



Business 326-04: Business Ethics Fall 2024

Welcome to the course! My name is Jeff Baugher, and I'm excited to be your instructor this semester. I look forward to working with you to explore business ethics and help you achieve your academic goals. I'm here to support you throughout your educational journey and encourage you to reach out with any questions or concerns.

Your success in this class is a top priority for me. I recognize that everyone learns differently, and I am dedicated to fostering an inclusive learning environment. If you encounter any challenges that hinder your learning or feel excluded in any way, please reach out to me as soon as possible. We will work together to develop strategies that support your needs while fulfilling the course requirements.

Note: This syllabus is subject to change (Revised 8/24/24)

Office Hours:	Location: MVS 2174 - Hours :Mondays 12:00pm – 1:00pm Optionally, by appointment via Zoom, phone, or in-person
Contact Info:	Email: Jeff_Baugher@outlook.com Phone: 805.750.2196
Meeting Days and Time:	Room: Bell Tower 2688 Monday & Wednesday 10:30 am to 11:45 am
Drop Dates:	Found on the CSUCI academic calendar – September 13, 2024

COURSE DESCRIPTION

MGT 326 - Business Ethics

Units: 3

Three hours lecture per week

Prerequisite(s): Junior Standing and successful completion of Golden Four GE Areas (A1, A2, A3, B4)

Examines business organizations through the lens of ethical theory. Applies general ethical principles to explore the moral obligations that businesses have to their customers, and to society at large. It also looks at ethical dimensions of the employer-employee relationship.

Graded: Letter Grade

GenEd: UDGE-D

CI Mission Category(s): Interdisciplinary Approaches (IA)

LEARNING OUTCOMES

By the end of the course, students should be able to...	Method of assessment...
Describe the major elements of ethical theory	Comprehensive Reading Exam
Analyze and present results of complex ethics cases	Case Studies #1 and #2
Prepare collaborative oral presentations about ethical issues in business	Case Studies #1 and #2 Code of Professional Ethics Paper Code of Professional Ethics Presentations Corporate Social Responsibility Project Plan
Perform research and write from an informed and reasoned perspective on an aspect of ethics	Corporate Social Responsibility Project Plan

TECHNOLOGY REQUIREMENTS

- Access to a reliable computer and internet connection
- A computer or cellphone camera and microphone
- Access to your CSUCI Google Drive, MS Word or Google Docs, and PowerPoint or Google Slides. Note: "Pages" files are not accepted.
- Laptops are available for rent through the Broome Library Circulation Desk. See [additional information about equipment rental](#), including semester-long laptop rentals.

REQUIRED TEXTBOOK

Byars, S. M., & Stanberry, K. (2024). *Business Ethics*. OpenStax, Rice University.

We will be utilizing a free textbook through the OpenStax library. The following links have several versions of this book. The Amazon version is a physical copy and there is a charge for this version.

[Business Ethics @ OpenStax](#)

[Business Ethics @ Amazon](#)

[Business Ethics @ Download PDF](#)

Please let me know if you encounter problems getting the textbook.

Additional readings and media will be posted to Canvas.

COURSE SCHEDULE

Note: This schedule is subject to change (Revised 8/24/24)

Week	Dates	Topics	Assignment Deadlines	Readings & Quizzes
1	8/26 8/28	Welcome/ Syllabus Overview Personal Ethical Frameworks		
2	9/2 9/4	Labor Day – No Class Why Ethics Matter		Business Ethics Ch. 1 – (pp. 7-39)
3	9/9 9/11	Defining and Prioritizing Stakeholders		Business Ethics Ch. 1 – (pp. 68-93)
4	9/16 9/18	Special Stakeholders: Society and the Government		Business Ethics Ch. 1 – (pp. 94-131)
5	9/23 9/25	Corporate Governance and Ethical Leadership	Case Study #1 – News Article	Business Ethics Ch. 5.1 – (pp. 132-138) Business Ethics Ch. 5.4 – (pp. 149-158) Business Ethics Ch. 9.1 – (pp. 266-270)
6	9/30 10/2	Ethics in Marketing and Advertising		Business Ethics Ch. 9.2 – (pp. 271-275) ?
7	10/7 10/9	Ethics in Finance and Accounting	Code of Professional Ethics Paper Due 10/7 In Class Presentations 10/9	
8	10/14 10/16	Workplace Ethics - What Employers Owe Employees		Business Ethics Ch. 6 – (pp. 159-194)
9	10/21 10/23	Workplace Ethics - What Employees Owe Employers	Case Study #2 – News Article	Business Ethics Ch. 7 – (pp. 195-230)
10	10/28 10/30	Sustainability and Environmental Ethics		Business Ethics Ch. 4.2 – (pp. 103-116) Business Ethics Ch. 3.4 – (pp.83-92)
11	11/4 11/6	Technology and Ethics		Business Ethics Ch. 10.1 – (pp.295-300) Business Ethics Ch. 10.3 – (pp.306-313) Business Ethics Ch. 10.4 – (pp.314-324)

12	11/11 11/13	Veteran's Day – No Class Recognizing and Respecting the Rights of All	Personal Ethical Dilemma Reflection Presentations	Business Ethics Ch. 8.1 – (pp.231-238) Business Ethics Ch. 8.2 – (pp.239-243)
13	11/18 11/20	Recognizing and Respecting the Rights of All (Cont.)		Business Ethics Ch. 8.3 – (pp.244-246) Business Ethics Ch. 8.4 – (pp.247-251) Business Ethics Ch. 8.5 – (pp.252-264)
14	11/25 11/27	Applying Personal Ethics		Business Ethics Ch. 11 – (pp.325-340)
15	12/2 12/4	Review	Final Comprehensive Reading Exam	
Finals	Thurs. 12/11	Scheduled meeting time: 8:00am to 10:00am in our regular classroom (see final schedule here)	Corporate Social Responsibility Project Plan	Grades due in from faculty – 12/20 First day grades available – 12/21

COURSE ASSIGNMENTS

Case Study #1 – News Article (Negative Aspects) – 15 pts.

For this assignment, you will present a case study to the class that explores a current ethical issue in the business world. This assignment will focus on a recent news article highlighting a company, organization, or individual's ethical dilemma. In your presentation, you will:

1. Briefly summarize the ethical problem
2. Identify the key players and stakeholders
3. Analyze the situation using an appropriate ethical framework, such as utilitarianism or deontology, etc.
4. Discuss the solutions that were implemented and evaluate their effectiveness.
5. Propose alternative actions that could have been taken, explaining how these alternatives might have led to different outcomes.

Your paper should reflect on the broader ethical implications of the case and what lessons can be learned. Your presentation should be 5-10 minutes long and supported by visual aids like slides. You will be graded on addressing each of the five bulleted points above. Please submit your slide deck to Canvas.

Code of Professional Ethics Paper – 10 pts.

For this assignment, you will write a personal code of ethics reflecting your ethical beliefs and principles. In this paper, discuss your personal views on ethics and how they have shaped your behavior and decision-making. Explore the experiences, influences, and values that have contributed to developing your ethical sense. Finally, explain how you plan to continue evolving and refining your code of ethics as you advance in your career as a business professional. This assignment will help you articulate and solidify your ethical framework, preparing you to navigate ethical challenges in the business world. Papers should be 2-3 pages and submitted to the Canvas system.

Code of Professional Ethics Presentations – 10 pts.

For this assignment, you will present your personal code of ethics to the class. Your presentation should summarize the key points from your paper, highlighting your core ethical beliefs and principles. Discuss how your sense of ethics has developed over time, including the experiences, influences, and values that have shaped it. Finally, explain how you plan to continue developing and refining your ethical framework as you move forward in your career as a business professional. Your presentation should be concise, around 5-10 minutes, and may include visual aids to support your points. You will be graded on clarity, depth of reflection, and how effectively you communicate your personal code of ethics to the class. This presentation will help you articulate your ethical values and prepare you to discuss and apply them in real-world business situations.

Case Study #2 – News Article (Positive Aspects) – 15 pts.

For this assignment, you will present a case study to the class that explores a current ethical issue in the business world. This case study will highlight an instance of positive corporate social responsibility. In your presentation, you will:

1. Briefly summarize the instance of corporate social responsibility.
2. Identify the key players and stakeholders
3. Analyze the situation using an appropriate ethical framework, such as utilitarianism or deontology, etc.
4. Discuss the solutions that were implemented and evaluate their effectiveness.
5. Propose alternative actions that could have been taken, explaining how these alternatives might have led to different outcomes.

Your paper should reflect on the broader ethical implications of the case and what lessons can be learned. Your presentation should be 5-10 minutes long and supported by visual aids like slides. You will be graded on addressing each of the five bulleted points above. Please submit your slide deck to Canvas.

Personal Ethical Dilemma Reflection Presentations – 10pts.

For this assignment, you will present a personal ethical dilemma that you have faced in your life. In your presentation, describe the situation in detail, including the context, the choices available to you, and the key stakeholders involved. Discuss the factors that made this situation challenging from an ethical standpoint and explain your process to arrive at your decision. Highlight the ethical principles or frameworks that guided your decision-making and reflect on the outcome. Was the decision effective, and would you handle the situation differently if faced with it again? Your presentation should be 5-10 minutes long and may include visual aids to enhance your storytelling. You will be graded on your ability to clearly articulate the dilemma, the ethical reasoning behind your decision, and your reflection on the outcome. This assignment will help you analyze real-world ethical challenges and understand how personal values influence decision-making.

Final Comprehensive Reading Exam – 10 pts.

For the final comprehensive reading exam, you will be evaluated on your understanding of the key concepts, theories, and case studies presented in the textbook. The exam will consist of multiple-choice questions and short answer prompts that require you to show an understanding of the text.

Corporate Social Responsibility Project Plan – 20 pts.

For this assignment, you will create a Corporate Social Responsibility (CSR) Project Plan for a company of your choice. In your 10-20 minute presentation, you will outline a plan for the company to address a specific social or societal issue through its operations. Begin by describing the issue that the company is targeting and explain how this initiative will benefit its stakeholders, including employees, customers, and the broader community. Your plan should also detail how the company will afford to sustain this activity in the long term, ensuring it remains a viable part of its operations. Additionally, discuss the potential positive or negative effects that could arise from implementing this CSR policy. Your presentation should be well-organized and supported by visual aids, demonstrating a thoughtful and strategic approach to corporate social responsibility. This assignment will help you develop skills in creating socially responsible business strategies that align with both ethical principles and business objectives. This presentation will be presented during the final examination meeting at the end of the term.

ASSESSMENT

Case Study #1 – News Article	15
Code of Professional Ethics Paper	10
Code of Professional Ethics Presentations	10
Case Study #2 – News Article	15
Personal Ethical Dilemma Reflection Presentations	10
Final Comprehensive Reading Exam	10
Corporate Social Responsibility Project Plan	20
Attendance and Participation	10
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Total Points	100

Final Grade Assignments

Final grades will be determined on the basis of the assignments outlined above. Letter grade assignments will be determined as follows:

A	93+	B	83-86	C	73-76	D	60-66
A-	90-92	B-	80-82	C-	70-72	F	0-59
B+	87-89	C+	77-79	D+	67-69		

POLICIES

COVID-19 Safety

We will follow all university policies related to COVID-19 safety, the most current details are available on this [CSUCI COVID-19 FAQ page](#).

Academic Integrity

CSUCI's Honor Code states, "Academic integrity is the responsibility of all members of the CI community. All university community members should be familiar with the Honor Code." Please use this link to find more information about Academic Integrity and [CI's Student Conduct and Health Policies](#).

Use of Artificial Intelligence (AI) Tools

The use of AI tools, including ChatGPT, is permitted in this course for students who wish to use them. To adhere to our scholarly values, students must cite any AI-generated material that informed their work (this includes in-text citations and/or use of quotations and in your reference list). Alternatively, students who use an AI tool can include an appendix or additional page with any assignment explaining how they used AI to complete the assignment. Using an AI tool to generate content without proper attribution qualifies as academic dishonesty.

Attendance Policy

Attendance counts toward your final course grade because it is critical to your success in this class. Credit for attendance is earned by coming to class or arranging for your presence electronically. Please alert the instructor of instances in which remote participation will be needed. Attendance will be recorded within the first 10 minutes of each class. If you arrive after attendance has been recorded, you will not be marked "present." If you leave class before the scheduled end time, you will not be marked as "present."

If you miss a class session, you are still responsible for meeting scheduled deadlines and completing all in-class work. Excused absences will be accommodated according to the [CSUCI Policy on Class Attendance](#).

During class meetings, feel free to excuse yourself if you need to use the restroom or step out of the class for any other reason. You do not need to ask for permission.

Late Work and Deadline Extensions

The late work policy in this class allows you to submit some assignments late if needed and with prior notification to the instructor to receive a deadline extension. A deadline extension allows point deduction to be waived if you properly document your late work. Our Canvas grades page is programmed to allow late assignment submissions, with a 10% point deduction that will be applied every day an assignment is late. No late work will be accepted beyond 2 weeks after the original due date. In-course presentations will need to be presented at another time, as agreed upon with the instructor.

The deadline for all class work is Friday, December 7, 2024. Work submitted after this deadline is not eligible for credit.

Some strategies to avoid late work include:

- Reading the assignment instructions early in the week.
- Sketching out a reverse plan to ensure you hit the target date.
- Creating a schedule and work consistently.
- Working with a study partner or group.
- Scheduling tutoring appointments with the WMC or LRC for accountability.
- Working ahead if you anticipate a change in your schedule.

Participation

Your success in this course is linked to your engagement with the work and your willingness to share ideas. Engaging in online class discussions and peer reviews will advance your learning and give you opportunities to formulate your personal ethical framework. Just as in the business world, sharing your insights is crucial in creating meaningful dialogue with your peers and allows you to practice skills that are essential to your success in the business world.

Taping or Recording Class

If you need to make an audio or video recording of class, please let the professor know before you begin any recordings.

Bringing Children to Class

If you need to bring a child to class, please let the professor know in advance and minimize distractions for other learners in the classroom.

Campus Resources for Student Success

Title IX and Inclusion

Title IX & Inclusion manages the University's equal opportunity compliance, including the areas of affirmative action and Title IX. Title IX & Inclusion also oversees the campus' response to the University's nondiscrimination policies. CSUCI prohibits discrimination and harassment of any kind on the basis of a protected status (i.e., age, disability, gender, genetic information, gender identity, gender expression, marital status, medical condition, nationality, race or ethnicity, religion or religious creed, sexual orientation, and Veteran or Military Status). This prohibition on harassment includes sexual harassment, as well as sexual misconduct, dating, domestic violence, and stalking. For more information regarding CSUCI's commitment to diversity and inclusion or to report a potential violation, please contact Title IX & Inclusion at 805.437.2077 or visit the [Title IX webpage](#).

Students with Disabilities

If you are a student with a disability requesting reasonable accommodations in this course, please visit Disability Accommodations and Support Services (DASS) located on the second floor of Arroyo Hall, or call 805-437-3331. All requests for reasonable accommodations require registration with DASS in advance of needed services. You can apply for DASS services online. Faculty, students and DASS will work together regarding classroom accommodations. You are encouraged to discuss approved accommodations with your faculty.

Writing & Multiliteracy Center

The Writing & Multiliteracy Center (WMC) provides all CSUCI students with free support services and programs that help them address the 21st-century challenges of creatively thinking about and composing in written, oral, visual, and digital forms of communication. Peer consultants help students at any stage of the composition process via one-to-one or group consultations, online consultations, and workshops. Students can make an appointment to work with a consultant or learn more by visiting the [WMC webpage](#).

Learning Resource Center

The Learning Resource Center (LRC) offers free one-on-one peer tutoring for all MVS School undergraduate courses. The LRC tutors will help students with study skills, fundamental concepts, comprehension, homework, test preparation, and much more. The Peer Tutor Schedule is available via the [LRC webpage](#).

Counseling and Psychological Services (CAPS)

CAPS is pleased to provide a wide range of services to assist students in achieving their academic and personal goals. Services include confidential short-term counseling, crisis intervention, psychiatric consultation, and 24/7 phone and text support. CAPS is located in Bell Tower East, 1867, and can be reached at 805-437-2088 (select

option 2 on voicemail for 24/7 crisis support); students can also email CAPS at caps@csuci.edu or visit the CAPS [website](#).

Emergency Intervention and Basic Needs

If you or someone you know is experiencing unforeseen or catastrophic financial issues, skipping meals, or experiencing homelessness/housing insecurity (e.g., sleeping in a car, couch surfing, staying with friends), please know that you are not alone. There are resources on campus that may assist you during this time. The Dolphin Pantry is currently located in Arroyo Hall and offers free food, toiletries, and basic necessities for current CI students. For additional assistance, please contact the Dean of Students Office at (805) 437-8512 or visit Bell Tower 2565. Please visit the website for the most up-to-date information on the [Basic Needs Program](#).

Handshake

Handshake is a career services tool available to all CSUCI students through MyCI. It can help pair you with an employer or internship. Access the Handshake through the icon on the main MyCI page.

If you want to be successful in this class, it helps to...

- Be self-motivated and self-disciplined.
- Be willing to ask questions and speak up, especially if problems arise, or ask me questions privately.
- Do the reading and come to class prepared.
- If available, use class time to complete the work for the course.
- Respect your peers and your instructor. This means being open, generous, and actively attentive.
- Be willing to step out of your comfort zone and try something new.
- Accept critical thinking and decision making as part of the learning process.
- Commit to 5 to 10 hours per week per course.