

University of Rhode Island
College of Business Administration
MGT345: Business in Society

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Office Hours J-term, 2023: by appointment for phone or Zoom. Please feel free to email directly with any questions or concerns.

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Welcome to Business in Society! This course is an examination of the contemporary social, political, cultural, legal, and ethical forces that shape the business environment. It will also consider the important role of stakeholder relations and Corporate Social Responsibility in contemporary society.

Course Goals: The goal of this course is to prepare students to:

- Think rigorously about the ethics and social responsibility of people and organizations.
- Personally behave ethically and in a socially responsible manner in all of their life roles.
- Commit to influence others to anticipate, avoid, and constructively deal with ethical dilemmas.

Student Learning Outcomes: After taking this course, students will be able to:

- Identify ethical issues that arise in everyday business and social situations.
- Demonstrate knowledge and application of ethical principles.
- Apply ethical reasoning and critical analysis to real-world scenarios.
- Formulate reasonable solutions to ethical dilemmas.

Course Format.

This is a **completely online, asynchronous** course. You can work at your own pace so long as you adhere to the due dates. Since the course timeframe is compressed, it is essential that you submit all of your work on time.

It is my intent that students from all diverse backgrounds and perspectives be well served by this course, that students' learning needs be addressed both in and out of class, and that the diversity that students bring to this class be viewed as a resource, strength, and benefit. I will endeavor to present materials and activities that are respectful of diversity: gender, sexuality, disability, age, socioeconomic status, ethnicity, race, and culture. Your suggestions are encouraged and appreciated. Please let me know ways to improve the effectiveness of the course for you personally or for other students or groups.

Course Requirements.

Required Text: *Business Ethics* by Stephen M. Byars and Kurt Stanberry. Available for free online from the Open Stax at: <https://cnx.org/contents/kUrGbuHs@4.2:KCyr9xii@3/Introduction>
Links to the text are also found within our Brightspace class page modules.

Other equipment/material requirements: Although there are no technology prerequisites for this course, you must have frequent access to a high-speed Internet-connected computer to successfully navigate the Internet and Brightspace. The ITS Help Desk in the Library, LL 19, www.uri.edu/helpdesk or 401-874-4357, is prepared to help students should they encounter any problems. *Please note that Internet Explorer is not recommended.* The typical technical requirements for students are:

Windows 7 (XP or Vista)

64 MB Ram
28.8 kbps modem (56k or higher recommended)
SoundCard & Speakers
External headphones with built-in Microphone
Mozilla Firefox 9.0 or higher

Mac OS X or higher

32 MB Ram
28.8 kbps modem (56k or higher recommended)
SoundCard & Speakers
External headphones with built-in microphone
Mozilla Firefox 9.0 or higher; Safari 5.0 or higher

Here is the link to access Brightspace <https://brighspace.uri.edu> as well as the Brightspace resource page <https://web.uri.edu/brightspace/>.

Also requires: Word, PowerPoint, Excel, and Adobe Acrobat Reader. Recommended browsers (those with the most QA testing effort against them) are Google Chrome, Safari, and Mozilla Firefox. The mobile versions of these browsers also work well with the majority of operations in Brightspace.

Internet Explorer is not recommended.

To successfully complete this course, you will need a working knowledge of Brightspace, Panopto, and Zoom. For help attaining these skills please refer to the tutorial links below.

- Brightspace
 - Account Access <https://brightspace.uri.edu>
 - Resource page <https://web.uri.edu/brightspace/>
 - Tutorials
https://www.youtube.com/playlist?list=PLZz77ffBC33ltZ_XzSgohYHpzlo6T2xiE
 - Accessibility Information <https://www.d2l.com/accessibility/standards>
- Panopto
 - Account Access: <https://uri.hosted.panopto.com/>
 - Tutorials:
<https://its.uri.edu/services/9465203c49d0333596ae054e4b88af60bd08d0e280/#training>
 - Accessibility Information <https://support.panopto.com/s/article/Learn-About-Accessibility-Features>
- Zoom
 - Account Access <https://uri-edu.zoom.us/>
 - Tutorials https://youtube.com/playlist?list=PLZz77ffBC33kRvShf_m2hdmoELShm-Ewf
 - Accessibility Information <https://zoom.us/accessibility>

UNIVERSITY POLICIES

ACCOMMODATIONS FOR SPECIAL NEEDS

Section 504 of the Rehabilitation act of 1973 and the Americans with Disabilities Act of 1990 require the University of Rhode Island to provide academic adjustments or the accommodations for students with documented disabilities. The student with a disability shall be responsible for self-identification to the Disability Services for Students in the Office of Student Life, providing appropriate documentation of disability, requesting accommodation in a timely manner, and follow-through regarding accommodations requested.

Your access to and success in this course is important. Please send me your Disability Services for Students (DSS) accommodation letter early in the semester so that we have adequate time to discuss and arrange your approved academic accommodations. If you have not yet established services through DSS, please contact them to engage in a confidential conversation about the process for requesting reasonable accommodations in the classroom. DSS can be reached by calling: 401-874-2098, visiting: web.uri.edu/disability, or emailing: dss@etal.uri.edu.

ACADEMIC HONESTY & INTEGRITY

Integrity, honesty, trust, respect, and responsibility are principles that guide all activity at the College of Business. As a community of higher learning, we accept that adherence to these principles is a necessity and the joint responsibility of the students and the faculty. Breaches of academic integrity only serve to decrease the value of all academic degrees offered by this institution.

The faculty and the administration of the College of Business recognize this and consequently take violations of academic integrity (e.g., cheating, plagiarism, lying and/or using false documentation to gain special privileges, etc.) very seriously.

Students are expected to be honest in all academic work. A student's name (or any form of identifying information) on any written work, quiz or exam shall be regarded as assurance that the work is the result of the student's own independent thought and study. Work should be stated in the student's own words, properly attributed to its source. Students have an obligation to know how to quote, paraphrase, summarize, cite and reference the work of others with integrity.

The following are examples of academic dishonesty, but this list is not exhaustive:

- Using material, directly or paraphrasing, from published sources (print or electronic) without appropriate citation
- Claiming disproportionate credit for work not done independently
- Unauthorized possession or access to exams
- Unauthorized communication during exams
- Unauthorized use of another's work or preparing work for another student
- Taking an exam for another student
- Altering or attempting to alter grades
- The use of notes or electronic devices to gain an unauthorized advantage during exams
- Fabricating or falsifying facts, data or references
- Facilitating or aiding another's academic dishonesty
- Submitting the same paper for more than one course without prior approval from the instructors.

All submitted work must be your own. If you consult other sources (class readings, articles or books from the library, articles available through internet databases, or websites) these **MUST** be properly documented, or you will be charged with plagiarism and will receive an F for the paper. In some cases, this may result in a failure of the course as well. In addition, the administration of the College of Business will be notified and the charge of academic dishonesty will go on your record in the Office of Student Life. If you have any doubt about what constitutes plagiarism, visit the following websites: the URI Student Handbook, and Sections 8.27.10 – 8.27.21 of the [University Manual \(web.uri.edu/manual/\)](http://web.uri.edu/manual/).

Any good writer's handbook as well as reputable online resources will offer help on matters of plagiarism and instruct you on how to acknowledge source material. If you need more help understanding when to cite something or how to indicate your references, PLEASE ASK.

ACADEMIC ENHANCEMENT CENTER

Located in Roosevelt Hall, the AEC offers free face to face and web-based services to undergraduate students seeking academic support. **Academic Consultations** are 30-minute, 1 to 1 appointment that students can schedule on Starfish with Dr. David Hayes to address individual academic issues as well as offer students strategies and activities aimed at improving their studying and test-taking skills.

Study Your Way to Success is a self-guided web portal connecting students to tips and strategies on studying and time management related topics. Complete details about programs, up-to-date schedules, contact information and self-service study resources are all available on the AEC website, web.uri.edu/aec or contact Dr. Hayes directly at davidhayes@uri.edu. Peer tutors may also be available through the College of Business; check with your advisor for more information.

THE WRITING CENTER

The Undergraduate Writing Center provides free writing support to students in any class, at any stage of the writing process: from understanding an assignment and brainstorming ideas, to developing, organizing, and revising a draft. Services are offered through two online options: 1) real-time **synchronous appointments** with a peer consultant (25- and 50-minute slots, available Sunday - Friday), and 2) written **asynchronous consultations** with a 24-hour turn-around response time (available Monday - Friday). Synchronous appointments are video-based, with audio, chat, document-sharing, and live captioning capabilities, to meet a range of accessibility needs. View the synchronous and asynchronous schedules and book online, visit uri.mywconline.com.

STANDARDS OF BEHAVIOR

Students are expected to treat faculty and fellow classmates with dignity and respect. Students are responsible for being familiar with and adhering to the published "Student Code of Conduct" which can be accessed in the [University Student Handbook \(http://web.uri.edu/studentconduct/student-handbook/\)](http://web.uri.edu/studentconduct/student-handbook/).

ANTI-BIAS

URI respects the rights and dignity of each individual and group. We reject prejudice and intolerance, and we work to understand differences. We believe that equity and inclusion are critical components for campus community members to thrive. If you are a target or a witness of a bias incident, you are encouraged to submit a report to the URI Bias Response Team at <http://www.uri.edu/brt> and which also provides other helpful resources.

HARASSMENT

Title IX makes it clear that violence and harassment based on sex and gender are Civil Rights offenses subject to the same kinds of accountability and the same kinds of support applied to offenses against other protected categories such as race, national origin, etc. If you or someone you know has been harassed or assaulted, you can find help at The Center for Gender and Sexuality, 401.874.9277; The Women's Center; 401.874.9131 (anonymous) or online <http://web.uri.edu/womenscenter/interpersonal-violence-on-campus/>. In an emergency call 911 or 401.874.2121.

If you or someone you know has been harassed or assaulted based on race, national origin, religion, or other protected categories, please contact the Office of Affirmative Action, Equal Opportunity and Diversity (AAEOD), 401.874.2442 or online <http://web.uri.edu/affirmativeaction/about-aaeod> or the Office of Community, Equity, and Diversity, 401.874.7077 or online <http://web.uri.edu/diversity/departmental-units-2/>. In an emergency call 911 or 401.874.2121.

WELLNESS RESOURCES

The URI Counseling Center, 217 Roosevelt Hall, 401.874.2288, or online <https://web.uri.edu/counseling/> provides confidential support for the personal, emotional, and academic well-being of students. These services include individual counseling, group counseling, and referrals for assessments.

The Psychological Consultation Center (PCC), Chafee Building (Room 100), 401.874.4263, or online <https://web.uri.edu/pcc/> is a mental health service, research, and training facility established in 1968 as a training clinic for doctoral level graduate students in the Clinical, Behavioral Science, and School Psychology graduate programs offered through the Department of Psychology at URI. The PCC offers individual treatment options, adult assessment services, and a specialty anxiety clinic for children.

The University of Rhode Island Couple and Family Therapy Clinic, located in *the first building on the left as you turn on to Lower College Road at the intersection of Lower College Road and Route 138*, (401) 874-5956, or online <https://web.uri.edu/cftclinic/> offers specialized expertise in relationship and family issues.

URI Health Services, the Potter Building, 6 Butterfield Road, 401.874.2246, or online <https://health.uri.edu/> provides students with a wide range of ambulatory and primary care services, including health education and wellness programs. In an emergency call 911 or URI EMS 401.874.4475 or URI Police 401.874.2121.

URI Office of Violence Prevention and Advocacy Services, the Potter Building, 6 Butterfield Road, 401.874.9131 seeks to be proactive in the prevention of sexual assault and related behaviors that include rape, domestic violence, relationship abuse and stalking crimes on our campuses. It provides free and confidential advocacy and direct services to all survivors and their allies and offers culturally competent awareness and prevention programs to the University of Rhode Island community. If you have been impacted, or know someone who has, please contact them or URI Health Services.

Dean of Students Office, 302 Memorial Union, 401.874.5694, or online <https://web.uri.edu/deanofstudents/> offers a variety of resources for students.

Rhody Outpost, St. Augustine's Episcopal Church, 15 Lower College Road, 401.874.2098, or online <https://web.uri.edu/rhody-outpost/> offers food and other items at no charge to students, along with various other services and resources.

URI Chaplains Association, <https://web.uri.edu/chaplains/>, each of the member groups encourage visitors and are a spiritual resource for all URI community members.

CLASS ATTENDANCE

See [Sections 8.51.11 – 8.51.14 of the University Manual](#) for policy regarding make-up of missed class or examinations.

COVID and OTHER ILLNESS

The University is committed to delivering its educational mission while protecting the health and safety of our community. While the university has worked to create a healthy learning environment for all, it is up to all of us to ensure our campus stays that way.

Notify me of your status pursuant to the Instructor Policies below. We will work together to ensure that course instruction and work is completed for the semester. The Centers for Disease Control and Prevention have posted simple methods to avoid transmission of illness. For more information, please view www.cdc.gov/flu. The URI Health Services web page, www.health.uri.edu, will carry advice and local updates.

INSTRUCTOR POLICIES

a. **Pedagogical Philosophy.** Preparation is critical to a complete class experience, and your engagement in class will be measured by your thoughtful presence on our class Brightspace site. You must remember that reading and understanding are different and if you should read something and not understand it, it is your responsibility to ask me for help. Most assignments will draw from the material in the text and modules, so a failure to comprehend that material will put you at a disadvantage. Each student shall be required to review the Brightspace site for this class and the student's URI email on a regular basis for announcements and assignments and shall be responsible for any communication that is posted before each class.

b. **Attendance.** For this online course, Brightspace is our "classroom." Please refer to the Brightspace YouTube video tutorials before you get started and refer to them as a resource as needed while you complete this course. In the online learning environment, "attendance" is measured by your PRESENCE in the site as well as your CONTRIBUTIONS to the site. The importance of regular logins and active participation cannot be overstated. Online participation is evident through engaging with the module materials, completing assignments, or other course-related activities.

c. **E-mail & Announcements.** I will utilize your uri.edu e-mail address as accessed through Brightspace for all class correspondence and to notify you of class cancellations. **Please link Brightspace Announcement to your URI email.**

d. **Netiquette for Online Courses.** Venues for writing include the widespread use of e-mail, electronic chat spaces and interactive blackboards. URI is committed to guaranteeing that students can expect all

electronic communication to meet Federal and State regulations concerning harassment or other “hate” speech. Individual integrity and social decency require common courtesies and a mutual understanding that writing--in all its educational configurations--is an attempt to share information, knowledge, opinions and insights in fruitful ways.

e. Learning Experience Expectations.

As instructors, we hope you will:

- Take responsibility for your own learning
- Participate in all activities with the goal of teaching and learning
- Complete all assigned readings ON TIME so you can fully participate
- Participate in an informed manner and provide the verbal space for everyone to participate
- Be patient with different learning styles, speeds, and prior expertise (or lack thereof) with course concepts
- Offer feedback with compassion and a student learning focus. Harsh critiques about materials or peers (for the sake of critique versus development) harm the learning process
- Accept feedback with grace and humility.

As instructors, we will:

- Honor the varied backgrounds and realities you approach the course from
- Challenge and support your individualized learning
- Do our best to create a learning environment where everyone thrives
- Offer compassionate feedback to help you grow and stretch
- Communicate with you regularly (via email/Brightspace) about this course

f. **Other.** The use of tobacco products, including all forms of smokeless tobacco (“vaping”) is prohibited in all classrooms on the URI campus. Violations of this policy can have severe consequences.

GRADING POLICY

A 94-100; A- 90-93; B+ 87-89; B 83-86; B- 80-82; C+ 77-79; C 73-76; C- 70-72; D+ 67-69; D 60-66; F <60)

Incomplete grades (I) are ONLY given at the instructor’s discretion according to official University policy if a student is passing the course and has an extremely serious medical or personal problem. Students must follow the university’s course-drop guidelines. Grades will not be changed unless there is a mathematical error.

ASSESSMENT

50% - Assignments. There will be two assignments each worth 25% of your final grade. Detailed instructions are found in Brightspace for each assignment.

- **Case Study, due the Friday of the first week of class.** You will read the case provided and then answer the questions posed. Your answers should be at least two paragraphs for each question.
- **“What Not to Do”, due the Friday of the second week of class.** For this assignment students will each find a recent (within the five past years) article from a credible news source discussing a lapse in business or professional ethics and the individual(s) responsible

for said lapse. The student will write at least a two-page summary of the article and how it relates to what they have learned in business courses and what we are studying in class. The student will also produce a one-page PowerPoint slide encouraging whatever value, attribute, or characteristic was necessary to prevent this lapse.

50% - Essay Exam. A cumulative one-question, online essay exam will be taken through the Quizzes tab in Brightspace. You may use your notes and textbook. The exam is not timed so I expect an excellent response. Please engage thoroughly with the class materials before attempting the exam. It must be completed by the **last Friday of class, at 12pm/noon** (not 12am/midnight!).

All work will be submitted in Brightspace and will follow the rubric contained at the end of the syllabus.

URI College of Business Commitment to Diversity & Inclusion in Teaching and Learning. Our College of Business strives to create a learning environment where all students are supported. We value diversity of thoughts, perspectives, and experiences, and we honor your identities. We are committed to open dialogue and learning from others, and we encourage you to respectfully share any ideas and experiences of yours that can enrich our learning environment.

In our courses, we make our best effort to incorporate readings, cases, and other learning materials that represent diverse authors, issues, situations, and individuals. We acknowledge that, historically, some business learning material may be biased in its presentation or content. Please know that our College of Business leaders and professors are committed to identifying and integrating business subject matter that truly represents the diversity that exists in today's global business environment. We are actively working to bring more diverse authors, issues, situations, and individuals into our in-person and virtual classrooms. If you have additional ideas on how we might do this, please feel free to share them.

Lastly, we welcome you to contact us if there is anything we can do to enhance the inclusive excellence of your learning experience. If you prefer to speak with someone outside of a specific course, the College of Business Executive Director of Inclusive Excellence – Dr. Alejandro Hazera – may be reached at sofborder@uri.edu. We are all in the process of learning more and doing better when it comes to classroom equity, diversity, and inclusion.

Together, we will achieve inclusive excellence in our URI College of Business.

LAND ACKNOWLEDGMENT

The University of Rhode Island occupies the traditional homelands of the Narragansett people. What is now the state of Rhode Island occupies the traditional homelands and waterways of the Narragansett and the Wampanoag peoples as well as those of the Pequot, the Nipmuc, the Niantic, and other Algonquin speaking peoples. We can honor and respect the enduring and continuing relationship between these nations and this land by learning more about their histories and present-day communities, and by learning to be better stewards of the land we too inhabit. In addition, let us acknowledge the violence of dispossession and of enslavement endured by Black and Indigenous communities in what is now the United States. As a land-grant and sea-grant institution, many of the infrastructures we use and rely on were built on their displacement, genocide, and enslavement. Their contemporary efforts to endure in the face of colonialism must be acknowledged, respected and supported.

PROPOSED CLASS CALENDAR. Set forth below is a chronological outline of the coverage of the course material during the term. Please be advised that this schedule is subject to modification, but all assignments and modules will be open from the first class day.

Before class starts: Review the Brightspace YouTube tutorials if necessary. Please be sure to obtain a copy of the textbook *Business Ethics* by Stephen M. Byars and Kurt Stanberry. Available for free online from Open Stax at: <https://cnx.org/contents/kUrGbuHs@4.2:KCyr9xii@3/Introduction>. There are also links to each chapter reading in the Brightspace modules.

Week 1 (1/2 – 1/6):

- Complete the “Start Here!” Module
- Complete the “Unit 1 – Ethical Theories & the Role of Government” Module
- **Case Study – Patagonia by Friday 1/6 at 11:30pm**

Week 2 (1/9 – 1/13):

- Complete the “Unit 2 – Businesses & CSR” Module
- Complete the “Unit 3 – Leadership & Culture” Module
- **“What Not to Do” assignment by Friday 1/13 at 11:30 pm**

Week 3 (1/16 – 1/20):

- Complete the “Unit 4 – Employees & Workplace Issues” Module
- Complete the “Unit 5 – Global Issues & Sustainability” Module
- **Final Exam by Friday 1/20 at 12pm/noon**

Thank you for choosing to spend your J-term with me! Please contact me at any time with any questions, concerns or even just to talk about the class material.

Assignment and Exam Grading Rubric

Grade	Description
A range	Sophisticated, substantial content. Superior syntax, grammar, structure, and style, word length effectively used. Evidences attention to rhetorical situation. Well-reasoned, well-organized, persuasive argument. Demonstrates good understanding of assigned task. Citation conventions, where applicable, are followed closely.
B range	Writing requires minimal correction. Rules of grammar and syntax are followed reasonably well. Structure is clear and appropriate for the assigned task. Content is good but not particularly substantial. Style is good but not superior. Attention to rhetorical situation is evident, but argument, while reasonably persuasive, leaves the audience with questions. Citation conventions, where applicable, are followed with some room for improvement. Required length is appropriately used.
C range	Writing is at correct word length but shortcomings exist. Written English contains errors in word usage, and/or syntax and/or grammar. Style is not effectively used. Structure is or might be weak. Argument is somewhat persuasive but leaves significant gaps. Full attention has not been paid to rhetorical situation. Required length might not be appropriately used. Demonstrates understanding of the assigned task. Citation conventions, where applicable, are not fully followed.

D range	Writing ability, as demonstrated by a specific writing example, is, or might be insufficient to communicate effectively about the assignment. Appreciation of rhetorical situation is not demonstrated. Command of written English is not demonstrated. Understanding of the task assigned is not demonstrated. Poor structure and logic. Little intellectual effort is demonstrated. Required length is not used well. Poor argument. Poor effort to meet citation standards where such standards are applicable.
F	Overall failure to meet even the standards for the D range