Management
COURSE NUMBER: 26:620:685
COURSE TITLE: Special Topics: Organization Management

COURSE DESCRIPTION

This course serves as an introduction to the multi-disciplinary academic literature on business ethics and requires no previous exposure to business ethics or philosophy. The course begins with leading theories in business ethics, which are then explored through various disciplinary applications (management, accounting, marketing and supply chain). Relevant psychological and sociological influences in decision-making are addressed throughout the course and special attention is paid to conducting empirical research on ethics-oriented topics. Guest speakers provide insight into various topics. By the end of the course, class participants will have developed their own business ethics empirical study or normative analysis which will draw upon an ethical aspect of their discipline.

GRADING

10% Normative analysis of an article from underlying disciple (Feb 22th)
10% Research Question & Draft of Literature Review for Final Project (Apr 4th)
20% Discussion Leader (1 session) & Participation
60% Final Presentation & Paper (paper is due a week after the final presentation)

NORMATIVE ANALYSIS

Choose one empirical article from your discipline (possibly something written by your advisor) and try to identify the implicit normative aspects of the article (roughly 1 page). Does the article seem to suggest that certain individual or firm behaviors are good or bad? Does the article consider implications of research for society?

RESEARCH QUESTION & DRAFT OF LITERATURE REVIEW

In preparation for the final project, students will submit a paper containing a research question and an overview of the literature review for the final project. This assignment is meant to encourage students to start exploring their specific interests, make progress in writing their final papers, and receive feedback early in the writing process.
DISCUSSION LEADER & PARTICIPATION

While students are expected to participate in all sessions, they will also lead one session alongside a classmate. In the role of discussion leaders, students are expected to compare and contrast articles (not merely provide summaries) and encourage participation and exploration of topics by their classmates. Effective discussion leaders ask good, clear questions that help spark class discussions.

READINGS

Most required readings will be posted to Blackboard or provided in class. ‘Further Readings’ are not required. They provide direction for those who plan to build on a topic for their final paper.

To guide your interpretation of the readings, students should consider the following questions:

Theory Papers: How does the theory relate to research in your discipline? On what points would the scholars agree/disagree? Is the theory persuasive?

Empirical Papers: What is the main research question? Is the question persuasively answered? What was the nature of the research design? Did the authors use the best measures? What would you recommend as a follow-up study?
### TENTATIVE SCHEDULE

**Jan 25**  
**Philosophical underpinnings of Business Research**

<table>
<thead>
<tr>
<th>Author(s)</th>
<th>Title</th>
<th>Journal</th>
<th>Pages</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bowie, N.</td>
<td>Business Ethics, Philosophy and the Next 25 years</td>
<td><em>Business Ethics Quarterly</em></td>
<td>pp.7-20</td>
<td>2000</td>
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**Feb 1**  
**Leading Theories in Business Ethics**

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<thead>
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<tr>
<td>Bowie, N.</td>
<td>A Kantian Theory of Capitalism</td>
<td><em>Business Ethics Quarterly</em></td>
<td>37-60</td>
<td>1998</td>
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**Further Reading:**

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<tr>
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<th>Pages</th>
<th>Year</th>
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<tr>
<td>Audi, R.</td>
<td>Can Utilitarianism be Distributive? Maximization and Distribution as Criteria in Managerial Decisions</td>
<td><em>Business Ethics Quarterly</em></td>
<td></td>
<td>2007</td>
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<tr>
<td>Donaldson, T.</td>
<td>The ethics of international business</td>
<td>Oxford University Press</td>
<td></td>
<td>1991</td>
</tr>
<tr>
<td>Dunfee, T. W.</td>
<td>A critical perspective of integrative social contracts theory: Recurring criticisms and next generation research topics</td>
<td><em>Journal of Business Ethics</em></td>
<td>68, 303-328</td>
<td>2006</td>
</tr>
<tr>
<td>Heath, J., Moriarty, J., &amp; Norman, W.</td>
<td>Business ethics and (or as) political philosophy</td>
<td><em>Business Ethics Quarterly</em></td>
<td>20(3), 427-452</td>
<td>2010</td>
</tr>
<tr>
<td>Sen, A.</td>
<td>Does business ethics make economic sense?</td>
<td><em>Business Ethics Quarterly</em></td>
<td>45-54</td>
<td>1993</td>
</tr>
<tr>
<td>Freeman, R. E.</td>
<td>Strategic management: A stakeholder approach</td>
<td>Boston: Pitman</td>
<td></td>
<td>1984</td>
</tr>
<tr>
<td>Soule, E.</td>
<td>Managerial moral strategies-in search of a few good principles</td>
<td><em>Academy of Management Review</em></td>
<td>27, 114-124</td>
<td>2002</td>
</tr>
<tr>
<td>Wicks, A., Gilbert, D. Freeman, R. E.</td>
<td>A feminist reinterpretation of the stakeholder concept</td>
<td><em>Business Ethics Quarterly</em></td>
<td>475-497</td>
<td>1994</td>
</tr>
</tbody>
</table>
Feb 8  Leading Theories in Business Ethics (con’t) – Guest: Miguel Alzola


Further Reading:
Feb 15  
**Normative vs. Descriptive Theory**


**Further Readings:**


Feb 22 **Behavioral Ethics Models**

**DUE: Normative Analysis**


Feb 29 **The Ethical Organization**


Further Reading:


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**Mar 7**  
Un/ethical and Deviant Behavior  
*Catrina*


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**Further Reading:**


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**Mar 14**  
Spring Break

**Mar 21**  
Predictors of Un/Ethical Behavior  
*Mahak*


*Further Reading:*


*Mar 28 Cultural and Moral Psychology Gohar*


April 4  
**Employee Roles & Rights**  
Lauren

**DUE: Literature Review**


**Further Reading:**


Apr 11  
**CSP and Stakeholder Reactions - Guest: Lisa Lewin**


**Further Reading:**


**Further Reading:**


**Apr 25  Moral identity & moral self-regulation Guest: Tracy Rank-Christman**


**Further Reading:**


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*May 2  FINAL PRESENTATIONS & FINAL PAPERS DUE*