Class meets Tuesdays and Thursdays at 3:30 pm

Course Overview

We all encounter ethical dilemmas and are faced with ethical decision making situations. This is true no matter what the size or nature of the organizations where we work, and no matter whether or not we acknowledge the ethical nature of these dilemmas and decisions. This course demonstrates the importance of ethical aspects of management and administration in organizations.

The course introduces students to the principles that underly ethical practices in organization settings. The focus in this course is on the individual decision maker; the organization as an ethical agent; the organization as a context and culture that sets the stage for ethical action; and the broader societal, economic, political, and ecological systems that influence moral decision making.

Objectives and Outcomes

This is an overview course to demonstrate the background and various frameworks available to decision makers in organizations. The course will cover theory and examples from several different business domains, including marketing, accounting & finance, human resource management, corporate governance, and information technology.

This course is designed to give undergraduate students a strong conceptual and practical knowledge of business ethics. This course will provide students with both expectations of the Faculty and the professional world while exploring the personal basis for ethical decision making. The course will provide opportunities for ethical practices through case studies and exercises.

Through active participation in the course, students will:

- develop the ability to identify ethical issues in organization settings;
- be able to identify and apply different ethical analysis frameworks to organizational ethical dilemmas; and
- be able to identify and apply a decision making model that incorporates ethical considerations
Furthermore, students will be able to:

1) demonstrate knowledge of basic ethical concepts and principles;
2) demonstrate understanding of how personal assumptions, values, and beliefs are connected to ethical decision making;
3) recognize and identify ethical and unethical practices in business at the individual, group, organizational, and global levels;
4) demonstrate understanding of the relationship between ethics, stakeholder management, and social performance, and organizational goals;
5) analyze the impact of organizational actions on stakeholders and demonstrate understanding of the implications of ethical or unethical conduct in or by organizations;
6) apply ethical decision making models critically and analytically to make and defend ethical decisions;
7) demonstrate awareness of the historical context of the place of ethics in business.

Course Format

The course will be presented using a combination of student-led seminar, short lecture, and case workshop format. Class time will integrate a variety of active learning techniques including case study and both small group and class-wide discussion, in order to engage students in the learning process. The course will also use UR Courses to carry participation and discussion through the week, encouraging student activity in the period between classes.

Course Materials


Note, this text can be purchased online and it retails for just under $60.00

Other readings & materials may be provided, assigned in class, posted on the course website, or placed on reserve in the library.

Course Policies

The University of Regina has specified integrity, respect, intellectual curiosity and responsibility, and accountability among its values. The University also promotes a learning environment free of all forms of harassment and discrimination. In keeping with and in support of these values, the following policies will be in place for this course:

1) Confidentiality

To encourage open and more engaging discussions, it is expected that all discussions pertaining to a student’s prior or current work experience be held in the strictest confidence. Students are encouraged to be honest in discussions and will in no way be penalized for their personal
opinions. Students do not need to name organizations or individuals when giving examples in class discussions.

2) Integrity

Unless specifically designated otherwise, no written assignment or exam is to be collaborative. Students are expected to be familiar with s.5 and s5.13 in the Academic Calendar regarding student behavior and academic misconduct, located at: https://www.uregina.ca/student/registrar/publications/undergraduate-calendar/assets/pdf/2017-2018/attendance-evaluation.pdf. Please read these regulations and bring any questions forward before the 2nd class of term.

3) Respect

Please turn off your cell phones and other electronic devices before entering the classroom. Students will not need to use a laptop computer in class. Any computer based work will be facilitated on the classroom computer, which allows all students to view the screen. If you feel that a laptop or similar device will enhance your ability to participate effectively in the class and will support your learning, please speak to the instructor and be prepared to sit in an assigned seat in the class.

Please let me know in advance of unusual circumstances that require you to make exception to this policy. Some course assessments will take place in class (see below) and your active participation has an impact on your classmates and on successful learning outcomes of the class as whole.

4) Special needs and accommodations

If there is any student in this course who, because of a disability, may have a need for accommodations, please advise the professor and contact the Coordinator of Special Needs Services at 585-4631.

Writing resources:

The University of Regina's Writing Clinic provides consultation for students in all disciplines and at all year levels. For further information, contact the clinic in the Dr. William Riddell Centre. You can also visit the clinic website at http://www.uregina.ca/sdc. The quality of your written expression will affect your grades!

Course Communication

We will use UR Courses and its email facility for communication. You should check the course website regularly, and at a minimum twice a week. Some class PowerPoint slides will be made available to students online. I will also periodically make announcements and post links, videos, etc. through the course web site. You will generally not need to send attachments as assignments will be either uploaded to the course website or collected directly in class.
Blogsites you may want to visit:
www.nbs.net (Network for Business Sustainability, at Western University, London Ontario.)
www.craneandmatten.blogspot.com
www.businessethics.ca/blog
http://theweekinethics.wordpress.com

STUDENT EVALUATION

Assignments and Grading

You are responsible for all material covered in assigned readings, lectures, class discussions, and assignments. We will use a number of different learning tools and assignments – a sort of “something for everyone” to provide students with many different ways to experience the material and to work towards their achievement goals. Students are expected to demonstrate English writing skills at an upper year university level. Students must achieve an overall grade of 50% on the individual components of the course as well as an overall grade of 50% in order to pass the course. Students must pass the final exam to pass the course.

Grading is based on performance in these aspects of the course:

**Course Requirements:**

Group-based work:
1. Group ethics project 25%

Individual work:
2. Midterm test 20%
3. Cases and exercises 25%
4. Final Exam 30%
Total 100%

Important Note:

Please pay special attention to the assignment requirements; many pieces of work will be submitted and graded in the online system URCourses. Unusual circumstances must be brought to the instructor’s attention before due dates or test dates. Late assignments will not be accepted.

Formal attendance may be taken from time to time. Students who miss four or more classes for any reason in the term may be ineligible to write the final exam.

1. Group ethics project 25%

The instructor will assign you to groups in the first week of class. You will identify an industry and research this industry and significant organizations operating in this industry. The goal of your research is to identify a major ethical issue facing the industry and to determine how
organizations are responding to this issue. You will then apply course concepts in an evaluation of the response to the ethical issue. Your team will write a report based on your findings, worth 20% of your grade, and you will make a presentation of your findings in the last week of class; the presentation is worth 5% of your grade. Part of the presentation involves giving an update on your project part way through the term, before the final due date for the project. A detailed rubric for this assignment will be available on UR Courses after groups have been assigned.

2. Midterm test  20%

There will be a midterm test in the semester. This will be completed in class. The test will cover material covered in assigned readings, exercises and class discussions.

3. Case analysis and exercises.  25%

You will prepare written case analyses for class for each core theme of the course. Generally this will take the form of a 2 page analysis and critical comment on a case assigned for discussion in class. These assignments will sometimes be guided by specific questions that I will pose to the class.

- You will submit each assignment before the class in which we discuss the case, and you are expected to discuss your own findings in the class.
- This is an individual assignment.
- There will be several cases assigned through the term
- Part of the overall grade in this part of the course is reserved for the quality of contribution you make in the class discussions of the case.

To do well you should read carefully, reflect, write clearly and come to class prepared to contribute to the discussion.

You will also prepare a reading for each core theme of the course, and come prepared (with notes) to participate in discussion, debate, and brief presentations on the main ideas of the readings and their application to other aspects of the material covered in the course.

5. The final exam in this course is scheduled for June 28th 2017. It will be a cumulative exam, covering all of the material from the course. The exam is worth 30% of your grade in the course.
**Reading list and preparation**  
*(please note this schedule is tentative and topics are subject to movement in the schedule, depending on class progress)*

<table>
<thead>
<tr>
<th>Dates</th>
<th>Topics</th>
<th>Student notes on preparation for class</th>
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| May 9th | Welcome and review of the course plan, syllabus and introduction to professor and classmates.  
In-class activity this week – current event  
Ethical Decision Making and the Business Model  
Rational decision making and the scientific method. | Be sure to review course outline posted on UR Courses.  
Be sure to Read Part 1 of the textbook before next class  
Watch UR courses for group member names  
Reflection questions:  
What is the purpose of business?  
What is Ethics?  
What is Business ethics? Why study it? |
| May 11  | Class discussion of Part 1, questions from page 35  
Irrational behavior – TedTalk Dan Ariely video  
Reflection question: How does Ariely’s work conflict with or support the rational decision making model? | Reflection question: What is ‘good business’?  
Select your industry project topic and post this on UR courses  
Prepare a brief (3 minute) intro to your group’s chosen industry for next week  
Be sure to read Part 2 of the text for next class and the assigned reading on the website |
| May 16  | Discussion of Part 2 of the text and assigned reading  
Ethical theories  
Introduction to Stakeholder theory  
Current event exercise in class | Industry project groups to be called upon in class: overview and major organizations  
We are now in Part 3 of the textbook.  
Be sure to read Chapter 1 for next class, including the two articles. Be prepared to discuss the articles in class |
| May 18  | Class discussion of Part 3, Chapter 1, articles | Prepare Case Dr. Olivieri vs Apotex for next class  
**This is a hand-in assignment.** |
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<tr>
<th>Date</th>
<th>Activity</th>
<th>Notes</th>
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<tr>
<td>May 23rd</td>
<td>Externalities: The Corporation film</td>
<td>Be sure to read Chapter 2 for next class. Be prepared to discuss the articles in class.</td>
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<td>Discussion of Case from Chapter 1</td>
<td>Class report on industry project: Stakeholders in the industry.</td>
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<td>Discussion of Chapter 2</td>
<td>Prepare Case Adbusters for next class. This is a discussion assignment.</td>
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<td>Pros and Cons from articles in Chapter 2</td>
<td>Be sure to read Chapter 4 for next class, but not the articles yet.</td>
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<td>May 25th</td>
<td>Discussion of Chapter 2 case: Adbusters</td>
<td>Prepare Chapter 4 articles for next class, as well as Case for Chapter 4, Westray Mine Disaster; this is a hand-in case</td>
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<td>Dove film</td>
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<td>Discussion of Chapter 4</td>
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<td>Reflection questions:</td>
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<td>How do you identify an organization’s culture?</td>
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<td>What contributes to culture?</td>
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<td>Is there a culture at the U of R? In the Business School? In this class?</td>
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<td>May 30th</td>
<td>Discussion of articles from Chapter 4</td>
<td>Review for your midterm!</td>
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<td>Discussion of the Westray Mine Disaster case</td>
<td>Read Chapter 5 for next class.</td>
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<td>Reflection question:</td>
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<td>Are ethical leaders born or trained?</td>
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<td>June 1st</td>
<td>Midterm test today</td>
<td>Be sure to read Chapter 5’s articles for next class.</td>
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<td>Discussion of Chapter 5</td>
<td>Prepare case from Chapter 5 for next class, a hand-in assignment.</td>
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<td>Reflection questions:</td>
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<td>What is the nature of the ethical relationship between employers and employees? Between Unions and employers?</td>
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<td>What are the “basics” and what is changing in the contemporary workplace?</td>
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<td>June 6th</td>
<td>Discussion of Case Mountain Equipment Coop in class</td>
<td>Prepare a brief update with your team on your industry project; what ethical issue are you examining?</td>
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<td>Reading/Task</td>
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<td>June 8th</td>
<td>FastCompany article on Coffee Cup debate</td>
<td>Read Chapter 6 for next class, including the articles and case for discussion.</td>
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<td>Discussion of Chapter 6 material in class</td>
<td>Industry project updates in class today.</td>
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<td>Bottom of the pyramid</td>
<td>Be sure to read Chapter 9 and its related articles for next class.</td>
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<td>Quinoa/llama discussion</td>
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<td>June 13th</td>
<td>Discussion of Chapter 9 materials</td>
<td>Prepare case from Chapter 9 for next class – <strong>this is a hand-in case.</strong></td>
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<td>Reflection questions:</td>
<td>Read Chapter 10 materials for next class</td>
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<td>What is privacy? What are your rights to privacy? What are a firm’s</td>
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<td>rights to privacy? What about a firm’s rights in relation to its</td>
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<td>customers?</td>
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<td>June 15th</td>
<td>Discussion of Chapter 9 case</td>
<td>Finalize your Industry projects and presentations</td>
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<td>Discussion of Chapter 10 materials</td>
<td>Industry projects due Friday, June 17th</td>
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<td>Read Part 4 of textbook</td>
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<td>June 20th</td>
<td>Discussion Chapter 10 case</td>
<td>Presentation schedule to be determined</td>
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<td>Administering Ethics – Part 4 of textbook</td>
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<td>Presentation of industry projects in class.</td>
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<td>Final Exam</td>
<td>June 28th 2017</td>
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