

Spring 2020

Meeting days: February 7, 2020 and Online Weekly	Instructor title and name: Dr. Matthew Boyne
Meeting times: Onsite 8:30 to 12:30	Phone: 760.715-8071
Meeting location: Mission Valley 316	E-mail: mboyne@pointloma.edu
Final Exam: (day/time) None	Office location and hours: Fermanian 130 Wednesdays from Noon till 5:00 PM
Additional info:	Additional info: Call me anytime

PLNU Mission

To Teach ~ To Shape ~ To Send

Point Loma Nazarene University exists to provide higher education in a vital Christian community where minds are engaged and challenged, character is modeled and formed, and service is an expression of faith. Being of Wesleyan heritage, we strive to be a learning community where grace is foundational, truth is pursued, and holiness is a way of life.

Fermanian School of Business Mission

Character – Professionalism – Excellence – Relationships – Commitment - Innovation

As members of a vital Christian community, we strive to provide high quality business programs that equip students to make a positive impact in their workplace and community by connecting purpose to practice.

COURSE DESCRIPTION

This course explores the theories of ethics and a process of ethical decision making in order to develop a stakeholder approach to managing in today's business environment. Students will be challenged to consider personal ethical standards (goals, norms, beliefs, and values) and to create a framework for evaluating ethical choices, resulting in the ability to develop, articulate, and implement a compelling moral decision.

COURSE LEARNING OUTCOMES

The following learning outcomes will be achieved by students in this course:

1. Appraise personal core values that inform ethical standards and decisions (PLO 1 & 5).

2. Evaluate various ethical perspectives, tools and concepts used to resolve ethical dilemmas in business (PLO 1 & 2).
 3. Examine the implications of an ethical decision and explore the impact that the decision will have on stakeholders and self (PLO 4 & 5).
 4. Present a strong position when taking a stand on an issue (PLO 6).
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Importance of Study: Few studies are more present in today's daily business news than the impact of ethical decisions made by managers. Character matters and the absence of personal moral character and organizational moral culture has implications for the person, the firm and for society. Your future in organizational life will be impacted by personal and professional decisions regarding the topics and principles to be examined in this course. By the end of the course, students will have the ability to analyze the ethical impacts of executive-level decision making.

Course Objectives: Ethics is a subject that is often hard for the professional to grasp, for it deals with both the "why" of our actions and the "how." It is important, however, for us to struggle with what we "ought" to do and what is the "right" course of action to pursue. Our objectives in Business Ethics are to move ethical reasoning to a higher level of consciousness, and to provide a model of ethical reasoning that will enable us to apply moral analysis in the decisions that we, as managers, are required to make.

COURSE CREDIT HOUR INFORMATION

In the interest of providing sufficient time to accomplish the stated Course Learning Outcomes, this class meets the PLNU credit hour policy for a one-unit class delivered over five weeks. Specific details about how the class meets the credit hour requirement can be provided upon request. The program expectation to fulfill accreditation standards for a one-credit course is that you will have documented work of approximately 37.5 hours over the five-week period. This breaks down to about 7.5 hours per week for the class.

MAJOR COURSE ASSIGNMENT (10 Hours)

Stand Your Ground - Each person will select a current ethical dilemma the executives/organizational leaders may be challenged with, then develop and defend a position. The position paper should be between 4-7 pages and build a compelling argument, using appropriate legal, economic and moral duty arguments to come to a specific conclusion relative to the topic.

Learning Outcomes from Stand Your Ground Assignment: From an executive perspective, the students should be able to demonstrate the following outcomes through this assignment.

- Students will articulate how personal core values/beliefs and the origin of these values/beliefs should inform ethical decision making relative to the selected topic.
- Students will consider ethical theory, demonstrate understanding of the theory and demonstrate an ability to make a decision based on appropriate ethical theory.
- Students demonstrate recognition of the complex context of the decision and the cross-relationships that reflect the various perspectives of stakeholders.

- The student will demonstrate an ability to develop, articulate and defend a compelling moral argument for a decision based on the theory.
 - Students will provide evidence that they understand the implications of the decision on the organization and the various stakeholders.
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OTHER ASSIGNMENTS

1. Personal Core Values/Ethics Assessment: After taking the assigned values assessments, submit a paper sharing your core values and how they inform/should inform you ethical choices in business. (3 Hours)
 2. Personal Ethics Dilemma Challenge: Define a dilemma you have faced in the past/facing now or have observed. Name the ethical question. Use the Hosmer Model to build a compelling moral case for what you “ought to do” if confronted with this challenge. (3 Hours)
 3. Moment of Truth Response: After considering an ethical dilemma, you will make recommendations on how to create an environment that embraces moral/ethical behavior. (3 Hours)
 4. Mentor Interview: Each student is assigned a professional mentor. After interviewing the mentor, the student will respond to a series of questions related to lessons learned from the interview. (4 Hours)
 5. Engage in other weekly online discussion as defined in Canvas. (15 Hours for reading, reflection and writing)
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REQUIRED TEXTS AND RECOMMENDED STUDY RESOURCES

Course Resources: Chapter 1-4 from Hosmer

There will also be articles, lectures and Pod-Casts posted on the class Canvas site for each week.

Point Loma Nazarene University, as a non-profit educational institution, is entitled by law to use materials protected by the US Copyright Act for classroom education. Any use of those materials outside the class may violate the law. All supplemental materials posted on this course site (including articles, book excerpts, or other documents) are provided for your personal academic use. These materials may be protected by copyright law and should not be duplicated or distributed without permission of the copyright owner.

STATE AUTHORIZATION

State authorization is a formal determination by a state that Point Loma Nazarene University is approved to conduct activities regulated by that state. In certain states outside California, Point Loma Nazarene University is not authorized to enroll online (distance education) students. If a student moves to another state after admission to the program and/or enrollment in an online course, continuation within the program and/or course will depend on whether Point Loma Nazarene University is authorized to offer distance education courses in that state. It is the student's

responsibility to notify the institution of any change in his or her physical location. Refer to the map using the below link to view which states allow online (distance education) outside of California.

<https://www.pointloma.edu/offices/office-institutional-effectiveness-research/disclosures>

ASSESSMENT AND GRADING

Assignment and Points:		<u>Sample grade scale:</u>	
Personal Values/Ethical Assessment paper	150	A=93-100	C=73-76
Moment of Truth Response	150	A-=92-90	C-=70-72
Mentor Interview	200	B+=87-89	D+=67-69
Online discussions	150	B=83-86	D=63-66
Stand Your Ground Paper	<u>350</u>	B-=80-82	D-=60-62
Total points	1000	C+=77-79	F=0-59

INCOMPLETES AND LATE ASSIGNMENTS

All assignments are to be submitted/turned in by the beginning of the class session when they are due—including assignments posted in Canvas. Incompletes will only be assigned under extremely unusual circumstances.

FINAL EXAMINATION POLICY

Successful completion of this class requires taking the final examination **on its scheduled day**. No requests for early examinations or alternative days will be approved. For this online class the final will be the submission of the cumulative, take a stand, essay.

SPIRITUAL CARE

PLNU strives to be a place where you grow as a whole person. To this end, we provide resources for our graduate students to encounter God and grow in their Christian faith. There are resources for your Christian faith journey available at the [Graduate & Professional Student Spiritual Life web page](#).

For Mission Valley students, there is a prayer chapel on the third floor which is open for use as a space set apart for quiet reflection and prayer.

PLNU COPYRIGHT POLICY

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PLNU ACADEMIC HONESTY POLICY

Students should demonstrate academic honesty by doing original work and by giving appropriate credit to the ideas of others. Academic dishonesty is the act of presenting information, ideas, and/or concepts as one's own when in reality they are the results of another person's creativity and effort. A faculty member who believes a situation involving academic dishonesty has been detected may assign a failing grade for that assignment or examination, or, depending on the seriousness of the offense, for the course. Faculty should follow and students may appeal using the procedure in the university Catalog. See Academic Policies in the Graduate and Professional Studies Catalog for definitions of kinds of academic dishonesty and for further policy information.

PLNU ACADEMIC ACCOMMODATIONS POLICY

While all students are expected to meet the minimum standards for completion of this course as established by the instructor, students with disabilities may require academic adjustments, modifications or auxiliary aids/services. At Point Loma Nazarene University (PLNU), these students are requested to register with the Disability Resource Center (DRC), located in the Bond Academic Center. (DRC@pointloma.edu or 619-849-2486). The DRC's policies and procedures for assisting such students in the development of an appropriate academic adjustment plan (AP) allows PLNU to comply with Section 504 of the Rehabilitation Act and the Americans with Disabilities Act. Section 504 (a) prohibits discrimination against students with special needs and guarantees all qualified students equal access to and benefits of PLNU programs and activities. After the student files the required documentation, the DRC, in conjunction with the student, will develop an AP to meet that student's specific learning needs. The DRC will thereafter email the student's AP to all faculty who teach courses in which the student is enrolled each semester. The AP must be implemented in all such courses.

If students do not wish to avail themselves of some or all of the elements of their AP in a particular course, it is the responsibility of those students to notify their professor in that course. PLNU highly recommends that DRC students speak with their professors during the first two weeks of each semester about the applicability of their AP in that particular course and/or if they do not desire to take advantage of some or all of the elements of their AP in that course.

PLNU ATTENDANCE AND PARTICIPATION POLICY

1 Unit Courses

Students taking hybrid/blended courses are expected to attend each week of the course. Attendance is defined as logging into the course each calendar week to check on updates and announcements. In addition students must participate in the academic graded activities during the calendar week the assignments/activities are due.

Students must also attend all scheduled face-to-face meetings.

Students who do not attend at least once in any given calendar week will be issued an attendance warning. Students who do not attend at least once in any two consecutive weeks in the online will be dropped from the course retroactive to the last date of recorded attendance.

Students who anticipate being absent for an entire week of a course should contact the instructor in advance for approval and make arrangements to complete the required coursework and/or alternative assignments assigned at the discretion of the instructor. Acceptance of late work is at the discretion of the instructor and does not waive attendance requirements.

3 Unit Courses

Students taking online courses are expected to attend each week of the course. Attendance is defined as participating in an academic activity within the online classroom which includes posting in a graded activity in the course. (Note: Logging into the course does not qualify as participation and will not be counted as meeting the attendance requirement.)

Students who do not attend at least once in any 3 consecutive days will be issued an attendance warning. Students who do not attend at least once in any 7 consecutive days will be dropped from the course retroactive to the last date of recorded attendance.

Students who anticipate being absent for an entire week of a course should contact the instructor in advance for approval and make arrangements to complete the required coursework and/or alternative assignments assigned at the discretion of the instructor. Acceptance of late work is at the discretion of the instructor and does not waive attendance requirements.