MANAGERIAL ETHICS

Required Text:


Catalog Description:

Management 3282: Managerial Ethics. Study of the impact of management decisions on customers, employees, investors, communities, the natural environment, and government. Future managers are taught to analyze the impact of management decisions on larger society and to manage ethical organizations.

Value and Purpose:

Ethical issues permeate business; society expects businesses of all sizes to operate honestly and fairly. Managing ethical issues -- both within an organization and in relationship to a range of external stakeholders -- is important for the purposes of ensuring organizational integrity, enhancing organizational reputation, managing risk, and securing legitimacy. The societal expectation that corporations have social and environmental obligations has never been greater or more widespread. Most medium and large sized businesses identify ethical values, such as respect for employees or customers, as a feature of their core mission. Increasingly companies employ ethics and sustainability managers to help implement their core values and strategy. Many industries have implemented voluntary ethics codes and companies have pledged to adhere to these codes, partly in an effort to avoid additional governmental regulation. In the last few year’s companies from PepsiCo to Gap to Shell have endorsed a triple bottom-line approach to management and have begun reporting not just financial performance but social and environmental performance as well. Managers operating in a global economic environment are better able to engage with policy makers, non-governmental organizations, and a range of stakeholders on social, environmental and financial issues, if they understand the ethical dimensions of business and demonstrate best practices in their policies and in their social and environmental reporting.

Course Goals:

(1) To understand and appreciate ethical principles and judgments in relation to the conduct of business.
(2) To learn to evaluate morally problematic business scenarios and to develop morally sound responses to such scenarios.
(3) To learn to fairly interpret and assess diverse arguments and beliefs.
(4) To significantly improve critical thinking skills, especially as such skills relate to the exercise of managerial leadership.

(5) To learn about managing organizational ethics.

Course Requirements:

(1) **Attendance:** Regular, on-time attendance is required because past experience shows that students who are in class every session learn more and earn higher grades. Regular tardiness will result in a reduced attendance grade. Students who have regular work conflicts are advised to take courses compatible with their work schedules. It is a student’s responsibility to sign the attendance roster each week. Signing-in for anyone but yourself is a violation of the Code of Academic Integrity and will result in disciplinary action such as an F for the class and other university sanctions for both students involved. A student whose religion requires that he or she miss class for a religious observance must fill out a “Request for Religious Observances” form and submit it to me prior to the census date for the semester to receive an excused absence for that event. Students participating in official university events such as varsity athletics or ROTC exercises will, of course, receive an excused absence with appropriate documentation. Students are allowed two absences without penalty (students who miss 0-2 classes will receive 100% attendance). Students who miss three or more classes will receive -5 (out of 100) for each missed class (e.g., a student who misses three classes will receive an 85% and a student who misses five classes will receive 75% for the attendance portion of the grade). Please note, the two unpunished absences are intended to accommodate family emergencies (e.g., the death of a grandparent), illness, or the like. Students are advised to reserve their two unpunished absences for these unforeseen purposes. Students who are hospitalized for an extended period of time because of a serious injury or illness may receive special accommodation. The University’s inclement weather number is 704-786-2877.

(2) **Discussion:** In a class on business ethics where everyone usually has an idea, judgment, or question about cases, concepts, and theories, thoughtful discussion is an essential part of the learning experience. A classroom environment in which many students are not speaking at all and a handful of students are speaking all the time is not a productive learning environment for all students. For this reason I am requiring appropriate class participation of all students over the course of the semester. To receive full credit for class discussion, plan on actively participating in at least four class sessions during the first half of the semester and four class sessions during the second half of the semester. Participating more than this is great, but students can get only one participation credit per class. Excessive participation involves trying to answer most questions, during most class sessions and dominating discussion in a way that excludes other students from participation (typically this is unintentional). Excessive participation will be penalized. To guarantee that your participation is recorded, simply mention your name to me on the way out of class and I will mark in on a tracking sheet.

(3) **Readings:** It is essential that you read the assigned material prior to each class meeting. It will be assumed that you have completed the assigned reading prior to class. A copy of
the textbook is on three-hour reserve in Atkins Library (however, that textbook does not include MySearchLab).

(4) **Weekly Quizzes:** There will be a five-point, online Moodle quiz over the readings during most weeks of the semester. *These quizzes are open book, but you must complete them on your own without the help of anyone else.* Quizzes must normally be concluded by 11:00am each Tuesday and will normally be available a week in advance. Students who miss this deadline will not be allowed to make up the quiz. If you wait to the last minute to take the quiz, and encounter technical difficulties at that time, you cannot retake the quiz. These quizzes are intended to provide you with an incentive for completing your reading assignments in a timely fashion. For that reason, you should find them easy after reading the material. Your lowest single quiz score will be dropped and your total quiz grade will be based on your remaining quiz scores in combination with your CSR/Sustainability report (see 4 below). Quiz weeks are also indicated in the schedule of readings with an asterisk (*).

(5) **Team Project:** There will be a team project involving both a team-written assignment and a team presentation to the class. Details regarding the team project will be distributed on Moodle.

(6) **Exams:** There will be an in-class (closed book) midterm examination and an in-class (closed book) final examination. These must be taken on the scheduled dates barring extraordinary reasons. Among the reasons that are not extraordinary are the following: family vacations or reunions, previously booked flights, Spice Girls reunion concerts (or any concert), optional sports camps, missionary trips, job interviews, non-life threatening family “emergencies,” etc. Details about the format and subject matter of the exam will be provided in advance.

(7) **Syllabus:** Students are responsible for reading this syllabus and understanding the course requirements. If you have any questions please ask me and I will be happy to clarify.

**Grading:**

Attendance is worth 10% of your final grade. Participation is worth 5%. The online quizzes are worth 20%; the team project is worth 15%; the midterm examination is worth 25%; the final examination is worth 25%. Failure to take the midterm or final exam will result in the student failing the class. Failure to complete a minimum eight quizzes with a score of at least 1/5 will result in course failure. Grades will be posted on Moodle. The grading scale is as follows:

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A & = 90 - 100 \\
B & = 80 - 89.99 \\
C & = 70 - 79.99 \\
D & = 60 - 69.99 \\
F & = < 60 \\
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**Professor:**

Dr. Denis Arnold
Associate Professor of Management & Surtman Distinguished Scholar in Business Ethics
Office: 244A Friday Building
E-mail: denisarnold@uncc.edu Email is the best means of contacting me.
Office Telephone: 687-7703 (if you don’t reach me in person, try email)
Office Hours: T&R 9:00-10:45 and by appointment

Moodle Environment:

This course includes a significant and required use of the Moodle on-line environment. You must be able to access course materials and announcements on-line. You can log-in to Moodle here: http://moodle.uncc.edu

Email:

You must be reachable via your UNC Charlotte email account. All course communication will be directed to you at your UNC Charlotte email address. If you primarily use a different email account, then you should forward your email to your primary account.

Diversity:

The Belk College of Business strives to create an inclusive academic climate in which the dignity of all individuals is respected and maintained. Therefore, we celebrate diversity that includes, but is not limited to ability/disability, age, culture, ethnicity, gender, language, race, religion, sexual orientation, and socio-economic status.

Academic Honesty:

You are required to complete 100% of your own work in this class. Cheating violates the UNC Charlotte Code of Academic Integrity and will result in course failure, notification of the Dean of Students, and other potential disciplinary action. For more information see the following: http://integrity.uncc.edu/

Disability and Impairment Accommodation:

If you require course adaptations or accommodations because of a disability, or if you have emergency medical information about which I should be informed, please speak with me as soon as possible. Students are responsible for notifying me of any conditions that may impair their academic performance for which reasonable accommodation can be made. Without advance warning, such difficulties cannot be used later as a basis for requesting deadline extensions or reconsideration of grades. Students who require such accommodations must work with the Office of Disability Services (704-687-4355).
Schedule of Class Meetings:

Please read assignments in the order in which they are listed. Line breaks between readings indicate that they are intended for different days of the same week. Weeks in which quizzes will occur are indicated with an asterisk (*).

Week I  8/20 & 8/22  Introductions

Case Study: “The Training Program,” p. 41
Case Study: “Should Company Policy Apply to All?” p. 42
Case Study: “Should Everything Be for Sale,” p. 43

Week II  8/27 & 8/29  Corporate Responsibility I: The Stockholder View*

Introduction to Chapter 2, pp. 46-49 only
Friedman, “The Social Responsibility of Business is to Increase Its Profits,” pp. 53-57
Legal Perspective: A.P. Smith Manufacturing v. Barlow, MySearchLab
Case Study: “The NYSEG Corporate Responsibility Program,” pp. 120-122

Week III  9/3 & 9/5  Corporate Responsibility II: The Stakeholder View*

Freeman, “Managing for Stakeholders,” pp. 57-68
Cascio, “Decency Means More than “Always Low Prices”: A Comparison of Costco to Wal-Mart’s Sam’s Club,” pp. 79-86
Johnson & Johnson, “Our Credo,” MySearchLab
Case Study: “Merck & River Blindness,” pp. 124-125

Week IV  9/10 & 9/12  Managing Organizational Ethics I: Ethics and Organizational Culture*

Trevino and Nelson, “Ethics as Organizational Culture,” pp. 95-107
Case Study: “The Bachelor Party,” pp. 128-129

Week V  9/17 & 9/19  Managing Organizational Ethics II: Employment & Safety*

Introduction to Chapter 3, pp. 139-144 (only)
Werhane and Radin, “Employment and Due Process,” pp. 145-152
Case Study: “Off-Duty Smoking,” p. 193
Case Study: “Fired for Drinking the Wrong Brand of Beer,” p. 194

Case Study: “BP Workers Ill-Trained for Dangers,” pp. 196-197
Week VI  9/24 & 9/26 Managing Organizational Ethics III: Sexual Harassment & Whistle-blowing*

Lesser and O’Donohue, “Normative Issues in Defining Sexual Harassment,” pp. 238-244
United States Supreme Court, *Meritor Savings Bank, FSB, v. Vinson*, MySearchLab
United States Supreme Court, *Teresa Harris v. Forklift Systems*, MySearchLab
Brenkert, “Whistle-blowing, Moral Integrity, and Organizational Ethics,” pp. 179-192

Week VII  10/1 & 10/3

10/1 **Guest Speakers:** Wes Beckner, Regional Group President, Charlotte Metro, BB&T; Wells, Regional Group Senior Vice President for Retail Banking, BB&T

10/3 **Midterm**

Week VIII  10/10 (Fall Recess 10/08)

Exam Review and Video

Week IX  10/15 & 10/17 Managing Organizational Ethics V: Self-Regulation and Organizational Integrity*

Arnold, “The Ethics of Direct to Consumer Advertising,” pp. 294-305
Case Study: “Pfizer: Repeat Offender,” pp. 322-325
Legal Perspective: *Kasky v. Nike, Inc.*, MySearchLab

Week X  10/22 & 10/24 Environmental Sustainability I*

Introduction to Chapter 8, pp. 451-455
Bowie, “Money, Morality, and Motor Cars” pp. 456-461
Case Study: “Royal Caribbean: Exotic Promises and Toxic Waters,” pp. 502-504
Case Study: “Texaco in the Ecuadorean Amazon,” pp. 504-505

Week XI  10/29 & 10/31  Environmental Sustainability II*

Arnold with Bustos, “Business Ethics and Global Climate Change,” pp. 523-532
Case Study: “Maintaining a Seat at the Table: The Shell Group,” pp. 509-510
Week XII  11/5 & 11/7  Environmental Sustainability III*

Case Study: “Interface Corporation and Sustainable Business,” p. 511
Case Study: “What Does it Mean to Be Truly Green: Environmental Sustainability at Frito Lay North America,” pp. 513-520

Week XIII  11/12 & 11/14  International Management I: Relativism and Human Rights*

Introduction to Chapter 9, pp. 530-535
News Article: “Horrific Fire Revealed a Gap in Safety for Global Brands” (Moodle)

Week XIV  11/19 & 11/20  International Management II: Supply Chain Ethics*

Case Study: “Should Wal-Mart Do More?: A Case Study in Global Supply Chain Ethics,” pp. 653-656

Week XV  11/26 & 11/28  Team Presentations

11/26  **Written Team Presentations Due in Class**
11/28  Thanksgiving Break

Week XVI  12/2 & 12/4  Team Presentations

Final Exam  12/10

The final (in-class) exam will be given during the officially scheduled examination period: **11:00pm – 1:30pm, Tuesday, December 10**. You *must* take the exam at this time barring extraordinary circumstances (e.g., a medical emergency) or a conflicting required UNC Charlotte or military obligation (in which case you will need a signed letter from a coach or commander or the like).

ALL PARTS OF THIS SYLLABUS ARE SUBJECT TO REVISION
ANY REVISIONS WILL BE ANNOUNCED IN CLASS OR VIA EMAIL