

COURSE: PHIL 4100B
TERM: 2011 Fall
MEETINGS: Thursdays 6 p.m. to 9 p.m.
INSTRUCTOR: Stephen Maguire
OFFICE: 329B Paterson Hall
OFFICE HOURS: Thursdays 2-4, or by appointment
PHONE: Please use email instead.
EMAIL: stephen_maguire@carleton.ca

Course Description

Public and private organizations have many ethics issues in common. Most of these issues result from underlying assumptions about people. These assumptions are manifest in organizational structure, culture, and management practices. Private sector operations, through their economic, environmental, political, social, and technological impact raise a broader set of ethical issues. We will examine a range of ethical issues in the public and private sectors beginning from within organizations to issues between organizations to issues arising from organizational operations. This course will make use of literature from a broad range of areas including psychology, organizational behavior, social psychology, business ethics, and philosophical ethics.

Course Objectives

By the end of this course students should:

- (a) be able to identify ways in which a workplace supports or undermines moral values,
- (b) be able to identify and assess the moral principles which are presupposed in organizational defenses of their actions,
- (c) have further developed their skills of moral reasoning and judgement,
- (d) have a better understanding of current moral issues in the workplace, and
- (e) understand the contributions and obligations of businesses to society.

Course Evaluation

1. Class participation – 10% – Based on attendance and informed participation in discussions.
2. Case Analyses – 20% – Cases reflect a variety of issues in organizational ethics. Each case will have specific questions that students will answer in small working groups. Groups will submit their responses at the end of class. A group mark will be awarded.
3. Presentation – 20% – 15 minutes. Find 6 to 8 papers relevant to a topic in organizational ethics. Provide an overview of four of these papers in your presentation. Consider this presentation as an exploratory overview of relevant literature for your final paper. Hand in bibliography of papers chosen and a 4 to 6 page summary of your presentation. Topic must be approved no later than Week 6.
4. Final paper – 50% – 8 to 10 pages. A well reasoned position paper arising from an assessment of the four papers chosen in your presentation. Evaluation is based on clarity, coherence, and cogency. Final papers due Dec. 5.

Course Schedule 2011

Week	Topics	Readings
Week 1	<ul style="list-style-type: none"> • Introduction • What values are indispensable to organizational cooperation? • What role do values play? 	
Week 2	<ul style="list-style-type: none"> • What are the underlying assumptions of management of people in organizations? • Why do people work? • Implications for Management Theory 	<ul style="list-style-type: none"> • S. Maguire, "The Discourse of Control" Journal of Business Ethics; Mar 1999, Vol. 19 Issue 1, p109-114. • Deci and Ryan, "The Support of Autonomy and the Control of Behavior," <i>Journal of Personality and Social Psychology</i>, 1987, 53, No. 6, pp 1024 – 1037. http://search.proquest.com.proxy.library.carleton.ca/docview/614290967/1318761D8F045DD9383/7?accountid=9894 • Case: tba
Week 3	<ul style="list-style-type: none"> • How does one manage ethics in the informal sphere of an organization? • What causes ethical transgressions in organizations? • Decision Making Model – egoism (compliance theory) 	<ul style="list-style-type: none"> • Maguire, S.: 1996: "The Paradoxical Nature of Codes of Ethics," <i>Third International Conference Promoting Business Ethics</i>. • Trevino, Linda K., Gary R. Weaver, David G. Gibson, & Barbara Ley Toffler: 1999, <i>Managing Ethics and Legal Compliance: What Works and What Hurts</i>, California Management Review, Winter, pp. 131-151. http://web.ebscohost.com.proxy.library.carleton.ca/bsi/detail?vid=3&hid=17&sid=86b18cbb-cf93-4aae-b776-ecdb917d8e5d%40sessionmgr15&bdata=JnNpdGU9YnNpLWxpdmU%3d#db=bth&AN=1671237 • Case tba
Week 4	<ul style="list-style-type: none"> • How does one manage ethics in the formal sphere of an organization? • Decision Making Model – Kant 	<ul style="list-style-type: none"> • A Kantian Perspective on the Characteristics of Ethics Programs http://www.jstor.org/stable/3857911 • Tyler, T., & S. L. Blader: 2003, "The Group Engagement Model: Procedural Justice, Social Identity, and Cooperative Behaviour," <i>Personality and Social Psychology Review</i>, Vol. 7, No. 4, 349-361. http://web.ebscohost.com.proxy.library.carleton.ca/bsi/detail?vid=3&hid=17&sid=725c7554-e965-47df-bd59-dc5f6bdced22%40sessionmgr14&bdata=JnNpdGU9YnNpLWxpdmU%3d#db=bth&AN=11237466 • Case tba

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Week	Topics	Readings
Week 5	<ul style="list-style-type: none"> • What is CSR? • Mechanisms for Change • Decision Making Model – Virtue Ethics 	<ul style="list-style-type: none"> • The Meaning of Corporate Social Responsibility: The Vision of Four Nations. By: Freeman, Ina; Hasnaoui, Amir. <i>Journal of Business Ethics</i>, May 2011, Vol. 100 Issue 3, pp 419-443, • Debunking Corporate Moral Responsibility Manuel Velasquez, <i>Business Ethics Quarterly</i>, Vol. 13, No. 4, Oct., 2003 (pp. 531-562) Stable URL: http://www.jstor.org/stable/3857970 • Corporate Character: Modern Virtue Ethics and the Virtuous Corporation, Geoff Moore, <i>Business Ethics Quarterly</i>, Vol. 15, No. 4, Oct., 2005 http://www.jstor.org/stable/3857983 • Case: tba
Week 6	<ul style="list-style-type: none"> • What is corporate citizenship? • Mechanisms for Change • Decision Making Model – Cultural Relativism 	<ul style="list-style-type: none"> • Can Corporations Be Citizens? Corporate Citizenship as a Metaphor for Business Participation in Society URL: http://www.jstor.org/stable/3857956 • The Development of International Business Norms http://www.jstor.org/stable/3858011 • Case: tba
Week 7	<ul style="list-style-type: none"> • What does sustainability entail? • Mechanisms for Change • Decision Making Model - Utilitarianism 	<ul style="list-style-type: none"> • Sustainable Development and Corporate Performance: A Study Based on the Dow Jones Sustainability Index, <i>Journal of Business Ethics</i>; Oct2007, Vol. 75 Issue 3, p285-300, http://web.ebscohost.com.proxy.library.carleton.ca/bsi/detail?vid=3&hid=17&sid=daa039db-7b19-4a08-8dfc-2f65a8568f2 • Getting to the Bottom of "Triple Bottom Line" Wayne Norman, Chris MacDonald, Stable URL: http://www.jstor.org/stable/3857909 • Case: tba
Week 8	<ul style="list-style-type: none"> • Marketing Values • Mechanisms for Change • Decision Making Model - Care 	<ul style="list-style-type: none"> • Does Lottery Advertising Exploit Disadvantaged and Vulnerable Markets? Mary O. Borg, Harriet A. Stranahan ,Stable URL: http://www.jstor.org/stable/3857666 • Case: tba
Week 9	<ul style="list-style-type: none"> • Community Values: The Disadvantaged • Mechanisms for Change • Decision Making Model – Rights 	<ul style="list-style-type: none"> • The Obligations of Transnational Corporations: Rawlsian Justice and the Duty of Assistance (pp. Nien-h Hsieh, <i>Business Ethics Quarterly</i> Vol. 14, No. 4, Oct., 2004, pp. 643-661 Stable URL: http://www.jstor.org/stable/3858006 • Corporate Social Responsibility, Utilitarianism, and the Capabilities Approach. By: Renouard, Cecile. <i>Journal of Business Ethics</i>, Jan 2011, Vol. 98 Issue 1, p 85-97 • Case tba

Course Schedule 2011

Week	Topics	Readings
Week 10	<ul style="list-style-type: none">• Presentations	
Week 11	<ul style="list-style-type: none">• Presentations	
Week 12	<ul style="list-style-type: none">• Sustainable Consumption?• Mechanisms for Change	<ul style="list-style-type: none">• The Ethics of Consumption Activities: A Future Paradigm? Buchholz, Rogene A. Journal of Business Ethics; Jun 98, Vol. 17 Issue 8, p871-882 http://web.ebscohost.com.proxy.library.carleton.ca/bsi/detail?vid=3&hid=17&sid=daa039db-7b19-4a08-8dfc-2f65a8568f26%40sessionmgr12&bdata=JnNpdGU9YnNpLWxpdmU%3d#db=bth&AN=12130525

Department of Philosophy and Carleton University Policies

Assignments:

Unless specifically told otherwise by their instructors, students:

- must not use a plastic or cardboard cover or paper clips
- must staple the paper (there is a stapler on the essay box)
- must include the following in the lower right corner of the cover sheet:
 - student name
 - student number
 - course number and section
 - instructor's name
- The Philosophy Department does not accept assignments by FAX. You may send them by courier, if necessary.
- No assignments will be accepted after the last day for handing in term work – see dates in next column.
- Assignments handed in through the essay box (just inside the glass doors, Paterson Hall, Floor 3A) must be dropped into the box by **4:15** on a regular business day in order to be date-stamped with that day's date. Assignments handed in after 4:15 or on a non-business day will be stamped as having been handed in on the next business day.
- Students are required to keep copies of their assignments. If your paper is lost at any point, you will be considered not to have submitted it if you cannot produce a copy immediately on request.

Deferrals for Term Work:

If you miss a final examination and/or fail to submit a final assignment by the due date because of circumstances beyond your control, you may apply for a deferral of examination/assignment. For deferred examinations, you must apply within 5 working days after the scheduled date of your exam. To apply for deferral of a final assignment, you must apply within 5 working days of the last scheduled day of classes. Visit the Registrar's Office for more information.

Plagiarism:

It is the responsibility of each student to understand the meaning of 'plagiarism' as defined in the Undergraduate or Graduate Calendars, and to avoid both committing plagiarism and aiding or abetting plagiarism by other students. (Undergraduate Calendar Academic Regulations, section 14.3, or <http://www4.carleton.ca/calendars/ugrad/current/regulations/acadregs/univ14.html#14.3>)

Academic Accommodation:

You may need special arrangements to meet your academic obligations during the term. For an accommodation request the processes are as follows:

Pregnancy obligation: write to me with any requests for academic accommodation during the first two weeks of class, or as soon as possible after the need for accommodation is known to exist. For more details visit the Equity Services website <http://www2.carleton.ca/equity/accommodation/>

Religious obligation: write to me with any requests for academic accommodation during the first two weeks of class, or as soon as possible after the need for accommodation is known to exist. For more details visit the Equity Services website <http://www2.carleton.ca/equity/accommodation/>

Students with disabilities requiring academic accommodations in this course must register with the Paul Menton Centre for Students with Disabilities (PMC) for a formal evaluation of disability-related needs. Documented disabilities could include but are not limited to mobility/physical impairments, specific Learning Disabilities (LD), psychiatric/psychological disabilities, sensory disabilities, Attention Deficit Hyperactivity Disorder (ADHD), and chronic medical conditions. Registered PMC students are required to contact the PMC, 613-520-6608, every term to ensure that I receive your Letter of Accommodation, no later than two weeks before the first assignment is due or the first in-class test/midterm requiring accommodations. If you

only require accommodations for your formally scheduled exam(s) in this course, please submit your request for accommodations to PMC by the deadlines published on the PMC website: <http://www2.carleton.ca/pmc/new-and-current-students/dates-and-deadlines/>

Important Dates:

Sept. 8	Classes start (after Orientation events).
Sept. 21	Last day for registration and course changes in Fall term and two-term courses.
Sept. 30	Last day for entire fee adjustment when withdrawing from fall term or two-term courses.
Oct. 7	University Day – no classes.
Oct. 10	Thanksgiving Day – university closed.
Nov. 21	Last day for tests or examinations in courses below 4000 level before the Final Examination period.
Dec. 5	Last day of classes, Fall term. Last day for handing in term assignments, subject to any earlier course deadline.
Dec. 5	Last day to withdraw from Fall term courses (academic purposes only).
Dec. 8-21	Final examinations for Fall courses, mid-terms for Fall/Winter courses.
Jan. 4	Winter term classes begin.
Jan. 17	Last day for registration and course changes in Winter term classes.
Jan. 31	Last day for entire fee adjustment when withdrawing from winter courses or winter portion of two-term courses.
Feb. 20	Family Day – university closed
Feb. 20-24	Winter Break, classes suspended.
Mar. 22	Last day for tests or examinations in courses below 4000 level before the Final Examination period.
Apr. 5	Last day of Fall/Winter and Winter term classes. Last day for handing in term assignments, subject to any earlier course deadline.
Apr. 5	Last day to withdraw from Fall/Winter and Winter term courses (academic purposes only).
Apr. 6	Good Friday – university closed.
Apr. 11-24	Final Examinations.

Addresses:

Department of Philosophy:	3A46 Paterson Hall www.carleton.ca/philosophy 520-2110
Registrar's Office:	300 Tory www.carleton.ca/registrar 520-3500
Student Academic Success Centre:	302 Tory www.carleton.ca/sasc 520-7850
Paul Menton Centre:	500 University Centre www.carleton.ca/pmc 520-6608
Writing Tutorial Service:	4 th Floor, Library www.carleton.ca/wts 520-6632
MacOdrum Library	http://www.library.carleton.ca/ 520-2735