MBA 740.B01: Legal and Ethical Decision Making
Wright State University
Raj Soin College of Business
Summer B, 2008

COURSE INFORMATION

Professor:	Dr. Joseph A. Petrick
	Professor of Management
	Executive Director, Institute for Business Integrity
	Brage Golding Distinguished Professor of Research
Office:	206 Rike Hall
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Websites:	*WebCT:* http://wisdom.wright.edu/ (See handout at end of this document)
	Professor: http://www.wright.edu/~joseph.petrick
Class Meetings:	M,W 6:05pm – 9:25pm
Office Hours:	Monday and Wednesday: 3:00pm – 5:30pm
	Tuesday: 11:00am – 12:00pm and 3:00pm – 4:00pm
	(Other times by appointment)

Required Text:
- Hartman, Laura & DesJardins, Joe (2008). *Business Ethics: Decision-Making for Personal Integrity & Social Responsibility* (New York: McGraw Hill). (Code = HD)
- *The Wall Street Journal* (Code = WSJ)

Professor Profile:

Your professor has co-authored four books: *Management Ethics: Integrity at Work*, *Total Quality in Managing Human Resources*, *Total Quality and Organization Development*, and *Managing Project Quality*. He was selected in 1993 by the Beta Gamma Sigma National Business Honorary Society as one of the five most promising business educators in the U.S. He earned his Ph.D. from Pennsylvania State University as a Woodrow Wilson Fellow and his MBA from the University of Cincinnati, with graduate studies at the University of Bonn in Germany and the University of Tokyo in Japan. He is a 1999 and 2000 National Baldrige Quality Award Examiner with the U.S. Department of Commerce, a 1999 and 2000 State of Ohio Baldrige Quality Award Examiner, and has been a Dayton Metropolitan Quality Award Examiner. Since 2003 he has also served as the Executive Director of the Institute for Business Integrity providing research, teaching and service contributions to develop ethical business leaders and promote responsible business practices in the community. He cares about continually improving U.S. graduate business education and fostering business professionalism.

COURSE DESCRIPTION AND EMPHASES

A.   Catalogue Description and Prerequisites:

Interdisciplinary study of the legal, ethical and public policy issues in the global environment. Topics include restraints on competition, environmental regulation, product quality, employment, and technology. Prerequisites: Completion of all 500-level MBA courses. (Students who have not previously completed a business law course or MBA 540 are strongly encouraged to review *Business Law and the Legal Environment*, Third Edition. Students who have not previously completed a business ethics course are strongly encouraged to review *Management Ethics: Integrity at Work*. Both of these texts are on closed reserve for MBA 740 students at the Dunbar Library).

B. Course Emphases:

1. Nature of Ethical and Legal Approaches to Responsible Business Practice
2. Comparative Economic Systems and their Ethical/Legal Emphases
3. Business Ethics Theories and Business Integrity Capacity
4. Structured and Responsible Business Ethical Decision-Making
5. Corporate Work Contexts and Ethical Leadership
6. Corporate Governance and Responsible Internal Controls
7. Corporate Social Responsibility and Global Business Citizenship
8. Ethical and Legal Issues in Employee Relations
9. Ethical and Legal Issues in Consumer and Supplier Relations
10. Sustainability and Ethical/Legal Issues in Environmental Decision Making and Community Relations

COURSE LEARNING OBJECTIVES

1. to increase understanding of and appreciation for the nature and value of ethical and legal approaches to responsible business decision-making and practice;
2. to develop an understanding of comparative economic systems and their ethical/legal emphases
3. to develop an advanced theoretical and interdisciplinary understanding of the relationships among ethics, law, and economics to enhance responsible decision-making;
4. to develop an understanding of business ethics theories and business integrity capacity;
5. to increase competency in analyzing and resolving domestic and global business ethics issues;
6. to increase understanding of the role of ethical leadership in improving the corporate moral work contexts;
7. to develop competency in identifying/improving organizational ethics contexts;
8. to increase understanding of corporate governance and responsible internal control environments involving ethical/legal issues in stakeholder relations;
9. to increase understanding of corporate social responsibility and global business citizenship;
10. to increase understanding of the ethical/legal issues in employee relations;
11. to increase understanding of the ethical/legal issues in consumer and supplier relations;
12. to increase understanding of business sustainability and the ethical/legal issues of environmental decision-making and community relations; and
13. to demonstrate graduate-level research, communication and/or collaboration skills in completing a team project and a team research paper.

COURSE REQUIREMENTS

A. Student Requirements

The following graded course requirements will be summed throughout the quarter to determine each student's final grade:

Individual Examinations (2@100 pts. each)	200 points
Team Ethical Context Identification/Improvement Project	100 points
Team Research Paper	200 points
Individual Participation	100 points
TOTAL	**600 points**

B.   Description of Course Requirements

1.   *Individual Examinations* - (2 @ 100 points each = 200 points). Individual in-class and take-home exams will be administered. The first in-class examination will consist of objective questions (matching key term definitions, true-false and multiple choice questions) and essays. The second take-home examination will consist solely of essays. There will be reviews before each exam and sample sets of possible essay topics will be provided in advance for both examinations. <u>The first examination will he held at the beginning of class on 8/4 and will last 75 minutes.</u> <u>The second examination take-home essays will be collected at the beginning of class on 8/20.</u>

2.   *Team Ethical Context Identification/Improvement Project* - (100 Points). Since the ethical context of any organization can influence the ethical decision-making and behavior of its stakeholders, it is useful to apply this fact to our own Raj Soin College of Business (RSCOB). Teams are to engage in an application project of organizational ethics principles to identify and/or improve the ethical context of the RSCOB. Each team is to select a project that will identify and improve either the formal ethical culture or the informal ethical climate of the RSCOB. The specific project topic and structure are to be determined in consultation with the professor and require his approval prior to proceeding. <u>Project topics are due no later than 7/28 at the end of class; first drafts are due no later than 8/6; and final versions are due on 8/18.</u> *Early submissions of first drafts are strongly encouraged.* The team final version is to include the following: (1) the original hardcopy first draft with editorial comments; (2) the final hardcopy version; and (3) the final version sent to the professor by e-mail. All final versions must have a cover page consisting of the following information: (1) title of the work; (2) names of all team members; (3) course number and section; (4) professor name; and (5) academic term and year.

3.   *Team Research Paper* – (200 Points). Teams are to complete a research paper on a designated topic. See the list of approved topics available, the team research paper guidelines, the initial list of bibliography references, and the sample MBA 740 Team Research Paper on the course WebCT site. <u>Topics are due no later than 7/28; first drafts are due on 8/13; and final versions are due on 8/20</u>. *Early submissions of first drafts are strongly encouraged.* The team final version is to be no less than 50 pages in length with at least 25 references and to include the following: (1) the original hardcopy first draft with editorial comments; (2) the final hardcopy version; and (3) the final version sent to the professor by e-mail. All final versions must have a cover page consisting of the following information: (1) title of the work; (2) names of all team members; (3) course number and section; (4) professor name; and (5) academic term and year.

4.   *Individual Participation* - (100 Points) It is important that all students regularly attend class and fully participate in classroom learning activities to achieve the course objectives. More than 2 unauthorized absences can automatically lower the course participation grade by 30 points. Non-participation in in-class activities can lower the course participation grade by 20 points. Team member peer evaluations will also be used to determine the relative contributions of each student to the team project and team research paper. Less than equitable team contributions could result in a lowering of the individual participation grade up to an additional 40 points, depending on the extent of inequitable contribution. On the other hand, regular class attendance, active participation in in-class activities, and equitable team project and research paper contributions will result in a grade of 100.

INSTRUCTIONAL MODE/RESOURCES

 A. Classroom Instructional/Dialogue Style and Resources

  1. *Statement & Classroom Instructional Style:*
The course instructor maintains that critical and integrative thinking about ethical and legal issues in global business is primary in this course. Congruent with this approach, the course will not be primarily presented in a traditional lecture mode. Class meetings will often consist of dialogue between the professor and the students and among the student teams, subsequent to familiarity with common conceptual foundations. The success of this instructional mode is highly dependent on students' completing all reading assignments before class on the dates listed in the Class Schedule – after the first day of classes.

  2. *The Institute for Business Integrity (IBI) Resource:* The Institute for Business Integrity (IBI) in the Raj Soin College of Business at Wright State University (206 Rike Hall) is an additional resource for business ethics bibliographic information and/or research material referrals for MBA 740. Contact the Executive Director of the Institute, Dr. Joseph A. Petrick, for more information (775-2428 or joseph.petrick@wright.edu). See latest trends in business ethics at the international, national, regional, state, and local levels and the Ethics Education Task Force Report from AACSB International in the *Business Integrity E-Newsletter* (www.wright.edu/business/ibi/).

  3. *University Student Resource: Writing Center for Students:* The University Writing Center (031 Dunbar Library) (Main Phone: 775-4186) provides one-on-one writing consultation with trained peer writing consultants. See web site www.wright.edu/academics/writingctr for hours, appointment schedules, and valuable links to useful writing sites.

  4. *University Student Resource: The Student Technology Assistance Center (STAC):* The Student Technology Assistance Center in the Paul Laurence Dunbar Library provides Wright State students with the tools to make productive use of new information technologies to enhance research reports. See web site for more information: www.libraries.wright.edu/stac.

  5. *AACSB Report on Ethics Education in Business Schools*: The AACSB Report on Ethics Education in Business Schools emphasizes the importance of four essential areas of business ethics education: (1) responsibility of business in society *(AACSB Emphasis #1)*; (2) ethical decision-making *(AACSB Emphasis #2);* (3) ethical leadership *(AACSB Emphasis #3)*; and (4) corporate governance *(AACSB Emphasis #4)*. These four areas are specifically treated in this course to ensure AACSB ethics coverage emphases.

 B. Selected Key Business Ethics Research Resources

  1. Business Ethics Reference Works:
   a. Kolb, Robert (2008). *Encyclopedia of Business Ethics and Society* (Thousand Oaks, CA: Sage).
   b. Greenberg, Jerald & Colquitt, Jason (2005). *Handbook of Organizational Justice* (Mahwah, NJ: Lawrence Erlbaum).
   c. Hasl-Kelchner, Hanna (2006). *The Business Guide to Legal Literacy: What Every Manager Should Know About the Law* (San Francisco: Jossey-Bass).

d.   Newton, Lisa & Ford, Maureen (2008). *Taking Sides: Clashing Views in Business Ethics and Society.* Tenth Edition (New York: McGraw-Hill).

e.   Beauchamp, Thomas & Bowie, Norm (2008). *Ethical Theory and Business.* Eighth Edition (Upper Saddle River, NJ: Pearson/Prentice Hall).

f.   Brenkert, George (2004). *Corporate Integrity & Accountability* (Thousand Oaks, CA: Sage).

2.   Business Ethics Journals:
a.   *Journal of Business Ethics*
b.   *Business Ethics Quarterly*
c.   *Business and Society Review*
d.   *Business and Society*

GRADING POLICY

A.   Grading Scale:

Points earned will be summed to compute students' final grades, as follows:

537 or more points	=	A
477-536 points	=	B
417-476 points	=	C
357-416 points	=	D
356 points or less	=	F

B.   Essay Grading Rubric:

All essays are graded using the following grading rubric (criteria) that correlate with university Writing Across the Curriculum (WAC) standards: (1) adequacy of treatment (INAD); (2) accuracy of treatment (INAC); (3) clarity of written expression (UNC); (4) order of treatment (LOR); (5) relevance of treatment (IRR); and (6) logical consistency of treatment (INC). Violations of performance criteria are indicated by acronyms with specific point reductions. Positive feedback on meeting performance criteria is also provided when graded examinations are returned to students.

CLASS POLICIES

A.   Drop-Add information

The last day to drop a class without a record of "W" is July 30. The last day to drop a class with a record of "W" is August 12.

B.   Academic Honesty Policy:

"Academic misconduct includes, but is not limited to, plagiarism (submission of an assignment as the student's original work that is wholly or in part the work of another person) or dishonest conduct during an examination (including possession of tests or notes not authorized by the instructor or of a device prepared specifically for the purposes of cheating; communication with another person, other than the instructor, by any means; looking at another person's paper, violation of procedures prescribed to protect the integrity of an examination; cooperation with another person in academic misconduct)" (WSU brochure, Academic Misconduct). Students will be disciplined in accordance with the WSU Academic Misconduct penalties.

C.   Exam Make-up Policy:

Make-up exams will be kept to an absolute minimum. It is most equitable to take the original test with the rest of your classmates on the scheduled date and time. Rare exceptions to this policy will be made only with student notification (775-2428) prior to class. Any make-ups will normally be administered in the Department of Management Office (270 Rike Hall) within 2 days of the original exam. Once the professor has authorized a make-up, the student is to schedule the make-up time during the professor's office hours with the Department of Management office staff (775-2290) as soon as possible.

D.   Special Services for Students with Disabilities

Students with documented disabilities are encouraged to set up an appointment to discuss any reasonable academic adjustments (e.g., test proctoring, in-class writing, alternative formats) that may be necessary. This appointment should be arranged prior to the completion of the first week of class.

CLASS SCHEDULE (Electronic Reserve Material (ERM)Assignments on WebCT)

Week	Date	Classroom Topics	Assignments/Chapters
1	7/21	-Course Pre-Tests -Syllabus distribution and team formations -Ethical/Legal Approaches to Business(LO #1) -Business and its Stakeholders *(AACSB Emphasis #1)* -Video Clip: "Types of Capitalism" (LO #2) *(AACSB Emphasis #1)* -ERM #1: "Leadership Accountability for Integrity Capacity as a Strategic Asset" (LO #3) *(AACSB Emphasis #3)* -Video Clip: "Enron: The Smartest Guys in the Room" (LO #1) -Preliminary Enron Lessons: Multiple Stakeholder Harms -Limits of Investor Capitalism & Need for Global Business Citizenship (LO #2) *(AACSB Emphasis # 1)* -First Exam Essay Options Distributed	HD: 1 ERM #1
1	7/23	-Business Ethics Theories & Business Integrity Capacity (LO #4) *(AACSB Emphasis #2)* -ERM #2: "The Enron Scandal and the Neglect of Management Integrity Capacity" (LO #3) *(AACSB Emphasis #4)* -Advanced Enron Lessons: The Crucial Importance of Managing Business Integrity Capacity -Professionalizing Ethical Decision Making *(AACSB Emphasis #2)* -Developing Sound Moral Judgment by Inclusively Balancing Moral Results, Rules, Character, and Context (R^2C^2) *(AACSB Emphasis #2)* -In-Class Practice in Professionalizing Ethical Decision Making (LO #5) *(AACSB Emphasis #2)* -Second Exam Take Home Essay Options Distributed -In-Class team meeting time	HD: 3, 2 ERM #2 *WSJ*

2	7/28	-In-Class Presentation of Business Ethics Cases Using Professional Integrity Capacity Structure (LO #5) *(AACSB Emphasis #2)* -ERM #3: "Ethical Leadership Assessment Instrument" (LO #4) *(AACSB Emphasis #3)* -Corporate Work Context & Ethical Leadership (LO #6) *(AACSB Emphasis #3)* -Video Clip: "The Corporation" -Discussion of Economic Aristocracy and Economic Democracy -Corporate Governance and the Internal Control Environment (LO #7) *(AACSB Emphasis #4)* -In-Class Discussion of WSJ Topics -In-Class team meeting time	HD: 4, 10 ERM #3 *WSJ* **Team Research Paper and Team Ethical Context Project Topics Due**
2	7/30	-In-Class Presentation of Business Ethics Cases Using Professional Integrity Capacity Structure (LO #5) *(AACSB Emphasis #2)* -Team Ethical Context Project Topics Due -In-Class Discussions of Team Projects, Concepts Covered, and Text Readings from HD: 1, 2, 3, 4, and 10 -ERM #4: "Legal Judgment Integrity Capacity" (LO #1) -In-Class Discussion of WSJ Topics -In-Class Review for First Examination -In-Class team meeting time	*WSJ* ERM #4
3	8/04	**FIRST EXAMINATION** -Video: "Affluenza" (LO #8) -GDP & GPI: Measures of Economic Performance (LO #8) -Corporate Social Responsibility (LO #8) *(AACSB Emphasis #1)* -In-Class team meeting time	HD: 5 *WSJ* **WebCT Midterm Evaluations Due**
3	8/06	-Ethical/Legal Issues in Employee Relations (LO #10) *(AACSB Emphasis #3)* -Managing a Diverse Workforce (LO #10) *(AACSB Emphasis #3)* -Video Clip: "Employees at *Graniterock* in the U.S." vs. "Employees in Outsourced Garment Factory in Central America" (LO #10) -Technology & Privacy in the Workplace (LO #10) -In-Class Discussion of WSJ Topics -In-Class team meeting time	HD: 6, 7 *WSJ* **Team Ethical Context Project First Draft Due**
4	8/11	-Ethical/Legal Issues in Consumer/Supplier Relations (LO #11) *(AACSB Emphasis #1)* -Marketing Ethics and Consumer Autonomy (LO #11) *(AACSB Emphasis #1)* -ERM #5: "Global Food Safety, Institutional Integrity Capacity, and Global Sustainability" (LO #11) *(AACSB Emphasis #1)* -In-Class Discussion of WSJ Topics -In-Class team meeting time	HD: 8 ERM #5 *WSJ*

4	8/13	-Business, the Environment, and Sustainability (LO #12) *(AACSB Emphasis #1)* -Video Clip: "Green Building" (LO #12) -ERM #6: "Sustainability, Democracy and Three Challenges to Global Judgment Integrity" (LO #12) *(AACSB Emphasis #3)* -In-Class Discussion of WSJ Topics -In-Class team meeting time	HD: 9 ERM #6 *WSJ* **Team Research Paper First Drafts Due**
5	8/18	-Global Business Citizenship and Sustainable Capitalism (LO #8) *(AACSB Emphasis #1)* -Video Clips: "International Business Ethics Cases" (LO #5) -Video Clip: "The Fortune at the Bottom of the Pyramid" -International Ethics, International Law, and Global Business Citizenship (LO #8) *(AACSB Emphasis #1)* -In-Class Discussion of WSJ Topics -In-Class Review for Second Examination -In-Class team meeting time	*WSJ* **Team Ethical Context Project Final Version Due**
5	8/20	**-**Presentation of Final Versions of Team Ethical Context Projects (LO# 13) **-**Presentation of Final Versions of Team Research Papers (LO# 13) -Course Lessons Learned: What Differences Do You Want To Make In Your Career & Organization By Incorporating Ethical and Legal Decision-Making Competence as a Business Professional? (Open Topic Discussion) (LO# 13) -In-Class Discussion of WSJ Topics -Team Member Peer Evaluations -Course Post-Tests **SECOND (FINAL) TAKE HOME EXAMINATION DUE**	**Team Research Paper Final Version Due** *WSJ*

SELECTED BIBLIOGRAPHY

(See additional bibliographic and library research materials on WebCT).

Four Steps to Your Wright State Online Classes

Step 1:

Get your username and create your campus password.

If you already know your Wright State username and have created your campus password, skip to step 2.

Get your username: wisdom.wright.edu/userinfo

As a Wright State student you can get your username online at wisdom.wright.edu/userinfo or from the Help Desk, 025 Library Annex, (937) 775-4827. Your username will look something like "w001abc" or "s005cbs" but with different letters and numbers. It's the same username you use at Wright State for WebMail, Novell or UNIX access.

Create your campus password: www.wright.edu/cats/studentpassword.html

To create your campus password, browse to www.wright.edu/cats/studentpassword.html and provide your Raider Express PIN, Social Security Number, and birth date. Click "Logon" and create a password of your choosing (it must be at least 6 characters). Your campus password is now the same password you will use for Wright State WebMail, UNIX and Novell. Creating your campus password makes one password for them all.

Step 2: **Go to wisdom.wright.edu and log on.**

Once you have your username and password, just use a recent version of Netscape or Internet Explorer to go to the Course Entry Page at **wisdom.wright.edu**. Then click the big yellow **Logon** button. When the next page appears, type your username and password and click *Logon.*

Step 3: **Click your course's name**

After you log on, you should see your **myWebCT** page, with your name near the top. To go to your course, click the hyperlinked course's name under the **Courses** heading on the left.

Step 4: **Click "LOGOUT" to exit**

To exit your online courses, click the "LOGOUT" link at the top of your course page or at the top of your myWebCT page.

Problems? Call the Help Desk, (937) 775-4827

If you have problems getting to your course, please contact the Help Desk. They won't help you with homework, but they can...

- determine if you are enrolled in an online course,

- notify an instructor if you need to be added to a class,

- reset your password,

- help you log on and access course materials,

- help you install software from the ConnectWright CD-ROM.

Help Desk, 025 Library Annex, (937) 775-4827, helpdesk@wright.edu.

Help Desk hours during the quarter

- Monday through Thursday: 8 a.m. to 9 p.m.

- Friday: 8 a.m. to 5 p.m.

- Saturday: 9 a.m. to 5 p.m.

- Sunday: noon to 9 p.m.