

California Lutheran

UNIVERSITY

BUS/REL 354: THEOLOGY AND BUSINESS ETHICS

California Lutheran University
Main Campus-Humanities 113
Wednesday 6:00p – 9:30p
Prerequisite: None
4 Credits

INSTRUCTOR

Rv. Rustin Comer
Office Hours: Wednesday 4-6 (or by appointment)
Mobile: 818. 429. 7241
Church: 818 788 2653
Email: rcomer@callutheran.edu

DROP DATES

Monday, Dec 7th: Last day to add; last day to drop (without a "W")
Last day to drop without financial penalty (100% tuition charge
for classes dropped after this date)

Tuesday, January 19: Last day to withdraw without academic penalty;
Last day to Remove incompletes from Spring term

COURSE DESCRIPTION

This course applies ethical theory to business decisions within the context of theological reflection. With a strategic focus, the course will investigate the relationship between theological ethics and the economic concerns of managers. The course is particularly designed to help students become effective ethical agents by developing the skills to apply ethical principles to strategic business decisions.

LEARNING OBJECTIVES

At the conclusion of this course, participants should be able to:

- ✓ Articulate an understanding of theological principles and theories and the various methodologies used in approaches to business ethics.
- ✓ Analyze theological and ethical arguments on business and economic topics.
- ✓ Propose sound arguments related to theological issues in business and leadership.
- ✓ Critically reflect on theological issues related to specific religious traditions encountered in the provisions of business and economics.

COURSE REQUIREMENTS

TEXTS:

Shaw, William H., and Vincent Barry. *Moral Issues in Business*. 12th ed.: Cengage Learning, 2012. ISBN 1111837422

Optional Materials:

In addition to the main course textbook, there are many websites with supplemental information topics on business ethics which are timely because of the focus on the recent scandals noted in domestic and global business. Here are just a few web sites to review for additional information:

<http://onlineethics.org/topics/business.html>
<http://www.scu.edu/ethics/articles/articles.cfm?fam=BUSI>
<http://management.about.com/od/businessethics/>
<http://www.web-miner.com/busethics.htm>

BLACKBOARD:

Other required readings will be available through the course's **Blackboard** page. If you are having difficulty accessing **Blackboard** or utilizing any of its components please speak to the instructor immediately.

EMAIL:

All participants must have a valid email address that he/she checks regularly. This will be the primary method of communication outside of class. For assistance with Blackboard, email, or Web Advisor, please contact the help desk at (805) 493-3698 or helpdesk@callutheran.edu. For Blackboard tutorials, please go to the following link: <http://ondemand.blackboard.com/students.htm>.

GENERAL REQUIREMENTS

The instructor expects each participant to read thoroughly all the required materials and to participate actively in class discussions. The instructor also expects participants to express their own informed views on the topics discussed in each class session.

PREPARATION AND PARTICIPATION:

Lectures will begin promptly at the assigned class time. The readings for each class is what will prepare you to participate in the class. You should be prepared to discuss the assigned readings and raise questions relevant to the content of the lecture. Participants are expected to engage in thoughtful, informed and respectful discussion on the issues of the lecture; lectures Will be interactive. The expectation is that participants attend every class (see Policy on Class Attendance below).

Presentation

One creative class lecture 5 minutes in length focused on part of that weeks readings. you must have a slide with three primary discussions to lead classroom discussion on the topic you are sharing.

JOURNALS

Each participant must (a) respond to the *Weekly Questions* within your weekly journal. There will be discussion groups at the beginning of each class so be open to share your experiences within your groups.

All journals are to be completed and turned in on blackboard prior to class.

Newspaper clippings

Please read the local papers (business sections), Wall Street Journal, or some business related periodical and find four (4) articles that has some ethical behavioral issue. e.g., sometime ago Coca-Cola announced a plan to price its product according to temperature demand. Please copy the article and give it to the professor to post on the classroom wall this will inform our classroom discussion

Midterm: Personal Business Ethics Essay

Write an essay (5 pages max.) as to your view of Business Ethics. This is basically a summary paper of your 'ethical position' from your experience, knowledge and what you have gleaned from this class. Please indicate the **basis** or **Source** (parental influence, law, religion, philosophy, whatever) for your view and how it may be applied in today's world and the future. The paper should include at least six references beyond the textbook.

CASE-ANALYSIS:

Two case studies will be completed by each student. Your case study reports should be no more than five (5) pages in length. You should give a brief history of the company, the company's record in various ethical related areas, e.g., profits, environment, human resources, etc. and give your recommendation as to how the company could become a better and 'more ethical' company. Each case study should include the use of at least four (4) references beyond the textbook to substantiate your comments. Each student will be asked to share and report on their findings to their small group for both case studies. Please consider the question: Is the company I selected an ethical company?

Final Case Review:

Your final case review is separate from the previous two case analysis. In this final case you will visit, tour, and meet with executives of a company, organization, or Non-profit. You will do an evaluation of the companies ethics policies, values, and vision. You will do a formal evaluation and share that evaluation with the person you interviewed following its completion.

STUDENT WORKLOAD FOR A 4-CREDIT COURSE (50-MINUTE HOUR):

Activity	Instructor-Led Hours		Homework Hours		Remarks
	Weekly	Course	Weekly	Course	
Readings of Required Text			5	55	Over 11 weeks, uneven distribution
Weekly Classes	3 hr. 20 min.	36 hrs. 40 min.			
Discussion Journals	1 hr. 6 min.	12 hr.			Average, varies by student
Mid-Term essay		40 min.		15.5	Average, varies by student
2 Case studies		40 min		20.5	Average, varies by student
Final Exam Prep (and Paper)		40 min.		27.5	Average, varies by student
Total		50		118.5	

GRADING PROCEDURES

The instructor will determine the participant's final grade by the following:

Preparation and Participation	10%
Journals	10%
Discussion Board Responses	25%
Mid-Term Case Analysis	25%
Final Case Analysis	30%

Individual letter grades will be calculated on the following basis:

| A | 100 – 96 | A- | 95 - 90 | B+ | 89 - 87 | B | 87 - 84 | B- | 83-80 | C+ | 79 - 77

Please Note:

- ✓ Participants must complete all components of the course in order to receive a passing grade.
- ✓ A grade of "I" will only be considered in extremely rare circumstances after a participant has completed a majority of coursework with an average grade of "C" or better.

POLICY ON CLASS ATTENDANCE

The course thrives on the relationships between the instructor and the participants. Therefore, participant's involvement is essential in meeting the goals of the course. This involves regular attendance to class. As such, attendance to each class session is **mandatory**. Attendance will be taken promptly at the designated start time. Late arrivals will be considered as an absence.

- ✓ Should difficult circumstances arise, please contact the instructor prior to class or a due date.

Expectations:

a. I will make every attempt to reply to your questions within 24 hours. An exception to this timeframe will occur on weekends (Saturday and Sunday), where it will be NLT 48 hours.

- b. I expect that you will manage your time to accomplish assignments, which includes case studies and journals. All assignments are provided in the syllabus, and further specifications will be placed on blackboard under contents.
- c. Do the reading! We will have lots of time for discussion. Please ask questions if you don't understand and content.
- d. Late assignments/exams: 5 point reduction per day in score.
- e. If you find yourself having problems, communicate with me immediately!
- f. Label all assignments with your last name, Assignment number or type.
- g. Always review course Announcements as course changes may occur at any given time. I will attempt to remind students of any deviations from the syllabus.
- h. Instructor reserves the right to modify the course syllabus.

ACADEMIC HONESTY

The educational programs of California Lutheran University are designed and dedicated to achieve academic excellence, honesty and integrity at every level of student life. Part of CLU's dedication to academic excellence is our commitment to academic honesty. Students, faculty, staff and administration share the responsibility for maintaining high levels of scholarship on campus. Any behavior or act which might be defined as "deceitful" or "dishonest" will meet with appropriate disciplinary sanctions, including dismissal from the University, suspension, grade F in a course or various forms of academic probation. Policies and procedures regarding academic honesty are contained in the faculty and student handbooks.

All participants are responsible for behaving in an ethical manner both in all communications and contact with the instructor, other staff members, and other students. Academic dishonesty is failure to apply this ethic.

Academic honesty means the following:

- Documenting all proprietary information that is received from outside sources, including books, articles, web sites, lectures, interviews, television, radio, etc.
- Putting quotation marks around the words that were written or spoken by someone other than oneself.
- Applying this standard to all assignments

PLAGIARISM:

To present someone else's work or ideas as one's own is plagiarism. A student commits plagiarism by:

- Copying, word for word, someone else's writing without putting that passage in quotation marks and identifying the source;
- Taking someone else's writing, changing some of the words, and not identifying the source;
- Taking someone else's ideas or organization of ideas, putting them into his/her own words and not identifying the source;
- Having someone else change the participant's writing--a tutor, friend, or relative, for instance--and creating the impression that this is the student's own work;
- Or purchasing or downloading papers or passages from an online source.

A participants found guilty of plagiarism may receive an F for the plagiarized assignment or be dismissed from the course with a grade of F.

Standards of Student Conduct Statements:

- [Student Life Handbook](#)
- [Academic Honesty Statement](#)

ACADEMIC ACCOMMODATIONS

California Lutheran University is committed to providing reasonable accommodations in compliance with ADA of 1990 and Section 504 of the Rehabilitation Act of 1973 to students with documented disabilities. If you are a student requesting accommodations for this course, please contact your professor at the beginning of the semester and register with the Disability Support Services Coordinator, Wendy Jimenez, for the facilitation and verification of need. The Disability Support Services Coordinator is located in the Center for Student Success Office at 3259 Pioneer Street, and can be contacted by calling 805.493.3878 or emailing wjimene@callutheran.edu

STANDARDS OF STUDENT CONDUCT STATEMENTS

http://www.callutheran.edu/student_life/student_handbook/

UNIVERSITY HARASSMENT POLICY

For information on the University's student harassment policy and rights, please go to the following link:
http://www.callutheran.edu/student_employment/student_handbook.php

PEARSON LIBRARY

Pearson Library provides access to scholarly books, journals, ebooks, and databases of full text articles from scholarly journals. To begin using these materials, visit the library web page <http://www.callutheran.edu/library>. There are many ways to contact Pearson Library for research assistance, no matter where you are!

- Email Yvonne Wilber (Professionals liaison) at ywilber@callutheran.edu
- General Library email: CLUlibrary@callutheran.edu
- Library main phone: 805.493.3250
- Text us your question: 805.493.3867
- Get more help at: <http://www.callutheran.edu/library/help/>

CLU WRITING CENTER

The Writing Center provides 1:1 writing consultations, in-person and online, with trained undergraduate and graduate writing consultants. We welcome all writing-related projects at any stage of the writing process across the diverse disciplines of study at Cal Lutheran. The Writing Center also hosts writing workshops, provides in-class visits, facilitates writing groups, and offers a writer's studio option for longer, sustained projects. Services suit writers of all levels, including traditional undergraduates, graduate students from all fields, all English language learners, and accomplished scholars alike. All members of the Cal Lutheran community with an @callutheran.edu email address are welcome to make use of our services. For more information, please visit at www.callutheran.edu/writing_center or call 805.493.3257. Please schedule appointments online through MyCLU Blackboard with the yellow "The Writing Center" icon in "Tools," or stop by The Writing Center itself, located in the Darling Collaboration Suite of Pearson Library.

SEXUAL MISCONDUCT

California Lutheran University does not tolerate any degree of sexual misconduct on or off-campus. We encourage you to report if you know of, or have been the victim of, sexual harassment, misconduct, and/or assault. If you report this to a faculty member, she or he must notify Cal Lutheran's Title IX Coordinator about the basic facts of the incident. More information about your options for reporting can be found at: <http://www.callutheran.edu/title-ix/>

VETERAN'S RESOURCES

If you are a veteran, military member, or a family member of a veteran or military member, please refer to Cal Lutheran's Veterans Resources webpage for important information: <http://www.callutheran.edu/veterans/>. Also, if you are a veteran receiving benefits and you are struggling in a class, you most likely qualify for free tutoring. Please contact the Veterans Coordinator, Jenn Zimmerman, veterans@callutheran.edu or 805.493.3648, for more information.

COURSE EVALUATIONS STATEMENT

All course evaluations are conducted online. Your feedback is important to us. You will receive an email message reminding you when the website is open for your feedback. The link is: <http://courseval.callutheran.edu>

HELP DESK

Students may contact the Help Desk about telephone, network, wireless network, software questions password problems, hardware problems, and general consultation (i.e. you cannot log into your MyCLU portal, or you are having problems with Blackboard). Please click on the following link for more information http://www.callutheran.edu/iss/technology_services/helpdesk.php or call: 805.493.3698

FINAL NOTE

This syllabus is subject to change. Every effort will be made to alert students to changes that occur in a timely manner.

SCHEDULE OF CLASSES

WEEK	DATES	TOPIC	ASSIGNMENT
1	December 2rd	The Nature of Morality	Shaw: pages 1 – 52
2	December 9	Normative Theories of Ethics	Shaw: pages 53 – 103 Journal
3	December 16	Business and the Common Good	Blackboard
4	January 6 th	Corporate Communities and Virtue	Blackboard Journal
5	January 13	Justice and Economic Distribution	Shaw: pages 104 – 148
6	January 20	Corporations Consumers	Shaw: pages 199 – 259 <i>Mid-term: Personal Business Ethics Essay due by 11:59pm</i> Journal Shaw: pages 260 – 319 2 newspaper clippings
1st Case- Due by 11:59p on January 28th			
7	January 27	Solidarity and Responsibility in Marketing	Blackboard Case Study 1
8	Feb 3 th	Moral Issues in the Workplace	Shaw: pages 373 – 426 journal 2 Newspaper clippings Case study 2
2nd Case- Due by 11:59p on Feb 4th			
9	feb 10	Moral Challenges in the Workplace	Shaw: pages 427 – 484
10	feb 17 th	Moral Choices and Spirituality in the Workplace	(1) Shaw: pages 485 – 509; 549 – 567 Journal Final Case study 3
Final Case- Due by 11:59p on Feb 18th			

*Please note: Readings designated as *Blackboard* can be found in the **Course Documents** folder on **Blackboard**.

References –

Some books and articles worth noting are as follows:

Aristotle, *The Nicomachean Ethics*. New York: Oxford University Press, 1980.

Byrne, John, *The Man Who Invented Management*. Business Week, November 28, 2005, p. 96-107.

Frankl, Viktor, *Man's Search for Meaning*. New York: Pocket Books, 1963.

Hosmer, LaRue. *The Ethics of Management*. Boston: McGraw-Hill Irwin, 2008.

Kant, Immanuel, *Foundations of the Metaphysics of Morals*, New York: Bobbs-Merrill, 1959.

Kotkin, Joel, *The Next Hundred Million America in 2050*, New York: Penguin Press, 2010.

Marsden, George, *The Soul of the American University*, New York: Oxford University Press, 1994.

Orwell, George, *1984*. New York: New American Library, 1949.

Peck, M. Scott, *A World Waiting to be Born*, New York: Bantam Books, 1993.

Richardson, John E., Ed. *Business Ethics*. Boston: McGraw-Hill Irwin, 2008.

Smith, Adam, *The Theory of Moral Sentiments*, New York: Oxford University Press, 1976.

Williams, Oliver, *Judeo-Christian Vision and the Modern Corp.* Notre Dame, IN: Notre Dame Press, 1985

Wren, D., *The Evolution of Management Thought*. New York: Wiley and Sons, 1979.