

MANAGEMENT 493-01

ETHICAL AND LEGAL ISSUES IN GLOBAL BUSINESS

WINTER - 2007

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SECTION 01 Monday & Wednesday
4:10 pm – 5:50 pm
Rike Hall, Room 144

COURSE DESCRIPTION:

In this course we will study the relationship between business and government by studying the ethical and legal issues in business, government and civil society relations; corporate governance; accountability to diverse stakeholders; responsible business leadership; and public policy with respect to investor, employee, consumer, community, technology, and environmental relations.

REQUIRED COURSE FOR ALL RSCOB STUDENTS:

This is a required (core) course for seniors in the Raj Soin College of Business (RSCOB). It has been designated as a core course because it contains information with which the faculty believes every RSCOB student should be familiar, especially the role of American business in relation to its many constituencies, particularly government.

PREREQUISITES:

LAW 300 AND SENIOR STATUS. IF YOU DO NOT MEET THESE REQUIREMENTS, YOU WILL BE REQUIRED TO WITHDRAW. If you do not meet these requirements, even if you complete the course, you will not receive credit.

TOPICS TO BE COVERED ARE ETHICAL AND LEGAL ISSUES IN:

1. Business, Government and Civil Society Relations
2. Comparative Theories of Political Economy
3. Public Policy and Public Issues Management
4. Stakeholder Relations and Corporate Governance Accountability
5. Corporate Social Responsibility, Citizenship, & Community Involvement
6. Individual and Collective Moral Reasoning and Cases
7. Legal Compliance and Ethics Programs at Work
8. Ethical Work Cultures and Moral Development at Work
9. International Business Ethics and Law
10. Employee Rights and Workforce Diversity
11. Consumer Protection
12. Technological Changes and Innovation Management
13. Environmental Management and Sustainable Development

COURSE LEARNING OBJECTIVES:

1. to develop an awareness of ethical and legal issues involved in business, government and civil society relations;
2. to develop an awareness of comparative theories of political economy and their implications for business and society;
3. to develop an awareness of the nature of public policy and public issues in management as a business competency;
4. to develop a conceptual model of stakeholder management and corporate governance accountability;
5. to develop a conceptual understanding of corporate power, social responsibility, citizenship, and community involvement;
6. to develop an awareness of a structured framework for moral reasoning and how to apply to it to business cases;

7. to develop an awareness of how organizational contexts can be improved to support moral development at work;
8. to develop an understanding of the legal and moral bases for respecting employee rights and workforce diversity;
9. to increase your awareness of U.S. consumer protection policies;
10. to increase your awareness of the ethical and legal issues associated with technological changes and innovation management;
11. to increase your awareness of the value of environmental management and sustainable development;
12. to demonstrate analytic and writing-intensive skills in the handling of public policy issues;
13. to demonstrate oral presentation and team collaboration skills in addressing public policy issues; and

REQUIRED TEXTBOOK:

McAdams, T., N. Neslund and K. Neslund. (2006) *Law, Business and Society*. 8th Edition. (Homewood, IL: Irwin Press).

As you read the text always keep in mind that the author's purpose in writing this book is to ask two essential questions: 1) what is the proper role of business in American Society and 2) how much, if any, government regulation is necessary to secure that role?

RECOMMENDED SUPPLEMENT:

The Wall Street Journal. The *WSJ* contains information about many of the topics covered in this course and many public policy issues not directly addressed in the course. It will be an excellent source of information and concepts for group reports. It is strongly recommended that you read the *WSJ* daily, but not in class! Students are encouraged to bring stories and articles to class that are pertinent to the daily topic for discussion.

ABOUT YOUR INSTRUCTOR:

I have earned a Bachelor of Arts Degree with majors in psychology, sociology, and history and the Juris Doctor Degree from Ohio Northern University. I have also attended the University of Cincinnati. I have completed postgraduate studies, courses, and certifications, offered by the National Judicial College, the National Counsel of Juvenile and Family Court Judges, both associated with the University of Nevada, and the University of Memphis.

I retired from the Common Pleas Court of Mercer County, Ohio, where I served as Magistrate, after thirty-one years on the bench including having served as a United States Magistrate.

Prior to assuming the bench, I was in private practice. I have also served as a business and management consultant to numerous corporations. I am certified as a Mediator, have taught numerous courses for the Ohio Judicial College, and have served as Vice-Chair of the Ohio Judicial College. I have been honored with being recognized by the Ohio Supreme Court and the Ohio Association of Magistrates for contributions to the judicial profession and judicial education.

At the request of the Common Pleas Court in Greene County, I am currently serving as a visiting Magistrate hearing special case for the Court.

I also am also a retired firefighter, emergency medical technician, and hazardous material technician.

ABOUT OFFICE HOURS:

I am strongly committed to assisting you in learning. As a result, appointments are available at any time. Just ask. As a general rule, I will be in the office Monday and Wednesday from 3:00 pm to 4:00 pm for walk-in discussions prior to class.

ABOUT THE COURSE FORMAT:

This is not a class where I will be doing all of the lecture. I will cover each chapter and act as a facilitator on your presentations.

This will be a class largely of dialogue between the instructor and students and students and students.

ABOUT THE GRADING SYSTEM, INCLUDING ATTENDANCE:

My goal is to have 100% of the class obtain an “A”. However, this will not be possible unless you do the work, come to class, and *participate in class*.

I strongly believe that **you need to be here for classes**. I will take attendance. Each unexcused absence will result in your losing five (5) points. In addition, if you are more than 15 minutes late for class you will lose 2.5 points. The only excuses which will be accepted are documented illness, death in family, and mandatory University attendance. **All requests for excused absences must be in writing with supporting documentation as appropriate. All requests for excused absences must be presented by the last day of class.**

There will be 11 quizzes over the chapters as assigned. Even though we may not cover the material contained in each chapter in class the questions will come from the chapters and you are responsible for knowing the material. Each quiz will be worth 10 points. I will drop your lowest quiz score in computing total points. Quizzes and examinations will mostly be true and false, multiple choice, or matching. I do not believe in creating tricky questions. They all will come directly from the book. However, if you do not agree with the answer that I use for grading purposes, you may dispute the same IN WRITING. You may present a written argument as to why you think the answer is wrong with supporting documentation. The chances are that even if I think you are wrong, you will receive extra points for exercising critical thinking.

There will be two (2) team writing assignments. Each team written assignment will be worth a maximum of 35 points for each team member.

Each team will also make a short oral presentation on their assignments and each of these shall be worth a maximum of 24 points. (Note that special points may be awarded if an outstanding or unique presentation.)

There is an individual writing assignment that is worth a maximum of 56 points.

The written midterm will be worth 50 points.

The written final exam will be worth 50 points.

You will be eligible to receive 10 team participation points. These points will be awarded by you team members as outlined herein. As part of the final, you will have the opportunity to assess the performance of your team mates. You will assume you have the authority to award each member of your team up to 10 points based on their contribution to the team. You shall do this through an essay question which will be part of the final. I will take your assessment into consideration in awarding up to 10 team points to each member of the class. **Your comments in this essay shall be confidential.**

The above totals as follows:

Chapter quizzes (10 points each)

100 points

2 written team assignments (35 each)	70 points
2 oral presentations (24 each)	50 points
Individual paper	56 points
Midterm	50 points
Final	50 points
Team participation points	10 points
Total	384 points

Trust me on this one, regular attendance and reading the chapters will make the quizzes a breeze.

I will reserve adding bonus points for outstanding work and outstanding class participation.

Grading Scale:

A	345 – 384 points
B	305 - 344 points
C	265 - 304 points
D	225 - 264 points
F	224 points or below

My website contains my evaluation forms for all presentations and papers along with a sample power point for each chapter.

WRITING INTENSIVE COURSE:

In addition, this course is listed as a writing intensive course and you will receive either a pass or fail grade for that portion of the course. If you fail to turn in any required written assignment, you will receive a failing grade for this portion. Late written assignments will not be accepted.

If you receive an “unsatisfactory” on any written assignment, you will receive a failing grade for the writing intensive part of this course.

ABOUT THE FINAL:

During the introduction class period, I will give you the choice of taking the following final:

1. 11 essay question (1 on each chapter) to be given at the time the final is scheduled.
2. 50 true and false and 50 multiple-choice questions to be given at the time the final is scheduled.
3. 2 essay questions and 40 multiple-choice questions. This would be an open-book, take-home final and it would be passed out Monday, March 5, 2007, and be due by 6:00 pm on Monday, March 12, 2007.

The class will vote on which of these three exams they will take as a final and the majority shall rule.

ABOUT CLASS CANCELLATION:

If class is canceled due to inclement weather or for any other reason, the materials scheduled for the day class is canceled will be covered at the next class meeting, in addition to the new materials. This procedure includes any scheduled examinations, written or oral assignments and presentations, which will be due.

ABOUT MAKE UP EXAMS:

The Department of Management does not require make-up examinations. I do not permit them unless you have an excused absence. Remember, the only excuses I accept are documented illness, death in family, and mandatory University attendance. I do not consider work or having to prepare for another class as an excuse. **All requests for excused absences must be in writing with supporting documentation as appropriate. All requests for excused absences must be presented by the last day of class and all missed exams must be made up by the last day of class.**

ABOUT COURSE TEAMS:

The class will be divided into six (6) teams of 4 to 5 students each. During the first class, the teams will be picked. Each team will choose a leader and a name. The team leader shall e-mail the instructor with the name of the team and the members after the first class. One of the lessons of self-managed work teams is that such teams are empowered to maintain themselves. For that reason, you will build your own team, rather than arbitrarily being assigned to one. Also, any team has the authority to discharge a member for nonperformance by a unanimous vote (other than the dischargee, of course). This is not to be done lightly as it may mean a failing grade for the person discharged. Prior to such a discharge, the team shall meet with the member and try to resolve the problem. If that fails, I am to be notified in writing signed by the team members and

I will meet with the team and the member to attempt to resolve the issue. If that too is ineffective, the team can then discharge the member, in writing, stating the reason, signed by all team members, with a copy provided to the discharged member and me.

ABOUT TEAM ASSIGNMENTS:

Each team will be required to submit 2 papers as outlined below along with 2 oral presentations of approximately 30 minutes each. Copies of my grading sheets are on my website.

FIRST TEAM ASSIGNMENT:

Each team is assigned a topic to present in a specific area of ethics. You will present your presentation on the date with the subject as noted using 30 minutes for your topic. The team will be graded as a whole. Each team member may earn up to 25 points. I will be grading on research, presentation skill, originality and coverage of the subject. I have been known to give bonus points for outstanding presentations.

The team assignments, date, and subject are as follows:

TEAM	SUBJECT	DATE OF PRESENTATION
Team A	Accounting ethics	1/22/07
Team B	Marketing ethics	1/24/07
Team C	Medical ethics	1/29/07
Team D	Legal ethics	1/31/07
Team E	Management ethics	2/5/07
Team F	College ethics	2/12/07

Each team will prepare a (1) 5 to 6 page paper on their topic. These papers will be (2) computer generated and (3) double-spaced. Papers shall include (4) a separate cover page which identifies (5) the assignment number and (6) topic, (7) the names of each team member and (8) the role each team member played in creating the paper. Note, there are 8 instructions here and you will lose 3 points for each instruction not followed. Papers will be graded for content and mechanics.

SECOND TEAM ASSIGNMENT:

Each team is assigned a topic to present in a specific area of discrimination. You will present

your presentation on the date with the subject as noted using 30 minutes for your topic. The team will be graded as a whole. Each team member may earn up to 25 points. I will be grading on research, presentation skill, originality and coverage of the subject. Once again, I have been known to give bonus points for outstanding presentations.

The team assignments, date, and subject are as follows:

TEAM	SUBJECT	DATE OF PRESENTATION
Team A	Employment discrimination: an overview	2/21/07
Team B	Age discrimination	2/26/07
Team C	Sex discrimination	2/28/07
Team D	Racial discrimination	3/5/07
Team E	Religious discrimination	3/7/07
Team F	Disability discrimination	3/12/07

Each team will prepare a (1) 5 to 6 page paper on their topic. These papers will be (2) computer generated and (3) double-spaced. Papers shall include (4) a separate cover page which identifies (5) the assignment number and (6) topic, (7) the names of each team member and (8) the role each team member played in creating the paper. Note, there are 8 instructions here and you will lose 3 points for each instruction not followed. Papers will be graded for content and mechanics.

INDIVIDUAL WRITTEN ASSIGNMENT:

Each class member will be required to complete a paper on a topic chosen by the student with the approval of the instructor. The topic must be one covered in the text. Students are required by the third class, January 10, 2007, to have chosen their topic and have e-mailed the same to me. Failure to comply with this shall result in 5 points being deducted from your paper. The paper will be due on or before February 26, 2007, and will be (1) computer generated, (2) double spaced, (3) not less than 5 nor more than 6 pages (plus footnotes), (4) stapled once in the upper left hand corner with (5) the students name and (6) page number on each page. You shall have a minimum of six (6) different sources or cases cited with appropriate footnotes in your paper. Note: there are seven (7) separate instructions here. You will lose three (3) points for each instruction not followed. Late papers will not be accepted. This paper will be worth 50 points. **YOU ARE REQUIRED TO USE AT LEAST SIX (6) OUTSIDE RESOURCES FOR THIS PAPER BUT YOU MAY NOT CITE THE TEXT, LAW, BUSINESS AND SOCIETY.**

IMPORTANT NOTICE REGARDING ALL PAPERS:
YOU SHALL NOT USE THE TEXT FOR ANY REFERENCE OR RESOURCE IN ALL PAPERS FOR THIS COURSE. ALL

REFERENCES SHALL BE FROM CITED CASES, REFEREED JOURNALS, RECOGNIZED LEGAL JOURNALS, OR RECOGNIZED LEGAL RESOURCES. JUST CITING A WEB CITE WILL NOT GIVE YOU CREDIT FOR A REFERENCE.

ABOUT ACADEMIC INTEGRITY:

It is the policy of Wright State University to uphold and support standards of personal honesty and integrity for all students consistent with the goals of a community of scholars and students seeking knowledge and truth. Furthermore, it is the policy of the University to enforce these standards through fair and objective procedures governing instances of alleged dishonesty, cheating, and other academic misconduct.

The following recommendations are made for all students:

1. Be honest at all times.
2. Act fairly toward others. For example, do not disrupt or seek an unfair advantage over others by cheating, by talking, or by looking at other individuals work during exams.
3. Take group as well as individual responsibility for honorable behavior. Collectively, as well as individually, make every effort to prevent and avoid academic misconduct, and report acts of misconduct that you witness.
4. Do not turn in the same work in more than once class unless permission is received in advance from the professor.
5. Unless permitted by the instructor, do not collaborate with others on graded course work, including in class and take home tests, papers, or homework assignments.
6. Know what plagiarism is and take steps to avoid it. When using the words or ideas of another, even if paraphrased in your own words, cite the source.
7. Know the policy – ignorance is not a defense. If you have any questions regarding academic misconduct, contact the instructor. Those who violate campus rules are subject to disciplinary action.

For a complete statement of the University's Academic Integrity Policy, access:

http://www.wright.edu/students/judicial/stu_integrity.html

TENTATIVE COURSE SCHEDULE:

CLASS	DESCRIPTION	PRESENTER
#1. Wed. 1/3/07	Introduction, Review of Syllabus, Pick Teams, Determine Final Format, Team Work Time	Dr. B.
#2. Mon. 1/8/06	Library Research Lecture on Web Sites, Video on Web Sites Lecture on Court System, Citations, Briefing	Mrs. Fang Dr. B. Dr. B.
#3. Wed. 1/10/07	Review Briefing, Briefing Exercise Chapter 1. <i>Capitalism and the Role of Government</i> Quiz #1 over Chapter 1	Dr. B. Dr. B.
Mon. 1/15/07	No Class: Dr. Martin Luther King Holiday	
#4. Wed. 1/17/07	Chapter 2. <i>Business Ethics</i> . Chapter 3. <i>The Corporation and Public Policy: Expanding Responsibilities</i> Quiz #2 over Chapters 2 & 3	Dr. B.
#5. Mon. 1/22/07	Chapter 4. <i>The American Legal System</i> Team A. Presentation on Accounting Ethics. Paper due.	Dr. B. Team A.
#6. Wed. 1/24/07	Finish Lecture on Chapter 4. Team B. Presentation on Marketing Ethics. Paper due. Quiz #3 over Chapter 4	Dr. B. Team B.
#7. Mon. 1/29/07	Chapter 5. <i>Constitutional Law and the Bill of Rights</i> Team C. Presentation on Medical Ethics. Paper due. Quiz #4 over Chapter 5	Dr. B. Team C.
#8. Wed. 1/31/07	Chapter 7. <i>Business Torts and Product Liability</i> Team D. Presentation on Legal Ethics. Paper due.	Dr. B. Team D.
#9. Mon. 2/5/07	Finish Lecture on Chapter 7 Team E. Presentation on Management Ethics. Paper due. Quiz #5 over Chapter 7	Dr. B. Team E
Wed. 2/7/07	No class.	
#10. Mon. 2/12/07	Catch-up and Review for Midterm Team F. Presentation on College Ethics. Paper due.	Dr. B. Team F.
#11. Wed. 2/14/07	Midterm over Chapters 1, 2, 3, 4, 5 & 7	
#12. Mon. 2/19/07	Chapter 12. <i>Employment Law I: Employee Rights</i> Chapter 13. <i>Employment Law II: Discrimination</i> . Chapter 14. <i>Employment Law III: Labor-Management Relations</i>	Dr. B.
#13. Wed. 2/21/07	Finish Lecture on Chapters 12, 13, 14 Team A. Presentation on Employment Discrimination, an Overview.	Dr. B. Team A.

	Paper due. Quiz #6 over Chapters 12, 13, & 14	
#14. Mon. 2/26/07	Chapter 8. <i>Government Regulation of Business</i> Team B. Presentation on Age Discrimination. Paper due. Quiz #7 over Chapter 8 Individual Papers Due	Dr. B. Team B.
#15. Wed. 2/28/07	Chapter 10. <i>Antitrust Law-Restraint of Trade</i> . Chapter 11. <i>Antitrust Law-Monopolies and Mergers</i> Team C. Presentation on Sex Discrimination. Paper due. Quiz #8 over Chapters 10 & 11	Dr. B. Team C.
#16. Mon. 3/5/07	Chapter 15. <i>Consumer Protection</i> Team D. Presentation on Racial Discrimination. Paper due Quiz #9 over Chapter 15	Dr. B. Team D.
#17. Wed. 3/7/07	Chapter 16. <i>International Ethics and Law</i> Team E. Presentation on Religious Discrimination. Paper due. Quiz #10 over Chapter 16	Dr. B. Team E.
#18. Mon. 3/12/07	Chapter 17. <i>Environmental Protection</i> Team F. Presentation on Disability Discrimination. Paper due. Quiz #11 over Chapter 17	Dr. B. Team F.
To be announced	Final	