MGMT 5710 Seminar in Business Ethics and Social Responsibility

Summer 5W2 2023

Course Syllabus

Instructor

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

Contact Info

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

Section 004: Is an online, asynchronous course running from June 26, 2023 to July 27, 2023.

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:

o **Offer an overview of business ethics and discuss:**
- • Why it is important
- • Role of stakeholders, CSR, and Governance
- • Social and ethical dilemmas related to sustainability

o **Discuss how ethics is instilled in organizations and:**
- • The process of ethical institutionalization
- • Emerging issues that organizations are confronted with

o **Introduce a Decision-Making Process, including:**
- • Process elements
- • Individual and organizational level factors

o **Review the application of ethics within organizations, such as:**
- • Effective Ethics Programs
- • Ethical Leadership
- • The implications of technological change on ethics

Course Structure:
This course takes place 100% online. This is an 5-week course. You will complete 4 modules in CANVAS. All module assignments and quizzes must be completed by the closing date and time.

Required Course Material:
Business Ethics: Ethical Decision Making and Cases. 2022. Ferrell, O. C., Fraedrich, J. & Ferrell, L. Cengage. eTextbook ISBN: 9780357709849 (encouraged); Printed ISBN: 9780357513361

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 Components

Academic Integrity Quiz	10
Reading Quizzes – 4 @ various points each, 20 points per Chapter	240
CSR Presentation	100
Case Analyses – 2 @ 50 points each	100
Assigned Peer Reviews – 3 @ 15 points each	45
Total Points Available for the Course	495

Reading Quizzes (4 @ various points each, 20 points per chapter, 240 points total)
Reading quizzes will be a mix of multiple choice, true-false, matching, and open-ended short answer questions which align with the assigned readings in each module. We will use Respondus Lockdown Browser in the testing environment. There will be 10 questions from each chapter worth 2 points each. You will be allocated 1 minute per question, which is enough time to answer each question if you are familiar with the material based on past results on similar testing.

The four reading quizzes will cover:
- o Module 1 – Chapters 1, 2, and 3 (30 questions, 60 points total, 30 minute time limit)
- o Module 2 – Chapters 4 and 5 (20 questions, 40 points total, 20 minute time limit)
- o Module 3 – Chapters 6, 7, and 8 (30 questions, 60 points total, 30 minute time limit)
- o Module 4 – Chapters 9, 10, 11, and 12 (40 questions, 80 points total, 40 minute time limit)

You are expected (required) to work on these independently and advised not to conduct internet searches in pursuit of answers. **These are closed book and closed notes.**

Case Analyses (2 @ 50 points each, 100 total)
Students will read and analyze two short recent business cases and answer an assigned prompt. After the due date, students will then be assigned three peer analyses to review, offer feedback on, and grade. The peer assigned grades factor into the assigned grade (average of the three peer grades.) Completion of the peer reviews is required and will be graded. 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.

Case and Project Peer Reviews (3 @ 15 points each, 45 total)

You will be randomly assigned 3 peers to anonymously review for each of the case analyses and the CSR presentation. You will earn up to 5 points for each peer review for each assignment according the rubric.

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 Letter Grades will be assigned as follows:

➢ A: 89.45-100% of the points
➢ B: 79.45-89.44% of the points
➢ C: 69.45-79.44% of the points
➢ F: Below 69.44% of the points

Schedule of Topics and Assignments

Start Date	Reading List	Assignments Due
Module 1	*Part 1: An Overview of Business Ethics* • *Chapter 1: The Importance of Business Ethics* • *Chapter 2: Stakeholder Relationships, Social Responsibility, and Corporate Governance* • *Chapter 3: Sustainability: Social and Ethical Dimensions*	o Academic Integrity Quiz o Reading Quiz: Module 1
Module 2	*Part 2: Ethical Issues and the Institutionalization of Business Ethics* • *Chapter 4: The Institutionalization of Business Ethics* • *Chapter 5: Emerging Business Ethics Issues*	o Reading Quiz: Module 2 o Case 1 Analysis o Case 1 Peer Reviews
Module 3	*Part 3: The Decision-Making Process* • *Chapter 6: Ethical Decision Making* • *Chapter 7: Individual Factors: Moral Philosophies and Values* • *Chapter 8: Organizational Factors: The Role of Ethical Culture and Relationships*	o Reading Quiz: Module 3 o Case 2 Analysis o Case 2 Peer Reviews o
Module 4	*Part 4: Implementing Business Ethics* • *Chapter 9: Developing and Implementing an Effective Ethics Program* • *Chapter 10: Global Business Ethics Issues* • *Chapter 11: Ethical Leadership* • *Chapter 12: Technology: Ethics and Social Responsibility Issues*	o Reading Quiz: Module 4 o CSR Presentation o CSR Peer Reviews

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

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
➢ 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.