Class meets Tuesdays and Thursdays 11:30am

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 underlie 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 assignments and class 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 in a blended format. This means that approximately half the sessions will be held in class and half will be delivered online, on the students' own time. Students are responsible to stay up to date with readings and material outlined on the course website. Assignments and web-based activities need to be completed by the assigned due dates in order to keep pace over the term. Class time will integrate a variety of active learning techniques including both small group and class-wide discussion, in order to engage students in the learning process. The course will use UR Courses to deliver the online portions of the course. As much as possible we strive to be a paperless class, and electronic versions of materials or links to these are provided in most cases. Please note that you are expected to attend all the face to face classes and to participate fully in all the online components of the course. This is not an online course. You might want to consider using the scheduled class time when we are not holding a formal face to face session as a chance to meet with your group to work on your term project.

Course Materials


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

Other readings & materials will 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 s.5.13 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/attendanceevaluation.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 contact the Coordinator of Special Needs Services at 585-4631. Students are responsible for contacting the professor to discuss accommodations.

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, daily is advisable during the sort summer semester. Most class PowerPoint slides will be made available to students online. I will also periodically make announcements and through the course web site. You will not need to send assignments through email as all
required course components 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. Please note the following important items:

1. **Students are expected to demonstrate English writing skills at an upper year university level.**

2. **Students must achieve an overall grade of 50% on the individual components of the course (all individual work, including the exam) as well as an overall grade of 50% in order to pass the course.**

3. **Students must pass the final exam to pass the course.**

4. **Please note that your written work may be submitted to TurnitIn for academic integrity checks.**

5. **Your effective, timely individual contributions to online activities in the course will be important to your success in the course.**

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

**Course Requirements:**

Group-based work:

1. Group ethics project 35%

Individual work:

2. Assignments web postings 30%
3. Final Exam 35%

Total 100%

**Important Note:**
Unusual circumstances must be brought to the instructor’s attention before due dates. Late assignments will not be accepted.

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

1. Group ethics project. 35%

The instructor will help the class to form 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 the major ethical issue(s) facing the industry and to determine how organizations are responding to this issue(s). You will then apply course concepts in an evaluation of the responses to the ethical issue(s). Your team will complete a series of short assignments related to the project throughout the term. These assignments will be in the form of a blog on your industry, which you will create and update regularly. The final assignment is a visual media presentation which you will upload to the course website. You will provide sample exam-type questions based on your project for your fellow students to consider. You will also pose questions of your fellow students based on their team projects. All instructions will be posted on UR Courses for this assignment.

2. Assignments and discussion posts 30%

You will write reflections on ethical business at different points in the term, posting these on the course discussion boards. These are short written pieces (250 is often enough, 400 words maximum), based on material prepared for class as well as class activities. Think of these as a classroom comment you might make if the instructor posed the question in class, only you reply in writing. There are approximately 10 of these through the term and in total they are worth 10% of the grade. They will be assessed overall for the 10%, but you will get feedback in the form of an assessment based on a rubric throughout the term. There are also assignments you will submit directly to the instructor through the UR Courses website. These assignments should follow the format for an effective essay, with a clear thesis statement, a few strong arguments and a conclusion (up to 500 words, typically). There are approximately 4 of these assignments and they are worth 20%. Each assignment will be graded individually, instructions will be posted on UR Courses and all submissions are done directly through UR Courses.

3. Final Exam 35%

The final exam in this course is scheduled for December 14, 2019. It will be a cumulative exam, covering all of the material from the course. You can expect a question about group projects on the final exam. A portion of the exam may also take the form of a case.

**Reading list and preparation**

Please see the course website for a detailed list of readings, learning outcomes, activities, and assignment due dates. Some highlights are noted below.
<table>
<thead>
<tr>
<th>Dates</th>
<th>Unit # (online or f2f)</th>
<th>Readings/Topic/Media</th>
<th>Forum Posting/ Blog Deadlines</th>
<th>Exercise/ Assignment Final Project Due Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sept 5</td>
<td>Intro F2F</td>
<td>Review of the course outline and course delivery method.</td>
<td>Review of the course outline and course delivery method.</td>
<td></td>
</tr>
<tr>
<td>Sept 10</td>
<td>1a f2f</td>
<td>Review material in “Start Here” module of UR courses</td>
<td>Complete group selection poll in class Post on good business by July 7</td>
<td>Do the Fallacies test online by July 7</td>
</tr>
<tr>
<td>Sept 12</td>
<td>1b online</td>
<td>Follow module instructions for other readings and activities</td>
<td>Post on good business by July 7</td>
<td>Prepare you chosen product or service for class July 8</td>
</tr>
<tr>
<td>Sept 17</td>
<td>2a f2f</td>
<td>Come prepared to discuss your example of product or service – good business</td>
<td>Complete values exercise by July 7 Complete industry preference poll July 7 Headphones discussion post July 8</td>
<td>Prepare for stakeholders debate in class</td>
</tr>
<tr>
<td>Sept 19</td>
<td>2b online</td>
<td>Be sure to read the term project instructions</td>
<td>Industry stakeholder post by July 9 Discussion on BAE case Question 3 post by July 13 Hiring poll and post discussion July 15</td>
<td>Bring to class a news item from project industry BAE case assignment Question 1 due July 14</td>
</tr>
<tr>
<td>Sept 24</td>
<td>3a f2f</td>
<td>Be sure to read the term project instructions</td>
<td>Industry stakeholder post by July 9 Discussion on BAE case Question 3 post by July 13 Hiring poll and post discussion July 15</td>
<td>Group assignment – theories applied to industry project due July 16</td>
</tr>
<tr>
<td>Sept 26</td>
<td>3b online</td>
<td>Be sure to read the term project instructions</td>
<td>Industry stakeholder post by July 9 Discussion on BAE case Question 3 post by July 13 Hiring poll and post discussion July 15</td>
<td>Group assignment – theories applied to industry project due July 16</td>
</tr>
<tr>
<td>Date</td>
<td>Time</td>
<td>Activity</td>
<td>Due Date</td>
<td>Additional Information</td>
</tr>
<tr>
<td>---------</td>
<td>-------</td>
<td>--------------------------------------------------------------------------</td>
<td>----------------------------</td>
<td>-------------------------------------------------------------</td>
</tr>
<tr>
<td>Oct 8</td>
<td>5a online</td>
<td>Have you personal device in class today</td>
<td>AdBuster case discussion post July 17</td>
<td>Group Blog post on advertising by July 18</td>
</tr>
<tr>
<td>Oct 8</td>
<td>5b f2f</td>
<td>AdBuster case discussion post July 17</td>
<td>Rivertree scenario discussion post July 17</td>
<td>Identify everyday object for next class Answer class question form</td>
</tr>
<tr>
<td>Oct 10</td>
<td>6a online</td>
<td>Be prepared to discuss your industry production process in class</td>
<td>Group blog on externalities due July 20</td>
<td>Group blog post on producer sustainability due July 23</td>
</tr>
<tr>
<td>Oct 10</td>
<td>6b f2f</td>
<td>Group blog on externalities due July 20</td>
<td>Financial reporting assignment due July 24</td>
<td>Group blog post on producer sustainability due July 23</td>
</tr>
<tr>
<td>Oct 15</td>
<td>7a online</td>
<td>Prepare for Westray discussion in class July 31</td>
<td>Complete layoff dilemma poll by July 31</td>
<td>Group blog post on safety and role of union due Aug 3</td>
</tr>
<tr>
<td>Oct 17</td>
<td>7b f2f</td>
<td>Prepare for Westray discussion in class July 31</td>
<td>Discussion post on HR issue August 4</td>
<td>Group blog post on codes of conduct</td>
</tr>
<tr>
<td>Oct 22</td>
<td>8a f2f</td>
<td>In class globalization exercise</td>
<td>Complete leadership polls by Aug 5</td>
<td>Group blog post on codes of conduct</td>
</tr>
<tr>
<td>Oct 24</td>
<td>8b f2f</td>
<td>In class globalization exercise</td>
<td>Contribute to the leadership wiki by Aug 6</td>
<td>Group blog post on globalisation due Aug 11</td>
</tr>
<tr>
<td>Nov 5</td>
<td>9a f2f</td>
<td>Prepare for Westray discussion in class July 31</td>
<td>Complete discussion post on students and culture by Aug 7</td>
<td>Preparing to speak in class for 90 seconds on your assigned group reading</td>
</tr>
<tr>
<td>Nov 7</td>
<td>9b online</td>
<td>Prepare for Westray discussion in class July 31</td>
<td>Post on Uber ethical issues due Aug 12</td>
<td>Post on Uber ethical issues due Aug 12</td>
</tr>
<tr>
<td>Nov 12</td>
<td>10a online</td>
<td>Prepare to speak in class for 90 seconds on your assigned group reading.</td>
<td>Post on Uber ethical issues due Aug 12</td>
<td>Post on Uber ethical issues due Aug 12</td>
</tr>
<tr>
<td>Nov 14</td>
<td>10b f2f</td>
<td>Prepare to speak in class for 90 seconds on your assigned group reading.</td>
<td>Post on Uber ethical issues due Aug 12</td>
<td>Post on Uber ethical issues due Aug 12</td>
</tr>
<tr>
<td>Nov 19</td>
<td>11a online</td>
<td>Prepare to speak in class for 90 seconds on your assigned group reading.</td>
<td>Post on Uber ethical issues due Aug 12</td>
<td>Post on Uber ethical issues due Aug 12</td>
</tr>
<tr>
<td>Nov 21</td>
<td>11b f2f</td>
<td>Prepare to speak in class for 90 seconds on your assigned group reading.</td>
<td>Post on Uber ethical issues due Aug 12</td>
<td>Post on Uber ethical issues due Aug 12</td>
</tr>
<tr>
<td>Nov 26</td>
<td>Nov 28</td>
<td>12a f2f 12b online</td>
<td>Bring to class firm code of conduct from your industry</td>
<td>Post questions for other groups after class</td>
</tr>
<tr>
<td>--------</td>
<td>--------</td>
<td>-------------------</td>
<td>------------------------------------------------------</td>
<td>---------------------------------------------</td>
</tr>
<tr>
<td>Dec 3</td>
<td>Dec 5</td>
<td>13 a online 13 b f2f</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>