PHIL-2060: BUSINESS ETHICS

Cuyahoga Community College

Viewing: PHIL-2060: Business Ethics

Board of Trustees:
November 2018

Academic Term:
Fall 2019

Subject Code
PHIL - Philosophy

Course Number:
2060

Title:
Business Ethics

Catalog Description:
Application of moral philosophy including ethical theories and moral principles to issues in business and other organizations with an emphasis on developing the students ability to identify and analyze ethical issues.

Credit Hour(s):
3

Lecture Hour(s):
3

Requisites

Prerequisite and Corequisite
ENG-1010 College Composition I or ENG-101H Honors College Composition I.

I. ACADEMIC CREDIT

Academic Credit According to the Ohio Department of Higher Education, one (1) semester hour of college credit will be awarded for each lecture hour. Students will be expected to work on out-of-class assignments on a regular basis which, over the length of the course, would normally average two hours of out-of-class study for each hour of formal class activity. For laboratory hours, one (1) credit shall be awarded for a minimum of three laboratory hours in a standard week for which little or no out-of-class study is required since three hours will be in the lab (i.e. Laboratory 03 hours). Whereas, one (1) credit shall be awarded for a minimum of two laboratory hours in a standard week, if supplemented by out-of-class assignments which would normally average one hour of out-of-class study preparing for or following up the laboratory experience (i.e. Laboratory 02 hours). Credit is also awarded for other hours such as directed practice, practicum, cooperative work experience, and field experience. The number of hours required to receive credit is listed under Other Hours on the syllabus. The number of credit hours for lecture, lab and other hours are listed at the beginning of the syllabus. Make sure you can prioritize your time accordingly. Proper planning, prioritization and dedication will enhance your success in this course.

The standard expectation for an online course is that you will spend 3 hours per week for each credit hour.

II. ACCESSIBILITY STATEMENT

If you need any special course adaptations or accommodations because of a documented disability, please notify your instructor within a reasonable length of time, preferably the first week of the term with formal notice of that need (i.e. an official letter from the Student Accessibility Services (SAS) office). Accommodations will not be made retroactively.

For specific information pertaining to ADA accommodation, please contact your campus SAS office or visit online athttp://www.tri-c.edu/accessprograms/ (http://www.tri-c.edu/accessprograms/). Blackboard accessibility information is available athttp://access.blackboard.com.

Eastern (216) 987-2052 - Voice
Metropolitan (216) 987-4344 – Voice. (216) 987-4048 – TTY.
Western (216) 987-5079 – Voice. (216) 987-5117 – TTY.
Westshore (216) 987-3900 – Voice. (216) 987-4048 – TTY.
# III. ATTENDANCE TRACKING

Regular class attendance is expected. Tri-C is required by law to verify the enrollment of students who participate in federal Title IV student aid programs and/or who receive educational benefits through other funding sources. Eligibility for federal student financial aid is based in part on enrollment status. Students who do not attend classes for the entire term are required to withdraw from the course(s). Additionally, students who withdraw from a course or stop attending class without officially withdrawing may be required to return all or a portion of their financial aid based on the date of last attendance. Students who do not attend the full session are responsible for withdrawing from the course(s).

Tri-C is responsible for identifying students who have not attended a course before financial aid funds can be applied to students’ accounts. Therefore, attendance is recorded in the following ways:

- For in-person and blended-learning courses, students are required to attend the course by the 15th day of the semester (or equivalent for terms shorter than five weeks) to be considered attending. Students who have not met all attendance requirements for in-person and blended courses, as described herein, within the first two weeks or equivalent, will be considered not attending.
- For online courses, students are required to login at least two times per week and submit one assignment per week for the first two weeks of the semester, or equivalent to the 15th day of the term. Students who have not met all attendance requirements for online courses, as described herein, within the first two weeks or equivalent, will be considered not attending.

At the conclusion of the first two weeks of a semester or equivalent, instructors report any registered students who have "Never Attended" a course. Those students will be administratively withdrawn from that course. However, after the time period in the previous paragraphs, if a student stops attending a class or wants or needs to withdraw, for any reason, it is the student’s responsibility to take action to withdraw from the course. Students must complete and submit the appropriate Tri-C form by the established withdrawal deadline.

Tri-C is required to ensure that students receive financial aid only for courses that they attend and complete. Students reported for not attending at least one of their registered courses will have all financial aid funds held until confirmation of attendance in registered courses has been verified. Students who fail to complete at least one course may be required to repay all or a portion of their federal financial aid funds and may be ineligible to receive future federal financial aid awards. Students who withdraw from classes prior to completing more than 60 percent of their enrolled class time may be subject to the required federal refund policy.

If illness or emergency should necessitate a brief absence from class, students should confer with instructors upon their return. Students having problems with coursework due to a prolonged absence should confer with the instructor or a counselor.

# IV. LEARNING OUTCOMES ASSESSMENT

Occasionally, in addition to submitting assignments to their instructors for evaluation and a grade, students will also be asked to submit completed assignments, called ‘artifacts,’ for assessment of course and program outcomes and the College's Essential Learning Outcomes (ELOs). The artifacts will be submitted in Blackboard or a similar technology. The level of mastery of the outcome demonstrated by the artifact DOES NOT affect the student’s grade or academic record in any way. However, some instructors require that students submit their artifact before receiving their final grade. Some artifacts will be randomly selected for assessment, which will help determine improvements and support needed to further student success. If you have any questions, please feel free to speak with your instructor or contact the Learning Outcomes Assessment office.

# V. CONCEALED CARRY STATEMENT

College policy prohibits the possession of weapons on college property by students, faculty and staff, unless specifically approved in advance as a job-related requirement (i.e., Tri-C campus police officers) or, in accordance with Ohio law, secured in a parked vehicle in a designated parking area only by an individual in possession of a valid conceal carry permit.

As a Tri-C student, your behavior on campus must comply with the student code of conduct which is available on page 29 within the Tri-C student handbook, available athttp://www.tri-c.edu/student-resources/documents/studenthandbook.pdfYou must also comply with the College's Zero Tolerance for Violence on College Property available athttp://www.tri-c.edu/policies-and-procedures/documents/3354-1-20-10-zero-tolerance-for-violence-policy.pdf

**Outcomes**

**Course Outcome(s):**

Explain ethics as a major branch of philosophy.

**Essential Learning Outcome Mapping:**

Critical/Creative Thinking: Analyze, evaluate, and synthesize information in order to consider problems/ideas and transform them in innovative or imaginative ways.

**Objective(s):**

1. Explain the core aspects of ethics as a branch of philosophy.
2. Identify the difference between normative (prescriptive) and descriptive statements.
3. Identify accurately ethical problems and dilemmas.
**Course Outcome(s):**
Explain the classical normative ethical theories in philosophy.

**Essential Learning Outcome Mapping:**
Critical/Creative Thinking: Analyze, evaluate, and synthesize information in order to consider problems/ideas and transform them in innovative or imaginative ways.

**Objective(s):**
1. Summarize the normative theory of ethical egoism.
2. Summarize the normative theory of utilitarianism.
3. Summarize Kant’s normative deontological theory.

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**Course Outcome(s):**
Explain the core distinctions between utilitarian, libertarian and egalitarian theories of justice.

**Essential Learning Outcome Mapping:**
Critical/Creative Thinking: Analyze, evaluate, and synthesize information in order to consider problems/ideas and transform them in innovative or imaginative ways.

**Objective(s):**
1. Give an account of a distributive and utilitarian forms of justice.
2. Give an account of a libertarian theory of justice.

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**Course Outcome(s):**
Analyze the key features of a capitalist system while exploring classical and contemporary critiques of capitalism.

**Essential Learning Outcome Mapping:**
Critical/Creative Thinking: Analyze, evaluate, and synthesize information in order to consider problems/ideas and transform them in innovative or imaginative ways.
Civic Responsibility: Analyze the results of actions and inactions with the likely effects on the larger local and/or global communities.

**Objective(s):**
1. Identify and explain Adam Smith’s justifications for capitalism.
2. Identify and explain Karl Marx’s critiques of capitalism.

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**Course Outcome(s):**
Assess the concept of corporate responsibility through the prism of normative ethical theories.

**Essential Learning Outcome Mapping:**
Critical/Creative Thinking: Analyze, evaluate, and synthesize information in order to consider problems/ideas and transform them in innovative or imaginative ways.
Civic Responsibility: Analyze the results of actions and inactions with the likely effects on the larger local and/or global communities.

**Objective(s):**
1. Examine the Citizen’s United Supreme Court ruling and its’ impact on the modern political process.
2. Identify the distinction between the narrow and broad views of corporate responsibility.

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**Course Outcome(s):**
Apply the concepts of paternalism and anti-paternalism to consumer choices.

**Essential Learning Outcome Mapping:**
Civic Responsibility: Analyze the results of actions and inactions with the likely effects on the larger local and/or global communities.
Critical/Creative Thinking: Analyze, evaluate, and synthesize information in order to consider problems/ideas and transform them in innovative or imaginative ways.

**Objective(s):**
1. Examine the distinction between paternalism and anti-paternalism along with its’ impact upon consumer choice.
2. Identify areas where businesses have responsibility along with deceptive business practices.
Course Outcome(s):
Identify and assess the environmental impact of decisions made by businesses.

Essential Learning Outcome Mapping:
Civic Responsibility: Analyze the results of actions and inactions with the likely effects on the larger local and/or global communities.
Critical/Creative Thinking: Analyze, evaluate, and synthesize information in order to consider problems/ideas and transform them in innovative or imaginative ways.

Objective(s):
1. Identify and apply the three major approaches to environmental regulatory practices upon businesses.
2. Identify the impact of business decisions on future generations.

Course Outcome(s):
Identify common ethical issues which exist in the workplace.

Essential Learning Outcome Mapping:
Critical/Creative Thinking: Analyze, evaluate, and synthesize information in order to consider problems/ideas and transform them in innovative or imaginative ways.

Objective(s):
1. Identify issues related to hiring and firing.
2. Identify testing protocols and safety issues which are inherent in workplace environments.
3. Identify moral dilemmas in the workplace including: conflict of interest, abuse of power and whistle-blowing.
4. Identify common instances of discrimination and sexual harassment.

Course Outcome(s):
Apply aspects of ethical theories and topics to contemporary problems in Business Ethics and successfully argue for a position.

Essential Learning Outcome Mapping:
Critical/Creative Thinking: Analyze, evaluate, and synthesize information in order to consider problems/ideas and transform them in innovative or imaginative ways.
Written Communication: Demonstrate effective written communication for an intended audience that follows genre/disciplinary conventions that reflect clarity, organization, and editing skills.

Objective(s):
1. Apply the ethical theories to practical problems in case studies.
2. Argue in depth for a position on one of the aforementioned controversial topics in the course.

Methods of Evaluation:
1. Examinations, tests and quizzes
2. In class assignments
3. Small group discussions
4. Student presentations
5. Written assignments
   a. Case study analysis
   b. Ethics Log
   c. Research paper
   d. Annotated bibliography
   e. Conduct interviews with business people

Course Content Outline:
1. Ethics as a branch of philosophy
   a. Morality vs. Law
   b. Moral vs. non-moral
   c. Two widely discredited views in ethics
i. Divine command theory
ii. Ethical relativism
d. Individual integrity and responsibility
   i. Organizational norms
   ii. Conformity
   iii. Groupthink
   iv. Diffusion of responsibility
e. Prescriptive (normative) vs. descriptive ethics

2. Normative ethical theories
   a. Consequentialist ethical theories
      i. Egoism
         1. Psychological egoism (descriptive)
         2. Ethical egoism (prescriptive)
         3. Critiques of egoism
      ii. Utilitarianism
         1. Act vs. Rule Utilitarianism
         2. Critiques of utilitarianism
   b. Non-consequentialist ethical theories
      i. Kantian ethics
         1. Categorical Imperative I
         2. Categorical Imperative II (practical imperative)
         3. Hypothetical Imperative
         4. Categorical Imperative III (Autonomy vs. Heteronomy); Acting from a good will
         5. Critiques of Kantian theory
      ii. Ross"s Theory
         1. Prima facie obligations
         2. Critiques of Ross"s theory
      iii. Rights-based theories
         1. Positive vs. Negative Rights
         2. Legal rights
         3. Human rights

3. Theories of Justice
   a. Distributive justice
   b. Utilitarian theory of justice
      i. Enhanced worker participation
      ii. Greater income equality
      iii. Declining marginal utility of money
      iv. Critiques
   c. Libertarian theory of justice
      i. Lockean rights (property rights)
      ii. Entitlement theory
      iii. Wilt Chamberlain example (Nozick)
      iv. Critiques
   d. Egalitarian theory of justice
      i. Justice as fairness (Rawls)
      ii. Original position
      iii. Veil of ignorance
      iv. Difference principle
      v. Maximin rule
      vi. Critiques

4. Major economic systems
   a. Communism
   b. Socialism
   c. Capitalism
      i. Companies/corporations
      ii. Profit motive
      iii. Free competition
      iv. Private ownership of the means of production
   d. Adam Smith"s justifications for capitalism
i. Natural rights to property (Lockean Rights)
ii. Invisible hand
e. Critiques of capitalism
   i. Leads to inequality of outcomes
   ii. Reinforces materialistic ideals
   iii. Anti-competitive
f. Marxist Critiques of capitalism
   i. Leads to oligopolies
   ii. Corporate Welfare
   iii. Exploits & Alienates workers
   iv. Workers serving as a means of surplus value for the bourgeoisie
g. Modern concerns with capitalist systems
   i. Outsourcing / decline in American manufacturing
   ii. U.S. trade deficit
   iii. Short term focus on profit
5. Corporations
   a. On inception, owners of corporations had private liability ex. East India Company
   b. Privately held vs. publicly held corporations
   c. LLC's
d. Corporate moral agency
   ii. CID
   iii. Diffusion of responsibility
e. Corporate Responsibility
   i. Narrow view (Milton Friedman)
      1. Exclusively profit driven
      2. Stockholders control
   ii. Broad view (Keith Davis)
      1. Externalities & spillover
      2. Socially responsible
   iii. Regulating corporate actions
      1. Invisible hand
      2. Governmental regulations
6. Consumers
   a. Legal Liability
      i. Due Care
      ii. Caveat Emptor
   b. Legal Paternalism
   c. Areas of responsibility
      i. Quality
      ii. Pricing
      iii. Manipulative pricing
      iv. Price fixing
         1. Horizontal
         2. Vertical
      v. Price Gouging
      vi. Labeling
d. Manipulative practices
   i. Ambiguity
   ii. Concealment of facts
   iii. Exaggeration
   iv. Psychological appeal
   v. Advertising directed at children
   vi. Assessing free speech and advertising
7. Environmental Ethics
   a. Ecosystems
      i. Tragedy of the commons
      ii. Free-rider problem
   b. Who should pay for environmental cleanup
c. Competing views designed to handle pollution
   i. Regulatory
   ii. Incentives
   iii. Pricing mechanisms & pollution permits (cap and trade)
   iv. Advantages & Disadvantages of the aforementioned views

d. Global fairness

e. Obligations to future generations

f. Inherent value of nature

g. Industrialized farming

8. Issues in the workplace

a. Employment at will

b. Hiring procedures
   i. Screening
   ii. Bona fide occupational qualifications (BFOQ)
   iii. ADA

c. Discrimination
   i. Language
   ii. Physical appearance
   iii. Education
   iv. Employment history gaps
   v. Testing procedures

d. Promotions
   i. Seniority
   ii. Inbreeding
   iii. Nepotism

e. Dismissal

f. Wages

g. Unions
   i. Acts in favor of unions
   ii. AFL-CIO
   iii. Card Check
   iv. Strikes
   v. Boycotts

9. Issues of privacy & safety in the workplace

a. Suggested activities
   i. Civic activities
   ii. Wellness programs

b. Testing protocols
   i. Polygraph testing
   ii. Personality tests
   iii. Drug tests

c. Safety
   i. OSHA
   ii. Maternity / Paternity Leave
   iii. Child Care

10. Moral Dilemmas faced by employees

a. Loyalty
   i. Conflict of interest
   ii. Investing in competitors

b. Abuse of power
   i. Insider trading
   ii. Proprietary data
   iii. Bribes
   iv. Kickbacks
   v. Grease Payments

c. Whistle-blowing

11. Discrimination

a. Historical overview of the topic

b. Affirmative action
i. Arguments in favor
ii. Arguments against
iii. Comparable worth
iv. Reverse discrimination

c. Sexual Harassment

Resources


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Instructional Services

OAN Number:
TMAH

Top of page
Key: 3577