Contemporary Issues in Business Ethics, 2<sup>nd</sup> edition (1990).
- "OSHA and the Benzene Standard" in Contemporary Issues in Business Ethics, 2<sup>nd</sup>

edition (1990).

"Tobacco Companies Under Fire" in Contemporary Issues in Business Ethics, 2<sup>nd</sup> edition (1990).

"A.H. Robins and the Dalkon Shield" in Contemporary Issues in Business Ethics, 2<sup>nd</sup> edition (1990).

"Seven Marketing Pitches" in Contemporary Issues in Business Ethics, 2<sup>nd</sup> edition (1990).

"EPA's Management of Superfund" in Contemporary Issues in Business Ethics, 2<sup>nd</sup> edition (1990).

"Acid Rain" in Contemporary Issues in Business Ethics, 2<sup>nd</sup> edition (1990).

"Union Carbide's Poison Gas Disaster at Bhopal" in Contemporary Issues in Business Ethics, 2<sup>nd</sup> edition (1990).

"Michigan Toy Box Case" in Contemporary Issues in Business Ethics, 1st edition (1985).

## **PRESENTATIONS**

"Defending a Living Wage." August, 2002. Brussels, Belgium. European Business Ethics Network, Annual Meetings.

"Ethical Reflections on European Outplacement Policies." September, 2001. Valencia, Spain. European Business Ethics Network, Annual Meetings.

"Catholic Social Thought and the Obligations of Employers: Severance and Just Wages." July, 2001. Barcelona, Spain. Eleventh International Symposium on Ethics Business and Society. IESE Business School, University of Navarra.

"Leadership and Ethics." Santa Clara, California. February, 2001. At Our Best: Santa Clara Sesquicentennial Conference on Ethics and the Professions.

"Leadership and Ethics." Cambridge, England. September, 2000. European Business Ethics Network, Annual Meetings.

"Unemployment, Layoffs and Employer Responsibilities." Graz, Austria. May,

1999. Conference on Social Security and the Modernization of Unemployment, Sponsored by the Austrian Ministry of Labor and Karl-Franzens University.

"Employee Voice in Corporate Governance: A Defense of Strong Participation Rights." Leuven, Belgium. September, 1998. European Business Ethics Network, Annual Meetings.

"Do Laid-Off Employees Deserve Severance?" San Diego, California. August, 1998. Society for Business Ethics, Annual Meetings.

"Catholic Social Thought and Employers' Layoff Obligations." Antwerp, Belgium. August, 1997. Second International Conference on Catholic Social Thought and Business Ethics.

"A Defense of Just Cause Dismissal Policies." Frankfurt, Germany. September, 1996. European Business Ethics Network, Annual Meetings.

"A Defense of Just Cause Dismissal Policies." Quebec City, Canada. August, 1996. Society for Business Ethics, Annual Meeting.

"A Defense of Just Cause Dismissal Policies." London, England. March 20, 1996. College Consortium for International Studies.

"Property and Employee Participation: Conflicting Rights?" Vancouver, BC Canada. August 5, 1996. Society for Business Ethics, Annual Meeting.

"Property and Employee Participation: Conflicting Rights?" Estes Park CO. August 20, 1994. Society for Philosophy in the Contemporary World.

"Corporate Obligations to America In a Global Market: A Response." Rosemont, PA. February 16, 1993. Panelist/Respondent, Greater Philadelphia Area Philosophy Consortium, Public Issues Forum.

"Conference Summary And Reflections." Jamshedpur, India. February 28 and 29, 1992. National Conference of Company Directors on Corporate Social Responsibility.

"Community and the Content of Liberal Rights." Burlington, VT. August, 1990. North American Society for Social Philosophy.

"Personal Liberty: 1984 and Its Social Critics." Rosemont, PA. October, 1983. Rosemont College Orwell Symposium.

"A Critique of the Free Market." Philadelphia, PA. November, 1983. LaSalle College Department of Philosophy.

"Welfare Reform: Reduced Costs or Increased Work Incentives?" Gainesville, FL. December, 1983. Ninth Plenary Session of the International Association for Philosophy of Law and Social Philosophy, American Section.

"Michael Tooley's 'Abortion and Infanticide'." Villanova, PA, 1982 Villanova University, Department of Philosophy.

"The Morality of Organophosphate Poisoning Research." Ames, IA, 1981. Panelist, Public Forum at Iowa State University.

"A Comment on 'Lying: Constant Disvalue and Contingent Vice'." Ames, IA, 1980. Respondent, Iowa Philosophical Association Meetings.

## **DISSERTATION**

Morality and Reason: A Critique of Alan Gewirth's Argument for an Egalitarian Morality. Director: James P. Sterba

## **PROFESSIONAL ACTIVITIES**

Invited Guest Editor, Special Issue of Business Ethics Quarterly on Employment. Forthcoming.

External Program Reviewer, Department of Philosophy, Saint Francis College. Loretto, PA. October, 1999.

External Reviewer for Tenure Decision, Indiana State University (1999).

Program Chair, Society for Business Ethics Meetings (in conjunction with the American Philosophical Association, Eastern Division). 1996 - 2000.

Session Chair, Society for Business Ethics Annual Meetings, 1997 and 1999-2001.

Advisory Committee, Society for Business Ethics, 1995.

Reviewer for Papers Submitted to the Society for Business Ethics Annual Meetings. 1995 – present.

Reviewer for Articles Submitted to Special Issues of Business Ethics Quarterly (on "Psychology and Ethics," edited by J. Dienhart and R. Duska; on "Trust," edited by G. Brenkert).

Occasional Reviewer for Articles Submitted to Journal of Business Ethics and Business Ethics Quarterly.

Occasional Reviewer for Book Publishers (Harcourt Brace, Oxford, Rowman and Littlefield, SUNY, Wadsworth, Blackwell).

Guest Lecturer on Ethics, Curtis Institute of Music, December 6, 1989.

Invited Panelist, "Morality and the Marketplace," Congregation Rodeph Beth Shalom, April 10, 1988.

## **AWARDS**

Faculty Merit Awards for Outstanding Teaching, Saint Joseph's University 1984, 1991.