

**MGT 458 (all sections)**  
Managerial Ethics (BBA/MBA)  
Fall 2008

Anderson Schools of Management (ASM), University of New Mexico

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**Course goals**

This course will focus on ethical issues in business, with a particular focus on the pressures that business managers face. Because of the small number of students we will be able (based on student interests) to include a broad variety of topics.

There has been increasing attention—in the United States and around the world—to the place of business in society. If it was ever the case that businesses could focus only on profit to the exclusion of any other societal concerns (and it really wasn't ever so), it isn't the case now. Businesses are facing both increasing competition and increasing social expectations. Globalization creates opportunities and challenges for businesses, and many of the challenges are ethical in nature. In short, managers face significant pressures with regard to improving financial and social performance and need a variety of frameworks and tools to respond appropriately. We will therefore take micro and macro perspectives on business ethics: businesses are embedded in broader social systems, but businesses are also made up of individual people who make decisions and are affected by them. All of you, by the choices that you make, will contribute positively or negatively to the ethical climates and behaviors of your chosen organizations.

**Course materials**

Wood, D.J. 2007. *Business Ethics: Text and Workbook*. Cedar Falls, IA: Woodhaven Press.

Additional materials will be assigned and either handed out in class or put on electronic reserve at the library. A syllabus with all of the assigned readings will be available the second week of class, after I find out what topics students are interested in and include them in the readings. I have attached a tentative readings list.

You are also **strongly encouraged** to subscribe to a business periodical (*Business Week*, *Financial Times*, *Fortune*, *Wall Street Journal*). We will spend the first ten minutes of each class session talking about current events as they relate to topics in the course.

## **Course requirements and grading**

In developing course requirements and a grading scheme, I have tried to include a broad range of assignments that encompass not only the course material, but also oral and written communication skills:

Class participation, engagement, and weekly articles	100 points
Exams (two, 250 points each)	500 points
Final project	400 points

Class attendance is a critical element of learning. More than three unexcused absences may result in an administrative withdrawal or a failing grade for the course. Equally important is active *class engagement* with the course material and with the other course participants. Because any class on business and managerial ethics is inherently a course about current events, for each class you are asked to bring in an article to hand in—published in the previous week—that addresses one of the topics to be discussed during that class session.

There will be two exams given, one at the mid-point of the semester and one during the final exam period. These will generally be non-cumulative, but some concepts will carry over from the first half of the course to the final exam. Study guides will be distributed in advance of each exam.

Each course participant will choose a topic on some issue regarding business and managerial ethics and write a 10-12 page (for graduate students, 15-20) research paper that will be presented on the day of the final exam. You must get my approval of your topic before fall break (October 16-17). I want the paper to be useful to you in your future work, and so I will likely accept almost any well-thought-through idea for your paper. There will also be a five minute check-in presentation due on October 27.

Final grades will be assigned as follows:

930-1000 points	A	900-929 points	A-	880-899 points	B+
830-879 points	B	800-829 points	B-	780-799 points	C+
730-779 points	C	700-729 points	C-	680-699 points	D+
650-679 points	D	Below 650 points	F		

On occasion, an A+ will be awarded for exceptional performance.

## **Policies and procedures**

If you are a qualified person with disabilities who might need reasonable accommodations in this class, *please communicate with me as soon as possible*. It is often the case that we will need to coordinate accommodating activities with other campus offices.

Finally, if I can be helpful to you in any way as we proceed through the course, please see me during office hours, make an appointment, or send me an email.

**MGT 458 Readings**  
 Fall 2008  
 (very rough draft; subject to change)

<b>DATE</b>	<b>TOPICS</b>	<b>READINGS</b>
August 25	Introduction to course	None
September 1	NO CLASS; LABOR DAY	None
September 8	The Context of Business Ethics	Wood, Chapters 1 and 2
September 15	Stakeholders, Issues, and Social Responsibility	Wood, Chapter 3  Chapter 19 of Christopher Stone's <i>Where the Law Ends: The Social Control of Corporate Behavior</i> , Harper & Row, 1975  Harry Van Buren, 2005, "Environmental Justice and the Need for Real Community Consultation," <i>The Corporate Examiner</i>  Corporate Responsibility Coalition Trade Justice Movement flyer  Milton Friedman, 1970, "The Social Responsibility of Business is to Increase its Profits," <i>New York Times Magazine</i> , September 13
September 22	Public Policy and International Standards	Wood, Chapter 4  Christian Aid, 2004, "Behind the Mask: The Real Face of Corporate Social Responsibility"
September 29	Getting into Ethical Trouble  Frauds, Disasters, and Whistle-Blowing	Wood, Chapters 5 and 6

October 6	<p>Values, Principles, and Codes of Conduct</p> <p>Moral Development</p>	<p>Wood, Chapters 7 and 8</p> <p>Gerald Albaum and Robert Peterson, 2006, "Ethical Attitudes of Future Business Leaders: Do They Vary by Gender and Religiosity?", <i>Business &amp; Society</i>, 45: 300-321</p>
October 13	<p>Overview of Ethics Theory</p> <p>Virtue Ethics</p> <p>Utilitarian Ethics</p> <p>Kantian Ethics</p>	<p>Wood, Chapters 9, 11-13</p> <p>No other readings!</p>
October 20	MID-TERM EXAM	
October 27	<p>Ethical Egoism and Executive Compensation</p> <p>CHECK-IN PRESENTATION</p>	<p>Wood, Chapter 10</p> <p>Surendra Arjoon, 2005, "Corporate Governance: An Ethical Perspective," <i>Journal of Business Ethics</i>, 61: 343-353</p> <p>John Deckop, Kimberly Merriman, and Shruti Gupta, 2006, The Effects of CEO Pay Structure on Corporate Social Performance," <i>Journal of Management</i>, 32: 329-342</p>
November 3	<p>Continuation of Corporate Governance</p> <p>Rights and Duties</p> <p>Justice and Relativism</p>	Wood, Chapters 14 and 17
November 10	<p>Workplace Ethics</p> <p>Outsourcing</p> <p>International Labor Issues (including Immigration), Part 1</p>	<p>Wood, Chapter 15</p> <p>Harry Van Buren, 2005, "An employee-centered model of corporate social performance," <i>Business Ethics Quarterly</i>, 15: 687-709</p> <p>Readings on outsourcing to be determined</p>

November 17	<p>Globalization</p> <p>Environmental Ethics</p>	<p>Wood, Chapter 18</p> <p>Nike CSR report</p> <p>Oxfam International, 2006, "Play Fair at the Olympics: Respect Workers' Rights in the Sportswear Industry"</p> <p>Eric Orts and Alan Strudler, 2002 "The Ethical and Environmental Limits of Stakeholder Theory," <i>Business Ethics Quarterly</i>, 12: 215-233</p> <p>Chapters 1 and 11 of Patrick Curry's <i>Ecological Ethics: An Introduction</i>, Polity Press, 2005</p>
November 24	Student Choices	To be determined
December 1	<p>Global Business Citizenship</p> <p>International Labor Issues, Part 2</p> <p>FINAL PROJECT DUE</p>	<p>Wood, Chapters 19 and 20</p> <p>Dana Frank, 2005, "Women's Power is Union Power: Banana Worker Unions in Latin America," <i>New Labor Forum</i>, 14: 85-94</p>
December 8	<p>Personal Barriers and Challenges in Business Ethics</p> <p>Developing Ethical Organizations</p>	Wood, Chapters 16 and 21
December 15, 7:45 to 9:45 pm	FINAL EXAM	