



**MAN 3063: Organizational Ethics & Values (#80059; 3 credits)
Course Syllabus–Fall, 2012**

Instructor: Dr. Mary A. Krome, MBA, Ph.D
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E-mail: mhamilton@fgcu.edu or mkrome@fgcu.edu E-mail checked and responded to Monday through Friday during normal business hours (8:00 a.m.–5:00 p.m.), excluding holidays. I generally do not check e-mail outside of normal business hours. I attempt to answer e-mails within 1 business day of receipt. Business Strategy Game is not checked or used regularly in this course.
Office Hours: Monday 11 a.m.-2 p.m., 5– 6:30 p.m., 9:15 – 9:45 p.m. and by appointment
Course Times: Monday 6:30 – 9:15 pm
Location: Lutgert Hall 2208 (on-campus course)

Required Course Materials

Cavanagh, Gerald F. (2010). *American Business Values: A Global Perspective, 6th ed.* Upper Saddle River, NJ: Prentice Hall. ISBN: 978-0-13-607829-6

Donaldson, Thomas and Patricia H. Werhane. (2008). *Ethical Issues in Business: A Philosophical Approach, 8th ed.* ISBN: 978-0-1184619-7

Florida Gulf Coast University Catalog (online): <http://www.fgcu.edu/catalog/>

Florida Gulf Coast University Student Guidebook (online):

<http://studentservices.fgcu.edu/StudentConduct/guidebook.html>

Florida Gulf Coast University Student Code of Conduct (online):

<http://studentservices.fgcu.edu/StudentConduct/conduct.html>

FGCU Course Catalog Description

Roles of personal, organizational, and societal values and ethics in society. Topics include exploration of individual ethics, values and goals; the study of ethical behavior within organizations, as it influences people, products, and the work environment; the exploration of the values, ethics, and beliefs upon which the free market system of production and exchange is built; and the exploration of individual roles as well as the appropriate roles of organizations and government in society.

Instructor Bio

Dr. MARY A. KROME is a faculty member of the Lutgert College of Business at Florida Gulf Coast University. She earned a Ph.D. in Strategic Management from the Darden Graduate School of Business at the University of Virginia, an MBA from the J.L. Kellogg Graduate School of Business at Northwestern University, and a Bachelor's degree Magna Cum Laude in Accounting from Loyola University Chicago.

Prior to beginning her career in academia, Dr. Krome held various strategic and financial planning positions for companies such as Dart & Kraft (parent of Kraft Foods), World Book (subsidiary of Berkshire Hathaway) and Baxter Travenol Laboratories. She embarked upon two entrepreneurial ventures; as co-founder of a Chicago-based management consulting organization and as co-founder and executive director of student driven research and consulting association.

Dr. Krome currently teaches Business Policy, Organizational Development, Entrepreneurship, and Business Planning for graduate and undergraduate students at Florida Gulf Coast University. She has received numerous grants and awards for her research on global value chain management and global strategy formulation. Her doctoral dissertation was awarded the 2002 Pitney Bowes Award for Outstanding Dissertation Thesis from SEI Center for Advanced Studies in Management in the Wharton School of Business at the University of Pennsylvania.

Dr. Krome is an active researcher, keynote speaker and workshop presenter who has set up research sites, consulted and taught all over the world. She has extensive experience in the design and management of multidisciplinary research and teaching programs involving numerous global firms and academic institutions. Most notable is her work as PI on a \$350,000 grant that involved faculty at the University of Rhode Island, the Asian Pacific School of Logistics and Supply Chain Management at Inha University in Korea and the International School of Engineering and Logistics at LeHavre University as well as numerous business entities in the U.S., France, and China.

Dr. Krome has a strong interest in the current political economy; having written a Global Economy column for the Kenosha News as well as organized and facilitated an Economic Forum for the Clausen Center for World Business at Carthage College and Wisconsin's First Congressional District Debate between Representative Paul Ryan and his 2008 opponent.

LCOB Mission Statement

The Lutgert College of Business (LCOB) provides a high quality, student-centered learning environment to prepare students with the knowledge and skills needed to contribute to and take leading positions in business and society. Our faculties are devoted to teaching excellence, scholarship, and service that enhances our academic and business communities and we are dedicated to building partnerships that foster the economic growth of the southwest Florida region and beyond.

Management Department Mission Statement

The department of management creates an environment that enables students to develop managerial knowledge and leadership skills, both individually and collaboratively, to: (1) recognize, evaluate, and cultivate business opportunities; (2) identify, understand, and implement positive solutions to organizational issues; and (3) build leadership capabilities to effectively manage organizational change in the global environment.

LCOB Learning Goals, Management Department Learning Objectives, and Course Learning Objectives

The Lutgert College of Business (LCOB) has established Learning Goals and Learning Objectives for all graduates of its undergraduate programs. The EAGLES Learning Goals and respective course Learning Objectives are listed below. Upon completion of the course, the student should be able to:

LCOB Learning Goals & Objectives:	MAN Dept. Learning Objective::	MAN 3063 Course Learning Objectives	Assessment Items (see next page)
Understand the business E nvironment <ul style="list-style-type: none"> • Demonstrate knowledge of ethical Issues. • Demonstrate knowledge of global factors influencing business. • Explain the importance of environmental responsibility. 	<ul style="list-style-type: none"> • Analyze ethical issues as they apply to management. • Propose solutions to business problems in a global environment. • Explain the importance of environmental responsibilities. 	<ul style="list-style-type: none"> • Apply knowledge of the diverse demographics of business to make effective ethical business decisions. • Identify & analyze the implications of social and ethical issues in a business context. 	C, D, F, G
Be effective P roblem solvers <ul style="list-style-type: none"> • Solve business problems using analytical tools. 	<ul style="list-style-type: none"> • Propose solutions to organizational issues 	<ul style="list-style-type: none"> • Identify and solve ethical business problems. 	C, D, G
Be effective C ommunicators <ul style="list-style-type: none"> • Deliver effective oral presentations. • Prepare effective written reports. 	<ul style="list-style-type: none"> • Demonstrate effective oral communication skills. • Prepare effective written materials. • Work effectively in diverse teams 	<ul style="list-style-type: none"> • Prepare clear and concise reports that explore personal and organizational ethics and values. 	A, B, C, E, G
Have interdisciplinary business K nowledge <ul style="list-style-type: none"> • Understand main concepts & definitions in accounting, economics, finance, information systems, management, marketing, and operations management. • Integrate knowledge across disciplines. 	<ul style="list-style-type: none"> • Explain key Management theories and practices. 	<ul style="list-style-type: none"> • Understand key theories relating to personal, organizational, and societal ethics and values. 	C, E, F, G

Evaluation Methods/Assessment

To receive a passing grade in the course, you must complete all of the following assignments.

<u>Assignment</u>	<u>Percent</u>	<u>Assignment – Text Location*</u>
A) Personal Goals and Values Inventory	15.00%	Pp. 36-39 – Chapter 1
B) Semester Self-Reflection Short Essays	20.00%	See Course Calendar
C) Memo to the Chief Executive	10.00%	Page 117–Chapter 3
D) Case: College Text	10.00%	p. 34 – Chapter 1
E) Class Participation	15.00%	See below
F) Self Reflection on Organization Integrity	10.00%	See handout
<u>G) Technology and Intellectual Property Commentary</u>	<u>20.00%</u>	<u>See handout</u>
Total	100.0%	

Grading Scale

A 93.00-100.00	B+87.00-89.99	C+77.00-79.99	D 60.00-69.00
A- 90.00-92.99	B 83.00-86.99	C 73.00-76.99	F < 60.00
	B- 80.00-82.99	C- 70.00-72.99	

Lutgert College of Business Credit Hour Statement

For each credit of a class, you should expect to spend one hour in class and an average of 2 hours preparing outside of class each week. Therefore, since this is a 3 credit class, you should plan to devote an average of nine hours a week to this class.

Participation and Attendance

We will approach business issues as a conversation with no true or false answers. The objective is to engage our minds, learn about life in a corporate setting, appreciate ethical dilemmas facing management and learn a bit about our philosophy and from each other.

Students are required to respect and honor the sensitivity of the information shared by others in the course. Further, students should always treat discussion venues, such as the course's classroom, or the course's .Post-Class Discussion Forum. on FGCU's Angel learning management system (<https://elearning.fgc.edu/default.asp>), as public forums, and therefore each student should only share personal information that he/she is comfortable sharing publicly.

As you will quickly discover, discussions about ethics can become very personal and passionate. During our conversation, I can fairly predict that you will 1) hear a position presented by another person that you think no sensible human being could possibly support, and 2) say something that you yourself can scarcely believe you've said sometime after you said it. This is so because we touch upon nothing less than what life means to people. Given this dimension, the class needs to remember certain "rules of the game." I have adopted Professor Timothy Fort's following "Rules for Moral Debate":

1. State your position as accurately as possible.
2. Listen to and respect the other, however different or however "other".
3. Be willing to correct or defend your opinion if challenged by a colleague. (Changing one's mind is not a weakness.)
4. Be prepared to endure conflict and ambiguity.

Each student's participation grade is determined by *both* the quality and the frequency of comments made by the student in class, and those comments are evaluated in direct comparison to the participation of the other students in class. In other words, simply speaking in class does not guarantee participation points—only comments that add value to the current discussion earn participation points. Grade is based on comments that address the issues at hand, intergrate the text material, and demonstrate ability to make strong arguments for/against an ethical dilemma.

Student use of electronic devices in class is prohibited. Use of electronic devices in the classroom will have a significant negative impact on a student's participation grade.

While attendance is separate from participation, missing class results in a student earning a participation grade of 0 for the day. Attendance is taken at the start of each class to assist in the determination of a student's daily participation grade. It is the student's responsibility at the immediate conclusion of the day's class to ensure that the instructor has marked the student as being in attendance when the student arrives late for class.

Professionalism of Work Products and Activities

Students are expected to complete all work in this class according to standard professional business practices. Examples of unprofessional work include, but are not limited to, grammar, spelling, and mechanics issues, handing in unstapled work, improperly labeled (without name, class number, BSG company name and industry) poor quality printing, and non-standard fonts or ink colors.

Following general course and assignment specifications and directions as well as turning in ready-to-grade work are some signs of professionalism. Work that does not meet these standards will be subject to grade point deductions due to lack of professionalism.

Student Conduct & Classroom Technology Use

Attending class is necessary to understanding the course material. As such, makeup quizzes, assignments, and other work and/or deadline extensions will not be given under any circumstances for missed class days. Likewise, office hours cannot be used as a substitute to attending class. They are available for students on an as needed basis to enhance their classroom learning experience.

Per university policy, an instructor who informs students about the necessity of attendance may request the Registrar to drop the student from the class for lack of attendance. This is the required written notice about attendance. Due to the course's need for students to quickly form and begin working in teams, any student who fails to attend the first two class sessions will be dropped from course by the instructor.

Students are expected to conduct themselves in accordance with the student code of conduct.

Attendance-related actions such as arriving to class late, temporarily leaving and returning to the classroom, and/or leaving class early have a significant negative impact on the learning experience of other students in the class. Please respect the learning experience of your classmates by addressing your personal issues before arriving to class. Should students choose to leave the classroom for any reason, they will not be able to return for the rest of the class period.

Similarly, being physically present in the classroom, but not engaging in class activities through actions such as, but not limited to, checking email, surfing the Web, browsing Facebook, text messaging have a significant negative impact on the learning experience of other students in the class. Therefore, electronic devices are not to be used during class time unless such use is explicitly authorized by the instructor (e.g., students cannot use their computers to work on the Capstone simulation during class unless explicitly authorized by the instructor as part of the class discussion). Students will be required to discontinue using any electronic devices that are being used for non-class related activities or leave the classroom to continue using these devices. Should students choose to leave the classroom, they will not be able to return for the rest of the period.

Deadlines

Deadlines indicate the latest possible time the instructor is to receive work—not the latest possible time students can send or submit their work. Makeup work and/or deadline extensions will not be given under any circumstances, except as defined by university policy.

Quizzes and exams will occur only at the scheduled dates and times listed in this syllabus and will not be given early under any circumstances. A makeup exam without a grade deduction will only be given when a student has missed an exam in accordance with university policies concerning authorized and excused absences and only when they provide all of the proper documentation. It is the student's responsibility to provide proper documentation and schedule the makeup exam for a date and time that is convenient for both the student and instructor within one week of the exam date. Anything beyond a one week extension will result in a zero on the assignment.

Students must submit their work early when a course deadline is in conflict with their other obligations or commitments. Early work must be submitted either as an attachment via e-mail (to mhamilton@fgcu.edu) or to the Early Work Submissions Drop Box on Angel (<https://elearning.fgcu.edu/default.asp>) using a single Microsoft Word DOC/DOCX file or a single Adobe Acrobat PDF file or physically handed to the instructor (work should not be submitted by any other means such as delivered to FGCU staff or slid under the instructor's office door). Please note that drop boxes have a 3 megabyte file size upload limit, so if your work is larger than 3 megabytes, please either submit the work within a single compressed ZIP file that is less than 3 megabytes in size, or break the document into multiple Microsoft Word DOC/DOCX or Adobe Acrobat PDF file submissions that are each less than 3 megabytes in size.

Regardless of whether work is submitted early or on time, it is always the student's responsibility to ensure that work is successfully submitted to the instructor. Any assignment submitted electronically must include student's name, course number and BCG industry and company within the assignment document and in the text of the message in order to be considered as submitted to the instructor. Students who are dropped from this course by the university for non-payment of tuition and/or fees are still responsible for completing all course activities and assignments by the stated deadlines as long as they are working on reinstatement to this course.

University Policies, Rules, & Regulations

Academic Dishonesty/Cheating Policy

"All students are expected to demonstrate honesty in their academic pursuits. The university policies regarding issues of honesty can be found under the "Student Code of Conduct in the Student Guidebook. All students are expected to study this document, which outlines their responsibilities and consequences for violations of the policy." FGCU Student Guidebook is available online at <http://studentservices.fgcu.edu/judicialaffairs/new.html>.

The course instructor expects students to maintain the highest standards of academic honesty and integrity while in this course and as a student at Florida Gulf Coast University. In addition to standard definitions of honesty, integrity, and plagiarism, this policy also prohibits you from students from possessing, using, viewing, accessing, or otherwise benefiting from previous and/or concurrent work products created for this course by other students or any other people, doing any outside research on the individual class cases, allowing persons outside your team to contribute to the creation of your team's work product, putting your name on a team project in which you did not contribute, and submitting a paper written by you for another course or occasion without the explicit knowledge and consent of the instructor. Students who fail to maintain these standards in this class will receive severe academic penalties for the offense, including receiving an automatic F in the course.

A student's name on any written exercise shall be regarded as assurance that the work is the result of student's own thought and study, stated in student's own words and produced without assistance, except as quotation marks, references and footnotes acknowledge the use of other sources. Students may be authorized to work jointly, but such effort must be indicated as joint on the work submitted.

Plagiarism occurs whenever you copy someone's writing, even partially, and fail to reference it in your paper. If you copy a substantial amount of the sentence from a source, it should be referenced with QUOTATIONS. If you paraphrase it, you must reference it but you do not need quotes. If any member of a team is found plagiarizing, they and their entire team will be given an automatic 0 for their assignment and turned over to Judicial Affairs. If anyone in your team is caught plagiarizing, then the whole team will be given a 0 for the assignment. IF YOU HAVE ANY QUESTIONS AS TO WHETHER

SOMETHING WILL BE CONSIDERED PLAGERIZED, BE SAFE AND REFERENCE THE SOURCE.

Disability Accommodations Services

“Florida Gulf Coast University, in accordance with the Americans with Disabilities Act and the university’s guiding principles, will provide classroom and academic accommodations to students with documented disabilities. If you need to request an accommodation in this class due to a disability, or you suspect that your academic performance is affected by a disability, please contact the Office of Adaptive Services. The Office of Adaptive Services is located in Howard Hall 137. The phone number is 239-590-7956 or TTY 239-590-7930”

Student Observance of Religious Holidays

“All students at Florida Gulf Coast University have a right to expect that the University will reasonably accommodate their religious observances, practices, and beliefs. Students, upon prior notification to their instructors, shall be excused from class or other scheduled academic activity to observe a religious holy day of their faith. Students shall be permitted a reasonable amount of time to make up the material or activities covered in their absence. Students shall not be penalized due to absence from class or other scheduled academic activity because of religious observances. Where practicable, major examinations, major assignments, and University ceremonies will not be scheduled on a major religious holy day. A student who is to be excused from class for a religious observance is not required to provide a second party certification of the reason for the absence.”

COURSE CALENDAR:

August 20: *Business Ethics – The Controversy*

Readings: (EIB text pp. 34-38) Friedman, Milton: The Social Responsibility of Business is to Increase Its Profits

August 27: *Ethical Norms*

Readings: (ABV text Chapter 1) Cavanagh: Free Markets Need Ethical Norms
Exercise 1.1 Personal Goals and Values Inventory Assignment
(ABV text Chapter 2) Cavanagh: Moral Maturity

September 10: *Business Values*

Assignment: Personal Goals and Values Inventory (due at beginning of class)

Readings: (EIB text p. 287-293) McCoy, Bowen H. Parable of the Sadhu
(ABV text Chapter 4) Cavanagh: History of Business Values

Study Questions:

1. What would you have done if you encountered the Sadhu? Why?
2. Who, if anyone, was responsible for the Sadhu’s well-being?
3. What role does local custom play in determining the “right” thing to do?
4. How does local custom influence how your personal values and life goals are applied to your academic and professional behavior?

September 17: *Personal Values in the Firm*

Assignment: Prepare a written essay of the following statement: What obstacles in your academic and professional career do you feel may get in the way of living up to your personal values and obtaining your life goals (no more than 2 pages double spaced, 12 pt type 1” margins to be turned in at the beginning of class and discussed during class).

Readings: (EIB text pp.317-333) Jackall: Moral Mazes: Bureaucracy and Managerial Work
(ABV text Chapter 7) Personal Values and the Firm

September 24 – Ethics in Business

Readings: (ABV text Chapter 3) Cavanaugh: Ethics in Business
Memo to the Chief Executive Assignment

October 1 – Ethics In Business

Assignment: Case 1.1: College Test

Readings: (EIB text p. 78) Gustafson, Andrew: Utilitarianism and Business Ethics
(EIB text p. 56) Bowie, Norman: A Kantian Approach to Business Ethics
(EIB p. 66) Solomon: Corporate Roles, Personal Virtues: An Aristotelean Approach

October 8 – Property Rights

Assignment: Memo to the CEO (due at beginning of class on Monday)

Readings: (EIB text pp. 158-162) Locke: Justification of Property Rights
(EIB text pp. 187-196) Thurow: A New System of Intellectual Property Rights

October 15 – Capitalism and Wealth

Readings: (ABV text Chapter 5) Cavanagh: Factories, Immigrants, and Wealth
Readings: (ABV text Chapter 6) Cavanagh: Critics of Capitalism

October 22 – Property Rights (Continued)

Assignment: Memo to the CEO on Technology and Intellectual Property Rights

November 4 – International Business Ethics

Readings: (ABV text Chapter 9) Cavanagh: Globalization's Impact on American Values
(EIB text pp. 476 – 486) Donaldson: Values in Tension: Ethics Away from Home

November 12 and 19 - Leadership

Readings: (AVB text Chapter 8) Cavanagh: Leaders, Trust and Watchdogs
(EIB text pp. 274-286) Sharpe Paine: Managing for Organizational Integrity

November 26 – Justice

Assignment: Prepare a written essay of the following statement: Life isn't fair. (no more than 2 pages double spaced, 12 pt type 1" margins to be turned in at the beginning of class and discussed during class).

Readings: (EIB text pp. 222-231) Rawls: Distributive Justice
(EIB text pp. 232-238) Nozick: The Entitlement Theory

December 3 – Sustainability

Assignment: Self Reflection/Organizational Integrity Memo (due at beginning of class)

Readings: (ABV text Chapter 10) Cavanagh: Future Business Values and Sustainability

Finals: Monday, December 10 from 7:30 a.m. to 10:15 p.m.:

There is not a final exam for this course, *but class will meet* for an end of the semester reflection and debriefing session.

*Professor reserves the right to change the order and content of the assignments and schedule based on the progress of the class.