

# Syllabus

## **MGMT-512: Ethical and Legal Aspects of Management**

### **Course Description**

In this course, students will examine business ethics and social responsibility as deliberate organizational development strategies in a competitive global environment. Students will engage in decision-making exercises that take into account biblical standards, ethical theories, business law, and regulatory compliance as the bases of professional conduct.

Credit Hours: 3

Prerequisite Courses: None

---

### **Course Outcomes**

Upon successful completion of this course, students should be able to:

1. Interpret the global regulatory environment in managerial decision making.
  2. Appraise situations containing ethical and legal compliance issues.
  3. Evaluate one's personal ethical standards and create a personal/professional framework to guide decision making compatible with a Christian world view.
  4. Evaluate the balance between fiduciary and social responsibilities.
  5. Synthesize the interrelatedness of biblical principles and the ethical and legal fabrics in American society.
  6. Demonstrate understanding of the Uniform Commercial Code.
- 

### **Course Topics**

- Biblical principles and normative ethical tools
- Ethics and strategy
- Ethical decision-making models

- The corporate and global regulatory environment
  - Crafting a vision for ethical management
  - Ethics theories
  - Fiduciary responsibilities
  - Corporate social responsibility
  - Legal and ethical dissonance and conflict resolution
  - Uniform Commercial Code
- 

## Course Resources

Johnson, C. E. (2018). *Meeting the ethical challenges of leadership: Casting light or shadow* (6th ed.). Thousand Oaks, CA: SAGE Publications.

Dias, Laura. (2012) Human Relations. Retrieved from [https://saylordotorg.github.io/text\\_human-relations/index](https://saylordotorg.github.io/text_human-relations/index). CC by-nc-sa 3.0.

Bible (New International Version)

---

## IWU Diversity Statement

IWU, in covenant with God's reconciling work and in accordance with the Biblical principles of our historic Wesleyan tradition, commits to build a community that reflects Kingdom diversity.

We will foster an intentional environment for living, teaching, and learning, which exhibits honor, respect, and dignity. Acknowledging visible or invisible differences, our community authentically values each member's earthly and eternal worth. We refute ignorance and isolation and embrace deliberate and courageous engagement that exhibits Christ's commandment to love all humankind. (2016)

---

## Grading Scale

Grade	Quality Points Per Credit	Percentage	Score
<b>A</b>	4.0	95%–100%	950–1000
<b>A-</b>	3.7	92%–94.9%	920–949
<b>B+</b>	3.3	89%–91.9%	890–919
<b>B</b>	3.0	85%–88.9%	850–889
<b>B-</b>	2.7	82%–84.9%	820–849
<b>C+</b>	2.3	79%–81.9%	790–819
<b>C</b>	2.0	75%–78.9%	750–789
<b>C-</b>	1.7	72%–74.9%	720–749
<b>D+</b>	1.3	69%–71.9%	690–719
<b>D</b>	1.0	65%–68.9%	650–689
<b>F</b>	0.0	0%–64.9%	0–649

**Note:** In graduate level courses, a grade of C- or below will require the course to be repeated.

---

## Grading Policies

Your grading policy for your course is dependent on your school and program. Your grading policies can be found in the [IWU Catalog](#).

---

## Letter Grade Equivalencies

Grade	Quality Points Per Credit
<b>A</b>	Clearly stands out as excellent performance. Has unusually sharp insights into material and initiates thoughtful questions. Sees many sides of an issue. Articulates well and writes logically and clearly. Integrates ideas previously learned from this and other disciplines. Anticipates next steps in progression of ideas. Example "A" work should be of such nature that it could be put on reserve for all cohort members to review and emulate. The "A" cohort member is, in fact, an example for others to follow.
<b>B</b>	Demonstrates a solid comprehension of the subject matter and always accomplishes all course requirements. Serves as an active participant and listener. Communicates orally and in writing at an acceptable level for the degree program. Work shows intuition and creativity. Example "B" work indicates good quality of performance and is given in recognition for solid work; a "B" should be considered a good grade and awarded to those who submit assignments of quality less than the exemplary work described above.
<b>C</b>	Quality and quantity of work in and out of class is average. Has marginal comprehension, communication skills, or initiative. Requirements of the assignments are addressed at least minimally.
<b>D</b>	Quality and quantity of work is below average. Has minimal comprehension, communication skills, or initiative. Requirements of the assignments are addressed at below acceptable levels.
<b>F</b>	Quality and quantity of work is unacceptable and does not qualify the student to progress to a more advanced level of work.

**Note:** In graduate level courses, a grade of C- or below will require the course to be repeated.

---

## Workshop Outlines

### Workshop One Outcomes

Upon successful completion of this workshop, you will be able to:

- Identify positive outcomes from having a biblical framework to assess ethical decisions.
- Define ethics and give examples of ethical decisions you make in your daily life.
- Explain the levels of ethics and how they relate to human relations.
- Explain how your ethics are developed both personally and in the workplace.
- Examine the guidelines offered by the world and the Bible for ethical living.
- Distinguish behavior accepted by those serving the world from behavior by those serving Christ.
- Identify four levels of ethical issues.
- Identify various frameworks for ethical analysis.
- Evaluate one's personal ethical standards and create a personal/professional framework to guide decision making compatible with a Christian world-view.

## Workshop One Outline

Title	Due Dates	Time	Points
<b>1.1 Discussion: Devotional Reflection-Way of Wisdom</b>	Due by the end of the workshop.	2 hours	10
<b>1.2 Quiz: Reading Quiz</b>	Required to access 1.3 and 1.4. Due by the end of the workshop.	2 hours	20
<b>1.3 Discussion: Borland Case Baseline Ethics</b>	Must achieve 80% on 1.2 Quiz to access. Due by the end of the workshop.	7 hours	0
<b>1.4 Project Assignment: Personal Ethics Statement (Moral Imagination-Self Assessment)</b>	Due by the end of the workshop.	4 hours	35
<b>Totals</b>		<b>15 hours*</b>	<b>65</b>

\*These times are only estimates. Actual completion times will vary.

## Workshop Two Outcomes

Upon successful completion of this workshop, you will be able to:

- Evaluate Christian characteristics from the Bible.
- Identify shadows cast by leaders.
- Identify characteristics exhibited by leaders.
- Distinguish leadership actions that cast light from those that cast shadows.
- Evaluate organizations in terms of their ethical behavior.
- Evaluate one's personal ethical standards and create a personal/professional framework to guide decision making compatible with a Christian world-view.

## Workshop Two Outline

Title	Due Dates	Time	Points
<b>2.1 Discussion: Devotional Reflection-Integrity</b>	Due by the end of the workshop.	2 hours	10
<b>2.2 Quiz: Reading Quiz</b>	Required to access 2.3 and 2.4. Due by the end of the workshop.	2 hours	20
<b>2.3 Discussion: Borland Case Casting Light and Shadows</b>	Must achieve 80% on 2.2 Quiz to access. Due by the end of the workshop.	5 hours	0
<b>2.4 Project Assignment: Personal Ethic Statement: Integrity</b>	Due by the end of the workshop.	4 hours	35
<b>Totals</b>		<b>13 hours*</b>	<b>65</b>

\*These times are only estimates. Actual completion times will vary.

## Workshop Three Outcomes

Upon successful completion of this workshop, you will be able to:

- Examine the importance of openness in faith and the workplace.

- Distinguish leadership actions that cast light from those that cast shadows.
- Evaluate organizations in terms of their ethical behavior.
- Identify White's Principles for an ethical business.
- Understand the importance of whistle blowing guidelines and protections.
- Identify and define indicators of a leader's character.
- Identify legal and ethical leadership dilemmas that effect managerial decision making.
- Examine the guidelines offered by the world and the Bible for ethical living.
- Distinguish behavior accepted by those serving the world from behavior by those serving Christ.
- Examining the key skills involved in ethical negotiating.
- Develop an ethical culture for team performance.
- Evaluate methods for encouraging ethical behavior.
- Appraise situations containing ethical and legal compliance issues.

### Workshop Three Outline

Title	Due Dates	Time	Points
<b>3.1 Discussion: Devotional Reflection-Children of Light-Transparency</b>	Due by the end of the workshop.	2 hours	10
<b>3.2 Discussion: Borland Case Final Response</b>	Due by the end of the workshop.	2 hours	150
<b>3.3 Quiz: Reading Quiz</b>	Required to access 3.4 and 3.5. Due by the end of the workshop.	2 hours	20
<b>3.4 Assignment: Turnitin-Ethical Dilemmas</b>	Due by the end of the workshop.	7 hours	145
<b>3.5 Assignment: Negotiation Ethics</b>	Must achieve 80% on 3.3 Quiz to access. Due by the end of the workshop.	4 hours	35
<b>Totals</b>		<b>17 hours*</b>	<b>360</b>

\*These times are only estimates. Actual completion times will vary.

## Workshop Four Outcomes

Upon successful completion of this workshop, you will be able to:

- Develop an understanding of the importance of honesty in a leader.
- Identify various ethical standards used in making ethical decisions.
- Identify fiduciary and social responsibilities.
- Explore altruism in the workplace.
- Evaluate the balance between fiduciary and social responsibilities.
- Appraise situations containing ethical and legal compliance issues.
- Synthesize the interrelatedness of biblical principles and the ethical and legal fabrics in American society.
- Examine the usefulness of specific ethical frameworks to decision making.
- Evaluate one's personal ethical standards and create a personal/professional framework to guide decision making compatible with a Christian world-view.

## Workshop Four Outline

Title	Due Dates	Time	Points
<b>4.1 Discussion: Devotional Reflection-Honesty</b>	Due by the end of the workshop.	2 hours	10
<b>4.2 Quiz: Reading Quiz</b>	Required to access 4.3 and 4.4. Due by the end of the workshop.	2 hours	20
<b>4.3 Discussion: Outsourcing Debate</b>	Must achieve 80% on 4.2 Quiz to access. Due by the end of the workshop.	7 hours	0
<b>4.4 Project Assignment: Personal Ethics Statement (Workplace Ethics)</b>	Due by the end of the workshop.	4 hours	35
<b>Totals</b>		<b>15 hours*</b>	<b>65</b>

\*These times are only estimates. Actual completion times will vary.

## Workshop Five Outcomes

Upon successful completion of this workshop, you will be able to:

- Expand on your personal definition of diversity.
- Understand foundations of the law on diversity.
- Explore various aspects of diversity.
- Utilize negotiation techniques.
- Appraise situations containing ethical and legal compliance issues.
- Synthesize the interrelatedness of biblical principles and the ethical and legal fabrics in American society.
- Examine the usefulness of specific ethical frameworks to decision making.
- Examine organizational cultures that promote ethical behavior.
- Explain the most common types of workplace discrimination.
- Evaluate ethical behavior when legal and ethical requirements conflict in a cross-cultural environment.
- Evaluate one's personal ethical standards and create a personal/professional framework to guide decision making compatible with a Christian world-view.

## Workshop Five Outline

Title	Due Dates	Time	Points
<b>5.1 Discussion: Devotional Reflection-Diversity</b>	Due by the end of the workshop.	2 hours	10
<b>5.2 Quiz: Reading Quiz</b>	Required to access 5.3 and 5.4. Due by the end of the workshop.	2 hours	20
<b>5.3 Discussion: Outsourcing Rebuttal</b>	Must achieve 80% on 5.2 Quiz to access. Due by the end of the workshop.	5 hours	0
<b>5.4 Project Assignment: Personal Ethics Statement (Diversity)</b>	Due by the end of the workshop.	4 hours	35

Title	Due Dates	Time	Points
<b>Totals</b>		<b>13 hours*</b>	<b>65</b>

\*These times are only estimates. Actual completion times will vary.

## Workshop Six Outcomes

Upon successful completion of this workshop, you will be able to:

- Examining how character traits begin to shape our life.
- Utilize negotiation techniques.
- Appraise situations containing ethical and legal compliance issues.
- Synthesize the interrelatedness of biblical principles and the ethical and legal fabrics in American society.
- Examine the usefulness of specific ethical frameworks to decision making.
- Be aware of the scope of the UCC.
- Understand the scope of Article 2 and the definitions of sale and goods.
- Evaluate one's personal ethical standards and create a personal/professional framework to guide decision making compatible with a Christian world-view.
- Select the appropriate and ethical response to a crisis.
- Synthesize the interrelatedness of biblical principles and the ethical and legal fabrics in American society.

## Workshop Six Outline

Title	Due Dates	Time	Points
<b>6.1 Discussion: Devotional Reflection-A More Christ Like Life</b>	Due by the end of the workshop.	2 hours	10
<b>6.2 Discussion: Outsourcing Final Rebuttal</b>	Due by the end of the workshop.	2 hours	150
<b>6.3 Quiz: Reading Quiz</b>	Required to access 6.4. Due by the end of the workshop.	2 hours	20

Title	Due Dates	Time	Points
<b>6.4 Assignment: Final Paper</b>	Due by the end of the workshop.	11 hours	200
<b>End of Course Survey</b>	Due by the end of the workshop.	30 minutes	10 Extra Credit
<b>Totals</b>		<b>17.5 hours*</b>	<b>380</b>

\*These times are only estimates. Actual completion times will vary.

## Outline Totals

Total Time	Total Points
<b>90.5 hours*</b>	<b>1000</b>

\* These timings are based on estimations of average times to complete each activity. Actual activity completion times will vary.

## Alternative Assignment Policy

Students with a documented disability may request accommodations for an alternative assignment(s) for course activities (Examples: video assignments, etc.). It is the student's responsibility to submit the form received from the Disability Services Office indicating his/her specific accommodation to the instructor prior to the start of each course.

## Expectations, Policies, and Important Student Information

School/Division	
DeVoe School of Business Division of Liberal Arts School of Services and Leadership	<a href="#">View School/Division Expectations</a>
School of Educational Leadership	<a href="#">View School/Division Expectations</a>
Wesley Seminary @ IWU	<a href="#">View School/Division Expectations</a>
Nursing - Undergraduate	<a href="#">View School/Division Expectations</a>
Nursing - Graduate	<a href="#">View School/Division Expectations</a>

Listen  
Dictionary  
Translate