**Management 3282—Managerial Ethics**
Section 001; Tuesday & Thursday 10am to 11:15am
Spring 2021

**Faculty:** Dr. George Banks

**Office Hours:** By appointment

**Email:** gbanks3@uncc.edu; To respect your time and to accommodate your schedule I will try to return your email messages during the semester generally within 24 hours (but typically sooner).

**Required Text:** Arnold, Beauchamp, & Bowie, *Ethical Theory and Business*, 10th edition.

**Recommended:** *Wall Street Journal.* The *WSJ* will provide valuable information in your business careers. For this course, articles from the *WSJ* will be the basis of assignments and will be useful as well in class discussions for the participation component. The *WSJ* is available through the UNC Charlotte library while you are a student. If you want to get your own subscription at the greatly reduced student rate, you can subscribe at http://r.wsj.net/hSlsp .

**Course Description:**
**MGMT 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 years 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:**
- To understand and appreciate ethical principles and judgments in relation to the conduct of business;
- To learn to evaluate morally problematic business scenarios and to develop morally sound responses to such scenarios;
- To learn to fairly interpret and assess diverse arguments and beliefs;
- To significantly improve critical thinking skills, especially as such skills relate to the exercise of managerial leadership;
- To learn about managing organizational ethics.

This course is designed to transition students away from reliance on a professor lecturing to tell you what you need to know toward self-reliance and taking initiative—just like it will be in your careers from now on. And just like your careers, this course to a great extent will be what *you* make it.

**E-mail and Canvas**

I will send you e-mail to the e-mail account listed on Canvas. Please be sure that you can receive e-mail sent to your UNCC account. You may review your grades on Canvas. You may download the syllabus, assigned readings, lecture notes, and project instructions from Canvas.

**Course grade breakdown**: Exams=60%; Class participation=10%; Ethics-in-the-news presentation=5%; Final paper=20%; Presentation of final project=5%

**Grading scale:**
A : 90-100
B: 80-89
C: 70-79
D: 60-69
F: < 60

**Exams**

There will be three (3) in-class exams each worth twenty percent of your total grade (3 x 20% = **60%**). These exams serve to ensure understanding of the principles and vital components of the theories of business ethics. In other words, the purpose of the exams is to make sure that when it comes to the final paper, you understand the theory so that it can be applied to the topic.

**Recommendations for doing well on exams**

Buy the book.
Read the chapters before the corresponding lectures.
Read the chapters as many times as needed to understand fully all the technical vocabulary.
Attend class.
Study all of the lectures and assigned readings.
Start studying for the first exam on the first day of class spending several hours each week studying.
Ask questions when you do not understand something.

**Make-up exam (optional)**

There is one make-up exam given each semester, at the end of the semester. If you miss an exam, you may take the make-up exam at the end of the semester. The make-up exam will be comprehensive and a study guide will be provided.

**"Ethics in the news" presentations**

To increase class discussion and help you see the "real-world" applications of ethics topics, you must contribute to the discussion with an "ethics in the news" presentation during the semester. The "ethics in the news" article must come from established online and/or printed outlets and **must be business-related** (such as The New York Times, Washington Post, or Wall Street Journal). Students will be asked to give a short presentation describing/discussing the article in class.

To complete the assignment, students must submit power point slides to the professor via Canvas at least one class period in advance of the day they are to present, and include a bibliographic citation and URL (when applicable).  In class discussion and your summary you must explicitly state how the story **relates to course concepts**.  Presentation grades will largely depend on the delivery of the content (e.g., the speaker has good voice control, volume, eye contact, and physical demeanor) as well as the actual content delivered (e.g., the topic is explained in appropriate detail, the speaker demonstrates an understanding of the topic and effectively communicates that knowledge to the audience).

The aim of this assignment is to (1) help students see the real world application of ethics topics and (2) to practice oral presentation skills. Students will be assigned specific days to present which will be announced in advance. A rubric and example presentation will be posted online.

**Presentations must be submitted via Canvas the night before they are to be presented. Grades for presentations submitted the day of or later will be reduced by 10% each day.****

**Course project**

**Paper on Business ethics**
It is important that you be able to communicate your understanding of business ethics to others. A major component of the course will be a term project in which students will research recent ethical problems that businesses have faced and make recommendations for correcting the problems and preventing them from happening again. This assignment will account for 20% of your course grade.  More details will be provided on a separate handout. The scoring rubric I use will be posted on Canvas.

Papers will be written and presented in teams of two or three. Team presentations are worth 5% of your course grade.

**Several points on the paper worth mentioning...**

1. The paper will need to be prepared in APA style. We will cover APA in class and I will give you some sample papers you can use as examples.
2. The paper will be at least 10 pages. A well thought out ethical argument from multiple perspectives should take at least this amount of pages.
3. This is a position paper, which means that you will need to draw strongly from empirical (i.e., evidence from actual research) and theoretical bases. The words, "I think" really should not appear in the paper. One, it is redundant (you wrote it, so obviously you thought it), and two, your personal views are irrelevant unless you can back them up with a theoretical grounding or past research. Any statement that purports a relation or causal statement (i.e., X causes Y) needs to be supported by empirical work. Empirical work can be found in peer reviewed journals. We will cover how to search, retrieve, and read a research article in class.
4. Spell check and grammar check are necessary for even experienced writers.

**Attendance**
Students are expected to attend every class and remain in class for the duration of the session. Failure to attend the Zoom sessions or arriving late may impact your ability to achieve course objectives, which could affect your course grade.  I understand that sometimes life happens especially given the current pandemic circumstances! If you miss any class I encourage you to review the module materials and complete any required work in a timely manner.  An absence, excused or unexcused, does not relieve a student of any course requirement. Regular class attendance is a student's obligation, as is a responsibility for all the work of class meetings, including discussions and written tasks. Any unexcused absence or excessive tardiness may result in an unsatisfactory (U) grade.

**Expectations**

The course policies described above require that you take responsibility for your own performance. I expect you to be professional, to stay informed about the progress of this class, and to complete assignments in a timely fashion.  My commitment is to provide you with a useful experience and to give each student a fair opportunity to perform well in this course.  If at any time you have concerns about your progress in this course, please see me. You are expected to read the book.  I suggest that you read the assigned chapters multiple times. All lecture notes will be posted on Canvas. I suggest that you bring them to class.

**COVID-19 Protection**

It is the policy of UNC Charlotte for the Fall 2020 semester that as a condition of on-campus enrollment, all students are required to engage in safe behaviors to avoid the spread of COVID-19 in the 49er community. Such behaviors specifically include the requirement that all students properly wear CDC-compliant face coverings while in buildings including in classrooms and labs. Students are permitted to remove face coverings in classroom or lab settings only when I explicitly grant permission to do so (such as while asking a question, participating in class discussion, or giving a presentation) and while at an appropriate physical distance from others. Failure to comply with this policy in the classroom or lab may result in dismissal from the current class session. If the student refuses to leave the classroom or lab after being dismissed, the student may be referred to the Office of Student Conduct and Academic Integrity for charges under the Code of Student Responsibility.

**COVID-19 Absenteeism**
Students are expected to attend every class and remain in class for the duration of the session when it is safe to do so in accordance with university guidance regarding COVID-19. Failure to attend class or arriving late may impact your ability to achieve course objectives which could affect your course grade. An absence, excused or unexcused, does not relieve a student of any course requirement. Regular class attendance is a student's obligation, as is a responsibility for all the work of class meetings, including tests and written tasks. Any unexcused absence or excessive tardiness may result in a loss of participation points.

Students are encouraged to work directly with their instructors regarding their absence(s). For absences related to COVID-19, please adhere to the following:

- **Do not come to class if you are sick**.  Please protect your health and the health of others by staying home. Contact your healthcare provider if you believe you are ill.
- **If you are sick**: If you test positive or are evaluated by a healthcare provider for symptoms of COVID-19, complete this form to alert the University. Representatives from Emergency Management and/or the Student Health Center will follow up with you as necessary, and your instructors will be notified.
- **If you have been exposed** to COVID-19 positive individuals and/or have been notified to self-quarantine due to exposure, complete this form to alert the University. Representatives from Emergency Management and/or the Student Health Center will follow up with you as necessary, and your instructors will be notified.


To return to class after being absent due to a COVID-19 diagnosis or due to a period of self-quarantine, students should submit an online request form to Student Assistance and Support Services (SASS). Supporting documentation can be attached directly to the request form and should be from a student's health care provider or the Student Health Center, clearly indicating the dates of absences and the date the student is able to return to class. Instructors will be notified of such absences.

If you are absent from class as a result of a COVID-19 diagnosis or quarantine, as instructor I will do the following to help you continue to make progress in the course: PROVIDE REMOTE LEARNING OPTIONS AND ASSIGNMENTS ON A CASE-BY CASE BASIS. The final decision for approval of all absences and missed work is determined by the instructor.

**Mental Wellness**
It is common for college students to experience challenges that may interfere with academic success such as academic stress, sleep problems, juggling responsibilities, life events, relationship concerns, or feelings of anxiety, hopelessness, or depression. If you or a friend is struggling, we strongly encourage you to seek support. Helpful, effective resources are available on campus at no additional cost.

- Visit the Counseling and Psychological Services website at caps.uncc.edu for information about the broad range of confidential on-campus mental health services, online health assessments, hours, and additional information.
- Call CAPS at (704) 687-0311 if interested in scheduling an appointment with a counselor. After-hours crisis support is also available through this phone number.

**Withdrawal from a Class**

You are expected to complete all courses for which you are registered at the close of the add/drop period. If you are concerned about your ability to succeed in this course, it is important to make an appointment to speak with me as soon as possible. We can work on a plan together to ensure your success if at all possible. The University policy on withdrawal allows students only a limited number of opportunities available to withdraw from courses. It is important for you to understand the financial and academic consequences that may result from course withdrawal.

**Non-discrimination in the classroom**

All students and the instructor are expected to engage with each other respectfully. Unwelcome conduct directed toward another person based upon that person's actual or perceived race, actual or perceived gender, color, religion, age, national origin, ethnicity, disability, or veteran status, or for any other reason, may constitute a violation of University Policy 406, The Code of Student Responsibility. Any student suspected of engaging in such conduct will be referred to the Office of Student Conduct.

**Accommodations**

UNC Charlotte strives to create an 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. If you need special accommodations, please let me know right away and I will be glad to work with you.

**Preferred Name and Pronoun**

This course affirms people of all gender expressions and gender identities. My preferred pronouns are he/him/his. If you prefer to be called a different name than what is indicated on the class roster, please let me know. Feel free to correct me on your preferred gender pronoun. If you have any questions or concerns, please do not hesitate to contact me.

**Religious Accommodations**
UNC Charlotte is committed to diversity, nondiscrimination and inclusiveness, and to supporting its students, regardless of religious affiliation or non-affiliation, in accordance with state and federal laws and regulations. As part of this commitment, the University makes good faith efforts to accommodate a student's religious practice or belief, unless such accommodation would create undue hardship. The university policy is available at: http://legal.uncc.edu/policies/up-409


**My Role as a "Responsible Employee"**

UNC Charlotte is committed to providing an environment free of all forms of discrimination and sexual harassment, including sexual assault, domestic violence, dating violence, and stalking. If you (or someone you know) has experienced or experiences any of these incidents, know that you are not alone. UNC Charlotte has staff members trained to support you in navigating campus life, accessing health and counseling services, providing academic and housing accommodations, helping with legal protective orders, and more.

- Please be aware that many UNC Charlotte employees, including all faculty, are considered Responsible Employees who are required to relay any information or reports of sexual misconduct they receive to the Title IX Coordinator. This means that if you tell me about a situation involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking, I must report the information to the Title IX Coordinator. Although I have to report the situation, you will still have options about how your case will be handled, including whether or not you wish to pursue a formal complaint. Our goal is to make sure you are aware of the range of options available to you and have access to the resources you need.
- If you wish to speak to someone confidentially, you can contact any of the following on-campus resources, who are not required to report the incident to the Title IX Coordinator: (1) University Counseling Center; (2) Student Health Center; or (3) Center for Wellness Promotion. Additional information about your options is also available at titleix.uncc.edu under the "Students" tab.

**Student Support:**

Students in this course seeking accommodations for disabilities must first consult with the Office of Disability Services and follow the instructions of that office for obtaining accommodations.

Be sure to take advantage of the wealth of resources and support available at UNC Charlotte. Some of the resources available to you include the University Writing Resource Center, University Counseling Center, and the J. Murrey Atkins Library.

· University Center for Academic Excellence (UCAE) | (704) 687 7837 | uncc-ucae@uncc.edu

· University Writing Resources Center (WRC) | 704-687-1899| wrchelp@uncc.edu

· Veteran Student Services | 704-687-5488 | veteranservice@uncc.edu

· University Counseling Center | 704-687-0311

· Multicultural Resource Center | 704-687-7121 | mrc@uncc.edu

· List of computer labs on campus

· Atkins Library Laptop Lending program

**University Center for Academic Excellence**: At, http://ucae.uncc.edu/ucae/ucae_aboutus.html, or the 3rd floor of the Fretwell building, you will find, "The UCAE consists of six units working in conjunction to attain a singular objective - to provide services, programs, materials, and academic support for students in order to satisfy, retain, and graduate them. Our units are: Tutorial Services, Supplemental Instruction, Building Educational Strengths & Talents (B.E.S.T.), Structured Study Groups, The Learning Lab, Students Obtaining Success (S.O.S.)."

**UNC Charlotte Writing Resource Center:** At, http://wrc.uncc.edu/, or at Fretwell 220 and Atkins Library 109 you will find, "**Mission:** Based on the view that knowledge is fundamentally social, the WRC fosters an environment of active, collaborative learning outside the classroom. The WRC provides one-to-one writing instruction to students, faculty, and staff from first-year to graduate in any discipline. Our goal is not to fix papers, but to develop better writers.**"**

**Counseling Center at UNC Charlotte:** At, http://www.counselingcenter.uncc.edu/, or at 158 Atkins Building, the Counseling Center, "supports the academic, personal, and interpersonal development of UNC Charlotte students by providing short-term individual and group counseling, psychological assessment, consultation for faculty, staff, parents, and students, and educational programs to the campus community." And they "assist students with concerns of a personal nature by helping them develop better coping strategies, resolve conflicts and handle crisis situations. Typical concerns are depression, anxiety and stress, relationship issues, identity development, substance use problems, eating and body image issues."

**J. Murrey Atkins Library.** *Business Librarian:* **Ms. Angel Truesdale** E-mail: adtruesd@uncc.edu

**Office of Disability Services**. The Office of Disability Services (DS) is responsible for ensuring access to academic programs and campus facilities for individuals with disabilities. Registration with DS is required for students who wish to receive accommodations. Registration is simple. Learn more about utilizing the support of the Office of Disability Services at: The Office of Disability Services is part of Academic Services. Academic Services at UNC Charlotte enriches the academic community by offering a broad range of initiatives promoting student success, ensuring access, and enhancing the educational experience of all students.

Students or visitors to campus who need accommodations for a public campus event should contact the Office of Disability Services.
http://ds.uncc.edu/ .

UNC Charlotte is committed to access to education. If you have a disability and need academic accommodations, please provide a letter of accommodation from Disability Services early in the semester. For more information on accommodations, contact the Office of Disability Services at 704-687-0040 or visit their office in Fretwell 230.

**Veteran Student Services Office.** The mission of the Veteran Student Services Office is the successful transition and retention of veteran students through outreach and advocacy. The Veteran Student Services Office strives to be a one-stop-shop for students utilizing Veterans Affairs benefits and any student with prior US Military service. The combining of the tactical responsibilities of the VA certification process with the strategic initiatives related to academic and individual support, advances UNC Charlotte's historical, and present-day, commitment to our military veterans. UNC Charlotte veterans are served by the Veterans Student Services Office (VSSO) in Barnard 103. The VSSO is part of the Dean of Students Office and joins the Veterans Affairs certification process and the outreach and advocacy functions conducted by the Dean of Students Office. Across the hall from Veteran Student Services is the Veterans Lounge in Barnard 108. http://unccdso.orgsync.com/org/veteranstudentservices

**What is NinerCare?** https://ninercare.uncc.edu/

*NinerCare* is a network designed to bring together information in order to identify students who have demonstrated behavior of concern to members of the UNC Charlotte community. This network also allows UNC Charlotte staff and faculty to investigate and then determine if an identified student poses a potential threat to self, others, or the UNC Charlotte community. *NinerCare* helps to develop an objective, coordinated action plan to collect information, assist the student and protect the University community.

**How Do I Tell Someone?**

- If a student exhibits behavior that indicates an IMMEDIATE DANGER to self or others, call 911 or UNC Charlotte Police and Public Safety at 704-687-2200.
- If a student exhibits disturbing behavior or is disruptive, contact the Dean of Students Office at incidentreport.uncc.edu or 704-687-0345.
- If a student is exhibiting behavior that suggests psychological problems and you seek guidance on how to understand or respond to the behavior, contact the Counseling Center at 704-687-0311.

**Diversity and inclusion**

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.

This is a learning environment in which differing opinions are often based on differing experiences, upbringing and beliefs. We can learn from each other as you prepare to be part of a global workforce; take advantage now in the classroom on in your campus experience to see all sides of an issue, meet all types of people, even if it means you must move out of your comfort zone to do so. Sometimes the best way to do this is to listen rather than speak, open your mind, observe, and consider all that you can absorb.

**Academic Integrity**

Students are responsible to know and observe the requirements of The UNC Charlotte Code of Student Academic Integrity. This code forbids cheating, fabrication or falsification of information, multiple submissions of academic work, plagiarism, abuse of academic materials, and complicity in academic dishonesty.

The UNC Charlotte Code of Student Academic Integrity governs the responsibility of students to maintain integrity in academic work, defines violations of the standards, describes procedures for handling alleged violations of the standards, and lists applicable penalties. The following conduct is prohibited in that Code as violating those standards:

A. Cheating. Intentionally using or attempting to use unauthorized materials, information, notes, study aids or other devices in any academic exercise. This definition includes unauthorized communication of information during an academic exercise.

B. Fabrication and Falsification. Intentional and unauthorized alteration or invention of any information or citation in an academic exercise. Falsification is a matter of altering information, while fabrication is a matter of inventing or counterfeiting information for use in any academic exercise.

C. Multiple Submission. The submission of substantial portions of the same academic work (including oral reports) for credit more than once without authorization.

D. Plagiarism. Intentionally or knowingly presenting the work of another as one's own (i.e., without proper acknowledgment of the source). The sole exception to the requirement of acknowledging sources is when the ideas, information, etc., are common knowledge.

E. Abuse of Academic Materials. Intentionally or knowingly destroying, stealing, or making inaccessible library or other academic resource material.

F. Complicity in Academic Dishonesty. Intentionally or knowingly helping or attempting to help another to commit an act of academic dishonesty.

Academic evaluations in this course include a judgment that the student's work is free from academic dishonesty of any type; and grades in this course will be adversely affected by academic dishonesty. Students who violate the code can be expelled from UNCC.  The normal penalty for a first offense is zero credit on the work involving dishonesty and further reduction of the course grade.  In almost all cases, the course grade is reduced to F.


**Weather**

Weather: POLICY STATEMENT #13: CAMPUS OPERATION IN ADVERSE WEATHER ORDURING OTHER UNUSUAL CONDITIONS: The University will operate on its normal schedules unless the Chancellor (or the Vice Chancellor delegate as described herein) publicly announces otherwise. Students, faculty members, and other employees will observe normal schedules unless the University is closed or classes are cancelled by such announcement. When no formal announcement has been made that the University will be closed or classes cancelled, but an individual student, faculty member, or other employee determines that observing the normal schedule would require hazardous travel, and acts on that determination, the following policies shall apply: a. Students may be allowed to make up the absences, at the discretion of the instructor;

The University Police and Public Safety will be notified to activate a recorded message for inquiries regarding the status of campus weather conditions. Telephone number **704/687-2877**; local media sources for closing information is posted on the website cited earlier in this section. *(The entire weather policy and related media sources for information is available at:* **http://www.legal.uncc.edu/policies/ps-13.html***)*

**Important dates to remember (subject to change):**

| Date | Topic | Chapter* |
| --- | --- | --- |
| Jan. 21 | Introduction | |
| Jan. 26 | Ethical theory and business practice | Chapter 1 |
| Jan. 28 | Ethical theory and business practice | Chapter 1 |
| Feb. 2 | Ethical theory and business practice | Chapter 1 |
| Feb. 4 | Corporate responsibility | Chapter 2 |
| Feb. 9 | Spring break | |
| Feb. 11 | Spring break | |
| Feb.16 | Corporate responsibility | Chapter 2 |
| Feb. 18 | Corporate responsibility | Chapter 2 |
| Feb. 23 | Ethical treatment of employees | Chapter 3 |
| Feb. 25 | Ethical treatment of employees | Chapter 3 |
| Mar. 2 | Ethical treatment of employees | Chapter 3 |
| Mar. 4 | Exam 1 | |
| Mar. 9 | Diversity, discrimination, and harassment in the workplace | Chapter 4 |
| Mar. 11 | Diversity, discrimination, and harassment in the workplace | Chapter 4 |
| Mar. 16 | Diversity, discrimination, and harassment in the workplace | Chapter 4 |
| Mar. 18 | Marketing and the disclosure of information | Chapter 5 |
| Mar. 23 | Marketing and the disclosure of information | Chapter 5 |
| Mar. 25 | Ethical issues in finance and accounting | Chapter 6 |
| Mar. 30 | Ethical issues in finance and accounting | Chapter 6 |
| April 1 | Exam 2 | |
| April 6 | Ethical issues regarding emerging technologies | Chapter 7 |
| April 8 | Ethical issues regarding emerging technologies | Chapter 7 |
| April 13 | Environmental sustainability | Chapter 8 |
| April 15 | Ethical issues in international business | Chapter 9 |
| April 20 | Social and economic justice | Chapter 10 |
| April 22 | Exam 3 | |
| April 27 | Presentations | |
| April 29 | Presentations | |
| May 4 | Presentations | Final papers due by 11:59pm |

| May 13 | 8am: Make-up exam |

* Additional assignments will be announced in class and/or posted on Canvas.