

TOBEY K. SCHARDING

Rutgers Business School – Newark & New Brunswick
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Appointments

2017-present Visiting Assistant Professor of Management & Global Business
Rutgers Business School – Newark & New Brunswick
2014-2018 Assistant Professor of Philosophy
Bloomsburg University of Pennsylvania
2012-2014 Assistant Professor of Philosophy
High Point University

Education

2012 Ph.D. Philosophy, Stanford University
2006 M.A. Philosophy, Johns Hopkins University
1999 B.A. Art and Philosophy, Yale University

Research Interests

Ethical Decision-Making, Finance Ethics, Ethics of Risk, Ethics of New Technologies

Awards, Offices and Honors

Research Fellow, Institute for Ethical Leadership, Rutgers Business School, 2017-present
Stanford University Doctoral Fellowship, 2006-2011

Publications

Book

Scharding, T.K. 2018. *This is Business Ethics*, Wiley-Blackwell.

Edited Volume

Ciulla, J.B. & Scharding, T.K., eds. 2019. *Ethical Business Leadership in Troubling Times: Studies in TransAtlantic Business Ethics*, Edward Elgar Publishing, Ltd. (forthcoming)

Journal Articles

1. Scharding, T.K. 2019. National Currency, World Currency, Cryptocurrency: A Fichtean Approach to the Ethics of Bitcoin. *Business & Society Review*, 124(2): 219-238.
2. Scharding, T.K. 2019. Structured Finance and the Social Contract: How Tranching Challenges Contractualist Approaches to Risk. *Business Ethics Quarterly*, 29(1):1-24.

3. Scharding, T.K. 2019. Individual Actions and Corporate Moral Responsibility: A (Reconstituted) Kantian Approach. *Journal of Business Ethics*, 154(4):929–942.
4. Scharding, T.K. 2017. Remote Consequences for Non-consequentialists: A Kantian Approach to the Ethics of Uncertainty. *Georgetown Journal of Law and Public Policy*, 15: 865-890.
5. Scharding, T.K. 2016. Individually Allocating Principles and Market Risks. *Public Affairs Quarterly*, 30(3): 259-279.
6. Scharding, T.K. 2016. Crafting Maxims. *Teaching Ethics*, 16(1): 37-53.
7. Scharding, T.K. 2015. Imprudence and Immorality: A Kantian Approach to the Ethics of Financial Risk. *Business Ethics Quarterly*, 25(2): 243-265.
8. Scharding, T.K. 2014. Income Inequalities in a Context of Political Equality: Guaranteed Basic Income, No Guaranteed Income, or Guaranteed Work Opportunities. *Social Theory and Practice*, 40(1): 99-122.

Book Chapter

9. Scharding, T.K. 2019. Is Bitcoin Trustworthy? In J. Jay Choi and Bora Ozkan, eds. International Finance Review, Vol. 20: Disruptive Innovation in Business and Finance in the Digital World, Emerald Publishing Limited: 151-165.

Under Review

10. Scharding, T.K. Community Risk Preferences: A Contractualist Approach to Business Risks. (second revise and resubmit at *Economics & Philosophy*)
11. Scharding, T.K. Recognize Everyone's Interests: Business Ethics, Autonomous Vehicles and the New Trolley Problem (revise and resubmit at *Business Ethics Quarterly*).
12. Scharding, T.K. & Warren, D.E. When are Norms Normative? Understanding and Clarifying the Role of Norms in Organizational Research (revise and resubmit at *Business Ethics Quarterly*).
13. Cantwell, J. & Scharding, T.K. Collective Rationality and Creative Synthesis in Corporate Governance (under review at *Academy of Management Review*).
14. Scharding, T.K. & Warren, D.E. When Workplace Norms Conflict: Using Intersubjective Reflection to Guide Ethical Decision-Making (under review at *Business Ethics Quarterly*).

In Preparation

15. Warren, D.E., Scharding, T.K., Nagpal, M. & Arkan, O. A Test of the Intersubjective Reflection Process.
16. Scharding, T.K. Financial Transactions, Trust, and Blockchain.
17. Scharding, T.K. Trust, Trustworthiness, and Cryptocurrencies.
18. Cantwell, J. and Scharding, T.K. Global Economic Cooperation and Social Freedom.
19. Scharding, T.K. Securing Citizens' Basic Rights Above All: Fichte's Account of Permissible Risk in the *Closed Commercial State*.

Book Review

- Scharding, T.K. 2018. Review of *The Moral Responsibility of Firms*, ed. Eric W. Orts and N. Craig Smith, *Business Ethics Quarterly*, 28(4): 506-08.

Conference Presentations

1. Scharding, T., Nagpal, M. Arkan, O. & Warren, D.E. An empirical test of the intersubjective reflection process on ethical decision making. In Gaspar, J. & Warren, D. E. (Chairs) Theoretical and empirical insights into ethical decision making: The role of social context. Symposium to be presented at the *Academy of Management Annual Meeting*, Boston, Massachusetts, August 2019.
2. Scharding, T.K. Recognize Everyone's Interests: Corporate Ethics, Driverless Cars and the New Trolley Problem. *Academy of Management Annual Meeting*, Boston, Massachusetts, August 2019.
3. Scharding, T.K. Community Risk Preferences: A Contractualist Approach to Business Risks. *Society for Business Ethics Annual Meeting*, Boston, Massachusetts, August 2019.
4. Scharding, T.K. Financial Transactions, Trust, and Blockchain. *Global Jesuit Conference on the Ethics of Disruption*, Santa Clara University, July 2019.
5. Scharding, T.K. Recognize Everyone's Interests: Corporate Ethics, Driverless Cars and the New Trolley Problem. *Big Ten and Friends Paper Workshop*, Rutgers Business School, Newark, New Jersey, April 2019.
6. Scharding, T.K. Financial Transactions, Trust, and Blockchain. *Business Ethics in a Digital Age*, Harvard Business School, April 2019.
7. Scharding, T.K. National Currency, World Currency, Cryptocurrency: A Fichtean Approach to the Ethics of Bitcoin. *The 26th Annual Conference on Pacific Basin Finance, Economics, Accounting, and Management*, Rutgers Business School, September 2018.
8. Cantwell, J. & Scharding, T.K. Hegelian Collective Rationality, Recognition, and International Business. *11th Biennial Collective Intentionality Conference*, Tufts University, August 2018.
9. Warren, D.E. & Scharding, T.K. When Behavioral and Ethical Norms Conflict: Using Intersubjectivity to Guide Managerial Decision-Making. *Academy of Management Annual Meeting*, Chicago, Illinois, August 2018.
10. Scharding, T.K. Proportional Risk, Driverless Cars, and a New Solution to the (New) Trolley Problem. *The Society for Business Ethics Annual Meeting*, Chicago, Illinois, August 2018.
11. Scharding, T.K. "Individual Actions and Corporate Moral Responsibility: A (Reconstituted) Kantian Approach," *Society for Business Ethics Annual Meeting*, Atlanta, Georgia, August 2017.
12. Scharding, T.K. Contractualism, Demandingness, and Risk: An Individualized, Probabilistic, Ex Ante Approach," *Normative Business Ethics Workshop Series of the Carol and Lawrence Zicklin Center for Business Ethics Research*, The Wharton School, University of Pennsylvania, December 2016.
13. Scharding, T.K. "Leverage, Illiquidity, and Catastrophic Loss: A Case Against the Contractualist Approach to Risk" *Society for Business Ethics Annual Meeting*, Vancouver, British Columbia, August 2015.
14. Scharding, T.K. "Imprudence and Immorality: A Kantian Approach to the Ethics of Financial Risk," *Society for Business Ethics Annual Meeting*, Philadelphia, Pennsylvania, August 2014.

Invited Presentations

1. Scharding, T.K. Trust, Trustworthiness, and Cryptocurrencies. *Business Ethics Research Brown Bag Series of the Hoffman Center for Business Ethics*, Bentley University, January 2020 (upcoming).
2. Scharding, T.K. Ethics in the Public Sector. *50th Annual Rutgers University Public Purchasing Educational Forum*. Atlantic City, New Jersey, May 2019.
3. Scharding, T.K. Financial Transactions, Blockchain, and Trust. *Supply Chain Management Colloquium*. University of Rhode Island School of Business. February 2019.
4. Scharding, T.K. Proportional Risk, Driverless Cars, and a New Solution to the (New) Trolley Problem. *Program on Topics in the Philosophy of Law, Politics, and Economic Justice*. University of North Carolina – Greensboro. November 2018.
5. Scharding, T.K. Ethics in the Workplace. *ACCSES NJ 2018 STAR Conference*. Atlantic City, New Jersey, October 2018.
6. Scharding, T.K. National Currency, World Currency, and Cryptocurrency: A Fichtean Approach to the Ethics of Bitcoin. *Management & Global Business Research Seminar*, Rutgers Business School, April 2018.
7. Scharding, T.K. *Spring Honors Colloquium, School of Arts and Sciences Honors Program*, Rutgers University - New Brunswick, March 2018 (pending reschedule due to weather).
8. Scharding, T.K. Keynote: Ethical Dilemmas and Being an Ethical Pre-Professional. *Professional Student Organization Conference*, Rutgers University - New Brunswick, December 2017.
9. Scharding, T.K. National Currency, World Currency, and Cryptocurrency: A Fichtean Approach to the Ethics of Bitcoin. *Philosophy of Money: A Miniconference*, University of Calgary, November 2017.
10. Scharding, T.K. Remote Consequences for Non-consequentialists: A Kantian Approach to the Ethics of Uncertainty. *Management & Global Business Research Seminar*, Rutgers Business School, December 2016.
11. Scharding, T.K. Remote Consequences for Non-consequentialists: A Kantian Approach to the Ethics of Uncertainty. *Ethics and What Is Not Seen: The Effects of Remote Consequences on Ethical Analysis*, Institute for the Study of Markets and Ethics, Georgetown University, McDonough School of Business, November 2016.

Media Appearances

1. Ohio Experiments with Bitcoin Tax Payments. *Marketplace*, NPR, April 2019. <https://www.marketplace.org/2019/04/08/world/ohio-experiments-bitcoin-tax-payments>
2. Rutgers Professor Raises Doubts on Ethics of Bitcoin, Cryptocurrency. *The Daily Targum*, April 2019. <http://www.dailytargum.com/article/2019/02/rutgers-professor-raises-doubts-on-ethics-of-bitcoin-cryptocurrency>
3. Is Bitcoin an Ethical Currency? Not According to Professor's New Research. *Business Insights*, Rutgers Business School, October 2018. <https://youtu.be/rntvhgAXeK4>
See also <https://www.business.rutgers.edu/business-insights/bitcoin-ethical-currency-not-according-professors-new-research>.

Teaching Experience

Executive Education

Ethics in Finance, Warwick Masters of Finance students (Rutgers)

Undergraduate Business Courses

Business Ethics (Rutgers)

Undergraduate Philosophy Courses

Business Ethics (Bloomsburg)

Medical Ethics (Bloomsburg)

Ethics (Bloomsburg)

Business Ethics (High Point)

Living with Luck (High Point)

Communication Ethics (High Point)

Social Ethics (High Point)

Individual Morality and Social Justice (University of California, Berkeley)

Technology and the Good Life (Stanford)

Introduction to Business Ethics (Stanford)

Introduction to Bioethics (Stanford)

Service Activities

Bloomsburg University Institutional Review Board (IRB) for Human Subjects Research (Chair),
2016-2017

Bloomsburg University Department of Philosophy Search Committee (Chair), 2017

Bloomsburg University Department of Philosophy Search Committee (Chair), 2016

Bloomsburg University Facilitator for Student Panel, *Robotic Technology and Artificial
Intelligence in the Work Place: Today and Into the Future*, September 2016

Bloomsburg University Facilitator for Student Panel, *Business Ethics in a Global Environment:
Challenges and Opportunities*, March 2016

Professional Activities

Researcher at the Center for Innovation in Quality Patient Care, Johns Hopkins Hospital (JHH),
Baltimore, Maryland, 2004-05. Analyze reports concerning similarly situated hospitals'
approaches to ethical and efficiency problems facing JHH.

Civil Rights Paralegal to David W. Sanford, Esq., at Gordon, Silberman, Wiggins & Childs, PC,
and Sanford, Wittels & Heisler, LLP, Washington, D.C., 2002-04. Draft briefs, motions, and
correspondence for class action, anti-discrimination lawsuits.

Refereeing

Editorial Board: Business Ethics Quarterly (2018-present), Teaching Ethics (2016-present),
Public Affairs Quarterly (2015-present)

Journals: Journal of Business Ethics (ad hoc), Business and Society Review (ad hoc), Social Theory and Practice (ad hoc)

Conferences: Academy of Management Annual Meeting, Society for Business Ethics Annual Meeting

Professional Memberships: Academy of Management, Society for Business Ethics