MGMT 5710
Seminar in Business Ethics and Social Responsibility
Fall 2021
Course Syllabus

Instructor: Nolan Gaffney, PhD
(nolan.gaffney@unt.edu)

Contact Info
Office: BLB 385B – 940.565.3155
Office hours: By Appointment

Section 003: Is an online, asynchronous course running from August 23, 2021 through October 15, 2021

Course Description:
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.

Course Objectives:
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.

• **Understand**: 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.

**Course Structure:**
This course takes place 100% online. This is an 8-week course. You will complete 7 modules in CANVAS. All module assignments and quizzes must be completed by the closing date and time.

**Required Course Material:**
ISBN: 9781554814305

**Announcements / Communication:**
The Canvas course website provides official bulletins and announcements by the instructor. You are responsible for knowing the information there. As always, the instructor accepts and replies to regular e-mail (nolan.gaffney@unt.edu) on any course-related matter.

*Emails to the class will be sent through the Canvas LMS. The default email address in the system is your UNT account. Please change your email address, if needed, to ensure that you receive all class communications.*

**Overview of Course Requirements:**
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.

Discussion posts and exams are made available on a scheduled basis throughout the semester. For the discussion forums to work effectively, you must have read, viewed and thought about all assigned material. A good rule of thumb is to spend as much time analyzing and preparing the material as you do reading it. Exams and quizzes will only be open for small periods of time, which will not change, and are published in the course at the beginning of the semester so students may plan ahead.

ASSIGNMENT SUMMARY & DESCRIPTIONS

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Points</th>
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</thead>
<tbody>
<tr>
<td>Academic Integrity Quiz</td>
<td>5</td>
</tr>
<tr>
<td>Reading Quizzes – 7 @ 35 points each</td>
<td>245</td>
</tr>
<tr>
<td>Discussion Boards – 7 @ 50 points each</td>
<td>350</td>
</tr>
<tr>
<td>CSR Presentation</td>
<td>100</td>
</tr>
<tr>
<td>Personal Ethics Framework</td>
<td>100</td>
</tr>
<tr>
<td>Final Exam</td>
<td>200</td>
</tr>
<tr>
<td><strong>Total Points Available for the Course</strong></td>
<td><strong>1000</strong></td>
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</table>

ASSIGNMENT SUMMARY & DESCRIPTIONS

**Reading Quizzes (7 @ 35 points each)**
Students will take short quizzes that cover key concepts and themes from the reading each week. These quizzes are relatively low-stake opportunities to focus thematic takeaways from readings in business ethics.

**Discussion Boards (7 @ 50 points each)**
Students will participate in a weekly discussion board with peers. The prompts for these forums will be based on discussion questions at the end of assigned chapters. These are opportunities to qualitatively reflect upon the material and for students to broaden the scope of their understanding about the material by engaging with peers.

**CSR Presentation (100 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. This is an opportunity for students to use the material in the class to personally advocate for change in modern business practices in an area important to them. There are several models and a diversity of ideas around CSR in our text for students to pull from when selecting an area in which to advocate for change.

**Personal Ethics Framework (100 points)**
Students will create a personalized decision-making road map that highlights the ethical values that they will use 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 covered in the course and combine them with their own values to create a personal framework for making ethical decisions. This framework will be explained through the use of scenarios in the professional world.
In Part II of the assignment, students will be tasked to apply their framework to an ethical dilemma in the business world. This scenario will not be released until students have formulated and submitted their ethical framework. The emphasis here is on operationalizing a set of ethical principles in a situation with complex stakeholder interests.

**Final Exam (200 points)**
The final exam will be a mix of multiple choice, true-false, matching, and open-ended short answer questions. Unlike the reading quizzes, the final exam does not focus on recall of facts from course material, but more application of course material. The final exam will be heavily scenario-based and task students to identify, apply, and understand course material in the context of modern business practices.

**Course Grades:**
- A: 90-100% of the points
- B: 80-89% of the points
- C: 70-79% of the points
- D: 60-69% of the points
- F: 59% and below of the points

**Grade-related Policies:**

*Late Work*
I will not accept late work in this course. All work turned in after the deadline will receive a grade of zero unless the student has a university-excused absence and provides documentation with 48 hours of the missed deadline.

*Turnaround Time*
I aim to return graded work to you within one week of the due date. When this is not possible, I will send an announcement to the class.

*Grade Appeals*
Students can appeal an assignment, quiz, or exam grade by emailing the instructor. Please indicate the nature of the appeal (e.g., incorrectly scored answer) and justification (e.g., course content supporting your answer). If the student does not initiate the appeal within seven days of receiving the grade, the right to appeal is forfeited.

**Course Policies and Technology Requirements**

*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.

*Students with Disabilities*
The Ryan College of Business complies with the Americans with Disabilities Act in making reasonable
accommodations for qualified students with a disability. If you have an established disability as defined by the Americans with Disabilities Act and would like to request an accommodation, please contact me as soon as possible. My office hours, office number, and contact information are noted on the syllabus. University policy requires that within the first week of class students notify their instructor that accommodations will be needed.

**Notice to F1 Visa Holders**

For F–1 students enrolled in classes for credit or classroom hours, no more than the equivalent of one class or three credits per session, term, semester, trimester, or quarter may be counted toward the full course of study requirement if the class is taken on-line or through distance education and does not require the student's physical attendance for classes, examination or other purposes integral to completion of the class. An on-line or distance education course is a course that is offered principally through the use of television, audio, or computer transmission including open broadcast, closed circuit, cable, microwave, or satellite, audio conferencing, or computer conferencing. If the F–1 student’s course of study is in a language study program, no on-line or distance education classes may be considered to count toward a student's full course of study requirement [Title 8 CFR 214.2 Paragraph (f)(6)(i)(G)].

**University of North Texas Compliance**

To comply with immigration regulations, an F-1 visa holder within the United States may need to engage in an on-campus experiential component for this course. This component (which must be approved in advance by the instructor) can include activities such as taking an on-campus exam, participating in an on-campus lecture or lab activity, or other on-campus experience integral to the completion of this course.

If such an on-campus activity is required, it is the student’s responsibility to do the following:

- Submit a written request to the instructor for an on-campus experiential component within one week of the start of the course.
- Ensure that the activity on campus takes place and the instructor documents it in writing with a notice sent to the International Student and Scholar Services ISSS has a form available that you may use for this purpose. F-1 Visa holders will be required to attend weekly scheduled office visits throughout the term.

Because the decision may have serious immigration consequences, if an F-1 student is unsure about his or her need to participate in an on-campus experiential component for this course, s/he should contact the UNT International Student and Scholar Services Office (telephone 940-565-2195 or email internationaladvising@unt.edu) to get clarification before the one-week deadline.

**Course Assistance and Technology Requirements**

At times, access to the course may be down due to server problems. The UNT CLEAR office will make students aware of such “downtime” whether expected or unexpected. Please see the UNT ecampus main access page (ecampus.unt.edu) for announcements.

Canvas functionality issues: If you have difficulty accessing the course, please contact the Student Support Staff at helpdesk@unt.edu (Links to an external site.), phone: (940) 565-2324, in person: 130 Sage Hall. Here is a current schedule of Student Help Desk hours.

For additional support, visit this Canvas Technical Help web page.
### Schedule of Topics and Assignments

<table>
<thead>
<tr>
<th>Start Date</th>
<th>Reading List</th>
<th>Assignments Due</th>
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| **Module 1** | *Ethical Theory and Decision-Making*  
- Introduction  
- Chapter 1: Utilitarianism  
- Chapter 2: Deontology  
- Chapter 4: Virtue Ethics | Academic Integrity Quiz  
Reading Quiz 1  
Discussion Board 1 |
| **Module 2** | *Critical Analysis of Ethics & Business*  
- Chapter 13: Is Business Bluffing Ethical  
- Chapter 14: The Business of Ethics | Reading Quiz 2  
Discussion Board 2 |
| **Module 3** | *Reciprocity Framework: rights and their origins*  
- Chapter 15: Corporate Moral Agency  
- Chapter 16: Corporate Moral Agency: The Case for Anthropological Bigotry”  
- Business and Political Influence (online reading) | Reading Quiz 3  
Discussion Board 3 |
| **Module 4** | *“Reimagining Capitalism” – Considerations of Social Good*  
- Chapter 9: The Social Responsibility of Business  
- Is to Increase Its Profits  
- Chapter 10: The Why’s of Business Revisited  
- Chapter 21: Managing for Stakeholders | Reading Quiz 4  
Discussion Board 4 |
| **Module 5** | *Ethical Boundaries of Self-Interest*  
- Chapter 11: The Profit Motive  
- Chapter 12: Noxious Markets | Reading Quiz 5  
Discussion Board 5  
CSR Presentation |
| **Module 6** | *Power, Duty, and Organizational Structure*  
- Chapter 18: Decency Means More Than “Always Low Prices”  
- Gravity Payments & the 70k Experiment (online reading)  
- Organizational Culture & Ethical Safeguards (online reading) | Reading Quiz 6  
Discussion Board 6  
Part 1 Personal Ethics Statement |
| **Module 7** | *Economic Models & the Environment*  
- Chapter 23: Business and Environmental Ethics  
- A Land Ethic, Aldo Leopold (online reading)  
- Beyond Greening: Strategies for a Sustainable World, Stuart L. Hart (online reading) | Reading Quiz 7  
Discussion Board 7  
Part 2 Personal Ethics Statement |
| **Week 8** | Exam Review | Final Exam |

**Dates and topics are subject to change:** While I do not plan to deviate from the above schedule, unforeseen events may require adjustments.