



COLORADO STATE UNIVERSITY  
— GLOBAL —

ORG 429: ETHICS AND LAW IN ORGANIZATIONS

**Credit Hours:** 3

**Contact Hours:** This is a 3-credit course, offered in accelerated format. This means that 16 weeks of material is covered in 8 weeks. The exact number of hours per week that you can expect to spend on each course will vary based upon the weekly coursework, as well as your study style and preferences. You should plan to spend 14-20 hours per week in each course reading material, interacting on the discussion boards, writing papers, completing projects, and doing research.

**Faculty Information:** Faculty contact information and office hours can be found on the faculty profile page.

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**COURSE DESCRIPTION AND OUTCOMES**

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**Course Description:**

Students in this course examine legalities and ethics in the workplace and the role organizational leaders adopt in ethical behavior. Students will learn the basic frameworks of ethical transactions and legalities in organizational leadership. Students will establish a proficiency in critical thinking skills to identify and answer ethical and legal issues normally encountered in organizations.

**Course Overview:**

This course is designed to give you a general understanding of the ethical issues raised for leaders within an organization. The course provides an overview of many areas ethics in a leadership and decision making context. The goal is to make the material relevant to your professional lives. We begin the course by learning about ethical foundations and how to apply those decision making processes to business scenarios; this includes exploring if “legal” also translates to “ethical.” The course goes on to explore the importance of ethical communication, both internal and external to the organization. Included is a critique of global sustainability plan and the ethical responsibility of business leaders to society. As you are working through the course, keep the ethical frameworks from the first module in mind and how they apply to leadership decisions and problem solving.

**Course Learning Outcomes:**

1. Apply critical thinking skills in resolving ethical issues.
2. Solve ethical and legal issues and dilemmas through problem-solving or decision-making techniques.
3. Demonstrate mindfulness of leadership and organizational values and the interrelationships that arise personally, professionally and societal.
4. Explain theoretical contexts and their application to ethical and legal situations in organizations.
5. Distinguish best practices to legal or ethical situations of communication and organizational social responsibility.

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## PARTICIPATION & ATTENDANCE

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Prompt and consistent attendance in your online courses is essential for your success at CSU-Global Campus. Failure to verify your attendance within the first 7 days of this course may result in your withdrawal. If for some reason you would like to drop a course, please contact your advisor.

Online classes have deadlines, assignments, and participation requirements just like on-campus classes. Budget your time carefully and keep an open line of communication with your instructor. If you are having technical problems, problems with your assignments, or other problems that are impeding your progress, let your instructor know as soon as possible.

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## COURSE MATERIALS

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### Required:

Trevino, L. & Nelson, K. (2017). *Managing business ethics: Straight talk about how to do it right* (7th edition). Wiley. 9781119194309.

### Suggested:

None

**NOTE:** All non-textbook required readings and materials necessary to complete assignments, discussions, and/or supplemental or required exercises are provided within the course itself. Please read through each course module carefully.

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## COURSE SCHEDULE

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### Due Dates

The Academic Week at CSU-Global begins on Monday and ends the following Sunday.

- **Discussion Boards:** The original post must be completed by Thursday at 11:59 p.m. MT and peer responses posted by Sunday at 11:59 p.m. MT. Late posts may not be awarded points.
- **Opening Exercises:** Take the Opening Exercise before reading each week's content to see which areas you will need to focus on. You may take these exercises as many times as you need. The Opening Exercises will not affect your final grade.
- **Mastery Exercises:** Students may access and retake Mastery Exercises through the last day of class until they achieve the scores they desire.
- **Critical Thinking:** Assignments are due Sunday at 11:59 p.m. MT.

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## WEEKLY READING AND ASSIGNMENT DETAILS

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### Module 1

#### Required Readings

- Chapter 1 in *Managing business ethics: Straight talk about how to do it right* (pp. 4-20).
- Ackroyd, S., & Thompson, P. (2016). Unruly subjects: misbehaviour. In the workplace in *The SAGE Handbook of the Sociology of Work and Employment*. London, UK: Sage Publications.(When you open this link you will have to click on the link to the appropriate chapter in order to view the material.) Retrieved from <http://sk.sagepub.com.csuglobal.idm.oclc.org/reference/the-sage-handbook-of-sociology-work-and-employment#>

#### Opening Exercise (0 points)

#### Discussion (25 points)

#### Critical Thinking (70 points)

##### Option #1:

Imagine you have been assigned the task of conducting a training event for new employees at your organization. The topic of your training presentation is organizational ethics. Your boss has asked you to include the following topics into your training presentation:

1. What is business ethics?
2. Why is business ethics important to the organization (the organization from which your boss has assigned this task - it can be a real or imagined company)?
3. How can your company promote ethical behavior?
4. What could be the consequences of acting unethically within the organization?

Requirements for your assignment:

Your well-crafted presentation, must include 4-7 slides, including audio, and be 3-5 minutes in length. Please include five references, at least two being scholarly/peer-reviewed discovered through the CSU-Global library. You may use the readings in the module; however, you must include two additional sources. Review the grading rubric for this assignment, to understand exactly how you will be graded. It is preferred that your presentation be a video, but you can do a PowerPoint presentation with narration. Contact your instructor if you have questions about the assignment.

##### Option #2:

As the Ethics Champion for your organization, you have an idea to develop an annual Ethically Sound Practices Award. In order to get your idea approved, you must create a presentation for upper management. Your presentation should include the following:

Clearly define your idea for an Ethically Sound Practices Award including eligibility.

Outline the qualifications for the award and include a rubric for determining the recipient. Also explain who will complete the rubric to determine the award recipient.

How will the award be presented and what does it include?

Explain how this award will help to influence and promote a strong ethical culture within your organization.

Present an internal and external communication plan to inform all stakeholders about the award.

Requirements for your assignment:

Your well-crafted presentation, must include 4-7 slides, including audio, and be 3-5 minutes in length. Please include five references, at least two being scholarly/peer-reviewed discovered through the CSU-Global library. You may use the readings in the module; however, you must include two additional sources. Review the grading rubric for this assignment, to understand exactly how you will be graded. It is preferred that your presentation be a video, but you can do a PowerPoint presentation with narration. Contact your instructor if you have questions about the assignment.

### **Mastery Exercise (10 points)**

## **Module 2**

### **Required Readings**

- Chapter 1 in *Managing business ethics: Straight talk about how to do it right* (pp. 20-36).
- Sims, R. R. (2017). Ethical leadership in organizations. In *A contemporary look at business ethics*. (pp. 252-296) Charlotte: Information Age Publishing. (When you open this link you will have to download the "PDF full text" in order to view the material.) Retrieved from <http://search.ebscohost.com.csuglobal.idm.oclc.org/login.aspx?direct=true&db=nlebk&AN=1554874&site=ehost-live>

### **Recommended Readings**

Jones, W. (2017). Legal yes, ethical no. *Journal of Leadership Studies*, 11(2), 55-56. (When you open this link you will have to download the "PDF full text" in order to view the material.) Retrieved from [https://csuglobal-primo.hosted.exlibrisgroup.com/primo-explore/fulldisplay?docid=TN\\_wj10.1002/jls.21526&context=PC&vid=01COLSU\\_GLOBAL&search\\_scope=Everything&tab=default\\_tab&lang=en\\_US](https://csuglobal-primo.hosted.exlibrisgroup.com/primo-explore/fulldisplay?docid=TN_wj10.1002/jls.21526&context=PC&vid=01COLSU_GLOBAL&search_scope=Everything&tab=default_tab&lang=en_US)

### **Opening Exercise (0 points)**

### **Discussion (25 points)**

### **Critical Thinking (75 points)**

#### **Option #1:**

For this assignment you will turn in two items.

- A concept Map
- Summary Paper

Concept Map:

Create a concept map to show the interconnectedness between leadership, law, and ethics. Include with your concept map a recording (either video or audio) where you explain these connections and your thought process while developing out your concept map.

Summary:

Include a summary of 3-5 pages where you identify three ethical dilemmas that are especially relevant to business. Next, explain the connection of these dilemmas to the actions of leadership within the organization. Finally, explain why “legal” does not always mean “ethical” and how companies can face repercussions from both public opinion and the courtroom when acting unethically. Include in your summary the variety of consequences faced by unethical leaders and their companies.

Your summary should include 5 or more references with at least 2 that are scholarly/peer reviewed. Include your references and citations APA format.

To create the concept map you can use an online program such as Google Drawings or a free concept mapping website like <https://www.mindmup.com/>

Review the grading rubric and make sure to follow the CSU-Global Guide to Writing and APA Requirements .

### **Option #2:**

Research and analyze a current event involving ethical issues related to consumer privacy or data breaches.

Briefly describe the facts of the case including both the ethical and legal issues. Discuss the role of company leadership and how their actions contributed to the ethical scandal. . How did this ethical breach impact the organization’s reputation? More importantly, how did the breach directly and indirectly impact society? Has the organization done anything to accomodate for the breach or to regain the trust of consumers and society alike? If you were suddenly the Executive Leader of the company, what would you do differently, and why?

Your well-crafted presentation, must include 4-7 slides, including audio, and be 3-5 minutes in length. Please include five references, at least two being scholarly/peer-reviewed discovered through the CSU-Global library. You may use the readings in the module; however, you must include two additional sources. Review the grading rubric for this assignment, to understand exactly how you will be graded. It is preferred that your presentation be a video, but you can do a PowerPoint presentation with narration. Contact your instructor if you have questions about the assignment.

### **Mastery Exercise (10 points)**

#### **Portfolio Milestone (25 points)**

This week, you will turn in a 1-2 page paper describing the topic and outlining the plan for your chosen Portfolio Project.

Include the following information:

Proposed topic and general title.

The scope of your research to date.

Outline the plan of action and proposed work schedule.

Describe the basic research you have done to date on your proposed topic (include any possible sources you have identified).

### **Module 3**

#### **Required Readings**

- Chapter 5 in *Managing business ethics: Straight talk about how to do it right* (pp. 158-216).

- DDe Los Reyes, G., Scholz, M., & Smith, N. (2017). Beyond the “win-win”: Creating shared value requires ethical frameworks. *California Management Review*, 59(2), 142-167. (When you open this link you will have to download the "PDF full text" in order to view the material.) Retrieved from <http://web.a.ebscohost.com.csuglobal.idm.oclc.org/ehost/pdfviewer/pdfviewer?vid=1&sid=1dbbb0a4-8357-4020-bd64-2a55fe9435c0%40sessionmgr4006>

### **Recommended Readings**

- Birkinshaw, J. Foss, N. J. & Lindenberg, S. (2014). Combining purpose with profits.(Organizational Design). *MIT Sloan Management Review*, 55(3), 49-56. Retrieved from [https://search-proquest-com.csuglobal.idm.oclc.org/docview/1514709587?rfr\\_id=info%3Axri%2Fsid%3Aprimo](https://search-proquest-com.csuglobal.idm.oclc.org/docview/1514709587?rfr_id=info%3Axri%2Fsid%3Aprimo)
- Bhattacharya, C., & Polman, P. (2017). Sustainability lessons from the front lines. *MIT Sloan Management Review*, 58(2), 71-78. Retrieved from [https://search-proquest-com.csuglobal.idm.oclc.org/docview/1875399248?rfr\\_id=info%3Axri%2Fsid%3Aprimo](https://search-proquest-com.csuglobal.idm.oclc.org/docview/1875399248?rfr_id=info%3Axri%2Fsid%3Aprimo)

### **Opening Exercise (0 points)**

### **Discussion (25 points)**

### **Mastery Exercise (10 points)**

## **Module 4**

### **Required Readings**

- Chapter 6 in *Managing business ethics: Straight talk about how to do it right* (pp. 218-256).
- MacLean, T. Litzky, B. E., & Holderness, D. K. (2015). When organizations don't walk their talk: A cross-level examination of how decoupling formal ethics programs affects organizational members. *Journal of Business Ethics*, 128(2), 351-368. Retrieved from [https://search-proquest-com.csuglobal.idm.oclc.org/docview/1672825342?rfr\\_id=info%3Axri%2Fsid%3Aprimo](https://search-proquest-com.csuglobal.idm.oclc.org/docview/1672825342?rfr_id=info%3Axri%2Fsid%3Aprimo)

### **Recommended Readings**

- Kaptein, M. (2015). The effectiveness of ethics programs: The role of scope, composition, and sequence. *Journal of Business Ethics*, 132(2), 415-31. Retrieved from [https://search-proquest-com.csuglobal.idm.oclc.org/docview/1747237465?rfr\\_id=info%3Axri%2Fsid%3Aprimo](https://search-proquest-com.csuglobal.idm.oclc.org/docview/1747237465?rfr_id=info%3Axri%2Fsid%3Aprimo)

### **Opening Exercise (0 points)**

### **Discussion (25 points)**

### **Critical Thinking (75 points)**

#### **Option #1:**

You work for a major franchise and are responsible for creating an ethics program for the organization. Recall that an ethics program builds the foundation for ethical behavior by establishing clear guidelines and expectations.

In addition to the materials from the module, you should also complete independent research to support your submission.

The following components must be addressed in your ethics program proposal. For each element you must demonstrate your ability to write clearly, concisely, and with advanced communication skills.

Create a vision statement for the franchise.

Outline a values statement to discuss company principles and define expected behavior.

Explain steps you will take to gain buy-in from all levels within the organization. What will the ethical communication strategy look like?

Will there be training available to organization members. If so, what will the training program look like? Will it be recommended or required? Explain your answers and how you reached your decisions.

How will you measure and track the success of your ethics program? What type of assessments will be put in place to ensure it is effective?

Describe the role franchise leadership is expected to play in order to implement your ethics program.

Your well-crafted 4-5 page proposal must include six references, with at least four scholarly/peer-reviewed discovered through the CSU-Global library. You may use the readings in the module; however, you must include two additional sources. Follow the CSU-Global Guide to Writing and APA. Review the grading rubric for this assignment, to understand exactly how you will be graded. Contact your instructor if you have questions about the assignment.

Review the grading rubric and make sure to follow the CSU-Global Guide to Writing and APA Requirements.

### **Option #2:**

As Executive Leader of your (imagined) organization, you will select an ethics officer for your organization. In a well developed presentation for the management team you oversee, cover each of the following:

Identify and present the main responsibilities of an ethics officer? What are the expectations of the role within the organization?

Develop a search strategy for the best candidates.

Justify the qualifications, experiences, personality and character traits that will be the best fit for this position?

Create a reporting structure for the ethics officer (both subordinate and superior)? Explain how you came to your decision.

Detail how and why the ethics officer will enforce a values based ethics program or a compliance based ethics program? Explain your choice.

Explain how your leadership within the organization can support the ethics officer and also hold them accountable to their required job functions.

Your well-crafted presentation, must include 4-7 slides, including audio, and be 3-5 minutes in length. Please include five references, at least two being scholarly/peer-reviewed discovered through the CSU-Global library. You may use the readings in the module; however, you must include two additional sources. Review the grading rubric for this assignment, to understand exactly how you will be graded. It is preferred that your presentation

be a video, but you can do a PowerPoint presentation with narration. Contact your instructor if you have questions about the assignment.

Review the grading rubric and make sure to follow the CSU-Global Guide to Writing and APA Requirements.

### **Mastery Exercise (10 points)**

### **Portfolio Milestone (25 points)**

Submit an outline of work for your chosen portfolio project. Your outline should include all the required elements. If you are not sure of what you want to include for certain pieces, add in your thoughts and brainstorming ideas. You can work to narrow it down.

You should also be reviewing your resources as in week 5 you will be turning in an annotated bibliography for grading.

## **Module 5**

### **Required Readings**

- Chapter 6 in *Managing business ethics: Straight talk about how to do it right* (pp. 225-238).
- Hughes, S. (2018, Apr 10). Zuckerberg says sorry for harm done --- facebook chief sets his testimony as lawmakers take up issue of data privacy. *Wall Street Journal*. Retrieved from <https://csuglobal.idm.oclc.org/login?url=https://search-proquest-com.csuglobal.idm.oclc.org/docview/2023322391?accountid=38569>

### **Recommended Readings**

- Heller, M. (2018). WeWork agrees to scrap non-compete clauses. *CFO.com*. Retrieved from [https://search-proquest-com.csuglobal.idm.oclc.org/docview/2108920116?rfr\\_id=info%3Axi%2Fsid%3Aprimo](https://search-proquest-com.csuglobal.idm.oclc.org/docview/2108920116?rfr_id=info%3Axi%2Fsid%3Aprimo)

### **Opening Exercise (0 points)**

### **Discussion (25 points)**

### **Critical Thinking (75 points)**

#### **Option #1:**

As part of your organization's Ethical Culture Program, mini workshops are conducted each month to keep ethics at the forefront of company policies and conversations. You have been assigned to present next month's workshop to your coworkers. Your assigned topic is "diffusion of responsibility," also known as the bystander effect. Diffusion of responsibility can impact the ethical standards within an organization. In a well-crafted presentation address the following:

Define and explain diffusion of responsibility.

Explain who and what is at risk when responsibility is diffused amongst a group of individuals within an organization.

Develop and explain your plan to conquer diffusion of responsibility and hold every individual accountable to all ethical guidelines. Your plan should incorporate an audit system and a plan of action to use when diffusion of responsibility occurs.

Your well-crafted presentation, must include 4-7 slides, including audio, and be 3-5 minutes in length. Please include five references, at least two being scholarly/peer-reviewed discovered through the CSU-Global library. You may use the readings in the module; however, you must include two additional sources. Review the grading rubric for this assignment, to understand exactly how you will be graded. It is preferred that your presentation

be a video, but you can do a PowerPoint presentation with narration. Contact your instructor if you have questions about the assignment.

### **Option #2:**

As a newly hired leader of a fledgling upstart, your first task is to develop a Code of Ethics. In manual format, create a Code of Ethics and include the following:

Identify the name of the organization, the size of the organization, and the purpose of the organization.

Using the information above, prepare the Code of Ethics.

Be sure to justify and explain each component.

Explain how the code of ethics can be communicated both internally and externally and what needs to be done to enforce it.

Your well-crafted 4-5 page paper must include six references, with at least four scholarly/peer-reviewed discovered through the CSU-Global library. You may use the readings in the module; however, you must include two additional sources. Follow the CSU-Global Guide to Writing and APA. Review the grading rubric for this assignment, to understand exactly how you will be graded. Contact your instructor if you have questions about the assignment.

### **Mastery Exercise (10 points)**

#### **Portfolio Milestone (100 points)**

This week you will be turning in an annotated bibliography in APA format of the resources you will be using for your final project. This is worth 100 points. As a reminder: the requirement is least 6 references (at least 4 are scholarly/peer reviewed). Please reference the Annotated Bibliographies resource page and use APA format: CSU-Global Guide to Writing and APA Requirements

## **Module 6**

### **Required Readings**

- Chapter 4 in *Managing business ethics: Straight talk about how to do it right* (pp. 114-155).
- Chapter 10 in *Managing business ethics: Straight talk about how to do it right* (pp.362-391)..
- Vandekerckhove, W. (2018). Whistleblowing and information ethics: Facilitation, entropy, and ecopoiesis. *Journal of Business Ethics, 152(1)*, 15-25. Retrieved from [https://search-proquest-com.csuglobal.idm.oclc.org/docview/2103457572?rfr\\_id=info%3Axri%2Fsid%3Aprimo](https://search-proquest-com.csuglobal.idm.oclc.org/docview/2103457572?rfr_id=info%3Axri%2Fsid%3Aprimo)

### **Recommended Readings**

- Loewenstein, M. (2017). Agency law and the new economy. *Business Lawyer, 72(4)*, 1009-1045. Retrieved from [https://search-proquest-com.csuglobal.idm.oclc.org/docview/1949029263?rfr\\_id=info%3Axri%2Fsid%3Aprimo](https://search-proquest-com.csuglobal.idm.oclc.org/docview/1949029263?rfr_id=info%3Axri%2Fsid%3Aprimo)

### **Opening Exercise (0 points)**

### **Discussion (25 points)**

### **Critical Thinking (75 points)**

**Option #1:**

Your organization has recently been involved in an ethical scandal. It is your responsibility to partner with the public relations and human resources team to create an action plan to address the ethical concern. You will be developing a well crafted presentation to present to the Board of Directors in order to gain approval to implement your plan.

Choose one of the following scenarios and include in your plan the required information listed below.

Scenario #1: The financial company you work for recently had a data breach and did not immediately inform the public.

Scenario #2: The clothing company you work for has been accused of producing and selling insensitive and discriminatory apparel items.

Scenario #3: The industrial company you work for is responsible for a leak of harmful materials into local water supplies.

Be sure to address each of the following in your presentation to the board of directors.

Clearly outline the ethics breach and its legal ramifications. Also clearly explain the multiple stakeholders it impacts.

Create and share the internal communication plan and its components.

Create and share the external communication plan and its components (press release, social media campaign, email to all impacted individuals, etc.)

Outline how the company will address and overcome this scandal.

Explain your plan for how to avoid similar scandals in the future.

Assignment Requirements:

Create a slide presentation with a 6-7 minute narration, or video presentation using your smartphone, webcam, or other video/audio recording tool. The option to use audio/video is your opportunity to practice and demonstrate the important leadership skill of oral presentation, which is a skill preferred by employers.

Your well-crafted presentation, must include 5-7 slides, including audio, and be 6-7 minutes in length. Review the grading rubric for this assignment, to understand exactly how you will be graded. It is preferred that your presentation be a video, but you can do a PowerPoint presentation with narration. You will find resources focused on helping you create your visual presentations in the Visual Presentation Resource located in the CSU-Global Writing Center. Contact your instructor if you have questions about the assignment.

Cite a minimum of six scholarly sources to support your positions, claims, and observations, in addition to the textbook, four of which should be academic, peer-reviewed sources. (You may not use the required and recommended readings for this course.)

**Option #2:**

The company you work for is newly dedicated to improving ethical leadership within the organization. You have been assigned the role of creating a written proposal to accomplish this goals. You must research at least three other organizations with strong ethical leadership. Using your research, address the following in your written proposal:

Define ethical leadership.

Based on your research of other companies, clearly outline the qualifications of a strong ethical leader.

Provide examples of how the companies you researched promote and foster strong ethical leadership. How can you use these examples as an outline for an ethical leadership program within your company? Explain your proposed program.

Examine the relationship between law and ethics and explain how ethical leadership influences each of them.

Your well-crafted 4-5 page paper must include six references, with at least four scholarly/peer-reviewed discovered through the CSU-Global library. You may use the readings in the module; however, you must include two additional sources. Follow the CSU-Global Guide to Writing and APA. Review the grading rubric for this assignment, to understand exactly how you will be graded. Contact your instructor if you have questions about the assignment.

### **Mastery Exercise (10 points)**

#### **Module 7**

##### **Required Readings**

- Chapter 9 in *Managing business ethics: Straight talk about how to do it right* (pp. 326-361).
- Secchi, D., & Bui, H. (2018). Group effects on individual attitudes toward social responsibility. *Journal of Business Ethics, 149*(3), 725-746. Retrieved from <https://link.springer.com/article/10.1007%2Fs10551-016-3106-x>

##### **Recommended Readings**

- Mazutis, D. & Slawinski, D. (2015) Reconnecting business and society: Perceptions of authenticity in Corporate Social Responsibility. *Journal of Business Ethics, 131*(1), 137-150. Retrieved from [https://search-proquest-com.csuglobal.idm.oclc.org/docview/1714192143?rfr\\_id=info%3Axri%2Fsid%3Aprimo](https://search-proquest-com.csuglobal.idm.oclc.org/docview/1714192143?rfr_id=info%3Axri%2Fsid%3Aprimo)

##### **Opening Exercise (0 points)**

##### **Discussion (25 points)**

##### **Mastery Exercise (10 points)**

#### **Module 8**

##### **Required Readings**

- Chapter 11 in *Managing business ethics: Straight talk about how to do it right* (p. 399-445).
- Poster, W. & Yolmo, N. (2015). Globalization and Outsourcing. In Edgell, S., Gottfried, H. & E. Granter *The SAGE Handbook of the Sociology of Work and Employment* (pp. 576-596). London: SAGE Publications Ltd. Retrieved from <https://sk.sagepub.com/reference/the-sage-handbook-of-sociology-work-and-employment/i4137.xml>

##### **Recommended Readings**

- Schrempf-Stirling, J., Palazzo, G., & Phillips, R. (2016). Historic corporate social responsibility. *Academy of Management Review, 41*(4), 700-719. Retrieved from <http://search.ebscohost.com.csuglobal.idm.oclc.org/login.aspx?direct=true&db=bth&AN=119106738&site=ehost-live>

##### **Opening Exercise (0 points)**

##### **Discussion (25 points)**

##### **Mastery Exercise (10 points)**

## **Portfolio Project (225 points)**

### **Option #1:**

You are an international consultant and have been asked to help a large multinational corporation develop the criteria for a new position: Global Ethics Director (GED). Your paper will be given to the CEO and senior management representatives from five countries where the corporation has offices. These countries are: the United States, Denmark, South Africa, New Zealand, and Brazil.

Instructions:

Assume that your Multinational Company (MNC) has experienced negative press for its poor ethics record in the past. Create a logical scenario and describe what the MNC did poorly, the impact of that poor performance, and what needs to be corrected. Base your answers to the following on that scenario.

Assess the potential role of the GED in each of the MNC's locations, above. To do so, you will need to analyze why and how this role is critically important to the MNC.

What credentials and experience do you recommend be required for the GED position, keeping in mind the cultural and socio-political differences among the five countries.

Devise a plan for how the new GED should establish and maintain relationships with each of the MNC's international offices.

Formulate performance metrics for the position and describe how the position will be monitored.

You are expected to convey complex ideas in a clear, concise and organized fashion, using the required and recommended readings from the course for analytical support. Although you are encouraged to cite from the course materials, you can and should do independent research. You are required to cite a minimum of four scholarly sources (beyond the course materials) to support your statements.

You are required to provide at least 6 references (at least 4 are scholarly/peer reviewed).

The CSU-Global Library is a good place to find these sources.

Your well-written paper should be 8-10 pages in length, not including the title or references pages.

Review the Portfolio grading rubric and make sure to follow the CSU-Global Guide to Writing and APA Requirements.

Please be sure to reach out to your instructor at any point in the course if you have questions about the assignment.

### **Option #2:**

Your consulting services have been requested by the CEO of a Fortune 500 company. The CEO is concerned about ethical violations and employs your consulting services to discuss her concerns. Primarily, she is concerned that employees might be abusing the internet and is wondering what repercussions the company might face in a variety of areas, specifically with respect to organizational ethics, human resources issues, and legal violations. She is also concerned with preventing abuse of the internet at all levels, from low-level employees to the Board of Directors.

She requests a video memo from you regarding:

Possible ethics violations that could be committed by employees who use the internet at work

The impact on both internal and external ethical communication

How ethical violations will impact the company's reputation including possible scandals associated with the ethical violation

Ways to prevent such ethical violations from occurring moving forward

Suggestions on the best way to handle current and ongoing ethical violations around internet abuse

Identify two policies that this CEO could put in place to curb the potential for abuse of the internet at work, with one policy that addresses low-level employees and one policy that is targeted for the board of directors.

Articulate your ideas on how to remedy the issue of corporate wrongdoings that occurs through abuse of the internet at work. Present some clear recommendations to the CEO about how to improve overall organizational ethics to reduce the potential for further abuse of the internet at work.

You must also clearly address ethical issues that arise regarding your policies; note that ethical issues might exist on behalf of the employee if your policies are not utilized, but ethical issues might exist on behalf of the employer if the policies are implemented.

The CEO intends to pass along this video memo to other employees in the company who might not have a strong understanding of these concepts. Thus, you are also requested to clearly explain and define the ethical violations you raise. She also is concerned about offending employees with policy suggestions and requests you keep this in mind with your suggested policies in your video memo.

This issue exists in many companies and corporations, so you are encouraged to research outside sources for data supporting policies to reduce abuse of the internet at work. Demonstrate critical thinking by analyzing, evaluating, and interpreting appropriate policies to provide an original perspective to enhance corporate ethical environments as they relate to use of the internet at work.

You are expected to convey complex ideas in a clear, concise and organized fashion, using the required and recommended readings from the course for analytical support. Although you are encouraged to cite from the course materials, you can and should do independent research. You are required to provide at least 6 references (at least 4 are scholarly/peer reviewed).

The CSU-Global Library is a good place to find these sources.

Your well-written paper should be 8-10 pages in length, not including the title or references pages.

Review the Portfolio grading rubric and make sure to follow the CSU-Global Guide to Writing and APA Requirements.

Please be sure to reach out to your instructor at any point in the course if you have questions about the assignment.

<b>Grading Scale</b>	
A	95.0 – 100
A-	90.0 – 94.9
B+	86.7 – 89.9
B	83.3 – 86.6
B-	80.0 – 83.2

C+	75.0 – 79.9
C	70.0 – 74.9
D	60.0 – 69.9
F	59.9 or below

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## **COURSE POLICIES**

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### **Course Grading**

20% Discussion Participation  
0% Opening Exercises  
8% Mastery Exercises  
37% Critical Thinking Assignments  
35% Final Portfolio Project

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## **IN-CLASSROOM POLICIES**

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For information on late work and incomplete grade policies, please refer to our **In-Classroom Student Policies and Guidelines** or the Academic Catalog for comprehensive documentation of CSU-Global institutional policies.

### **Academic Integrity**

Students must assume responsibility for maintaining honesty in all work submitted for credit and in any other work designated by the instructor of the course. Academic dishonesty includes cheating, fabrication, facilitating academic dishonesty, plagiarism, reusing /repurposing your own work (see CSU-Global Guide to Writing & APA for percentage of repurposed work that can be used in an assignment), unauthorized possession of academic materials, and unauthorized collaboration. The CSU-Global Library provides information on how students can avoid plagiarism by understanding what it is and how to use the Library and internet resources.

### **Citing Sources with APA Style**

All students are expected to follow the CSU-Global Guide to Writing & APA when citing in APA (based on the most recent APA style manual) for all assignments. A link to this guide should also be provided within most assignment descriptions in your course.

### **Disability Services Statement**

CSU-Global is committed to providing reasonable accommodations for all persons with disabilities. Any student with a documented disability requesting academic accommodations should contact the Disability Resource Coordinator at 720-279-0650 and/or email [ada@CSUGlobal.edu](mailto:ada@CSUGlobal.edu) for additional information to coordinate reasonable accommodations for students with documented disabilities.

### **Netiquette**

Respect the diversity of opinions among the instructor and classmates and engage with them in a courteous, respectful, and professional manner. All posts and classroom communication must be conducted in accordance with the student code of conduct. Think before you push the Send button. Did you say just what you meant? How will the person on the other end read the words?

Maintain an environment free of harassment, stalking, threats, abuse, insults, or humiliation toward the instructor and classmates. This includes, but is not limited to, demeaning written or oral comments of an ethnic, religious, age, disability, sexist (or sexual orientation), or racist nature; and the unwanted sexual advances or intimidations by email, or on discussion boards and other postings within or connected to the online classroom. If you have concerns about something that has been said, please let your instructor know.