Samuel B. Condic, PhD

Curriculum Vitae

Academic Specialization: Ethics; Business Ethics; Biomedical Ethics/Science; Virtue Ethics
Professional Specialization: Change Management; Instructional Design; Organizational Development

Education

PhD – Philosophy: University of St. Thomas, Houston, TX 2009

M.A. – Philosophy: University of St. Thomas, Houston, TX 1992

B.A. – Philosophy: Western Michigan University, Kalamazoo, MI 1989

In addition to the above, have completed 24 hours of graduate-level business related courses.

Appointments

University of St. Thomas (Houston)
Present: Associate Professor. Cullen Chair in Business Ethics.
Fall 2015 – Spring 2020: Visiting Assistant Professor

University of Mary
Spring 2013 – Fall 2014: Chair, Department of Philosophy
Fall 2011 – Spring 2015: Assistant Professor of Philosophy

University of St. Thomas (Houston)
2008 – 2011; 2015: Visiting Assistant Professor
2006: Adjunct Lecturer

University of Houston – Clear Lake
2006 – 2011: Adjunct Lecturer

University of Houston – Downtown
2003 – 2008: Adjunct Lecturer

Service – University of St. Thomas

- **Faculty Search Committee – Chemistry (Fall 2024).** Representative appointed by the Vice President of Academic Affairs to the Chemistry faculty search. Standard duties, including vetting candidates and participating in on line and in person interviews.

SERVICE – UNIVERSITY OF ST. THOMAS (CONTINUED)

- **Faculty Search Committee – Management and Marketing (Spring 2024).** Representative appointed by the Vice President of Academic Affairs to the Management and Marketing faculty search. Standard duties, including vetting candidates and participating in on line and in person interviews.
- **Faculty Search Committee – Mathematics (Spring 2024).** Representative appointed by the Vice President of Academic Affairs to the Mathematics faculty search. Standard duties, including vetting candidates and participating in on line and in person interviews.
- **Faculty Search Committee – Sports and Performance Psychology (Spring 2022).** Representative appointed by the Vice President of Academic Affairs to the Psychology faculty search. Standard duties, including vetting candidates and participating in on line and in person interviews.
- **Faculty Search Committee – Management & Marketing (Spring 2022).** Outside member of the search committee for the faculty search in the Cameron School of Business ("CSB"). Standard duties, including vetting candidates and participating in on line and in person interviews.
- **Academic Committee (Fall 2022 – Present).** Adjudicate academic grievances and appeals. Meets as needed.
- **Undergraduate Curriculum Committee (2020 – Present).** Review and vote on all proposals pertaining to changes in the undergraduate curricula, including new course and program proposals. Advise departments and programs on proposed changes.
- **CSB Policy & Procedures Committee (2020 – 2021)**. Reviews, revises, and develops and policies and procedures for the Cameron School of Business, in compliance with generally accepted practices and AACSB/SACSCOC requirements. Committee scope includes both undergraduate and graduate programs.
- **CSB Assessment and Curriculum Committee (2020 – 2021)**. Reviews and in some cases specifies curricula changes, included new course/program proposals. Proposals are then voted on by the CSB faculty before going to the UST curriculum committee, as appropriate. Committee scope includes both undergraduate and graduate programs. Committee also responsible for coordinating all AACSB accreditation activities for CSB, including qualitative and quantitative program reviews, outcome assessment, and corrective action plans.
- **Faculty Advisor** – **Business Ethics Society (2020 – 2021).** The BES is a student-led society housed in CSB but open to all UST graduate and undergraduate students. Advisor provides guidance, suggestions, and oversight for the organization.
- **Moderator – Cameron Business Symposium (Ethics Section).** Identified potential speakers in the ethics area for the 2018, 2019, and 2021 Business Symposium. Served as moderator for 2018 and 2021 Symposium.
- **Liaison – Business Ethics Forum.** The BEF is a professional society for C-Suite executives in the Houston Area, focused on the intersection of business and ethics. Attend the quarterly BEF evening gatherings and luncheons. Write the business case for the Q4 BEF meeting. Integrate the BEF case into undergraduate and graduate business ethics courses.
- **UST Core Outcome Advisory Council.** Conducts an annual assessment of the University-wide writing requirement that is embedded in the Theology/Philosophy/English portion of the UST core. Assessment activities include defining a quantitative scale for assessment of writing samples, a blind review of the samples, a follow-up discussion of the findings, and a discussion of follow-up actions.
- **UST Undergraduate Curriculum Committee.** Reviews and approves all new courses and course changes in the undergraduate curriculum. Recommends changes to proposals as appropriate.

SERVICE – UNIVERSITY OF ST. THOMAS (CONTINUED)

- **Student Advising.** Faculty advisor for approximately 10-12 undergraduate and graduate students enrolled in CSB programs. Duties also require knowledge of non-CSB programs (minors; double-majors) and general University policies and requirements.

SERVICE – UNIVERSITY OF MARY (2011 – 2015)

- **Department Chair – Philosophy**. As the inaugural chair of the department, I was tasked with development of the overall mission, character, and design of the department (in addition to normal chair duties). Activities included defining the overarching approach of the department; developing a mission statement consistent with the University mission; developing departmental and program goals; and defining hiring criteria. (Many of the activities are detailed below).

- **Philosophy Program Development.** In concert with the changes to the core, I was also tasked with updating the Philosophy minor and developing a Philosophy major "green field." This included:

  - Developing of an overall program structure, including major-, minor-, and program outcomes
  - Developing or updating courses, course outcomes, and course descriptions
  - Benchmarking the proposed program against offerings from like institutions
  - Developing advising sheets
  - Developing a four-year course of studies
  - Formulating departmental staffing projections based on major, minor, and core requirements
  - Developing a *Pro forma* course rotation
  - Completing a curriculum "map" of course outcomes to both program- and University-wide outcomes.
  - Presenting the program's features, advantages, and benefits to admissions and recruiting
  - Formal presentation to the Board of Trustees for approval

The program was approved by the Board of Trustees and has been active since the Fall of 2014. Notably, the program has already attracted several majors and minors from both the existing student body and from transfer students (freshman do not typically declare a major), despite a lack of formal advertising.

- **Philosophy and Core Curriculum.** The University of Mary had changed its core curriculum to require all students to take two philosophy courses. I was primarily responsible for developing the justification for the change and for guiding it through the various academic committees. In addition, the VPAA requested that I make a formal presentation to the entire corporate faculty on the justification for the change –it is notable that this presentation was very favorably received, given that the change to the core was a point of sensitivity for many of the faculty.

- **Faculty Search Committees.** Chaired two search committees for philosophy faculty and participated as a member of a theology faculty search. Chair duties included: Ad writing and placement; CV "triage;" coordination of Skype and on-campus interviews; collection of committee feedback; and presentation of committee recommendation to the Dean.

- **Faculty Justification.** Conducted a needs analysis in conjunction with the director of graduate studies in the school of business, in support of the second philosophy faculty search. The analysis concluded that an additional philosophy faculty member was needed to support the new business ethics requirement in the school of business. Based on this analysis, the request for an additional member of the philosophy faculty was approved.

SERVICE – UNIVERSITY OF MARY (CONTINUED)

- **Bioethics Advisory Board.** Member of the advisory board for the newly-formed program in bioethics. The program offers a masters in bioethics, in partnership with the National Catholic Bioethics Center in Philadelphia, PA. Duties have included: Curriculum review; development of the program's mission and vision statements; and the development of overall program goals and objectives.
- **Graduate Council.** One of two representatives from the school of arts and sciences on the University graduate council. Duties included: Review of proposed changes to graduate courses and programs; soliciting input from arts and science faculty; and reporting back to A&S on council decisions.
- **Chair of the Collection Evaluation Committee.** The University of Mary was gifted approximately 35,000 volumes from the library of a nearby major seminary that closed. I have chaired the committee which has been going through the items to evaluate their appropriateness for our collection. This has required me to work closely with library staff to coordinate logistics; develop a criteria for evaluation; establish evaluation procedures; and recruit faculty as appropriate to participate.

PUBLICATIONS

Condic, Samuel B. 2023. Hope as an Essential Element in Human Flourishing: A Thomistic Perspective. In "Responding to the Global Pandemic as a Systemic Crisis"(Rome: Angelicum University Press).

_____. 2022. "The Social Responsibility of Business is to Promote the Conditions of Wealth Creation." Outlines the fundamental social and personal principles of wealth creation, from a philosophical perspective. September 29th, 2022. https://www.realclearpolicy.com/articles/2022/09/29/the_social_responsibility_of_business_is_to_promote_the_conditions_of_wealth_creation_856145.html

_____. 2022. Review of: *Finance: A Christian Perspective,* by Pierre de Lauzun, *The Catholic Social Science Review,* vol. 27, p. 118-121.

_____, Morefield, Roger 2019. Hayek on the Essential Dispersion of Market Knowledge. *The Review of Austrian Economics*. Examines Hayek's claim that so called "market knowledge" is "essentially dispersed." Offers both a textual analysis of Hayek's original use of the term and an argument for the authors' own interpretation.

_____, Condic ML 2018. Human Embryos, Human Beings: A Scientific and Philosophical Approach (CUA Press) An in-depth philosophical inquiry into the nature of the embryo and when human life begins, utilizing the best scientific data available on embryogenesis.

_____. 2018. "Ethical Character: Is a Standardized Assessment Possible?" Cameron Blog (blog), Cameron School of Business, University of St. Thomas. July 10th. https://blogs.stthom.edu/cameron/ethical-character-is-a-standardized-assessment-possible/

_____. 2018. "Liberal Arts in a Business Curriculum: "Humbug!" or "Hmmm . . ."?" Cameron Blog (blog), Cameron School of Business, University of St. Thomas. October 24th. https://blogs.stthom.edu/cameron/liberal-arts-in-a-business-curriculum-humbug-or-hmmm/.

_____. 2005. How a-Priori is Lonergan? *Proceedings of the ACPA.*

Condic ML, Condic Samuel B. 2005. Producing Non-Embryonic Organisms for Stem Cells. *National Catholic Bioethics Quarterly,* Vol. 5 No. 1, pp. 13-15.

Condic ML, Condic Samuel B. 2005. Defining Organisms by Organization. *National Catholic Bioethics Quarterly,* Vol. 5 No. 2, pp. 331-353

Arkes H, Austriaco NP, Berg T, Brugger EC, Cameron NM, Capizzi J, Condic ML, Condic Samuel B., FitzGerald KT, Flannery K, Furton EJ, George RP, George T, Gomez-Lobo A, Grisez G, Grompe M, Haas JM, Hamerton-Kelly R, Harvey JC, Hoehner PJ, Hurlbut WB, Kilner JF, Lee P, May WE, Miranda G, Mitchell CB, Myers JJ, Oleson C, Pacholczyk T, Ryan PF, Saunders WL, Stevens D, Swetland SW, Whelan ME, Williams T. 2005. Production of Pluripotent Stem Cells by Oocyte-Assisted Reprogramming: Joint Statement With Signatories. *National Catholic Bioethics Quarterly,* Vol. 5 No. 3 pp. 579-83.

Condic ML, Condic Samuel B. 2003. The Appropriate Limits of Science in the Formation of Public Policy *Notre Dame Journal of Law,* Ethics *& Public Policy*, Vol. 17 No. 1, 2003 pp. 157-179.

Flatt, Robert M., Condic Samuel B., Williams V. 2000 TLC Management: The Key to Reducing OPEX *Journal of Petroleum Technology,* Vol. 52 No. 7, 2000, pp. 58-64.

AWARDS, TALKS AND OTHER PRESENTATIONS

Invited Speaker: Is there Value in Diversity? Business Ethics Forum, Houston TX, February 25th, 2025

Invited Speaker: Culture and Americanism. The Exchange Club, Houston, TX, August 28th, 2024.

Invited Speaker: The Crisis of Culture. Whitehall Club, Houston TX, June 7th, 2024.

Panelist: 2nd Annual Global Cyber Ethics, Privacy and Data Protection Conference. On line conference sponsored by the Center for International Studies at the University of St. Thomas (Houston). February 4th, 2022.

Panelist: Leadership Summit. In-person program sponsored by the University of St. Thomas' Doctoral Ethical Leadership program. October 9th, 2021, Houston TX.

Author: Social Responsibility and Reputational Risk. Case study for the Q4 meeting of the Business Ethics Forum (Houston, TX), 2021.

Attendee: A Socratic Discussion on Catholic Social Teaching. Sponsored by the University of St. Thomas (Houston) Cameron School of Business. March 26, 2021.

Panelist: Ethics, Privacy and Data Protection in the Cyber Domain. On line conference sponsored by the Center for International Studies at the University of St. Thomas (Houston). January 29th, 2021.

Award: Winner in the 2020 Expanded Reason Award competition, in the category of research (one of four overall), for: *Human Embryos Human Beings:: A Scientific and Philosophical Approach.* The award came with a €25,000 prize.

Speaker: 2020 Expanded Reason Online Conference. Sponsored by the *Universidad Francisco de Vitoria UVF,* Madrid, and the Vatican Foundation Joseph Ratzinger Benedict XVI. September 16th, 2020.

Author: Honesty vs. Candidness. Case study for the Q4 meeting of the Business Ethics Forum (Houston, TX), 2019.

Attendee: "Acton University," sponsored by the Acton Institute. June, 2014-2015; 2018-2019.

Speaker: Moral Taxonomy and catholic Ethics. Cameron School of Business "Brown Bag" series. Jan 22nd, 2019

Author: Leaving Well. Case study for the Q4 meeting of the Business Ethics Forum (Houston, TX), 2018.

AWARDS, TALKS AND OTHER PRESENTATIONS (CONTINUED)

Speaker: Free Markets, Free Peoples, Clear Thinking: On the Moral Meaning of Business. 9th International Conference on Catholic Social Thought and Business Education in Manila, Philippines, February 26th-28th 2015. Presentation in conjunction with Dr. Karel Sovak and Dean John Warford of the Gary Tharldson School of Business, University of Mary, Bismarck ND.

Panel Participant: Symposium on the Definition of Death The Catholic University of America, Washington, DC June 3rd-4th 2014.

Speaker: Dignity, Liberty, and Toleration: A Medieval Perspective on Modern Notions. University of Mary, Bismarck, ND Spring, 2014

Speaker: Liberty, Dignity, and Toleration – A Thomistic Analysis. 2013 Meeting of the Pontifical Academy of St. Thomas Aquinas ("PASTA"), University of St. Thomas, Houston TX.

Panel Participant: A Question of Ethics: Medicine and Individual Rights. A panel discussion in connection with "The Immortal Life of Henrietta Lacks". University of Mary, Bismarck, ND, March 29, 2012

Panel Participant: Faculty Debate: Meeting Our Energy Needs. Issues in Production & Consumption, Environmental to Economic, in North Dakota & throughout the United States. University of Mary, Bismarck, ND., December 1, 2011.

Chair: Session 1: The Beginning of the World. The 2011 ACPA Convention, St. Louis, MO., October 28-30, 2011.

Speaker: Esoteric Sexism: Aristotle and Aquinas On Generation and Delayed Hominization. The 46th International Congress on Medieval Studies, Kalamazoo, MI., May 12–15, 2011.

Commentator: Catholicism, the Human Form, and Genetic Engineering by James J. Delaney. The 2010 ACPA Convention, Baltimore, MD., November 5-7, 2010

Commentator: An Alternative to 'An Alternative to Brain Death' by Peter Koch. The 2009 ACPA Convention, New Orleans, LA.

Participant: The Westchester Institute Scholars Forum, On the Possibility of Identifying the Minimum Threshold Indicators of "Totipotency" in Human Embryos, and Establishing Reasonable Criteria for Determining the Moral Status of Biological Human Constructs. May 16-18, 2007.

Speaker: Embryos as Specific Entities. The Westchester Institute Scholars Form, On the Definition of 'Human Embryo' and the Criteria for Distinguishing the Human Embryo from Non-Embryonic Entities. March 2-3, 2006.

Speaker: How a-Priori is Lonergan? The 2005 ACPA Convention, Notre Dame University.

Speaker: The Universal from the Particular: Two Senses of 'Sense Experience'. Western Michigan University Philosophy Department Colloquium, 2005.

Participant: The Westchester Institute Scholars Forum, On the Morality of Altered Nuclear Transfer as a Means for the Procurement of Human Embryonic Stem Cells. April 28-29, 2005.

Participant: The University of St. Thomas (Houston, TX), Suffering and Hope: An interdisciplinary conference on the ideas underlying the medical specialty of palliative and hospice care. November 10-13, 2005.

PROFESSIONAL HIGHLIGHTS

Cameron (now Schlumberger; Houston TX) 1997-2000
Aftermarket/CAMWARE Project Manager

- Supported the international operations and marketing of Cameron's Product Service ("Aftermarket") business. Working directly with the division's Vice President of Aftermarket and the regional vice presidents, developed creative solutions for a variety of domestic and foreign oil and gas customers. Role involved significant international travel to Europe, the Middle East and the Far East, thus requiring the ability to quickly grasp and assimilate the unique cultural and business climate of each customer and to adapt the solution accordingly. Customers were located in such diverse places as Singapore, Brunei, Oman, Abu Dhabi, Norway, The Netherlands, Brazil, and Scotland. Proposed solutions typically involved significant work-practice changes to reduce costs and improve performance and incorporated the use of new information technologies such as *Camware* and SAP. Gained exceptional skills in working effectively with diverse cultural perspectives, grasping the "big picture," and implementing creative solutions to difficult situations that arise in the workplace.
- Regularly presented at regional sales meetings (US; Europe; Asia Pacific/Middle East), either with or on behalf of the VP Aftermarket.
- Assisted in the sourcing of machine tools for the Cameron Aftermarket facility in Brazil.
- Co-authored article on Through Life Cost Management for the *Journal of Petroleum Technology* (cf. Publications, below).
- Participated in the first group of Cooper Cameron's Six Sigma Black Belt training.

Business Process Manager

Worked with local and regional Western Hemisphere managers to redesign work practices to respond better to customer requirements. Achievements include designing, developing, and rolling out the District Procedures Manual, an internal website containing policy, procedural, and SAP transactional information used to support the operations of numerous field service facilities. Also initiated a supply chain process redesign project for the two major Western Hemisphere service and repair facilities.

Andersen Consulting, Energy Practice (Houston, TX) 1995 – 1997
Experienced Consultant

- Managed a geographically and culturally diverse team in the design, development, and rollout of project team training for the SAP IS-Oil Downstream product. Project Team Training was designed to teach project team members about the configuration options and functionality unique to IS-Oil Downstream. Was personally involved in developing materials for the Hydrocarbon Product Management (HPM) functionality.
- Participated in a Business Integration project focused on the implementation of SAP to support a multi-divisional financial shared services center. Responsible for the initial procedures and training plan, including the evaluation of "CBT" and other electronic training and performance support tools. Developed a Lotus Approach database to track the development of prototyping, organizational design, and performance design deliverables against the project plan.
- Conducted week-long SAP project team training for Mobil Corporation (now ExxonMobil). Training included both an overview of SAP as a whole as well more in-depth presentations on major SAP functionality and configuration options.

PROFESSIONAL HIGHLIGHTS (CONTINUED)

Documentation Associates (DACG), Inc (Houston, TX) 1991 - 1995
Project Lead

- Participated on a variety of SAP and non-SAP projects in various capacities. Responsibilities included development of training and documentation materials, procedures development, and workplan and schedule development and tracking.