



## **MGMT 308-002 – ON-LINE**

### **THE ETHICAL, POLITICAL, AND SOCIAL ENVIRONMENT FOR BUSINESS**

#### **SYLLABUS – Spring 2015 – revised 1-13-2015**

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**NOTE: PLEASE REFER TO WEEKLY LEARNING MODULES AND COURSE SCHEDULE FOR THE MOST CURRENT INFORMATION**

#### **OVERVIEW**

MGMT 308 is the Anderson School course that fulfills the AACSB accreditation requirement to provide an understanding of the ethical, political and social challenges that form the larger context for business activity. Still you may ask, “*Why does the accrediting body make coverage of this material mandatory?*”

Consider the words of the prominent New Mexico businessman for whom this school is named: Robert O. Anderson said,

*“Failure to perform competently and credibly in the realm of public issues can be devastating to the prospects of any business. It is not stretching fact at all to say that business today has a new bottom line – public acceptance. Without the approval and support of society, it’s obvious that financial success is irrelevant.”*

In a competitive global environment, public acceptance and ethical business practices can be a critical sustainability strategy. Consequently, this course encourages thinking about and the development of management behaviors that respond to how business interconnects with modern ethical, political and social systems – in the interest of sustainability.

## **TEXT and MATERIALS**

- Anne T. Lawrence and James Weber, *Business and Society: Stakeholders, Ethics, Public Policy*, 14<sup>th</sup> Edition, 2011 (New York: McGraw-Hill).
- To stay current on the always relevant current business and society issues, students are also expected to read at least one major business periodical regularly – examples include: *The Wall Street Journal*, *Bloomberg Business Week*, *the Economist*, or *Forbes* (all are available in Parish library or accessible via the Internet). Also, for matters of local business interest, the Anderson School website has a student link to the online edition of Albuquerque Business First - <http://www.mgt.unm.edu/bizjournals/> - which is free for students.
- Please be prepared to participate in on-line group Discussions that will address course material and current ethical, public policy and environmental issues for business. In addition, various articles and media links will be regularly posted in Learn as required reading/viewing/listening as topics for your weekly Discussions and may be the subject of quizzes or the final exam, as appropriate.

## **COURSE OBJECTIVES and DESIRED LEARNING OUTCOMES**

The specific learning objectives for this course are for you to:

*Learn Fundamental Ethical Principles, Generalizations and Theories Regarding Business and Society:*

- You will explore the influence that ethical, political and social forces have on the structure and operation of business organizations.
- You will examine the interrelationships between these forces and seek to understand how businesses must function in increasingly complex environments.

*Learn to Apply Course Material to Real-World Business Challenges:*

- You will recognize that building positive and mutually beneficial relationships across organizational boundaries is a growing part of management's role.
- You will better understand that in a complex world, business managers face the difficult challenge of achieving positive economic results while simultaneously creating value for all of businesses' diverse stakeholders.

*Acquire Skills in Living your Values and Working with Others as Members of a Team:*

- You will learn and practice team skills - which will be critical to your success in business.
- You will discover that organizations perform their activities and achieve their objectives through the *people* employed by them. Thus, individuals within organizations must have clarity around his/her own personal values and must have developed effective interpersonal skills to enable ethical decision making and the exercise of sound business judgment.

## COURSE CONTENT AND SCHEDULE

*Please refer to the weekly Learning Modules and Course Schedule appearing in UNM Learn – these will keep you up to date on weekly tasks, assignments and upcoming due dates.*

## COURSE REQUIREMENTS AND GRADING

Grading is not personal. Grades are only an imperfect reflection of the relative merit of the work submitted and cannot reflect effort, intuitive knowledge, or ability over and above that which is on paper. Student grades will be earned based on:

- **Active participation in weekly group Discussions – 40%**
- Performance on 10 out of 12 quizzes (lowest two scores will be dropped) – 40%
- Final exam – 10%
- Individual writing assignment – 10%

The weighting for these grading components are as follows:

### Individual assessments

Quizzes (10 out of 12)	400 points (40 points each)
Final Exam	100 points
Individual Writing Assignment	100 points

### \*Team assessments

Group Discussions (8 of 10 weeks)	400 points (50 points each)
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TOTAL: 1000 points

*\*Denotes a “peer evaluation” component which will be an important factor in assessing performance as a Discussion group member. These peer evaluations can positively or negatively impact your grade to a significant degree, so please take them seriously.*

Final grades will be assigned in strict accordance with the following scale:

980-1000 points	A+
930-979 points	A
900-929 points	A-
880-899 points	B+
830-879 points	B
800-829 points	B-
780-799 points	C+
730-779 points	C
700-729 points	C-

680-699 points	D+
650-679 points	D
Below 650 points	F

**Discussions: (40%)** On a weekly basis, students are expected to carefully read all assigned materials, view videos, listen to audio segments, be prepared to discuss and then actively participate in on-line “Discussions”. Consistent and conscientious participation in these group Discussions is an important part of refining critical thinking and reasoning skills and thus is an essential aspect of this course. **Your participation in weekly Discussions will constitute 40% of your grade, with points coming from regular involvement and quality contributions.** Each student in the group will twice be assigned the “Discussion Leader” role – once in the first half of the semester, and again in the second half. Weekly Discussion questions will be suggested by the instructor to assist you in this role. A critical part of your responsibility as Discussion Leader will be to write a Discussion “synopsis” (summary) at the end of your leader weeks, which will be graded pursuant to a posted rubric. **All members of the group will share the grade earned on each week’s Discussion Synopsis** – so it’s essential that all group members recognize their vested interest in a quality submission, regardless of who is functioning as Discussion Leader for the week. Guidelines and tips for writing these synopses will be provided in the Learn Course Resources folder -> Discussion Resources.

**Quizzes: (40%)** Weekly quizzes will be taken on line and will be available via a link within each weekly module. Each quiz will have 20 questions worth two points each, for a total maximum score of 40 points. Forty minutes will be allowed and you’ll have only one attempt to take each quiz, so please ensure before you begin that you are using a reliable, secure Internet connection. Please do not attempt quizzes on your smart phone, not a “smart” idea! In the event of documented Learn system interruptions or outages occurring during the taking of an online quiz, some accommodation may be made, subject to instructor discretion. A student’s failure to utilize a secure and reliable Internet connection for the taking of timed online quizzes is NOT a system failure for which accommodation will be made.

Quizzes are open book and you may use your own notes, but quizzes are to be taken without outside assistance from anyone – do not collaborate with others in any way or share quiz content or possible answers – to do so is cheating – a violation of the Anderson Academic Honesty Code and as such, will be dealt with harshly. *Quizzes and the final exam will be quite difficult if you fail to fully participate in weekly Discussions and/or do not complete the weekly readings/activities.*

Tremendous flexibility is provided in the regular quiz schedule for every student to determine on what day and time he/she will take each quiz within the prescribed window. In addition, all students are allowed to “drop” his/her two lowest quiz scores. Thus, my policy is that *no accommodation* will be made to take quizzes other than within the scheduled window. In other words, *no make-ups or early quizzes are allowed – no exceptions.*

**Individual Writing Assignment: (10%)** - more information on this will be provided later.

**Final Exam: (10%)** This exam will be comprehensive on all course material and will be taken on line during WEEK 16. More information on the final will be provided at a later time.

**Peer Evaluations:** There will be a peer evaluation component to your group Discussion grades at the end of the semester. In this process, you and your peers will be rating your own and each other's contributions in group work – so plan to participate responsibly and expect to be held accountable. *This evaluation can significantly affect your grade – so please recognize that your performance in the group from DAY ONE must be exemplary!* More information on the mechanics and timing of this evaluation will be provided very soon.

### **POLICIES AND PROCEDURES**

**Responding to Student Email Messages:** I respond to emails as promptly as possible, but please allow 24 hours for me to respond during the week (M - F) and 48 hours on the weekend. For example, if you send me a message at 12 noon on Monday, please allow until 12 noon on Tuesday for me to respond. If you send me a message at 5:00 pm on a Friday, please allow until 5:00 pm Sunday for me to respond. If you do not get a response from me within these time frames, please write again to ensure the message got through!

**Deadlines and Due Dates:** All deadlines and due dates are identified well in advance and therefore are not negotiable. Late work will not be accepted.

**Privacy and UNM Learn Tracking Notice:** Please be aware that UNM Learn and the course website automatically record all student activities throughout the semester, including your first and last access to the course, the pages you have accessed, the number of Discussion messages you have read and sent, and posted Discussion topics. This data is accessed regularly by the instructor and teaching assistants to monitor and evaluate class participation and to identify students having difficulty using UNM Learn features.

**Anderson Academic Honesty Code:** The Anderson School of Management is serious about academic honesty and the following commitment is expected of all:

#### **OUR COMMITMENT**

**“Anderson School of Management faculty, staff and students commit to values of trust, honesty, integrity, and accountability. We will not tolerate academic dishonesty.”**

In my classes, whether in a classroom setting or on-line, ethical lapses such as plagiarism or cheating *will* result in a failing grade for the course and be reported to higher University authorities per Code requirements. Working with others is encouraged in group Discussion activities, but you must do your own work on all other material you submit individually for a grade (such as quizzes, individual writing assignments and the final exam). You and your team's efforts in Discussion groups are obvious exceptions to this rule: since effective and interesting Discussions are largely the product of your team's group efforts, collaboration is encouraged and expected.

THE FULL TEXT OF ANDERSON'S ACADEMIC HONESTY CODE CAN BE FOUND AT <http://www.mgt.unm.edu/honesty/>. Please contact me, any other Anderson instructor, the Anderson School's Associate Dean or an academic advisor if you have any questions about the Code or its application.

**Inclement Weather and Course Interruptions:** Inclement weather should not be a problem in an online course, but in the event of or school closures or delays, I will send an email as soon as possible that day detailing how the particular event will be handled. In the event of an unexpected course interruption (i.e., UNM Learn is down for a significant amount of time when assignments, quizzes or exams are due), please email me at [sdsmith05@unm.edu](mailto:sdsmith05@unm.edu) (if UNM Learn is down), letting me know the day and time the system is down. If I can confirm a Learn system outage or interruption, I will respond as soon as possible detailing how the particular assignment or assessment will be handled.

**Disabilities:** If you are qualified and require reasonable accommodation for a special need, please communicate with me as soon as possible. I'll be glad to work with you and other campus offices so you can most effectively participate and learn.

**General Information:** The course syllabus provides a general plan for the course. If changes to the syllabus, schedule or course expectations become necessary, the change will be announced and/or posted in Learn. *Students are responsible for all posted announcements.*

**In Summary: Behave honorably, do your work, try your best. Thank you.**