



**ETHICAL AND SOCIAL ASPECTS OF BUSINESS**  
**ORB 315**  
**AUTUMN 2020**  
**Dr. Grant J. Rozeboom**  
**Organizations and Responsible Business Department**

**BASIC INFORMATION:**

- Classroom: via Zoom at [this link](#)
- Online Platform: Google Classroom (classroom.google.com)
- Class Schedule: W from 6:00-10:00pm (class meeting and individual/group work)
- Office Hours: by appointment via Zoom at [this link](#)
- Contact: Email: gjr5@stmarys-ca.edu

**COURSE DESCRIPTION:** This course examines the tie between business and its social setting. Topics include non-market environments of business, issues of ethics and social responsibility in market systems, relation between social trends and politics, comparative market systems, regulation and externalities, and corporate governance issues. Our underlying goal will be to better understand how well your core moral values have guided your professional lives so far and to equip you to more fully utilize these values in your decision-making as leaders. You tacitly rely on moral values in your everyday professional lives, but what are these values at bottom? How have they shaped your decision-making in important roles and situations, and how should they do so going forward? How can you remove obstacles for moral decision-making in your organization? This class will help you to systematically understand your moral values so that you can better articulate them to others, reflect on how these values could more holistically shape your professional decision-making, and prepare for engaging others in values-based decision-making.

**OUTCOMES:** Upon completing this course, students will be able to:

- Define the basic vocabulary and conceptual structure of business ethics and corporate social responsibility.
- Recognize and work toward the resolution of ethical problems in organizational settings.
- Recognize the positive and negative ethical, social, and environmental dimensions of business decisions and practices for organizational stakeholders.
- Identify and apply the individual and organizational factors that influence ethics (and unethical) thinking and action.

**COURSE REQUIREMENTS:** The work of the course is divided into four categories:

- Values-Based Decision Essays: You will complete four short (~600 word) essays in which you diagnose and respond to a morally challenging case in terms of your basic moral values and reflect on how you have dealt with similar challenges. These will need to incorporate our class readings. I will rely on specific criteria I share with you for providing feedback on these essays.
- Deep-Dive Presentation: For one of our sessions, you will work with two or three of your classmates to provide a 20-minute presentation, pose some discussion/application questions and examples, and engage in a 20-minute Q&A, using a supplementary, “deeper dive” reading focused on the topic of that session. The main goal of the presentation is to explain how to use the main ideas/findings in your reading to clarify and respond to common moral challenges and opportunities in business contexts.
- Social Impact Presentation and Executive Summary: In groups of three or four (different from your Deep-Dive groups), you will put together a presentation and executive summary about socially responsible decision-making in the Hobby Lobby case. You will take the perspective of an ethics consultant: a third party hired to give morally sound advice to Hobby Lobby’s leadership. Your presentation and executive summary will apply the values-based framework developed across the three sessions focused on socially responsible decision-making.
- Session Contributions: In order for you and your classmates to succeed, everyone will need to actively engage in each session. In addition to productive discussion contributions, you will complete several short reflections and case studies.

**GRADING INFORMATION:** 25% of your grade will come from the Values-Based Decision Essays, 15% from the Deep-Dive Presentation, 50% from the Social Impact Presentation and Executive Summary, and 10% from Session Contributions.

- Grading Scale: A = 93%-100%, AB = 88%-92%, B = 83%-87%, BC = 79%-82%, C = 74%-78%, CD = 70%-73%, D = 65%-69%, F = 0%-64% (Note: I will round to the nearest whole percentage point.)
- Late/Rewrite Policy: If you encounter an emergency or illness that requires you to turn in an assignment late, please let me know by email within 24 hours of the assignment deadline so that we can discuss appropriate arrangements. For (only) one of the weekly essays, you can rewrite it after receiving feedback. You must notify me and turn in the rewrite within one week of receiving feedback.
- Attendance: Students are required to attend all class sessions. An absence of up to two four-hour class sessions may be excused with the prior knowledge and agreement of the instructor. Students missing more than two class sessions will not be given credit for the course and will have to repeat it. For exceptional circumstances, consult with the Academic Program Director and/or the Associate Dean.

**REQUIRED MATERIALS:** You must obtain Mary Gentile, *Giving Voice to Values* (ISBN: 978-0300181562; a free e-copy is [here](#)). Other materials will be on Google Classroom.

**SCHEDULE:** Note that our class sessions include live meetings with the entire class (typically from 6:00-8:30) followed by individual/group work time, during which I will be available for giving feedback or consultation about coursework (typically 8:30-10:00).

**Session 1 (9/30): When our values won't save us**

- *Prep materials:* none, but have *Giving Voice to Values* (GVV) on hand
- *Class meeting:* 6:00-8:30pm – Introductions and Situational Challenges
- *Individual/group work:* Recording and Reflection – Articulating Our Values
- *Assignments:* Essay #1 (due 10/4)

**Session 2 (10/7): Overcoming challenges to our moral values (individual level)**

- *Prep materials:* Kant *Groundwork* selections; Harman, “Moral Philosophy Meets Moral Psychology”; GVV Ch. 3, 8; “Wells Fargo banker” case
- *Class meeting:* 6:00-8:30pm – Situationism and Kantian Principles
- *Individual/group work:* Recording – Rationalizing vs. Scripting
- *Assignments:* Kant Reading Guide (due before class 10/7); Essay #2 (due 10/11)

**Session 3 (10/14) Overcoming challenges to our moral values (org/market level)**

- *Prep materials:* Brenkert, “Whistle-Blowing”; Boatright, “Business Ethics Mistake?”; Smith, “Moral Managers”; “Medicine’s Middlemen” case
- *Class meeting:* 6:00-8:45, with Zimbardo, MacIntyre deep-dive presentations
- *Individual/group work:* Recording – Reform, Responsibility, Conflicts of Interest
- *Assignments:* Reform & Responsibility Case Study (due 10/14)

**Session 4 (10/21): Social responsibility – values of social justice**

- *Prep materials:* Rawls, “Justice as Fairness”; *Hobby Lobby* case readings
- *Class meeting:* 6:00-8:15, with *Grutter v. Bollinger* deep-dive
- *Individual/group work:* Recording – Social Values and Hobby Lobby
- *Assignments:* Rawls Reading Guide (due before class on 10/21); initial small group working document (due by 10pm on 10/21)

**Session 5 (10/28): Leading with trust and honesty**

- *Prep materials:* Cohen & Dienhart, “Amoral and Moral Trust,” Pettit, “The Cunning of Trust”; Carson, “Deception”; “Boeing 737MAX” case
- *Class meeting:* 6:00-8:45, including Lowenstein, Radin deep-dives
- *Individual/group work:* Recording – Building Trust the Right Way
- *Assignments:* Case Study (due 10/28); Essay #3 (due 11/1)

**Session 6 (11/4): Leading and governing as moral equals**

- *Prep materials:* Anderson, *Private Government* lectures; [Uber workers case](#)
- *Class meeting:* 6:00-8:30, including Estlund deep-dive
- *Individual/group work:* Recording – Hierarchy & Equality
- *Assignments:* Case Study (due 11/5); Essay #4 (due 11/8)

### **Session 7 (11/11): Social responsibility – market failures and outcomes**

- *Prep materials:* Satz, *Not for Sale* Ch. 1, 4, 9
- *Class meeting:* 6:00-7:30 on evaluating markets (using the Satz reading)
- *Small group work:* 20-min. Social Impact Group meetings during 8:00-10:00
- *Assignments:* Small Group Report #1 (due 11/11)

### **Session 8 (11/18): Social responsibility – stakeholders and sustainability**

- *Prep materials:* Posner, “Friedman Was Wrong”; Smith, “Shareholders-Stakeholders Debate”; DesJardins, “Sustainability Bandwagon”; “Ferris Valley” case
- *Class meeting:* 6:00-8:30, with Mazutis & Eckardt deep-dive
- *Individual/group work:* Recording – Smarter CSR and Sustainability
- *Assignments:* Small Group Report #2 (due 11/22)

### **Session 9 (12/2): The ethics of cultivating an ethical workplace**

- *Prep materials:* Lacey & Pickard, “Consulting Room to Courtroom”; Thaler & Sunstein, “Libertarian Paternalism”; “Memo from the Boss” case
- *Class meeting:* 6:00-8:30, with Lupton & Warren, Thaler & Sunstein deep-dives
- *Individual/group work:* Recording – Blame or Nudge
- *Assignments:* Blame or Nudge reflection (due 12/3)

### **Session 10 (12/9): Social Impact Group Presentations**

- *Class meeting* (only for scheduled presentation slot): Group Presentations
- *Assignments:* Executive Summary (due 12/11)

## **SMC POLICIES AND RESOURCES**

- **Academic Honor Code:** Saint Mary’s College expects every member of its community to abide by the Academic Honor Code. Violations of the Code include but are not limited to acts of plagiarism. For more information, please consult the Student Handbook at [www.stmarys-ca.edu/your-safety-resources/student-handbook](http://www.stmarys-ca.edu/your-safety-resources/student-handbook). If a reasonable suspicion arises that you have violated academic honor code, you will be referred to the Academic Honor Council for further review and sanctions.
- **Title IX Reporting:** Saint Mary’s College of California is committed to providing a safe learning environment for all students that is free of all forms of discrimination and sexual harassment, including sexual assault, intimate partner violence, and stalking. If you (or someone you know) has experienced or experiences any of these incidents, know that you are not alone. Saint Mary’s College employees are trained to support you in navigating campus life; accessing confidential, health, and counseling services; providing academic and housing accommodations; and more. Please be aware all Saint Mary’s College faculty are “responsible employees,” which means that if you tell me about a situation involving sexual harassment, sexual assault, intimate partner violence, or stalking, I must share that information with a Title IX officer. Although I have to make that notification, your level of involvement in the handling of a case is up to you, including whether or not you

wish to pursue a formal complaint. Our goal is to make sure you are aware of the range of options available to you and have access to the resources you need. If you wish to speak to someone privately, you can contact any of the following on-campus resources. (An asterisk\* indicates confidential resources): \*Counseling and Psychological Services (Augustine Hall, 925-631-4364), Health and Wellness Center (Augustine Hall, 925-631-4254), \*Director of CARE (Sexual Assault and Violence Prevention) (Augustine Hall, 925-631-4192) or CARE Hotline - available 24/7 (925-878-9207)

- **Student Disability Services (SDS):** The College strives to make all learning experiences as accessible as possible. Students who anticipate or experience academic barriers based on a disability are encouraged to contact Student Disability Services (SDS), a department of the Student Success Office, to set up a confidential appointment to discuss available services and options. The Student Disability Services office can be reached by emailing [sds@stmarys-ca.edu](mailto:sds@stmarys-ca.edu); calling 925-631-4358; or visiting the office located in Filippi Academic Hall FAH190. ADA Universal Access, reasonable and appropriate accommodations that take into account the context of the course and its essential elements, for individuals with qualifying disabilities, are extended through the office of Student Disability Services. <https://www.stmarys-ca.edu/library/using-the-library/accessibility-ada>
- **Student Technical Assistance:** ITS Services is staffed to help with IT-related questions and concerns. Their mission is to get you the support you need as quickly as possible. For Service Desk and Tech Bar location and service hours: <https://www.stmarys-ca.edu/it-services/find-us>
- **Library Assistance:** Searching for a book, article, or data to inform your argument? Not sure how to cite a source in your bibliography? Ask a librarian! Research help is available in person at the Reference Desk, by phone at 925-631-4624, and during reference hours you can even text a librarian at 925-291-9699 or chat with us live via the Library's website. Check the Library's Ask Us page for details. <https://stmarys-ca.libanswers.com/>
- **Counseling and Psychological Services (CAPS):** [Counseling and Psychological Services](#) (CAPS) supports the emotional well-being of the student body and is committed to a respectful understanding and honoring of the social, emotional, and cultural contexts of each student. CAPS provides time-limited individual and group therapy, emergency and crisis intervention, and prevention-oriented outreach to students at no additional charge. More information can be found on our webpage: <https://www.stmarys-ca.edu/counseling-and-psychological-services-caps>, or by calling x4364. To make a confidential appointment, please stop by our office on the ground floor of Augustine Hall.
- **Syllabus Change:** I might make changes to this syllabus throughout the course; if so, I will let you know right away.