PHL-346 -01 Principles of Business Ethics

"The point is, ladies and gentleman, that greed, for lack of a better word, is good. Greed is right, greed works. Greed clarifies, cuts through, and captures the essence of the evolutionary spirit. Greed, in all of its forms, greed for life, for money, for love, knowledge has marked the upward surge of mankind." – Gordon Gekko

"It is the hungry man's bread that you withhold, the naked man's cloak that you store away, the money that you bury in the earth is the price of the poor man's ransom and freedom." – Saint Ambrose

Course Overview

Professor Information
Professor's Name: Dr. Jeremy W. Skrzypek
Email Address: skrzypej@ohiodominican.edu
Phone Number: 614-251-4363
Meet with me in Office Hours: Monday-Friday, 1:00pm-2:00pm, or by appointment
My Office Location: Sansbury Hall, Room 241, or we can meet virtually

Course Information
Course Title: PHL-346 Principles of Business Ethics
Course Section: 01
Academic Division: Arts and Letters
Division Chair: Dr. Martin Brick
Semester: Fall 2023
Class Meeting Days: Mondays, Wednesdays, and Fridays
Class Meeting Times: 9:00am-9:50am
Classroom Location: Erskine 204

Course Format
Traditional face-to-face course: We will attend each class meeting in our designated classroom on campus. Additional resources and materials will be provided in PantherLearn.

Course Description
An introduction to traditional ethical theories in preparation for more advanced study of problems in social philosophy and business.

Course Learning Objectives
Upon successful completion of this course, you will be able to:

Knowledge:
1. Students will become familiar with four major ethical theories from the Western philosophical tradition.
2. Students will become familiar with several of the most pressing issues in contemporary business ethics.
3. Students will learn how to make use of the various resources found within these four major ethical theories to address the most pressing issues in contemporary business ethics.

Skills:
1. Students will develop the ability to read challenging philosophical texts in a critical manner.
2. Student will learn to identify ethical arguments.

3. Students will develop their ability to express themselves clearly through writing and oral class participation.
4. Students will develop the intellectual habits that allow for better personal decision-making.

Attitudes/Dispositions:
1. Students will develop an appreciation for the insights of the Western philosophical tradition.
2. Students will appreciate the serious nature of ethical analysis.

Required Course Materials

All course materials will be made available in electronic form on PantherLearn, free of charge. However, there are a few texts that I will be using early on in the course that I think would be very helpful to have in hard copy. These include:

1. Troyer, John (editor). *The Classical Utilitarians: Bentham and Mill*. Indianapolis, IN: Hackett Publishing, 2003. ISBN: 9780872206496.
2. Ellington, James W. (translator). *Immanuel Kant: Ethical Philosophy*, Second Edition. Indianapolis, IN: Hackett Publishing, 1994. ISBN: 9780872203204.
3. Aristotle. *Nicomachean Ethics*, Third Edition. Translated by C.D.C. Reeve. Indianapolis, IN: Hackett Publishing, 2014. ISBN: 9781624661174.
4. Regan, Richard J. (translator). *Aquinas: On Law, Morality, and Politics*, Second Edition. Indianapolis, IN: Hackett Publishing, 2002. ISBN: 9780872206632.

I have not ordered these texts through the ODU bookstore, but you could try to find them on Amazon or through the library. If, at any point during the semester, I need you to print out any of the readings, I will try to give you plenty of notice. But, in most cases, if we need to look at a text together, I will put it up on the board for all to see.

Grade Breakdown

Your final grade will be earned by successful completion of the following assignments, calculated as such:

Types of Assignments	Number of Each Type	Percentage of Each Assignment	Total Percentage of Each Type
Online Reading Quizzes	13	1%	10%
Case Study	1	15%	15%
Final Paper	1	35%	35%
In-Class Exams	2	20%	40%
Grand Totals:	**17**		**100%**

Assignment Details

An overview of major course assignments is provided below; check PantherLearn for additional details. See due dates in the Course Schedule at the end of the syllabus.

1.   Online Reading Quizzes
Alignment with Course Learning Objectives: Online Reading Quizzes will primarily assess your ability to read challenging philosophical texts in a critical manner (S1).

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Instructions: Over the course of the semester, you will be asked to complete a total of thirteen at-home, online Reading Quizzes, each on a different assigned reading. These quizzes will be made available on PantherLearn. For each quiz, students will be asked to answer three-to-five short questions on the assigned reading. The due dates for these quizzes are indicated on the course schedule below. You are free to complete these quizzes any time before they are due, though, importantly, each quiz must be submitted <u>before the start of class</u> on the dates listed. Once again, there are thirteen total reading quizzes to be completed by the end of the semester. The scores from each of your three lowest scoring quizzes will be dropped and only the ten remaining will be counted toward your final grade. Note, however, that dropped quizzes include any that you have chosen not to complete or have failed, for any reason, to complete by the assigned date and time, as all missed and late quizzes will be given a score of 0/5. You are allowed, and expected, to use the assigned readings to complete these at-home, online quizzes, but you are not allowed to use your classmates or any other online resources. These quizzes are meant to assess <u>your</u> ability to identify the main terms, concepts, and ideas found in these texts.

2. Case Study

Alignment with Course Learning Objectives: The Case Study will primarily assess your ability to express yourself clearly through writing and oral class participation (S3) and to develop the intellectual habits that allow for better personal decision-making (S4).

Instructions: For the Case Study, each student is required to investigate a famous or relatively recent scandal, controversy, or incident in the business world and to offer, in two-to-three double-spaced pages, an overview and ethical analysis of that case, providing the relevant details of the case and explaining who was at fault, what exactly the guilty party did wrong, and what they could have done differently. <u>There will be a brief presentation component of this assignment</u>. More details will be given on the day the essay is assigned (see dates below).

3. Final Paper

Alignment with Course Learning Objectives: The Final Paper will primarily assess your familiarity with one of the major ethical theories from the Western philosophical tradition (K1), your familiarity with at least one pressing issues in contemporary business ethics (K2), your ability to make use of the various resources found within one of these major ethical theories to address at least one pressing issue in contemporary business ethics (K3), your ability to identify ethical arguments (S2), and your ability to express yourself clearly through writing and oral class participation (S3).

Instructions: For the final paper, each student is required to choose one of the four major ethical theories from the first half of the course and, in four-to-five double-spaced pages, apply that ethical theory to a specific issue in business ethics, offering an overview and evaluation of both the ethical theory and its relevance and suitability for helping us to discern the best stance or course of action to take on that issue. As with the Case Study, more details will be given on the day the essay is assigned (see dates below).

4. In-Class Exams

Alignment with Course Learning Objectives: The In-Class Exams will primarily assess your familiarity with four major ethical theories from the Western philosophical tradition (K1), your familiarity with several of the most pressing issues in contemporary business ethics (K2), your appreciation for the insights of the Western philosophical tradition (D1) and your appreciation of the serious nature of ethical analysis (D2).

Instructions: There will be two in-class exams in this course, each of equal weight (20% of your overall final grade). The Midterm Exam will cover all of the readings and topics discussed in class up to that point. It will include multiple-choice questions, short-answer questions, and a brief essay question. The Final Exam will cover all of the readings and topics discussed during the second half of the semester. Like the Midterm, it will also include multiple-choice questions, short-answer questions, and an essay question, but it will be slightly longer. The dates on which these in-class exams will be held are indicated below on the course schedule.

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Grading Scale
The letter grades you receive in this course correspond to the following percentage:

Letter	Percentage
A	93-100%
A-	90-92%
B+	87-89%
B	83-86%
B-	80-82%
C+	77-79%
C	73-76%
C-	70-72%
D+	67-69%
D	63-66%
D-	60-62%
F	Below 60%

Course Practices, Expectations, and Policies
If you experience any challenges meeting these expectations, please contact me as soon as possible, and we will work together to find a solution. To request any accommodations, contact Accessibility@ohiodominican.edu.

Communication Practices
We will communicate and interact in a variety of ways throughout this course. Please communicate early and often.
- **Email:** It is expected that you and I will both use our university email addresses for all official course communications. I will check email very regularly and respond as quickly as I can, which is typically within a few hours. It is vital that you check your ODU email account on a regular basis so that you will not miss communications.
- **Office Hours:** I have designated my weekly office hours and office location above. This is dedicated time for us to meet and discuss any questions or concerns you may have. You may drop into my office freely during this time, and if you are unavailable at this time, you may contact me to schedule an appointment at a different time.
- **PantherLearn:** I will also use News Items on our PantherLearn course homepage to communicate information and updates about our course. You may communicate directly with me or with your classmates by accessing the Classlist from the Tools menu, selecting a name, and then emailing them directly.
- **Teams:** All ODU faculty and students have access to Teams as part of Microsoft Office 365. I recommend downloading the Teams app as an additional way to connect through chat and video calls.

Attendance and Workload Expectations
- **Attendance:** I will be taking attendance in this course, but your attendance record will not directly affect your grade. If you have a university-approved excused absence that affects your ability to attend class on days in which exams are held, or your ability to complete or turn-in assignments, please inform me as soon as possible, so that I can determine a fair policy and make the appropriate accommodations.
- **Electronics in the Classroom:** The use of laptops, smartphones, headphones, or other electronic devices will not be permitted during class time. I expect you to be present and engaged during lecture and classroom discussion, and these electronic devices interfere with your own ability to do so, as well as the ability of

those around you. Any student requiring the use of electronic devices for approved academic accommodations is asked to notify me as soon as possible so that I can make the appropriate exceptions.

- **Acceptable Classroom Behavior:** In this class, I expect you to observe basic classroom etiquette. That means arriving to class on time and staying for the entirety of our scheduled meeting. It means not sleeping, or sending text messages, or watching videos, or listening to music, or carrying on private conversations during class. Eating during class time is permitted as long as it is generally permitted in our classroom and as long as it does not create a disturbance for me or the other students. In the event that you need to get up and leave during class, please do so quietly and sparingly. If you have any questions about what counts as acceptable classroom behavior, please do ask. Part of the college experience is learning how to conduct oneself in a professional setting.
- **Workload:** Since this is a 3-credit course, in addition to spending 3 hours per week in the classroom, you should plan to dedicate at least 6 hours per week studying or completing assignments for this course. And you should plan to do the same for all of your 3-credit courses.
- **No Shows:** Per ODU policies, you will be reported to the Registrar as a "no show" if you have not participated in the course during the first full week of classes. Participation includes attending class in person or completing any graded or non-graded assignments in PantherLearn, such as an Introduce Yourself discussion post. When you are reported as a "no show," the Registrar's office will then remove you from the class, and you will need my permission to be re-enrolled.

Late Policy

Unless specified otherwise, all assignments are due by the beginning of class on the dates listed below, barring any adjustments in the schedule by me. Any assignments not received by the beginning of class on the date they are due will receive a TEN POINT deduction (based on the assignment's 100-point scale) PER DAY. No assignments will be accepted more than five days after they are due. Note that this late policy does not apply to Reading Quizzes. Reading Quizzes are due before the start of class on the dates listed below. Because we will cover the content of each quiz during class on the day it is due, I cannot accept late Reading Quizzes.

Classroom Conduct

Our community is committed to fostering a learning environment that is conducive to academic study and discourse. Such a community exists on the basis of shared values and principles, upheld by certain standards of conduct in the classroom, on and off campus, and online. These standards are embodied within a set of core values foundational to Ohio Dominican's culture of care and student code of conduct, including integrity, responsibility, respect, social justice, and community. Read more in the Student Handbook.

Dominican scholars are expected to speak your minds openly, fully, and responsibly, while listening to others carefully, critically, and respectfully. During discussions we may argue points with passion and debates may sometimes become heated, but we must do so with care. Personal attacks, inappropriateness, and deliberate harm have no place in our community.

Academic Integrity Expectations

Since academic honesty is a core Dominican value, you are expected to maintain a high degree of academic integrity throughout this course. Submitting academic work that is not your own violates the mutual trust necessary to sustain our learning community. By "work that is not your own", I mean work completed by other students, work that you have paid someone else to complete for you, and any work featuring AI-generated or AI-edited content (such as written work generated or edited by ChatGPT or Grammarly). All written assignments may be checked for originality by Turnitin. If you submit an assignment that violates ODU's Academic Integrity Policy, it will receive a score of zero, and I will complete the Academic Disciplinary Form to submit to the Office

of Academic Affairs, which will be added to your student file. The ODU Library offers a detailed guide covering the various forms of academic dishonesty and how to practice academic integrity in all areas of study, which may be accessed through the ODU Library Academic Integrity website.

ODU Policies

ODU Email Policy

I will use your university email address for all official course communications. It is vital that you check your ODU email account on a regular basis so that you will not miss communications for which you will be held accountable. If you need help with management of your email account, please contact the Helpdesk.

Title IX Policy

In compliance with Title IX, Ohio Dominican University does not discriminate in its admissions practices, in its employment practices, or in its educational programs or activities on the basis of sex or gender, which includes pregnancy, childbirth, and related conditions. Questions regarding Title IX, including its application and/or concerns about noncompliance, can be directed to the Title IX Coordinator. Review the complete Title IX policy and find up to date contact information to report any concerns.

Diversity Commitment

Ohio Dominican University, in fostering our Catholic and Dominican identity, respects and honors the dignity of each person regardless of age, race, ethnicity, religion, socioeconomic status, sexual orientation, gender identity, country of origin, disability, and other expressions of human individuality. Therefore, Ohio Dominican University is committed to ensuring an inclusive environment that welcomes all who seek to find and share the truth, trusting in the rigor of reason and the light of faith to unite our diverse community. Visit Diversity at ODU to find out more.

Student Problem Resolution

If you have a problem, you are required to pursue the following informal procedures as outlined in the Student Handbook. Complaints of an academic nature, including but not limited to grade disputes, should first be discussed and resolution sought with the course instructor. If resolution is not reached at the instructor level, you should bring the matter in writing to the Chair of the Academic Division in which the course is offered. The Chair will verify that all department or division policies have been followed and that you have been treated fairly. The Chair will render a written judgment in the matter. Complaints of a nonacademic nature, including interaction with another student or staff member, should be directed to the Dean of Students to express and document your concerns. The Dean will work with you to resolve the problem.

Student Resources

The entire ODU community is behind you, ready to help you succeed in this course and beyond!

Early Alert System

Ohio Dominican University utilizes Retention Alert, an early alert system, in an effort to help you receive the resources and support you need to be successful. Should I become concerned about your academic performance and/or overall wellbeing, it is likely that I will refer you to a member of Ohio Dominican University's Student Success Team. The early alert system can provide you with additional services and support. Please know that both Ohio Dominican University and all its faculty members, including myself, are committed to doing everything we can to help you be successful in your academic studies.

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ODU Helpdesk
Your success depends on having a computer or other device capable of satisfying the Technology Skills and Equipment Requirements for this course. If you experience any technological difficulties with your devices, Wi-Fi on campus, PantherLearn, Email, or any other ODU technology system, the ODU Helpdesk is available to assist you. The Helpdesk is located on the second floor of Spangler Learning Center and can be reached at (614) 253-3633 or helpdesk@ohiodominican.edu.

Student PantherLearn Training
Take a moment to self-enroll in the Student PantherLearn Training course from the main PantherLearn homepage. Click *Discover* from the navbar, then select Student PantherLearn Training from the list. If you do not see the course listed through Discover, please email the Helpdesk at helpdesk@ohiodominican.edu.

ADA (Americans with Disabilities Act)
If you have a documented disability and wish to request reasonable accommodations, please contact the Accessibility Services Office. Accommodation arrangements should be made during the first two weeks of the semester. You may request accommodations at any time during the semester, but please note that accommodations are not retroactive. You must contact the Accessibility Services Office prior to every semester that accommodations are needed. Email accessibilityservices@ohiodominican.edu to make an appointment, and visit the Accessibility Services website for important forms, details about accommodations, and additional contact information.

Library Services
The ODU Library is located in the Spangler Learning Center. If you need (e)books, articles, or other materials, you may need to access library resources on campus or through off-campus login. You may also visit the library's online collection of scholarly journals, accessed through databases, organized alphabetically or by subject. If you need to do any research, start as soon as possible, as you may need time to obtain a full-text resource. Library services are available to help you manage your library account, help find and access the items you need, and assist you with learning how to navigate through the resources. If you have a question for a librarian or would like assistance, please contact us online or give us a call at (614) 251-4752.

Academic Resource Center (Tutoring)
Located in the Spangler Learning Center, the Academic Resource Center (ARC) helps you achieve academic success by becoming an independent, self-directed, life-long learner. We provide online and in person services including subject-specific tutoring, writing assistance, and academic coaching. Email the ARC at tutoring@ohiodominican.edu with any questions.

Subject-Specific Tutoring
We provide subject-specific content tutoring on-campus and online. Each tutor has a content specialty, an academic subject area in which he/she can provide in depth tutorial assistance. Visit Tutoring to find a tutor, view hours of operation, and schedule an appointment.

Write Place
The Write Place is the ARC's writing lab, located in Spangler 206B. Writing tutors are available on-campus and online to assist students in all aspects of the writing process, including thesis formation, paragraph development, organization, citation, and punctuation questions. Visit the Write Place for hours, guidance on how submit a paper to writeplace@ohiodominican.edu, and additional writing resources.

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Academic Coaching
Academic Coaches provide general learning strategy assistance to help students approach challenging courses, including tips for reading large amounts of text, taking better notes, organizing material and deepening critical thinking. Schedule an Appointment to get started today!

Counseling Services
Counseling Services takes a holistic wellness approach to assist you with any problems you may be encountering. The aim is to help you better understand yourself, cope more effectively, and reach your goals. Counseling at ODU is free and confidential. Review the Counseling Services FAQ and to set up an appointment, complete this intake form or contact the Counseling Services Office at (614) 251-4570 or through email at counselingservices@ohiodomincan.edu.

Health Services
Health Services is located in Peace Hall through COPC's Care Forward Center. Health Services is open to all students requiring primary care, assessment, evaluation, and treatment options. Watch this video detailing how to access Health Services and click here to Schedule an Appointment.

Career Development Center
The Career Development Center (CDC) is a critical resource on campus to support your success at ODU and after graduation. The CDC assists with every phase in the career development process: self-exploration, major and career exploration, internship and job searching, resume and cover letter writing, and interviewing. Contact our office in Erskine 108 via phone at (614) 251-4733 or email careercenter@ohiodominican.edu to make an appointment. Activate your account in our online career community Handshake to access amazing job and internship opportunities.

Course Schedule
The following schedule of topics, readings, and assignments is subject to revision based on our pace, interest, and unforeseen circumstances. I will notify you in advance of any changes to the schedule, and I will post a revised version of the syllabus in our PantherLearn course shell.

Note on reading assignments: Reading assignments listed below [in brackets] are to be read in preparation for the classes on which they are listed.

Mon., Aug. 14: **Welcome and Class Introductions; Syllabus Overview**

Wed., Aug. 16: **What is Ethics? What is Business Ethics?** [Metcalf, "Business Ethics"]

Fri., Aug. 18: **Metaethics** [Shafer-Landau, *Whatever Happened to Good and Evil?*, Preface, Chs. 1-2]

Mon., Aug. 21: *Same topic continued* [Pojman, "Who's to Judge?"]

Wed., Aug. 23: **Introduction to Ethical Theory**

Fri., Aug. 25: **Ethical Theory: Utilitarianism** [Bentham, *Principles of Morals and Legislation*, pp. 8-12, 19-22, 92-94]; **RQ1 DUE**

Mon., Aug. 28: **Ethical Theory: Utilitarianism: The Principle of Utility** [Mill, *Utilitarianism*, pp. 95-115, 122-146]; **RQ2 DUE**

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<u>Wed., Aug. 30</u>: **Ethical Theory: Utilitarianism: Business Applications** [Snouyenbos and Humber, "Utilitarianism and Business Ethics"]; <u>Case Study Assigned</u>

<u>Fri., Sep. 1</u>: **Ethical Theory: Deontology: Good Will** [Kant, *Grounding for the Metaphysics of Morals*, pp. 1-17]; **RQ3 DUE**

<u>Mon., Sep. 4</u>: **NO CLASS** (Labor Day)

<u>Wed., Sep. 6</u>: **Ethical Theory: Deontology: The Categorical Imperative** [Kant, *Grounding for the Metaphysics of Morals*, pp. 19-48]; **RQ4 DUE**

<u>Fri., Sep. 8</u>: *Same topic continued*

<u>Mon., Sep. 11</u>: **Ethical Theory: Deontology: Business Applications** [Bowie, "A Kantian Approach to Business Ethics"]

<u>Wed., Sep. 13</u>: **Ethical Theory: Virtue Ethics: Happiness** [Aristotle, *Nicomachean Ethics*, Book I (pp. 2-11]; **RQ5 DUE**

<u>Fri., Sep. 15</u>: **Ethical Theory: Virtue Ethics: Moral Virtue** [Aristotle, *Nicomachean Ethics*, Book II]; **RQ6 DUE**

<u>Mon., Sep. 18</u>: **Ethical Theory: Virtue Ethics: Particular Moral Virtues** [Aristotle, *Nicomachean Ethics*, Book III (pp. 46-56), Book IV]

<u>Wed., Sep. 20</u>: **Ethical Theory: Virtue Ethics: Business Applications** [Solomon, "Business Ethics and Virtue"]

<u>Fri., Sep. 22</u>: **Ethical Theory: Natural Law: Happiness, Morality, Virtue, and Law** [Aquinas, Selections #1; Aquinas, *Summa theologiae*, pp. 10-24, 26-28]

<u>Mon., Sep. 25</u>: [Sick Day]; **RQ7 DUE**

<u>Wed., Sep. 27</u>: **Ethical Theory: Natural Law: Primary and Secondary Precepts** [Aquinas, *Summa theologiae*, pp. 40-51, 76-77]

<u>Fri., Sep. 29</u>: **NO CLASS** (Instructor Away)

<u>Mon., Oct. 2</u>: **Ethical Theory: Natural Law: Business Applications** [Dierksmeier and Celano, "Thomas Aquinas on Business and the Fulfillment of Human Needs"]; **CASE STUDY DUE**

<u>Wed., Oct. 4</u>: *Same topic continued;* **Review for Midterm Exam**

<u>Fri., Oct. 6</u>: **MIDTERM EXAM**

<u>Mon., Oct. 9</u>: **NO CLASS** (Fall Break)

<u>Wed., Oct. 11</u>: **Applied Issues: Theories of Property: Aquinas** [Aquinas, *Summa theologiae*, pp. 130-143]; **RQ8 DUE**

<u>Fri., Oct. 13</u>: **Applied Issues: Theories of Property: Locke** [Locke, *Second Treatise of Government*, Chapter V]

<u>Mon., Oct. 16</u>: *Same topic continued*; <u>Final Paper Assigned</u>

<u>Wed., Oct. 18</u>: **Applied Issues: Distributive Justice** [Singer, "Famine, Affluence, and Morality"]; **RQ9 DUE**

<u>Fri., Oct. 20</u>: **Applied Issues: Distributive Justice** [Corlett, "Reparations to Native Americans?"]

<u>Mon., Oct. 23</u>: *Same topic continued*

<u>Wed., Oct. 25</u>: **Applied Issues: The Limits of Markets** [Moriarty, "What Can Be Sold?"]; **RQ10 DUE**

<u>Fri., Oct. 27</u>: *Same topic continued*

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Mon., Oct. 30: **Applied Issues: Lying, Deception, and Withholding Information** [Carr, "Is Business Bluffing Ethical?"]; **RQ11 DUE**

Wed., Nov. 1: *Same topic continued*

Fri., Nov. 3: *Same topic continued*

Mon., Nov. 6: **Applied Issues: Environmental Ethics** [Baxter, "People or Penguins"]; **RQ12 DUE**

Wed., Nov. 8: **Applied Issues: Environmental Ethics** [Golding, "Obligations to Future Generations"]

Fri., Nov. 10: *Same topic continued*

Mon., Nov. 13: **Applied Issues: Hiring and Workplace Issues** [Boxill, "Discrimination, Affirmative Action, and Diversity in Business"]

Wed., Nov. 15: **Applied Issues: Hiring and Workplace Issues** [Swolinski, "Sweatshops, Choice, and Exploitation"]

Fri., Nov. 17: **NO CLASS** (Instructor Away)

Mon., Nov. 20: *Same topic continued*

Wed., Nov. 22: **NO CLASS** (Thanksgiving Break)

Fri., Nov. 24: **NO CLASS** (Thanksgiving Break)

Mon., Nov. 27: **Applied Issues: Consumer Ethics** [Oderberg, *Opting Out*, pp. 40-68]; **RQ13 DUE**

Wed., Nov. 29: **Applied Issues: Consumer Ethics** [Kaveny, "Appropriation of Evil"]

Fri., Dec. 1: **Review for Final Exam**; **FINAL PAPER DUE**

Wed., Dec. 6 (8:00am-9:50am): **FINAL EXAM**