University of North Texas College of Business

MGMT 3880 - Business Ethics and Social Responsibility

Section 401

Fall 2026 Syllabus

August 17, 2026 – December 11, 2026

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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 UNT email 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 3880 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 (Mon-Fri) please re-send your email. I'll let you know if unavailable due to travel, illness, etc.

OFFICE HOURS: Monday, 10:00 – noon. Also available by appointment (in-person/online)

COURSE OVERVIEW:

This course will give students an understanding of the strategic purposes of the firm as both a social and economic entity within society. The course is divided into four sections:

1. Business Ethics & Ethical Reasoning
2. Stakeholder Management & CSR
3. Ethical Workplace & Management Issues
4. Trends and Major Issues in Business Operations

A case-based approach is used that applies ethical frameworks and theory to a wide range of business behaviors in the real world. Students will learn to apply ethical frameworks to select and defend actions within an organizational framework.

REQUIRED TEXT: *Business Ethics*, an open-source educational text published by OpenStax® accessible at: https://openstax.org/details/books/business-ethics

I. Ethics & Business

Students are introduced to the importance of ethical behavior in business operations, with a focus on the role of reputation and trust. In this block students will encounter various theories and frameworks on ethics for the purpose of understanding their implementation and importance in business practice. At the conclusion of this section students should be able to…

1. Understand and communicate the importance of ethical behavior to business.
2. Compare and contrast different theories of ethics in application to business practice.
3. Develop a personal position on professional integrity

II. Stakeholder Management & CSR

Students review the importance of different stakeholder relationships through learning to analyze stakeholders for their power, interests, and saliency to a business. Students will gain the ability to classify different types of stakeholders and strategize the effective management of these relationships. At the conclusion of this section students should be able to…

1. Identify different types of business-stakeholder relationships
2. Analyze and strategize ways to meet various stakeholder interests.
3. Summarize the arguments for competing theories of corporate social responsibility.

III. Ethical Workplace & Management Issues.

Students will explore the employee/employer relationship, along with the rights and responsibilities of each party. Students will encounter common ethical pitfalls that lead to misconduct in the workplace, and review the ethical safeguards used to counteract them. At the conclusion of this section students should be able to…

1. Identify the ethical rights and responsibilities in the employer-employee relationship
2. Recognize ethical pitfalls in workplace environments & strategize solutions via the use of ethical safeguards
3. Analyze the role of ethics in addressing contemporary social issues in the workplace

IV. Trends & Major Issues in Business Operations

Students are exposed to a variety of modern issues in the globalized economy that require an understanding of normative and descriptive ethics to navigate. Students will encounter issues related to technological advancement, environmental degradation, and cultural influences. At the conclusion of this section students should be able to…

1. Describe the impact of geography and culture on global relationships and business ethics
2. Evaluate the ways in which sustainability benefits both business and the environment
3. Analyze the ethics associated with business models that have emerged in the new millennium

CANVAS & TECHNOLOGY

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 in-person, students are expected to be able to navigate the Canvas course site to access information and submit assignments.

TECHNICAL ISSUES WITH CANVAS:

Please immediately report ALL Canvas problems to the UNT helpdesk at 940.565.2324. 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. The University computer techs can determine exactly what has taken place and will advise me of the outcome (your ISP, our ISP, Canvas, etc.). I will determine how to resolve the technical issue based on their advice, University policy, applicable law, and my experience.

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:

This course is taught in person and utilizes online resources through Canvas. It is the student's responsibility to show up and participate, as well as be able to access, and appropriately use, online materials assigned in the course schedule provided in the syllabus. 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 reading of the chapter. 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.

Assignments & Grading

Course Overview and Expectations Quiz	25 points
Academic Integrity Quiz	25 points
Weekly Case Reflection (10 @ 20 points each – lowest two dropped)	200 points
CSR Project	150 points
Weekly Quizzes (10 @ 20 points each – lowest two dropped)	200 points
Exams (4 @ 100 points each)	400 points
Total Points	**1000 points**

A = 900 – 1000 points
B = 800 – 899 points
C = 700 – 799 points
D = 600 – 699 points
F = Bel0w 600 points

The Instructor reserves the right to make changes to this syllabus if needed. Notices will be delivered electronically in advance of changes being made.

ASSIGNMENT OVERVIEW

Course Overview Quiz and Expectations Quiz

Students will make weekly posts to the course site in Canvas regarding their experience that week; focusing on insights gained from reading the material, class dialogue, or exposure to concepts. Students are expected to read and respond to peers with thoughtful critique, detailed affirmations, or further dialogue and questions.

Weekly Case Reflection

Students will make weekly posts to the course site in Canvas regarding their experience that week; focusing on insights gained from reading the material, class dialogue, or exposure to concepts. Students are expected to read and respond to peers with thoughtful critique, detailed affirmations, or further dialogue and questions.

CSR Presentation

Students will be presented a case study of an ethical issue in a business and be asked to pick a position and respond in writing, identifying an ethical framework through which their position is defended. High level of expectation exists for critical thought, analytical application of the theory, and practical consideration of stakeholder networks and impact.

Mini-Case Quizzes

There will be quizzes on the mini-cases assigned during the semester. Mini-cases are 1-3 pages in length and are at the end of each assigned chapter. Students are encouraged to read, analyze, and prepare the discussion questions with each case prior to taking each quiz. Quizzes are not open book or open note; no outside assistance is allowed. There will be eleven (11) mini-case quizzes given throughout the semester, in addition to a quiz over the syllabus. The lowest grade will be dropped. All quizzes must be taken in class in a proctored environment.

Exams

There will be four exams scheduled during the semester. The final exam (Exam #4) is not comprehensive. All material covered in class, assigned textbook readings, and videos are covered 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 exam. All exams will be taken in a proctored environment, either in a UNT testing center or via the use of webcam monitoring software. Make up exams are not given for reasons not governed by University policy.

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 and INCOMPLETES:

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 April 10, 2026 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.

UNT allows a student to request a faculty member award a grade of I (incomplete) for a course. However, there are specific requirements that must be met for the student to be eligible for an incomplete. Prior to requesting an I, please review the policy on incompletes at https://registrar.unt.edu/grades/incompletes.html prior to making the request with the instructor for the course. If you have not completed all the work up through April 12, 2026, with a passing grade, and do not have a reason (ie. documented illness or injury, death in the immediate family, military service, natural disaster, etc.), the policy will not apply to your situation. If you have experienced a situation that has prevented you from successfully completing the work in the course prior to drop date, I would encourage you to consider dropping the course or in some instances, you may want to consider withdrawing from the university for the entire semester.

DUE DATES ON ASSIGNMENTS:

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 25% reduction for the first twenty-fours, then 50% thereafter. To take a missed quiz or exam you must schedule to do so in person and scheduling is done based upon instructor's availability – students should expect a 50% reduction in points for any rescheduled quizzes not covered by University policy. Exams and quizzes are not given in advance.

If you are experiencing any symptoms of COVID-19 please seek medical attention from the Student Health and Wellness Center (940-565-2333 or ask SHWC@unt.edu) or your health care provider. 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. Then let me know if it is impacting your assignment completion.

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 respectful 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. Students who have read the syllabus up until this point have found the easter egg. To get additional points for reading this far, email your professor by the end of the day on january twenty second with the subject line 'lucky day' and get ten points added to your ending grade.

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)
- Counseling and Testing Services (https://studentaffairs.unt.edu/counseling-and-testing-services)
- UNT Care Team (https://studentaffairs.unt.edu/care)

- UNT Psychiatric Services (https://studentaffairs.unt.edu/student-health-and-wellness-center/services/psychiatry)
- Individual Counseling (https://studentaffairs.unt.edu/counseling-and-testing-services/services/individual-counseling)

Additional Student Support Services

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

Academic Support Services

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

AI Policy: Original Work and AI Assistance. These guidelines guide how you might use AI ethically while ensuring the originality of your work. You may use AI tools (e.g., ChatGPT, Grammarly) as aids for:

- Brainstorming ideas or generating initial drafts.
- Refining grammar, syntax, or style for clarity and professionalism.
- Conducting exploratory research or summarizing non-proprietary data.

AI must supplement, not replace, critical thinking. All work submitted for evaluation must reflect your own insights, analysis, and creativity. When using AI contributions, you must appropriately cite, using a statement like “The initial draft was generated using ChatGPT and later refined by the author."

Academic Integrity and AI Detection

- All submissions will be screened using ZeroGPT.com or similar AI detection tools.
- If a submission is flagged as AI-generated in its entirety, it may be subject to additional review.
- Submissions identified as primarily or entirely AI-generated without proper attribution will be treated as violations of academic integrity.
- Please keep drafts and notes demonstrating ideas and revisions' development.
- Please provide comments or footnotes about how AI tools were utilized.
- Avoid over-reliance on AI for content development.

Consequences for Policy Violations
The university’s academic integrity guidelines will address violations of this policy and may include:

- Re-submit the assignment with significant grade deductions.
- Submission for formal UNT academic integrity review for severe violations.”

Week	Class Date	Course Content Coverage	Assignments & Due Dates
Week 1	**Aug 17-23**	Chapter One & Module Materials	Course Overview & Expectations Quiz Academic Integrity Quiz
Week 2	**Aug 24-30**	Chapter Two & Module Materials	Weekly Quiz Weekly Case Reflection
Week 3	**Aug 31 – Sept 6**	Chapter Three& Module Materials	Weekly Quiz Weekly Case Reflection
Week 4	**Sept 7- 13**	Exam	Exam #1
Week 5	**Sept 14-20**	Chapter Three & Module Materials	Weekly Quiz Weekly Case Reflection
Week 6	**Sept 21-27**	Chapter Four & Module Materials	Weekly Quiz Weekly Case Reflection
Week 7	**Sept 28-Oct 4**	Supplemental Module Materials	Weekly Quiz Weekly Case Reflection
Week 8	**Oct 5 - 11**	Exam	Exam #2
Week 9	**Oct 12 -18**	Supplemental & Module Materials	Weekly Quiz Weekly Case Reflection
Week 10	**Oct 19- 25**	Chapter Six & Module Materials	Weekly Quiz Weekly Case Reflection CSR Project
Week 11	**Oct 26-Nov 1**	Chapter Seven & Module Materials	Weekly Quiz Weekly Case Reflection
Week 12	**Nov 2- 8**	Exam	Exam #3
Week 13	**Nov 9-15**	Chapter Four & Module Materials	Weekly Quiz Weekly Case Reflection
Week 14	**Nov 16- 22**	Chapter Five & Module Materials	Weekly Quiz Weekly Case Reflection
Week 15	**Nov 23-29**	Chapter Ten & Module Materials Exam Review	Weekly Quiz Weekly Case Reflection
Week 16	**Nov 30- Dec 8**	Exam	Exam #4

Official Due Dates for All Assignments are in Canvas

The Instructor reserves the right to make changes to this syllabus if needed. Notices will be delivered electronically in advance of changes being made.