

**PA 544 - ETHICS IN ORGANIZATIONS**  
**Spring 2008                      12:30-1:45 Room 405 ss**

**Instructor:    Dr. Neil Vance**  
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**Office Hours:    Tuesday mornings 9:11:30 am, McClelland 410**

**All Readings on Electronic Reserves in Library; password is ethics.**

This is a course in applied ethics and not a course in philosophy or religion. Instead, the first part of the course allows students to become aware of the ethical frameworks that they are already employing in anticipation of ethical dilemmas in the workplace. The second section of the course looks at ethics in public, private and non-profit organizations from a management perspective. Specifically, methods of preventing illegal and inappropriate conduct are presented from the four perspectives of leadership, membership, organization structure and organizational culture. Since this is the first offering of this course, students will be asked to actively contribute to the refinement of the course material.

Course requirements include an exam worth 1/3 of the grade, a minimum 20 page research paper worth 1/3 of the grade, and participation is worth 1/3 of the final grade.

The course is in 4 parts. The first section is an overview of individual moral perspectives that we bring to situations in the workplace, particularly in organizations. The second section is the prevention and resolution of ethical issues in organizations. The third section features applications of ethics. Specifically, we examine Enron in the private sector and NASA in the public sector. The final section is student presentation of research.

**Evacuation Procedures**

**\*\*When the fire alarm goes off it is required by State law and by University policy that everyone evacuate the building.**

When evacuating the building or work area:

- Stay calm: do not rush or panic Safely stop your work If it is safe to do so, quickly gather your personal belongings: take **prescription medicines** and **keys** with you. If it is safe to do so, close office door and windows, **DO NOT LOCK THEM** Use the nearest safe stairs and proceed to the nearest exit. Look overhead for exit signs. Help others identify safe passage out of the building. Do not use the elevators.
- Persons with handicaps should remain in the nearest stairwell until an Emergency Responder comes to help. Proceed to the designated Emergency Assembly Location (EAL). You will receive status updates from designated personnel at the EAL as they become available. Stay together as a class outside in the EAL and await instruction



**Individual Membership**

March 3

ER – Leadership and Followership Ethics  
ER – Moral Disengagement - Bandura

March 5

ER – On Bullshit, Frankfurt  
ER- Vance OP-Ed on Lying  
ER – New Science of Lying – Brain Scans**Individual Leadership**

March 10

ER – Leadership, Denhardt

March 12

ER – Paine, #8 A Compass for Decision Making

**SPRING BREAK****Organizational Structure**

March 24

ER – Vance Opinion Piece  
ER - Ronald C. Clarke

March 26

ER – Vance /Oday/Trani article on white collar crime

**Organizational Culture**

March 31

ER – Analyzing the Cultures of Two Organizations, Part I,  
Schein

April 2

ER - Analyzing the Cultures of Two Organizations, Part II,  
Schein**Civic Culture**

April 7

ER - Bowling Alone, Putnam

April 9

EXAM - test might be final exam period

**SECTION 3: ETHICAL APPLICATIONS****Illegal and Deviant Behavior**

April 14

ER- Enron – Spikes, McClean  
ER- Enron – Klieg-Light, McClean

April 16

ER- Enron – Everybody loves, McClean  
ER- Enron – Hotel KenLay, McClean

April 21

ER – Challenger Disaster, Boisjoly  
ER- Challenger

April 23

ER - NASA (Columbia)

April 28 **PAPER DUE****SECTION 4: STUDENT PRESENTATIONS**All students will present the findings of their research paper. The research will involve  
Creating an ethical plan for an organization.

April 28

April 30

May 5

May 7