Course Syllabus

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MGMT 4253

Management Ethics

Course Description

A study or the representative ethical theories as they relate to contemporary issues in management. Emphasis on the relationship of values to various ethical perspectives. Emphasizing a Christian world view. Analysis of specific management and business cases from an ethical perspective.

Course Prerequisites

MGMT 2013, Principles of Management

Required Materials

Hartman, Desjardins, & MacDonald. (2018). Business ethics: Decision making for personal integrity and social responsibility. (4th ed.). New York, NY: McGraw-Hill Irwin.
ISBN: 9781259417856

Accreditation

Southern Wesleyan University is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award associate, baccalaureate, and masters degrees. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, GA 30033-4097 or call 404-679-4500 for questions about the accreditation of Southern Wesleyan University.

Program Learning Outcomes:

Students completing the Bachelor of Science (BS) in Business Administration are expected to:

- **Business Communication:** Become effective in both oral and written communication.
- **Teamwork and Collaboration**: Demonstrate leadership in effective collaboration, interacting and contributing as a team member to meet stated goals.
- **Social and Corporate Responsibility:** Exercise the ability to articulate the impact of corporate social responsibility for business and society.
- **Ethics and Christian Servant Leadership:** Model a clear perception of business ethics based on Christian principles and utilize leadership skills that reflect Christian servant leadership principles.
- **Problem-Solving and Decision Making:** Apply critical thinking skills to identify and solve problems using various analytical tools and technology.

Course Learning Outcomes

CLO#1	Examine and evaluate whether business practices and decision making are ethical and moral through the lens of a Christian worldview.
CLO#2	Analyze and critique the roles of culture, values, and ethics for the moral behavior of all organizations (non-profit, for-profit, government, etc.)
CLO#3	Identify and describe the roles and relationships between organizations and their numerous stakeholders.
CLO#4	Investigate the various functional areas within an organization (accounting, finance, marketing, human resources, IT, corporate governance, etc.) and recommend ethical practices for each area.
CLO#5	Analyze moral issues related to international business, including the global labor environment.

Course Learning Assignments and Assessments

Grading

Discussions	20%
Quizzes (3)	20%
Individual Case Studies (2)	25%

Individual PowerPoint Presentation	10%
Comprehensive Paper	25%
Total	**100%**

Discussions– 20%

Each week, students will engage in discussion questions reflecting the required reading through a Christian worldview. These are the general guidelines for online discussion boards from the Writing Manual of the School of Business:

- It is expected that online postings will present relevant information with analysis and responses answering to the questions of each activity and instructions posted online. These responses need to be supported by the chapters assigned for that particular session and other course materials. Make sure to properly cite sources if they are used for the analysis. The length may vary but substantive content is expected.
- Students are expected to make an initial post by Thursday night of the appropriate session, unless otherwise instructed in the discussion forum instructions.
- Length should be appropriate with the topic but typically at least a couple of well-written paragraphs. If appropriate to the topic, source material should be cited using the APA style. Students should maintain anonymity of material that is based on experience, i.e. do not name their own company or the names of individuals if responding to a topic that asks them to share experiences related to the topic. Follow up posts to at least two other students and faculty are required by Sunday night of the session. Responses should also be substantive and not be shallow statements such as "I agree" or "I like your statement." Students should explain why the post to which they are referring led them to think differently or piqued their interest in the topic, etc
- Students should include a section with their own personal experiences and cite sources for the analysis, listing sources at the end of their postings, and complying with the APA style.
- Instructions from the syllabus and CANVAS may include a section with biblical integration. This section shall be supported by selections from Scripture and/or other relevant publications. It is not intended to be a subjective analysis. Ethical teachings and learning experiences can be included as well.

Quizzes – 20%

Quizzes will be required during Sessions Three, Five, & Seven of the course. Each quiz will consist of 10 questions reflecting the course readings.

Individual Case Studies – 25%

Using the ethical decision-making model on pp. 129-130, students will review two case studies (2-3 pages in length) and provide an outline based on the seven questions posed in the model. A grading rubric is available in Canvas for each case and will be used to evaluate the written assignments. Each student is strongly encouraged to review the rubric before submitting assignments to ensure all performance criteria are met.

Individual Presentation – 10%

For this assignment, each student will choose a current peer-reviewed journal article related to an ethical issue in management, focusing on businesses rather than governmental issues. This academic publication shall be current (within the last five years) and relevant to the class. Please discuss your selection with the instructor via INBOX (Canvas) during the first two week of classes.

Each student will

- Read additional material on the topic.
- Remember that for many ethical issues, the course textbook will be helpful.
- Perform an analysis of the article and develop a **five- to eight-minute** (total, approximate) PowerPoint presentation with voice-over and/or use of multimedia, of the ethical issues involved.
- Focus the analysis on the ethical issues involved, along with a possible course of action (if needed).
- Give a brief evaluation of the actions that are recommended.
- APA format for your references page as well as in-text citations to be included in your presentation.

This presentation will be submitted for grading by the end of SESSION SIX and will be posted for the final discussion board during SESSION SEVEN.

Comprehensive Paper – 25%

Each student will complete and submit a paper on an ethical dilemma in the workplace. Students will:

- Evaluate in detail and based on academic (peer-reviewed), professional sources, and the textbook the context and effect the dilemma had on organizational performance.
- Make sure the paper reflects information from the literature review.
- Suggest a solution that may solve the problem and use standard norms to evaluate the proposed solution.
- Comply with the APA style in terms of format, citation and listing of sources, and organization.

You will be asked to submit a topic for approval by the end of SESSION ONE and a draft of the first sections (two pages) by SESSION FOUR for instructor's feedback.

The following are the requirements of individual papers for undergraduate courses from the Writing Manual of the School of Business. Please comply with these requirements.

- The expected length of individual papers for undergraduate programs is between 7 to 10 pages. This range is a reference. Instructors can provide specific requirements in their individual courses. Whatever the length, students are expected to provide sufficient evidence in support of the topics presented and exercise critical thinking in the conclusions and recommendations of each report. Instructors may organize a major research report into smaller pieces or Interim Reports with specific requirements in terms of length and sources depending upon the class.
- The analysis in the paper will be supported by at least 5 peer-reviewed (academic) references with empirical studies in addition to industry reports and/or professional publications and data. It is easy to get this type of sources by selecting "peer-reviewed" and "full-text" using the "advanced search" feature in most online databases from the SWU Library. Again, the expectation is that students will closely work with reference librarians and the instructor as they develop a relevant selection of sources for each report.
- Papers are double-spaced and follow the expectations of organization, narrative, style, and content as per the already stated General Guidelines.

GRADE EQUIVALENCY TABLE

All grades are reported in a system of eleven letter grades designated as "A" through "F" with appropriate plus and minus additions reflecting the following scheme:

Percentage Value	Letter Grade	Numeric Value for GPA
93-100	A	4.0
90-92	A-	3.7
86-89	B+	3.4
83-85	B	3.0
80-82	B-	2.7
76-79	C+	2.4

73-75	C	2.0
70-72	C-	1.7
65-69	D+	1.4
60-64	D	1.0
<60	F	0.0

Course Policies

Attendance Policy

Regular attendance is a key to success in the course. Please refer to the Attendance Policy outlined in the Catalog for full details of the SWU policy on attendance.

Online attendance is based on completion of at least one designated assignment by the due date/time posted within the course site for each session. Online activities may include lecture, assignments, readings, discussion forums, and assessments (e.g. quizzes, tests).

Late Assignment Policy

Assignments

Meeting assigned due dates is critical for demonstrating progress and ensuring appropriate time for instructor feedback on assignments. Students are expected to submit their assignments on or before the due date. Assignments are due by midnight on the days specified. Students can expect a 20% reduction of their grade for each day an assignment is late. Students who submit assignments more than four days late will receive a grade of zero on the assignment.

In the case of extenuating circumstances (such as hospitalization, child birth, major accident, injury or bereavement), it is the responsibility of students to contact the instructor as soon as practicable. The instructor may waive the late penalty if the circumstances are justified.

Students must submit final course assignments no later than the last day of the term. No assignments are accepted after the last day of the term.

Discussions

Students must submit discussion board postings during the time frame indicated. Discussion board submissions will not be accepted for credit after the deadline.

Communication

The course site (Canvas) and SWU email are the primary tools for class communication, assignments, handouts, etc. All participants must have access to the course site and SWU e-mail and are expected to access them on a daily basis.

While it is important to maintain good communication with the instructor, Internet connectivity problems and home computer problems are not considered adequate excuses for missing assigned class work.

Technology Requirements

To be successful in this course, all participants are expected to ensure their technology equipment meets the **recommendations** **(https://www.swu.edu/online/computer-requirements/)** provided by SWU's Technology Services.

Students requiring technical support related to their courses or other SWU-provided technologies should send an e-mail to helpdesk@swu.edu or call 864.644.5050.

Academic Honesty

Honesty in all matters - including honesty in academic endeavors - is a valued principle at Southern Wesleyan University. It is the expectation of the university that all those joining the academic program will act with integrity in all matters.

No forms of academic dishonesty will be tolerated. Students are encouraged to help each other maintain these high standards. All academic dishonesty should be reported to the faculty directly. Faculty, upon evidence of academic dishonesty (cheating, plagiarism, or misuse of another's intellectual property), either by voluntary confession, report of another student, or on the basis of work submitted, must follow the procedure outlined in the Catalog (under *Academic Honesty*). This includes but is not limited to a zero for the work involved, 10% course grade reduction, or a failing grade for the course. Unresolved cases may be appealed using the Appeal Process outlined in the Catalog (under Academic Honesty).

Accommodations for Students with Disabilities

Southern Wesleyan University provides a variety of services for students with documented learning disabilities on a case-by-case basis. To qualify for services, students must contact SWU's Executive Director of Student Learning to begin the process of requesting accommodations. Contact Dr. Tonya Strickland at **tstrickland@swu.edu (mailto:tstrickland@swu.edu)** or 864-644-5082 for more information.

Students can be assured of reasonable academic accommodations based on appropriate documentation as well as confidentiality in all matters of documentation and educational record.

Southern Wesleyan University is committed to creating a learning environment that meets the needs of its diverse student body without barriers to learning.

Tutoring, Writing Coaches, and Success Coaches

Peer tutoring is available for many SWU courses by advance appointment in the Student Success Center (2nd floor of Rickman Library in 225) or online. Drop-in appointments are also welcome as available.

Peer writing coaches are available in the Writing Center (inside the Student Success Center) or online by advance appointment. Students can submit their writing for review ahead of time. Drop-in appointments are also welcome as available.

Success coaches, who help with academic skills and connection to the SWU community, are also available in the Student Success Center by advance appointment. Drop-in appointments are also welcome as available.

Sign up here: **swu.mywconline.com**   **(https://swu.mywconline.com/)**

Course Summary:

Date	Details	Due
	📝 **Comprehensive Paper (https://swu.instructure.com/courses/1825259/assignments/9147832)**	
	📝 **Draft of Comprehensive paper (https://swu.instructure.com/courses/1825259/assignments/9147833)**	
	📝 **Individual Case Study #1 (https://swu.instructure.com/courses/1825259/assignments/9147834)**	
	📝 **Individual Case Study #2 (https://swu.instructure.com/courses/1825259/assignments/9147835)**	
	📝 **Individual Paper Topic Selection (https://swu.instructure.com/courses/1825259/assignments/9147836)**	
	📝 **Individual Presentation - Comprehensive Paper (https://swu.instructure.com/courses/1825259/assignments/9147837)**	

Date	Details	Due
	📝 **[Session Five: Discussion Questions (10070)](https://swu.instructure.com/courses/1825259/assignments/28914489)**	
	📝 **[Session Five: Quiz #2](https://swu.instructure.com/courses/1825259/assignments/9147817)**	
	📝 **[Session Four: Discussion Questions](https://swu.instructure.com/courses/1825259/assignments/9147826)**	
	📝 **[Session One: Discussion Questions](https://swu.instructure.com/courses/1825259/assignments/9147819)**	
	📝 **[Session Seven: Final Discussion Questions](https://swu.instructure.com/courses/1825259/assignments/10137742)**	
	📝 **[Session Seven: Quiz #3](https://swu.instructure.com/courses/1825259/assignments/9147816)**	
	📝 **[Session Six: Discussion Questions](https://swu.instructure.com/courses/1825259/assignments/9147830)**	
	📝 **[Session Three: Quiz #1](https://swu.instructure.com/courses/1825259/assignments/9147818)**	
	📝 **[Session Three: Discussion Questions](https://swu.instructure.com/courses/1825259/assignments/9147824)**	
	📝 **[Session Two: Discussion Questions](https://swu.instructure.com/courses/1825259/assignments/9147822)**	