

UNIVERSITY OF NORTH TEXAS
G. BRINT RYAN COLLEGE OF BUSINESS
MGMT 5710 – Seminar in Business Ethics
Syllabus Section 002 – Fall 2020
August 24 – December 11
ENV 160

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To communicate, you MUST email me directly at the UNT email above or through Canvas. If you do not use your UNT assigned student e-mail address your e-mail may not make it to my inbox. I will contact you via your my UNT address, which you are expected to have access to and monitor as a UNT student.

See <http://it.unt.edu/eagleconnect> for questions.

** Please include MGMT 5710 in the Subject Line**

NOTE: Email is checked on a regular basis Mon-Fri. However, there may be times where it could take me more than 24 hours to respond (e.g. on weekends). If you do not receive an email reply from me after 24 hours on Mon-Fri, please re-send your email. I'll let you know if I'm unavailable due to travel, illness, etc.

OFFICE HOURS: I'm available daily Monday-Friday but please schedule an appointment so I can prepare to receive you. Faculty office are locked this semester and students must be escorted to meetings. I'm largely available any time before 5:00 p.m. except for Tuesday/Thursday afternoons.

Course Description for MGMT 5710

This course will give students an understanding of the strategic purposes of the firm as both an economic and social entity within society. Topics for the course include: ethics in business and ethical decision making, corporate social responsibility, and stakeholder management. An examination of the organization's relationship to various stakeholders will include shareholders, employees, customers, and the environment. Ethical dilemmas related to each topic are identified and analyzed. Students should consider the course an exercise in applied philosophy, designed to increase critical thinking skills for the purpose of producing more ethical business practices.

Required Textbook: *(color coding matches course calendar at end of syllabus)*

- ***Business Ethics: The Big Picture.* 2018 Vopat, M. C., & Tomhave, A. (Eds.) Broadview Press.**
- ***Business Cases in Ethical Focus.* 2020 Sager, A., & Allhoff, F. (Eds.) Broadview Press.**

The correct version of the books with the requisite ISBN number are listed in the UNT bookstore:

<https://unt.bncollege.com/shop/unt/page/find-textbooks>

Search for: FALL 2020 | MGMT | 5710 | 002(13789)

Course Objectives for MGMT 5710

The following are a list of objectives, and their relevant methods of assessment, that students will display to demonstrate a mastery of course material:

- ❖ **Ethics:** students will understand, identify, and apply the following ethical frameworks in the practice of present day business operations: virtue ethics, deontology or duty-based ethics, consequentialism, & justice.
 - **Understand:** demonstrated by an ability to classify and categorize key characteristics of each ethical framework in contrast to others.
 - **Identify:** demonstrated by an ability to recognize particular frameworks at play in business operations and management decisions.
 - **Apply:** demonstrated by an ability to use and defend selected ethical frameworks in the face of ethical dilemmas in business operations.
- ❖ **Business:** students will understand and analyze the ethical nature of business operations and create concatenate ethical business practices.
 - **Understand:** demonstrated by an ability to summarize the role of business in present day society with consideration to ethical relationships between government, civil society, and commercial industry.
 - **Understand:** demonstrated by an ability to identify stakeholders in business operations and summarize ethical responsibilities in stakeholder relationships.
 - **Analyze:** demonstrated by an ability to breakdown ethical scenarios and identify key issues, and assess their relative ethical nature in the context of business operations.
 - **Create:** demonstrated by an ability to craft a stakeholder management plan considerate of ethical responsibilities existing in the context of business operations.
 - **Create:** demonstrated by an ability to construct an ethical maxim to serve as a cornerstone for ethical decision-making in business operations.
- ❖ **Sustainability:** students will understand and evaluate critical problems in industrial capitalism relative to long-term sustainability.
 - **Understand:** demonstrated by an ability to summarize various ecological breakdowns relative to resource production and consumption inculcated in industrial capitalism.
 - **Evaluate:** demonstrated by an ability to compare and explain sustainable and non-sustainable methods in business operations.
 - **Evaluate:** demonstrated by an ability to render judgments about the value of material and methods used by business to produce a profit in relation to enlightened self-interest such as the iron law of responsibility.

Canvas & Technology

- ❖ You can access the course at <https://unt.instructure.com>
- ❖ Login using your EUID and Password
- ❖ Click “MGMT 5710” from the list of courses

Please note that Canvas relies exclusively on electronic technologies for online participation, and technology is not a 100% reliable. Students assume ALL responsibility for the operating condition of personal computers and the functionality of individual Internet connections. While the class is taught primarily in-person, students are expected to be able to navigate the Canvas course site to access information and submit assignments. Please immediately report ALL Canvas problems to the UNT helpdesk at 940.565.2324, helpdesk@unt.edu, or online at (<http://www.unt.edu/helpdesk/index.htm>). Be sure to ask for a ticket number and then email the ticket number to me along with the report from the helpdesk. Without a ticket number, I can't follow up on the technical issue. Technical difficulties will be resolved as they appear on a case by case basis.

EUID ACCESS AND PASSWORDS:

Enterprise User Identification Numbers (EUID's) and passwords are required by the University of North Texas to access this course. It is the student's responsibility to maintain a current EUID number and password. You may reset your password at <https://ams.unt.edu/acctreq.php>.

Class Structure

For the Fall 2020 semester the class will utilize a face-to-face format with special conditions appropriate for the COVID-19 pandemic. See that section of the syllabus for full information. Our last face-to-face meeting will be on November 17, 2020, after which we will transition to purely online for the last two sessions and the final.

Students are expected to read all the assigned materials on time, per the course calendar in the syllabus. Lecture notes and other materials posted online are not a substitute for thorough review of the assigned reading. Additional material, which may include video segments or articles, may be assigned from time to time. Often, this material will reflect content that is newly identified as relevant to the course and is therefore not specified on the syllabus. The course meets once a week and students should expect lectures, as well as participation in group discussions.

Assignments and Grading for the Course

Assignments	Points	Percentage of Total
Reading Questions (10 @ 15 points each)	150	15%
CSR Presentation	150	15%
Ethical Case Analysis	150	15%
Stakeholder Management Plan	150	15%
Personal Ethics Framework	100	10%
Exams (3 @ 100 points each)	300	30%
Total Points Available for the Course	1000	100%

Grades will be based on the points earned during the course according to this scale:

- A. = 900 – 1000 points
- B. = 800 – 899 points
- C. = 700 – 799 points
- D. = 650 – 699 points
- F. = Below 650 points

ASSIGNMENT SUMMARIES & DESCRIPTIONS

Reading Questions (10 @ 15 points each)

Students will prepare responses to questions that appear at the conclusion of each assigned reading. The instructor will identify specific questions in advance, posted in Canvas, that will serve as the focus for each week's submission of responses to the assigned reading. Students should be expected to be called upon to present a summary of their responses each in week in class.

CSR Presentation (150 points)

Students will record a presentation for the class on the need for reform in the business world toward greater corporate social responsibility. Topics may include environmental, social, or operational concerns. The presentations will be in the form of a Pecha Kucha, a brief, highly structured presentation format. The presentation will utilize a form of peer review in which reviewers are granted anonymity to promote critical assessment.

Ethical Case Analysis (150 points)

Students will select a case study of an ethical dilemma from the text, *Business Cases in Ethical Focus*. Students will analyze the case in writing from the position of an ethics consultant advising industry professionals. A successful analysis can identify all relevant ethical components and conduct an analysis of complex, multitudinous factors. The selected course of action should be defended based on established frameworks present in the field of ethics.

Stakeholder Management Plan (150 points)

Students will be presented an with an issue taking place in a local business and work to develop strategies for addressing stakeholder needs. The final product will resemble a business document as presented by a consulting group hired to help the firm work through the issue. The plan must address the needs of the stakeholders, account for and address negative externalities, and balance corporate and social interests.

Personal Ethics Framework (100 points)

Students will create a decision-making road map that highlights the ethical values that will be used in professional settings. Every great theory of ethics is explicated by hypothetical scenarios that highlight how values come in to play, underlying beliefs about human nature, and what the end goal of ethical reasoning is. Students will use composites of different ethical theories and frameworks covered in the course and create a personal framework for making ethical decisions.

Exams (3 @ 100 points each)

There will be three exams scheduled during the semester, with the third exam being the non-cumulative final. All material covered in class, assigned textbook readings, Internet resources, and videos are subject to appear on the exams. Exams are not open book or open note; no outside assistance is allowed. Students are expected to study beforehand and use this knowledge to take the exams during scheduled class time. University laptops will be made available and the exams will use a LockDown Browser.

ACADEMIC INTEGRITY

According to UNT Policy 06.003, Student Academic Integrity, (<https://policy.unt.edu/policy/06-003>) academic dishonesty occurs when students engage in behaviors including, but not limited to cheating, fabrication, facilitating academic dishonesty, forgery, plagiarism, and sabotage. A finding of academic dishonesty may result in a range of academic penalties or sanctions ranging from admonition to expulsion from the University. All violations of the Student Academic Integrity policy will be reported. Usage of cell phones, iPhones, cameras, or any other electronic device is not allowed during a test; nor is talking to other students, soliciting or giving help. Copying, photographing, or disseminating the questions in any form is prohibited. Remember, the exam questions are randomized so you will NOT see the same questions in the same order as your classmates. The course will utilize TurnItIn as a plagiarism checker.

CHOSEN NAMES & PRONOUNS

A chosen name is a name that a person goes by that may or may not match their legal name. If you have a chosen name that is different from your legal name, below is a list of resources for updating your chosen name at UNT.

- [UNT Records](#)
- [UNT ID Card](#)
- [UNT Email Address](#)
- [Legal Name](#)

Pronouns (she/her, they/them, he/him, etc.) are a public way for people to address you or reference you in conversation. You can add your pronouns to your Canvas account so that they follow your name when posting to discussion boards, submitting assignments, etc.

COLLEGE EMERGENCY EVACUATION PROCEDURES:

Severe Weather: In the event of severe weather, all building occupants should immediately seek shelter in the designated shelter-in-place area in the building. If unable to safely move to the designated shelter-in-place area, seek shelter in a windowless interior room or hallway on the lowest floor of the building. All building occupants should take shelter in rooms 055, 077, 090, and the restrooms on the basement level. In rooms 170, 155, and the restrooms on the first floor.

Bomb Threat/Fire: In the event of a bomb threat or fire in the building, all building occupants should immediately evacuate the building using the nearest exit. Once outside, proceed to the designated assembly area. If unable to safely move to the designated assembly area, contact one or more members of your department or unit to let them know you are safe and inform them of your whereabouts.

Persons with mobility impairments who are unable to safely exit the building should move to a designated area of refuge and await assistance from emergency responders. All building occupants should immediately evacuate the building and proceed to the south side of Crumley Hall in the grassy area, west of parking lot 24.

COURSE EVALUATIONS:

This semester, UNT will administer course evaluations online (the “SPOT” – Student Evaluation of Teaching). The evaluations are used to evaluate faculty performance and provide guidance on what can be improved (also tell us what you like!). These are very important to me as you are the reason I’m here. I truly value your feedback and very much appreciate you taking the time to complete the evaluations which will be administered towards the end of the semester. You will be notified on Canvas and via your UNT email once the evaluations open.

DISABILITY ACCOMMODATION:

UNT makes reasonable academic accommodation for students with disabilities. Students seeking accommodation must first register with the Office of Disability Accommodation (ODA) to verify their eligibility. If a disability is verified, the ODA will provide a student with an accommodation letter to be delivered to faculty to begin a private discussion regarding one's specific course needs. Students may request accommodations at any time, however, ODA notices of accommodation should be provided to me within the first week of the semester. Note that students must obtain a new letter of accommodation for every semester. For additional information see the ODA website at <http://disability.unt.edu>.

DROPPING THE COURSE:

If you decide it is necessary to drop the course, please adhere to the Academic Calendar on the Registrar's website: <http://www.unt.edu/catalog/>. Please note that Monday, November 4, 2020 is the last day for a student to drop a course. With regards to dropping the course, you will need to go to the following link: <https://registrar.unt.edu/registration/dropping-class> and click on Request to Drop Class form. If you have questions or need assistance you may go by the Department of Management in the Business Leadership Building – room 207.

DUE DATES ON ASSIGNMENTS:

I have a longstanding policy of not accepting late work, however, in light of the current upside down nature of society I am trading that in for a steep grade reduction policy on late work. Due dates are published well in advance and you are encouraged to submit early to avoid technical difficulties, which are your responsibility to resolve and not a justification for late work. If you have a legitimate reason under University policy you should (a) contact your professor in advance to provide notification/verification or (b) work with the Dean of Students Office after the fact to provide your faculty with verification. Late submissions, which are not excused by University policy, will be subject to 50% reduction for the first twenty-fours and then a 75% reduction thereafter.

EMERGENCY ALERTS:

The University of North Texas has an emergency Notification System, Eagle Alert (<https://www.unt.edu/eaglealert/>), which has the capability of calling or text messaging emergency notices. As a student, you may also register with Eagle Connect Alert to receive notification of any warnings or campus closings that are announced. Instructions for enrollment can be found at my.unt.edu. The university's radio station, KNTU 88.1 FM and website <http://www.unt.edu>, will provide updated information during an emergency situation.

PROHIBITION OF DISCRIMINATION, HARASSMENT, AND RETALIATION

The University of North Texas (UNT) prohibits discrimination and harassment because of race, color, national origin, religion, sex, sexual orientation, gender identity, gender expression, age, disability, genetic information, veteran status, or any other characteristic protected under applicable federal or state law in its application and admission processes; educational programs and activities; employment policies, procedures, and processes; and university facilities. The University takes active measures to prevent such conduct and investigates and takes remedial action when appropriate.

UNT is committed to providing a safe learning environment free of all forms of sexual misconduct, including sexual harassment sexual assault, domestic violence, dating violence, and stalking. UNT's Survivor Advocates can assist a student who has been impacted by violence by filing protective orders, completing crime victim's compensation applications, contacting professors for absences related to an assault, working with housing to facilitate a room change where appropriate, and connecting students to other resources available both on and off campus. The Survivor Advocates can be reached at SurvivorAdvocate@unt.edu or by calling the Dean of Students Office at 940-565- 2648. Additionally, alleged sexual misconduct can be non-confidentially reported to the Title IX Coordinator at oeo@unt.edu or at (940) 565 2759.

RETENTION OF STUDENT RECORDS

Student records pertaining to this course are maintained in a secure location by the instructor of record of the course and are kept for at least one calendar year after course completion. Students are encouraged to review the Public Information Policy and the Family Educational Rights and Privacy Act (FERPA) laws and the University's policy. See UNT Policy 10.10, Records Management and Retention for additional information.

STUDENT BEHAVIOR:

Act professionally and respectfully at all times. Student behavior that interferes with an instructor's ability to conduct a class, or other students' opportunity to learn, is unacceptable, disruptive, and will not be tolerated in any instructional forum at UNT. Students engaging in unacceptable behavior may be referred to the Dean of Students to review whether the student's conduct violated the Code of Student Conduct. The Code of Student Conduct can be found at <https://conduct.unt.edu>. Any person who believes that a violation of University policy has been committed by a student can go to <https://report.unt.edu> and report the allegation.

In business ethics, specifically, class sessions cover a broad range of topics where disparity in personal values can lead to disagreement or conflicting views. It is the expectation of faculty that students are able to be considerate of other viewpoints while respectfully advocating for their own. Any behavior that denigrates another person based on their values, beliefs, or on any protected characteristics is not acceptable and not conducive to our corporate pursuit of growth and development.

STUDENT SERVICES & ACADEMIC SUPPORT

Mental Health

UNT provides mental health resources to students to help ensure there are numerous outlets to turn to that wholeheartedly care for and are there for students in need, regardless of the nature of an issue or its severity. Listed below are several resources on campus that can support your academic success and mental well-being:

- [Student Health and Wellness Center](https://studentaffairs.unt.edu/student-health-and-wellness-center) (<https://studentaffairs.unt.edu/student-health-and-wellness-center>)
- [Counseling and Testing Services](https://studentaffairs.unt.edu/counseling-and-testing-services) (<https://studentaffairs.unt.edu/counseling-and-testing-services>)
- [UNT Care Team](https://studentaffairs.unt.edu/care) (<https://studentaffairs.unt.edu/care>)
- [UNT Psychiatric Services](https://studentaffairs.unt.edu/student-health-and-wellness-center/services/psychiatry) (<https://studentaffairs.unt.edu/student-health-and-wellness-center/services/psychiatry>)
- [Individual Counseling](https://studentaffairs.unt.edu/counseling-and-testing-services/services/individual-counseling) (<https://studentaffairs.unt.edu/counseling-and-testing-services/services/individual-counseling>)

Additional Student Support Services

- [Registrar](https://registrar.unt.edu/registration) (<https://registrar.unt.edu/registration>)
- [Financial Aid](https://financialaid.unt.edu/) (<https://financialaid.unt.edu/>)
- [Student Legal Services](https://studentaffairs.unt.edu/student-legal-services) (<https://studentaffairs.unt.edu/student-legal-services>)
- [Career Center](https://studentaffairs.unt.edu/career-center) (<https://studentaffairs.unt.edu/career-center>)
- [Multicultural Center](https://edo.unt.edu/multicultural-center) (<https://edo.unt.edu/multicultural-center>)
- [Counseling and Testing Services](https://studentaffairs.unt.edu/counseling-and-testing-services) (<https://studentaffairs.unt.edu/counseling-and-testing-services>)
- [Pride Alliance](https://edo.unt.edu/pridealliance) (<https://edo.unt.edu/pridealliance>)
- [UNT Food Pantry](https://deanofstudents.unt.edu/resources/food-pantry) (<https://deanofstudents.unt.edu/resources/food-pantry>)

Academic Support Services

- [Academic Resource Center](https://clear.unt.edu/canvas/student-resources) (<https://clear.unt.edu/canvas/student-resources>)
- [Academic Success Center](https://success.unt.edu/asc) (<https://success.unt.edu/asc>)
- [UNT Libraries](https://library.unt.edu/) (<https://library.unt.edu/>)
- [Writing Lab](http://writingcenter.unt.edu/) (<http://writingcenter.unt.edu/>)

COVID – 19 RELATED INFORMATION FOR FACE TO FACE CLASSES

ASSIGNED SEATING

Faculty are required to establish a seating chart and record attendance in Canvas for all in-person class sessions. These requirements support the University's contact tracing efforts to control the spread of COVID-19 on campus. Students will be assigned a seat in class on the first day and expected to return to that seat throughout the semester.

ATTENDANCE

While attendance is expected regularly and is important to student success, it is important for all of us to be mindful of the health and safety of everyone in our community, especially given concerns about COVID-19. Please contact me if you are unable to attend class because you are ill, or unable to attend class due to a related issue regarding COVID-19. It is important that you communicate with me prior to being absent so I can make an informed decision about accommodating your request to be excused from class.

If you are experiencing cough, shortness of breath or difficulty breathing, fever, or any of the other possible symptoms of COVID-19 (<https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>) please seek medical attention from the Student Health and Wellness Center (940-565-2333 or askSHWC@unt.edu) or your health care provider. UNT also asks that you contact the UNT COVID Hotline at 844-366-5892 or COVID@unt.edu for guidance on actions to take due to symptoms, pending or positive test results, or potential exposure. While attendance is an important part of succeeding in this class, your own health, and those of others in the community, is more important.

CLASS RECORDINGS

Synchronous (live) sessions in this course will be recorded and made available as necessary where related to COVID-19 circumstances. Class recordings are reserved for use only by students in this class for educational purposes. Students should be aware that they may appear on recorded class sessions while participating. These recordings should not be shared outside the class, or outside the Canvas LMS, in any form. Failing to follow this restriction is a violation of the UNT Code of Student Conduct and could lead to disciplinary action.

FACE COVERINGS

Face coverings are required in all UNT facilities. Students are expected to wear face coverings during this class. If you are unable to wear a face covering due to a disability, please contact the Office of Disability Access to request an accommodation. UNT face covering requirements are subject to change due to community health guidelines. Any changes will be communicated via the instructor. Students without face coverings or appropriate documented accommodation will be asked to leave the class.

Class Date	Subject Matter & Reading List	Assignments & Due Dates
Week 1 08/25/2020	Introduction to MGMT 5710 Chapter 6: On the Disconnect between Business and Professional Ethics	
Week 2 09/01/2020	Chapter 4: Virtue Ethics from Nichomacean Ethics	<i>Reading Questions due by 8/30/2020</i>
Week 3 09/08/2020	Chapter 2: Deontology from <i>Groundwork for the Metaphysics of Morals</i>	<i>Reading Questions due by 9/06/2020</i>
Week 4 09/15/2020	Chapter 1: Utilitarianism from <i>Utilitarianism</i>	<i>Reading Questions due by 9/13/2020</i>
Week 5 09/22/2020	Chapter 3: Contractarianism from <i>Leviathan</i> Introduction: A Brief Guide to Business Ethics and Case Study Analysis	<i>Reading Questions due by 9/20/20</i>
Week 6 09/29/2020	Chapter 14: The Business of Ethics	<i>Reading Questions due by 9/27/20</i> Exam 1
Week 7 10/06/2020	Chapter 9: The Social Responsibility of Business Is to Increase Its Profits Chapter 10: The Why's of Business Revisited	<i>Reading Questions due by 10/04/20</i> <u><i>Ethical Case Analysis due by 9/29/20</i></u>
Week 8 10/13/2020	Chapter 21: Managing for Stakeholders Organizational & Cultural Ethics	<i>Reading Questions due by 10/11/20</i>
Week 9 10/20/2020	Chapter 15: Corporate Moral Agency Chapter 16: Corporate Moral Agency: The Case for Anthropological Bigotry"	<i>Reading Questions due by 10/18/20</i>
Week 10 10/27/2020	Chapter 18: Decency Means More Than "Always Low Prices" Gravity Payments & the 70k Experiment	<i>Reading Questions due by 10/25/20</i> <u><i>Stakeholder Management Plan due by 10/27/20</i></u>
Week 11 11/03/2020	Chapter 23: Business and Environmental Ethics A Land Ethic: Aldo Leopold	<i>Reading Questions due by 11/01/20</i> Exam 2
Week 12 11/10/2020	Beyond Greening: Strategies for a Sustainable World, Stuart L. Hart <i>(class handout)</i>	<i>Reading Questions due by 11/08/20</i>
Week 13 11/17/2020	Chapter 8: The Deepwater Horizon Oil Spill Chapter 9: Dakota Access Pipelines: Profits vs. Protests	<i>Reading Questions due by 11/15/20</i> <u><i>CSR Presentations due by 11/20/20</i></u>
Week 14 11/24/2020	Peer Review of Corporate Social Responsibility Pecha Kuchas	<u><i>Personal Ethics Framework due by 11/29/20</i></u>
Week 15 12/01/2020	Peer Conversations & Professor Semester Review	
Week 16	FINAL IS THURSDAY, DECEMBER 10, AT 8:00 A.M.	

- *Business Ethics: The Big Picture*. 2018 Vopat, M. C., & Tomhave, A. (Eds.) Broadview Press.
- *Business Cases in Ethical Focus*. 2020 Sager, A., & Allhoff, F. (Eds.) Broadview Press.
- *Class Handout available in Canvas*