



## Syllabus

### **SCHOOL OF BUSINESS AND MANAGEMENT** **MBA 549: Ethics and Social Impact**

3 Credits  
Effective: Fall 2021

*Access to the Internet is required.*  
*All written assignments must be in Microsoft-Word-compatible formats.*  
*See the library's APA Style Guide tutorial for a list of resources that can help you use APA style.*

## **FACULTY**

Faculty Name: FACULTY NAME

Contact Information: CONTACT INFORMATION

[INSTRUCTOR MAY INSERT PERSONAL MESSAGE IF DESIRED]

## **COURSE DESCRIPTION**

This class equips students with proper knowledge and skills to analyze complex ethical dilemmas and make proper decisions to resolve them. The philosophy behind the design of this course involves identifying impediments to effective ethical decision-making and exploring relevant approaches to eliminate their adverse effects. A careful study and analysis of the barriers to ethical decisions guide the discussions throughout the course in three primary contexts including individual, organizational, and societal. The cornerstone of this class is the Weight-of-Reasons Framework, which incorporates the two best-known ethical frameworks, teleology and deontology, to help students manage dilemmas and solve ethical problems. Emphasis is placed on social impact to shed light upon the value that firms can create by incorporating relevant efforts into organizational DNA and strategies.

## **COURSE RESOURCES**

Required and recommended resources to complete coursework and assignments are found on the course [Reading List](#). Access is provided through the Reading List link in your online course as well as from the library homepage (“Find Your Reading List” button).

**Note:** Required resources that must be purchased by the student are tagged “Purchase from a vendor of your choosing.” Required resources with a direct link, “Available through CityU Library”, are available electronically at no cost to students.

Students in Canada may purchase course resources from the [Canada Bookstore](#), and students outside the U.S. and Canada should contact their advisor or textbook coordinator for additional information.

## **COURSE OUTCOMES**

After completion of this course learners will be able to:

- Identify and explain the options an individual has to challenge unethical behavior.
- Apply the Weight-of-Reasons Framework for Ethical Decision-Making.
- Apply systems thinking to ethical problems to investigate proper solutions.
- Develop and justify ideas for sustainable innovation to support a firm’s social impact strategy.
- Assess the effectiveness of alternative decisions and courses of action for resolving ethical issues using deontology, consequentialism, and virtue ethics.

## **CORE CONCEPTS, KNOWLEDGE, AND SKILLS**

- A Common-sense approach to business ethics
- Using ethical reasoning
- Thinking fast and slow: Ethical intuitions and reasoning
- Managing social influences on ethical decision-making

- From short-term fixes to long-term solutions
- Building ethical organizations
- Legal compliance
- Social impact
- The role of stakeholders in ethical decision-making
- Ethics, Strategy, and Grand Challenges

## OVERVIEW OF COURSE GRADING

The grades earned for the course will be derived using City University of Seattle's decimal grading system, based on the following:

<i>Overview of Required Assignments</i>	<i>% of Final Grade</i>
Mini-Case Studies (3)	50%
Applying the Weight-of-Reasons Framework for Ethical Decision-Making Paper	30%
Instructor Determined Assignments and Activities	20%
<b>TOTAL</b>	<b>100%</b>

## SPECIFICS OF COURSE ASSIGNMENTS

The instructor will provide grading rubrics that will provide more detail as to how this assignment will be graded.

### Mini-Case Studies (3)

The instructor will provide three (3) mini-cases to students throughout the quarter. The cases are designed to encourage students to apply analytical concepts and frameworks to analyze various ethics scenarios and develop relevant solutions and/or action plans. The cases will challenge students' understanding and application of ethical decision-making in three primary contexts including individual, organizational, and societal, which collectively define the course structure. A different case will be utilized each quarter; therefore, requirements for each case will vary depending upon the nature of the scenario of interest.

Accordingly, specific instructions and set of requirements (e.g., format, references, and page count) will be included in the description of each case.

<i>Components</i>	<i>% of Grade</i>
Case Analysis	25%
Application of Ethics Concepts, Frameworks, and Techniques	30%
Recommendations	25%
Technical Requirements	15%
Citations	5%
<b>TOTAL</b>	<b>100%</b>

### **Applying the Weight-of-Reasons Framework for Ethical Decision-Making Paper**

The instructor will provide a case to students that involves a complex ethical dilemma. Students will need to apply the Weight-of-Reasons Framework to analyze the case and recommend appropriate decisions/courses of action. Students should complete each step of the framework with proper details to gradually unfold and reveal a transparent and technical generation and evolution of their final decision/course of action. As part of this requirement, students are encouraged to identify and utilize relevant concepts, tools, and techniques that were discussed throughout the course. The case analysis will be 8-12 pages (excluding cover page and reference page); APA writing conventions should be followed with a minimum of ten (10) sources referenced and cited. Students can utilize the following outline to guide their analysis:

- **Identify ethical issue:** What is the key ethical issue?
- **Gather Information:** What are the major facts that have bearing on the issue?
- **Identify options for action:** What are the main options to address the issue?
- **Assess consequences:** What are the likely consequences (i.e., the pros and cons) of following through on the proposed options?
- **Apply principles:** What key principles should be upheld regardless of the consequences?
- **Shor-term fix:** What should be done now?
- **Long-term solution:** What must be done over time to address the issue's root causes?
- **Learn and improve at ethical decision-making:** What can be learned that is of lasting value to self and workplace from engaging in the above process?

<i>Components</i>	<i>% of Grade</i>
Define the Ethical Issue	10%
Gather Information	10%
Application of the Framework	35%
Generating Recommendations	20%
Technical Requirements	15%
Citations	10%
<b>TOTAL</b>	<b>100%</b>

### **Instructor Determined Assignment and Activities**

Whether in class, online, or in a mixed mode setting, students will be graded on their participation in classroom discussions; ability to present, explain, or defend alternative viewpoints; and the degree to which they have mastered the concepts and principles inherent in the study of business management. Written work will be assessed not only on relevance to the subject presented, but also on adherence to good written form, APA style, and professional presentation. The instructor may also choose to create additional activities to support learning in the classroom or online.

<i>Components</i>	<i>% of Grade</i>
Quality of Responses	50%
Quantity of Responses	30%
Timeliness	20%
<b>TOTAL</b>	<b>100%</b>

## **COURSE POLICIES**

### **Late Assignments**

A critical aspect of management is to meet predefined deadlines. Therefore, all assignments are expected to be submitted when due. No late assignments are accepted. Life-situations do occur. When an issue arises coordinate with the instructor prior to the assignment's due date and the due date may be adjusted. It is in the best interest of the student to ensure that all assignments are submitted on time.

### **Participation**

Class participation will be evaluated during class. Participation includes being prepared for class discussions and contributing meaningful content when appropriate. It also includes individual effort contributed to the team project.

### **Professional Writing**

Assignments require error-free writing that uses standard English conventions and logical flow of organization to address topics clearly, completely, and concisely. CityU requires the use of APA style.

## **UNIVERSITY POLICIES**

Students are responsible for understanding and adhering to all of City University of Seattle's academic policies. The most current versions of these policies can be found in the [University Catalog](#) that is linked from the CityU Web site.

### **Antidiscrimination**

City University of Seattle and its staff and faculty are committed to supporting our students. We value equity, diversity, and inclusion as a way of life as well as the educational opportunities it provides. City U will not tolerate any form of discrimination based on race, color, ethnicity, sexual orientation, gender identification, socioeconomic status, or religious values. If you have experienced any discrimination based on any of the above, we encourage you to report this to the University. Please report this to your instructor. If you do not feel safe reporting this to your instructor, please report to the Provost or to the Vice President of Student Affairs.

### **Non-Discrimination & Prohibition of Sexual Harassment**

City University of Seattle adheres to all federal, state, and local civil rights laws prohibiting discrimination in employment and education. The University is committed to ensuring that the education environment is bounded by standards of mutual respect and safety and is free from discriminatory practices.

In the U.S., the University is required by Title IX of the Education Amendments of 1972 to ensure that all of its education programs and activities do not discriminate on the basis of sex/gender. Sex include sex, sex stereotypes, gender identity, gender expression, sexual orientation, and pregnancy or parenting status. Sexual harassment, sexual assault, dating and domestic violence, and stalking are forms of sex discrimination, which are prohibited under Title IX and by City University of Seattle policy. City University of Seattle also prohibits retaliation against any person opposing discrimination or participating in any discrimination investigation or complaint process internal or external to the institution. Questions

regarding Title IX, including its application and/or concerns about noncompliance, should be directed to the Title IX Coordinator. For a complete copy of the policy or for more information, visit <https://my.cityu.edu/titleix> or contact the Title IX Coordinator.

In Canada, in compliance with the British Columbia Human Rights Code, the Alberta Human Rights Act, WorksafeBC, and the Workers' Compensation Board of Alberta, the University believes that its environment should at all times be supportive and respectful of the dignity and self-esteem of individuals. Discrimination, harassment and bullying conduct, whether through person to person behaviour or via electronic communications such as email or social media is not acceptable and will not be tolerated. As an educational institution, it is our responsibility to cultivate an environment of excellence, equity, mutual respect and to recognize the value and potential of every individual. The University will take all necessary steps to meet or exceed the requirements of the law to prevent discrimination, harassment and bullying. The Respectful Workplace Policy for the prevention of discrimination, harassment and bullying policy and procedure can be found at <https://www.cityu.edu/discover-cityu/about-cityu/> under the Policies section or at <https://www.cityuniversity.ca/about/>.

### **Religious Accommodations**

City University of Seattle has a policy for accommodation of student absences or significant hardship due to reasons of faith or conscience, or for organized religious activities. The University's policy, including more information about how to request an accommodation, is available in the University Catalog and on the my.cityu.edu student portal. Accommodations must be requested by the 20% mark of this course (e.g. day 14 of a ten-week course, day 7 of a 5-week course) using the Religious Accommodations Request Form found on the student dashboard in the my.cityu.edu student portal.

### **Academic Integrity**

Academic integrity in students requires the pursuit of scholarly activity that is free from fraud, deception and unauthorized collaboration with other individuals. Students are responsible for understanding CityU's policy on academic integrity and adhering to its standards in meeting all course requirements. A complete copy of this policy can be found in the [University Catalog](#) under *Student Rights and Responsibilities* on the page titled *Academic Integrity Policy*.

### **Attendance**

Students taking courses in any format at the University are expected to be diligent in their studies and to attend class regularly.

Regular class attendance is important in achieving learning outcomes in the course and may be a valid consideration in determining the final grade. For classes where a physical presence is required, a student has attended if they are present at any time during the class session. For online classes, a student has attended if they have posted or submitted an assignment. A complete copy of this policy can be in the [University Catalog](#) under *Student Rights and Responsibilities* on the page titled *Attendance*.

### **Final Assignment Due Date**

Final assignments for each class at CityU must be due on or before the final date of the course as indicated in the university's course information system. Due dates that extend beyond the final date of the course may negatively impact tuition funding for students.

## **SUPPORT SERVICES**

### **Disability Services Accommodations Statement**

Students with a documented disability who wish to request academic accommodations are encouraged to contact Disability Support Services to discuss accommodation requests and eligibility requirements. Please contact Disability Support Services at [disability@cityu.edu](mailto:disability@cityu.edu) or 206.239.4752 or visit the [Disability Support Services](#) page in the my.cityu.edu portal. Confidentiality will be observed in all inquiries. Once approved, information about academic accommodations will be shared with course instructors.

### **Library Services**

CityU librarians are available to help you find the resources and information you need to succeed in this course. Contact a CityU librarian through the [Ask a Librarian](#) service, or access [library resources and services online](#), 24 hours a day, seven days a week.

### **Smarthinking Tutoring**

CityU students have access to free online tutoring offered through Smarthinking, including writing support, from certified tutors 24 hours a day, seven days a week. Contact CityU's Student Support Center at [help@cityu.edu](mailto:help@cityu.edu) to request a user name and password.