

Fall 2021

## **PHIL 335-451: Ethical Issues in Business**

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**New Jersey Institute of Technology**  
**PHIL 335: Ethical Issues in Business (Fall 2021)**

Course: PHIL 335-451 (Online Course)

Email: [agarcia@njit.edu](mailto:agarcia@njit.edu)

Instructor: Professor Andrew Garcia, J.D.

Office Hours: all communications via email

**COURSE DESCRIPTION**

This course will examine the ethical problems and moral foundations of business from the perspective of moral philosophy. Students will be exposed to the important moral issues that arise in various business contexts and will be introduced to ethical concepts that are relevant for resolving these problems. Among the questions explored are: What are the rights of employees and employers in the workplace? Do corporations and managers have an obligation to society at large? What is the relationship between personal and business morality? Is there a moral justification for the free market?

**REQUIRED TEXT AND OTHER MATERIALS**

-Shaw, William H. *Business Ethics*. 9th ed. Cengage Learning, 2016. (ISBN# 9781305582088)

- For students who want to use an e-book, they will need to purchase MindTap on Cengage (Note: we will not be using Mindtap in this course)
- It is recommended that students acquire a hard copy of the textbook in order to be able to utilize it during the Final Exam, as the exam is an open-book test; you will not be able to use any other computers (besides the one used for taking the test) or electronic devices, nor access any other websites while taking the exam.

-Handouts posted on Canvas and sent via email

-Web Sites posted on Canvas

**GRADING**

Case Studies, quizzes & assignments	50%
PowerPoint Project	20%
Final Examination	30%

**FINAL GRADING SCALE**

A = 90 – 100    B+ = 86 – 89    B = 80 – 85    C+ = 76 – 79    C = 70 – 75    D = 60 – 69    F = 0 – 59

**COURSE REQUIREMENTS**

**A) EXPECTATIONS**

**What I expect from you:**

This is an online, intensive, 14-week course. It requires you, the student, to be in control of your learning. In a face-to-face course I, the instructor, can play a much bigger role in directing your learning. In an online course I have to do a lot more work in designing an appropriate learning environment, so that you can learn at your own pace and at your convenience. Since you are in complete control of your learning pace, you need to be disciplined to stay up to date with the course. If you fall behind, it will be extremely difficult, if not impossible to pass this course. Here are some tips to help you succeed in this course:

- 1) **Manage your time:** This course will be completed after 14 weeks of work. Good planning allows you to be prepared for the unexpected: sickness, travel requirements, Internet outages, etc. Allow 3-4 hours to read, study and prepare assignments for the week.
- 2) **Keep track of due dates:** Use the Course Schedule at the end of this syllabus to keep track of due dates, as well as the schedule on our Canvas page. It would be a good idea to print a copy of the course schedule and keep it handy. Just to be clear, in order to keep pace with the course workload, all assignments must be submitted/uploaded to our Canvas page, usually by 11:59 PM, the day it is due. **The latest I will accept an assignment is by the end of each week, Sunday, by 11:59 PM.** It is learning at your pace, so you can spread the work over the duration of the week, or tackle it over the weekend.
- 3) **Log on to Canvas and your NJIT email daily:** Get into the habit of going online to Canvas and your email every day to check for special announcements, emails and other materials, and also to find out if it is working properly. If you experience any issues you can call the **Help Desk at 973-596-2900 for assistance.**
- 4) **Students must do their own work:** Although I encourage collaboration in face-to-face-classes in a classroom setting, I must firmly enforce the policy that each student works on his/her own assignments. You must do your own work in order to grasp the knowledge of each lesson that has been assigned. It is necessary in order to prepare for the final exam, which is worth 30% of your overall grade. Be aware that you must upload all assignments to Canvas, which means they will automatically go through Turnitin.com. **DO NOT PLAGIARIZE! DO YOUR OWN WORK!!**

#### **What to expect from me:**

As your instructor, I am committed to providing a quality learning experience through thoughtful planning, implementation and assessment of course activities. I am also committed to being readily available to students throughout the semester by

- 1) replying to questions from your emails within a 24-hour timeframe.
- 2) returning graded course work with feedback within 72 hours from each assignment's due date.
- 3) engaging in one-on-one discussions (arranged by appointment) regarding difficulties with course materials.

B) **Case Study Assignments (and Other assignments):** At the end of each chapter in the textbook, there are case studies provided in order to explain and enhance the lessons from that particular section. Students will be assigned 1 or 2 case studies per chapter during the course of the semester and will be required to thoroughly prepare each case study by reading it, analyzing the details of the case study and answering the questions at the end of the case. All answers must be word-processed in a **Word Document**. There are also "other assignments" during the semester; these include the First Moral Dilemma, for example, as well as 1 or 2 Discussion Board Questions and Responses, as well as 1 or 2 quizzes.

C) **Quizzes:** There will be quizzes administered throughout the semester. Students will know well in advance the due dates for these quizzes. Textbook and notebooks may be used for the quizzes. They will consist of multiple choice and true/false questions.

D) **PowerPoint Presentation:** Each student will prepare a PowerPoint presentation for this class. It should contain **at least 15 slides (14 with content and 1 reference slide containing the sources used for the PowerPoint)**. To maximize your grade, it is vital that you include charts, graphs, maps and pics/illustrations where applicable. Words should be kept to a minimum, with bullets/fragments guiding the audience through the material at hand. It is most effective to combine words with pics/illustrations. **The PowerPoint presentation is due on Friday, April 30<sup>th</sup>.** You will have a choice of certain topics furthering concepts or cases we have discussed or will discuss in class relating to Business Ethics. Before commencing, you must receive final approval from me. The following is a list of potential topics (**Note: you are not limited to this list**): Affirmative Action in the 21<sup>st</sup> Century: Is it Still Necessary; The Toyota Brake Fiasco of 2010; A Closer Look at the Enron Debacle: Where Are They Today? Fannie Mae & Freddie Mac: What Went Wrong?; Unethical Behavior in Mortgage Lending: How It Contributed to the Recession?; The Madoff Scandal: PONZI Scheme on Steroids; Outsourcing in the 21<sup>st</sup> Century Global Marketplace; The Tobacco Industry and 21<sup>st</sup> Century Liability; Unions in the 21<sup>st</sup> Century: Have They Lost Their Need?; Ethical Issues Regarding Government Worker's Unions; Whistle-Blowing in the 21<sup>st</sup> Century: A Modern Example; Product Safety versus Consumer Responsibility; A Look at Product Liability in the 21<sup>st</sup> Century; Product Dumping;

A 21<sup>st</sup> Century Example. Choose one of these or a topic of your own interest that you will enjoy researching. **Note:** this is a progressive assignment that contains several assignments before the final product. These are crucial to the development of your final project. They must be delivered on time; if they are handed in late it will impact the overall grade for the paper. Below are the assignments for the research project, their due dates, and the impact they will have on your overall project grade if delivered late:

- 1) **Email me a list of two potential topics/titles;** I will reply, indicating which topic to begin researching. The email containing your topics must be sent to me by **Sunday, September 26<sup>th</sup>, at 11:59 PM**. **Ten points** will automatically be subtracted from your overall project grade if it is late.
- 2) **PowerPoint Proposal** (including title, thesis statement and a paragraph describing in detail the purpose and direction of your project) will be due by **Sunday, October 3<sup>rd</sup>, at 11:59 PM** (see schedule below). **Ten points** will automatically be subtracted from your overall project grade if late.
- 3) **Annotated Bibliography** of at least four legitimate, scholarly sources to be used for your project with annotation is due by **Sunday, October 31<sup>st</sup>, at 11:59 PM** and must follow MLA or APA format (see schedule below). **Ten points** will automatically be subtracted from your overall project grade if late.
- 4) **Final PowerPoint Presentations** are due by **Sunday, December 10<sup>th</sup>, at 11:59 PM**. (see schedule below). **Twenty points** will automatically be subtracted from your overall project grade if late.

E) **Final Exam:** There will be an examination in this class that will be worth **30% of your final grade**. It will cover the theories and concepts of ethical issues in business and the application of these theories and concepts to a set of facts provided. The best way to prepare for this final is to read and prepare the case studies throughout the entire summer session and by taking the quizzes. The exam will contain case studies that contain short answer questions, just like the case studies prepared throughout the semester, as well as questions in the same format as the quizzes. It will be administered via Canvas and will be made available at the start of **Final Exam Period at the end of the semester. Respondus and Webcam will be utilized for the final exam. Make sure you upgrade Respondus to the latest edition and that you have the proper equipment for the exam. It is an open textbook and open notebook exam. NO HAND HELD DEVICES OR ADDITIONAL COMPUTERS CAN BE USE FOR THIS EXAM.**

## **GUIDELINES and POLICIES**

1. All work must be submitted by its due date. **Case studies handed in/uploaded late will not be accepted/or will be severely penalized, depending on the situation. Late assignments dealing with the research project will have an impact on your paper grade.**
2. **A plagiarized proposal, assignment, annotated bibliography, PowerPoint, etc.** will result in a grade of **F** for the course. It will also be reported to the Dean of Students, which could lead to academic probation and/or expulsion. Citations must conform to MLA/APA format (see Purdueowl.edu for more information on MLA or APA format).
3. All work must be word-processed using **Times New Roman, 12-point font**. Use one-inch margins on all sides of each page, double space and left-justify. Indent the first line of every paragraph five spaces. Number pages consecutively.
4. Headings should be double-spaced in the upper left corner of the cover page. They should include **your name**, the course name (**PHIL 335-451**), course instructor (**Prof. Garcia**), and **date**, according to MLA/APA format (see the sample assignments provided at the top of our Canvas page as guides).
5. **All emails must contain course, class and section number information (PHIL 335-451)** in the subject line to avoid getting lost in my ever-filling inbox. To ensure your email is read, please do not forget this important detail.
6. Keep an extra printout or copy of all assignments. Make a back-up file on a flash drive (etc.), in case of computer/laptop malfunctions.
7. **No extra credit** will be allowed or accepted during this course. If you want a good grade in this class, I suggest you do all the necessary preparation and work now, at the start of the session.

## NJIT University Policy on Academic Integrity

All Students must strictly follow the NJIT University Policy on Academic Integrity. This means that there must not be any forms of plagiarism, i.e., copying of homework, essay papers, projects or any other form of cheating in class. Under the University Policy on Academic Integrity, students are obligated to report any such activities to the Instructor. Any violations will be brought to the immediate attention of the Dean of Students. Violations will be taken seriously and adjudicated in accordance with the policy. A complete copy of the University Policy on Academic Integrity is available at: <https://www5.njit.edu/policies/sites/policies/files/academic-integrity-code.pdf>

## COURSE SCHEDULE

I have formatted this online course schedule in a similar manner as my face-to-face courses in order for you to pace yourself throughout the semester. Case Study names have been provided for your convenience. Refer to the Case Study by its name, not necessarily the number.

- W/ 9/01 - Introductions; Review Syllabus and Policies;  
Course Description; Discussion on Ethical Issues in Business;  
Log on to our Canvas page and review all the documents at the top of the page.  
Students should read and understand every aspect of the course and this syllabus;  
Email any questions regarding the syllabus
- Sun/ 9/05 - Answer Questions regarding the syllabus. **Post to Canvas by 11:59 PM tonight. (not graded, but can have negative consequences on your PowerPoint Presentation if submitted late = 10 point deduction)**
- F/ 9/10 - On page 4 of the textbook, under the section “Business and Organizational Ethics,” we have our first Moral Dilemma provided to us by the Roman Philosopher and Senator, Cicero (106-43 BCE). In a written response, discuss what you would do as the merchant from Alexandria. Give a specific response with logical reasoning regarding what you would tell the people of Rhodes and why? Consider every possibility in your answer. This is your opinion, so there is no right or wrong answer, so long as you back it up with solid reasoning and evidence. Your answer can be a single paragraph, between 7 to 10 sentences. This will be done on a Discussion Board that you access on our Canvas page. To earn full credit for this assignment you must answer the question, plus respond to one of your classmate’s answers that you disagree with, in whole or in part. **Your answer is due today, FRIDAY, Sept. 10<sup>th</sup>, by 11:59 PM. Your response to a classmate’s answer is due by SUNDAY, Sept. 12<sup>th</sup> by 11:59 PM. If you do not have the textbook yet, the question is available at the top of our Canvas page. Both answer and response are required to earn full credit for this assignment. Choose a student’s answer in which you are NOT in agreement. Students can reply to the responses, thus sparking debate on the topic.**
- F/ 9/17 - Ch. I: The Nature of Morality  
Case Study 1.1 “Made in the USA – Dumped in Brazil, Africa, Iraq ...”; (Answers due by 11:59 PM tonight)  
Case Study 1.4 “The A7D Affair”; (Answers due by 11:59 PM tonight)
- F/ 9/24 - Ch. II: Normative Theories of Ethics  
Case Study 2.2 “The Ford Pinto”; (Answers due by 11:59 PM tonight)  
Case Study 2.1 “Hacking into Harvard” **REVIEW ONLY; do not submit answers to this case. You will answer a Discussion Board Question on Moodle regarding this Case Study; Answer should contain 7 to 10 sentences and is due by 11:59 PM today (Friday); Respond to a classmate’s answer that you disagree with, in whole or in part, by SUNDAY, Sept. 26<sup>th</sup> by 11:59 PM; both answer and response are required to earn full credit for this assignment.**

Sun 9/26 - **Email containing list of two potential topics/titles due by 11:59 tonight**

F/ 10/01 - Ch. III: Justice and Economic Distribution  
Case studies 3.1 "Eminent Domain" & 3.2 "Battling over Bottled Water; (Answers due by 11:59 PM tonight)

Sun/ 10/03 **Project Proposal Due on Sunday, Oct. 3<sup>rd</sup>, by 11:59 PM tonight; include title, thesis statement and a paragraph description of your topic**

F/ 10/08 - Ch. IV: The Nature of Capitalism  
Case Study 4.3 "One Nation Under Wal-Mart" (Answers due by 11:59 PM tonight)  
Case Study 4.6 "Paying College Athletes" **REVIEW ONLY; do not submit answers to this case.**  
Case Study 4.2 "Licensing and Laissez Faire" **REVIEW ONLY; do not submit answers to this case.**

F/ 10/15 - Ch. V: Corporations  
Case Study 5.5 "Charity to Scouts?" (Answers due by 11:59 PM tonight)  
Case Study 5.1 "Yahoo in China" **REVIEW ONLY; do not submit answers to this case.**

F/ 10/22 - Ch. VI: Business and Society: Consumers  
Case Study 6.1 "Breast Implants" (Answers due by 11:59 PM tonight)  
Case Study 6.2 "Hot Coffee at McDonald's" **REVIEW ONLY; do not submit answers to this case.**

F/ 10/29 - Chapter VII: The Environment  
No case studies due from this chapter  
Quiz on Chapter VII will be administered on Canvas

**NOTE: By Sunday, October 31<sup>st</sup>, at 11:59 PM, your Annotated Bibliography is due (citations and annotation) and must contain four legitimate, scholarly sources for your presentation; sources may include books, journals, online books, online journals and sources found through the library database (journals and periodicals); these sources will be the foundation of your project and MUST have an author(s) who can be researched. You may use addition sources such as websites (.gov, .org, .edu, etc.) for general statistics and other information, but the heart of your presentation will be based on the four sources mentioned above. A sample Annotated Bibliography has been provided at the top of our Canvas page. For more information regarding citations and annotation, go to [PurdueOwl.edu](http://PurdueOwl.edu).**

F/ 11/05 - Ch. VIII: The Workplace: Basic Issues  
Case Study 8.2 "Web Porn at Work" 8.4 (Answers due by 11:59 PM tonight)  
Case Studies 8.1 "AIDS in the Workplace" & 8.4 "Have Gun, Will Travel... to Work" **REVIEW ONLY; do not submit answers to these cases**

F/ 11/12 - Ch. IX: The Workplace: Today's Challenges  
Case Study 9.3 "She Snoops to Conquer" (Answers due by 11:59 PM tonight)  
Case Study 9.1 "Unprofessional Conduct?" **REVIEW ONLY; do not submit answers to this case**

F/ 11/19 - Ch. X: Moral Choices Facing Employees  
Case Study 10.1 "Changing Jobs and Loyalties" (Answers due by 11:59 PM tonight)  
Case Study 10.4 "The Housing Allowance" **REVIEW ONLY; do not submit answers to this case**

F/ 11/26 - **Thanksgiving Break**; no new assignments due. Continue working on PowerPoint Presentations

F/ 12/03 - Ch. XI: Job Discrimination

Case Study 11.1 “Minority Set-Asides” **REVIEW ONLY; do not submit answers to this case.**

Case Study 11.4 “Consenting to Sexual Harassment” **REVIEW ONLY; do not submit answers to this case.**

F/ 12/10 - **PowerPoint Presentations due by 11:59 PM tonight; dedicate entire week to finalize your projects**  
**Twenty points** will automatically be subtracted from your overall project grade if late.

**12/15 to 12/21 - Final Exam Period**: exam can be taken any time during this period and will be administered via Canvas.  
**Respondus and Webcam will be utilized for the Final Exam. Make sure you upgrade Respondus to the latest edition and that you have the proper equipment for the exam. It is an open textbook and open notebook exam. NO HAND HELD DEVICES OR ADITIONAL COMPUTERS CAN BE USED FOR THIS EXAM. This means all of your course materials must be in hard copy format. Prepare accordingly.**

**Thursday/ 12/23 - Final Grades Due**

**Note:** Due to time constraints and other unforeseen occurrences, we may not cover all of the above material. I may also assign additional material as well. Students will be notified well in advance.