

Business and Morality: Ethics in Context

(P240, Fall 2018)



Instructor

Suzanne Kawamleh

Email: skawamle@iu.edu

Office: Sycamore Hall 0025

Office Hours: W/R, 11 AM-12 PM

Term: Fall 2018

Time: T/R 5:45-7:00 PM

Place: Woodburn Hall 005

Course Overview

This course is an introduction to the ethical dimension of decision making in the context of contemporary business practices. We will explore and apply classical normative ethical traditions such as utilitarianism, deontology, and virtue ethics to contemporary dilemmas that arise in business practice as employers, employees, co-workers, and consumers.

The aim of this course is two-fold: to serve as an introduction to the major theories in philosophical ethics and to equip students with the skills needed to make ethical decisions in their future careers. You should complete this course having gained an appreciation for the complexity of ethical issues in business and the skills to form reasoned and well-argued opinions about said issues. This course invites students to subject their own views on these matters to critical examination.

Class assignments will include case analyses, argumentative essays, and weekly reading responses. A great deal of in-class discussion will take place and all students are expected to participate. No previous familiarity with philosophy or ethics is assumed or required for this course.

General Education

This course satisfies the Arts and Humanities Common Ground Breadth of Inquiry Requirement (part of the IU General Education Requirements). The course addresses the following General Education Arts and Humanities learning goal:

- (1) The ability to develop arguments, ideas, and opinions about forms of human expression, grounded in rational analysis and in an understanding of and respect for the historical context of expressions and artifacts, and to express these ideas in written and/or oral form;

P-242 satisfies the College of Arts and Sciences breadth of inquiry requirement. As such, it emphasizes the development of the following skills:

- (1) Thinking critically about the complexity of human experience.
- (2) Understanding and evaluating the multidimensional character of moral issues.
- (3) Critically analyze, evaluate, and engage with academic texts.
- (4) Constructively discuss complex moral issues.

Please refer to College of Arts and Sciences Bulletin for further information.

<http://bulletins.iu.edu/iub/college/2011-2012/degree-requirements/breadth-of-inquiry.shtml>

Course Requirements

(1) Papers (60%)

You will write two papers. The first paper (25%) will be a 5-6 page detailed review of the three ethical traditions (consequentialism, deontology, or virtue ethics) discussed in this course accompanied by a short discussion of which tradition you would adopt and why. This expository paper serves as the stepping stone to your final paper and is **due at 11:59 PM on Oct. 19**. The second paper (35%) will be a 10-12 page final paper **due at 11:59 PM on Dec. 11** in which

you complete a business ethics case analysis. You will analyze a contemporary business scandal in light of the three main ethical theories surveyed, producing a clear and well-structured ethical analysis and evaluation. All papers are to be submitted through Canvas.

(2) Reflection Papers (20%)

You will write 11 short papers, each 1-2 pages, reflecting on that week's reading assignment. Completion of 10 reflection papers is required to pass the course. These short papers are to be turned in as a hard copy at the start of class. They will be graded on a check and zero basis. You will receive a check if your paper demonstrates that you have read and engaged with the reading assignment adequately (2%). You will receive a zero if your paper fails to demonstrate that you have read and engaged with the reading assignment adequately. One score will be dropped and your 10 best scores will constitute your grade.

(3) Moral Dilemma Poll (10%)

Throughout the semester, we will consider 12 moral dilemmas in class. You are asked to answer the poll question concerning the dilemma and to justify your response in a short explanation. You will then be prompted to consider other people's responses and justifications. Each response and explanation is worth 1%. You will receive a 0% if you are absent or fail to complete a response and explanation. Two scores will be dropped and your 10 best scores will constitute your grade.

(4) Participation and Attendance (10%)

A portion of your grade relies on your ability to attend class punctually and prepared, participate in class discussion, and refrain from falling asleep, sending text messages, or surfing the internet.

Course Readings

Sandel, Michael J. *Justice: Whats the Right Thing to Do?* Farrar, Straus and Giroux, 2010.

Satz, Debra. *Why Some Things Should Not Be for Sale: the Moral Limits of Markets*. Oxford University Press, 2012. [**Available as e-book through IUCAT**]

Other required readings – almost all of which are articles – will be uploaded on Canvas, except for a couple of readings that are accessible online.

Canvas

There is a Canvas site for this course. All of the course readings will be posted under "Files" (there is no textbook for this course), all assignments will be posted under "Assignments" and all announcements will be made through Canvas. You will submit

all assignments through Canvas's Assignment tool and your grades will all be submitted through Canvas.

Office Hours

I will hold office hours every week and be available by appointment as well. Please do not hesitate to ask for other meeting times if you cannot make office hours.

Attendance Policy

Attendance is required. Please arrive on time. This course is heavily based on class discussion, every student is expected to participate fully and actively in discussion every time we meet. In order to participate fully and constructively in discussion, it will be important to have completed the readings assigned for the day.

Late-Work Policy

Late work is not accepted.

Electronic Devices Policy

All cell phones need to be turned off or silenced and put away during all times. There will be no laptops or tablets in lecture. You will need to print the readings before coming to class.

Academic Integrity Policy

As a student at IU, you are expected to adhere to the standards detailed in the Code of Student Rights, Responsibilities, and Conduct (Code). Academic misconduct is defined as any activity that tends to undermine the academic integrity of the institution. Violations include: cheating, fabrication, plagiarism, interference, violation of course rules and facilitating academic dishonesty. When you submit an assignment with your name on it, you are signifying that the work contained therein is yours, unless otherwise cited or referenced. Any ideas or materials taken from another source for either written or oral use must be fully acknowledged. All suspected violations of the Code will be reported to the Dean of Students and handled according to University policies. Sanctions for academic misconduct may include a failing grade on the assignment, reduction in your final course grade, and a failing grade in the course, among other possibilities. If you are unsure about the expectations for completing an assignment or taking a test or exam, be sure to seek clarification beforehand.

Plagiarism will not be tolerated. All assignments will be evaluated using Turnitin plagiarism detection software. Proper citation practices are required for all written work submitted in this course. Consult me if you have any further questions.

Disability Policy

IU's disability policy states: "Every attempt will be made to accommodate qualified students with disabilities (e.g. mental health, learning, chronic health, physical, hearing, vision neurological, etc.) You must have established your eligibility for support services through the appropriate office that services students with disabilities. Note that services are confidential, may take time to put into place and are not retroactive; Captions and alternate media for print materials may take three or more weeks to get produced. Please contact Disability Services for Students at <http://disabilityservices.indiana.edu> or 812-855-7578 as soon as possible if accommodations are needed. The office is located on the third floor, west tower, of the Wells Library, Room W302. Walk-ins are welcome 8 AM to 5 PM, Monday through Friday. You can also locate a variety of campus resources for students and visitors that need assistance at: <http://www.iu.edu/~ada/index.shtml>"

Sexual Misconduct Policies

As your instructor, one of my responsibilities is to create a positive learning environment for all students. Title IX and IU's Sexual Misconduct Policy prohibit sexual misconduct in any form, including sexual harassment, sexual assault, stalking, and dating and domestic violence. If you have experienced sexual misconduct, or know someone who has, the University can help.

If you are seeking help and would like to speak to someone confidentially, you can make an appointment with:

The Sexual Assault Crisis Services (SACS) at (812) 855-8900 (counseling services)
Confidential Victim Advocates (CVA) at (812) 856-2469 (advocacy and advice services)
IU Health Center at (812) 855-4011 (health and medical services)

It is also important that you know that Title IX and University policy require me to share any information brought to my attention about potential sexual misconduct, with the campus Deputy Title IX Coordinator or IU's Title IX Coordinator. In that event, those individuals will work to ensure that appropriate measures are taken and resources are made available. Protecting student privacy is of utmost concern, and information will only be shared with those that need to know to ensure the University can respond and assist.

I encourage you to visit **stopsexualviolence.iu.edu** to learn more.

Course Schedule

Below is a schedule of the topics and list of readings you should complete before each class meeting.

Aug

21 Course Introduction

- 23 "Doing the Right Thing", Michael J. Sandel (2008)
- 28 "The Normative Theories of Business Ethics: A Guide for the Perplexed", John Hasnas (1998)

Unit One: Ethics of Decision Making in Business

- 30 "Managing to be Ethical", Trevino and Brown (2004)
 - "Lies, Damned Lies – Business Ethics Courses", William McGurn (2015)
- Sep**
- 4 "The Argument from Relativity", Mackie
 - "The Challenge of Cultural Relativism", Rachels
- Virtue Ethics*
- 6 "Virtue and Character", Aristotle
 - 11 "Corporate Roles, Personal Virtues: An Aristotelian Approach to Business Ethics", Robert C. Solomon (1992)
 - 13 "The Virtuous Influence of Ethical Leadership Behavior: Evidence from the Field", Neubert, Carlson, Kacmar, Roberts and Chonko (2009)
- Utilitarianism*
- 18 "Justice – What's the Right Thing to Do?" Ch. 2, Michael J. Sandel (2008)
 - 20 "Utilitarianism and Business Ethics", Snoeyenbos and Humber (1999)
 - "The Experience Machine", Robert Nozick (1974)
- Deontology*
- 25 "Justice – What's the Right Thing to Do?" Ch. 5, Michael J. Sandel (2008)
 - 27 "A Kantian Approach to Business Ethics", Norman E. Bowie (1999)
- Oct**
- Libertarianism*
- 2 "Justice – What's the Right Thing to Do?" Ch. 3, Michael J. Sandel (2008)
 - 4 "The Social Responsibility of Business is to Increase in Profits", Milton Friedman
 - 9 "The Invisible Hand", Jan Narveson (2003)
- Contractualism*
- 11 "Justice – What's the Right Thing to Do?" Ch. 6, Michael J. Sandel (2008)
 - 16 "Social Contract Approaches to Business Ethics: Bridging the 'is-ought' gap*" Dunfee and Donaldson (1999)

Unit Two: Psychology of Ethical Decision-Making in Business

- 18 "A review of empirical studies assessing ethical decision making in business", Loe, Ferrell and Mansfield (2000)

First Paper is due at 11:59 PM on Oct. 19

- 23 "Can Business Ethics be Trained?" Ritter (2006)
- 25 "Business Ethics and Moral Motivation: A Criminological Perspective", Joseph Heath (2008)
- 30 "The Social Psychology of Ordinary Ethical Failures", Bazerman and Banaji (2004)
Take the "Implicit Association Test" developed by Dr. Bazerman
<https://implicit.harvard.edu/implicit/takeatest.html>

Unit Three: Markets and Morality

Nov

- 1 "Social Responsibility and Business Ethics", Buschholz and Rosenthal (1999)
- 6 "Corporate Ethics in a Devilish System", Kent Greenfield (2008)
- 8 "Why Some Things Should Not Be for Sale" Intro & Ch. 1. Debra Satz (2010) **IUCAT**
- 13 "Why Some Things Should Not Be for Sale" Ch. 5. Debra Satz (2010)
- 15 "Why Some Things Should Not Be for Sale" Ch. 6. Debra Satz (2010)
- 20 **Thanksgiving Break**
- 22 **Thanksgiving Break**
- 27 "Why Some Things Should Not Be for Sale" Ch. 7. Debra Satz (2010)
- 29 "Why Some Things Should Not Be for Sale" Ch. 8 & Conc. Debra Satz (2010)

Unit Four: Environmental Ethics and Business

Dec

- 4 "Morality, Money and Motor Cars Revisited", Norman E. Bowie (2013)
- 6 "Business, Ethics, and Global Climate Change", Arnold and Bustos (2005)
- 11 "Business's Environmental Responsibility", Joseph DesJardins (1999)

Final Paper is due at tonight at 11:59 PM

- 13 Final Thoughts

