 University of Puerto Rico

Mayagüez Campus

#### College of Business Administration

**Syllabus**

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| General Information: |
| Course Code: ADMI 4016  Course Title: Environment of Organizations  Ambiente de las Organizaciones    Credit-Hours: 3 |
| Course Description: |
| Estudio del ambiente legal y socio-político en el cual opera la empresa, con miras a entender y analizar los diversos problemas que esta enfrenta.  Study of the legal and socio-political environment within which business operates in order to understand and analyze the various problems confronting it. |
| Pre/Co-requisites: |
| none |
| Course General Learning Goals: |
| After completing this course the student must be able to:   * Identify different forces of the business environment affecting the goals of the organizations * Explain concepts of social responsibility, corporate governance, and business related politics * Discuss the historic relationship between business and government * Analyze social and ethical demands and how business responds to these demands * Practice moral expertise skills: moral imagination, moral creativity, reasonableness, and perseverance * Develop content proficiency in ethics themes identified by AACSB ethics task force: ethical leadership, ethical decision making, social responsibility, and corporate governance * Discuss the treatment of natural resources and other environmental issues within domestic and international contexts |
| CBA’s Learning Outcomes Addressed in this Course |
| This course is intentionally designed to enable students to develop at a basic level the following competencies:  Interpersonal Skills  X  Information Technology Skills  X  X  Ethical and Professional Behavior  Entrepreneurship Skills  X  Business management knowledge and skills with national and international perspective  X  Research and Analitical Skills for Problem Solving  X  Business Option-Related Skills, Knowledge, and Abilities |
| Content Outline and Time Distribution |
| **Topic** **Time Allotted**  The Corporation in Society 4.5 hrs  Business and Social Environment 6 hrs  Business and the Ethical Environment 4.5 hrs  Business and Government in a Global Environment 9 hrs  The Corporation and the Natural Environment 8 hrs  Business and Technological Change 5 hrs  Building Relationships with Stakeholders 9 hrs |
| Instructional Strategies: |
| Lecture  Hands-on exercises  Formal and informal writing  Cooperative Learning  Case Study Discussion and Analysis  Debate and Dramatization |
| Minimum Required or Available Resources: |
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| Assessment of Learning: |
| During the semester we will be using several techniques that will help us determine your level of learning. Our main purpose is to help students identify how much and how well he/she is learning and to detect areas that may need reinforcement before the final grade is determined. These techniques will also help the professor use more effective teaching strategies. |
| Department/Campus Policies: |
| **Disabilities:** **According to Law 51**: Students with disabilities, after identifying themselves to the instructor of the course and the Institution, will receive reasonable accommodations in their courses and evaluations. For additional information, contact Services to Students with Disabilities at the Office of the Dean of Students (Q-019), 787-265-3862 or 787-832-4040, Ext. 3250 or 3258.  **Ethics:** Any academic fraud is subject to the disciplinary sanctions described in Articles 14 and 16 of the revised General Student Bylaws of the University of Puerto Rico contained in Certification 018-1997-98 of the Board of Trustees. The professor will follow the norms established in Articles 1-5 of the Bylaws. |

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| **INSTRUCTOR INFORMATION** |
| General Information: |
| **Instructor: Dr. William J. Frey** **Office:** AE- 210  **Phone:** 832-4040 Ext. 5338  **Office Hours: MF 12:00-1:30**  **E-mail**: wfrey@uprm.edu |
| Textbook and Other Resources 1. Lawrence, A.T. & Weber J. (2008) ***Business and Society: Stakeholders, Ethics, Public Policy***, 12th Edition. NY, NY: McGraw-Hill (Or most recent edition)  2. William Frey, "Business Ethics," Connexions, January 2, 2009, http://cnx.org/content/col10491/1.9/ |
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| Evaluation/Grade Reporting: |
| All students are expected to…   * 120points: First Partial Exam * 120 points: Second Partial Exam * 120 points: Third Partial Exam * 150 points: Final Exam = (1) STS/DP Presentations and Debates (25 + 25), (2) Dramatization + Reflections (50), (3) Group Self-Evaluation (50 points each) * Students will do close out evaluations on Ethics of Team Work module for final exam during scheduled final exam time slot * In groups you will: * Prepare Solution Evaluation Matrices * Prepare Socio-Technical System Grids * Prepare Decision Point Dramas and Reflections * Prepare Formal Group Self Evaluations * Points will be subtracted for informal group or individual writes not turned in. Student who do not participate in group activities will lose points. * **3 points will be subtracted for each absence, 1 point for being late to class (6 free absences—after this no excuses acceptable)** * **This grading structure is subject to change in the face of unscheduled interruptions**   **Grade / Percentage Ranges (510 points): A:** 510 – 459, **B:** 458 - 408, **C:** 407 - 357, **D:** 356 - 306, **F:** < 306 |
| Assessment of Learning: |
| During the semester we will be using several techniques that will help us determine your level of learning. Our main purpose is to help students identify how much and how well they are learning and to detect areas that may need reinforcement before the final grade is determined. These techniques will also help the professor use more effective teaching strategies. These activities will not affect the final grade.   * Informal writing * Group Debriefing Activities * Structured Class Discussions * Module Ranking Activities, Muddiest Point Exercises, Moral Awareness Tests |
| Course Policies |
| 1. **Class attendance**: Class attendance is compulsory. The University of Puerto Rico, Mayagüez Campus, reserves the right to deal at any time with individual cases of non-attendance. Professors are expected to record the absences of their students. **Frequent absences affect the final grade, and may even result in total loss of credits**. Arranging to make up work missed because of legitimate class absence is the responsibility of the student. (Bulletin of Information Undergraduate Studies, pp 39 1995-96)  2. **Absence from examinations**: **Students are required to attend all examinations. If a student is absent from an examination for a justifiable reason acceptable to the professor, he or she will be given a special examination**. Otherwise, he or she will receive a grade of zero or "F" in the examination missed. (Bulletin of Information Undergraduate Studies, pp 39, 1995-96)  3. **Final examinations**: Final written examinations must be given in all courses unless, in the judgment of the Dean, the nature of the subject makes it impracticable. Final examinations scheduled by arrangements must be given during the examination period prescribed in the Academic Calendar, including Saturdays. (see Bulletin of Information Undergraduate Studies, pp 39, 1995-96).  4. **Partial withdrawals**: A student may withdraw from individual courses at any time during the term, but before the deadline established in the University Academic Calendar. (see Bulletin of Information Undergraduate Studies, pp 37, 1995-96).  5. **Complete withdrawals**: A student may completely withdraw from the University of Puerto Rico, Mayagüez Campus, at any time up to the last day of classes. (see Bulletin of Information Undergraduate Studies, pp 37, 1995-96).  6. **Disabilities**: All the reasonable accommodations according to the Americans with Disability Act (ADA) Law will be coordinated with the Dean of Students and in accordance with the particular needs of the student.  7. **Ethics**: Any academic fraud is subject to the disciplinary sanctions described in article 14 and 16 of the revised General Student Bylaws of the University of Puerto Rico contained in Certification 018-1997-98 of the Board of Trustees. The professor will follow the norms established in articles 1-5 of the Bylaws.  8. **Class attendance is mandatory**. If a student must be absent, they should report the situation in advance. If a student is absent more than three times, his or her final grade will be lowered.  9. **Academic Integrity**: Students are expected to do their assignments individually, unless otherwise instructed. If a student submits for evaluation the work of others as his own, the student has committed plagiarism. **Plagiarism** or any kind of cheating is unethical, unprofessional and will not be tolerated in this class. **Fabrication** and **falsification** will also not be tolerated  10. Classroom environment will be oriented around values described in **ADEM Statement of Values**: Justice, Respect, Responsibility, Integrity, and Trust. Examples: participating actively in class activities (justice), maintaining a good attendance record (responsibility), collaborating with classmates (trust), maintaining high standards of academic excellence and honesty (integrity), and respecting one another’s rights (respect). |
| Course Outline and Schedule |
| |  |  |  |  |  | | --- | --- | --- | --- | --- | | Classes | Topic | Connexions Module | Activity | Business & Society (Text) | | 1 | Introduction to Class | Syllabus  * ADEM Statement of Values |  |  | | 4 | The Ethical Environment (6 hours) | Three Frameworks for Ethical Decision-Making http://cnx.org/content/m13757/latest/ | a. Problem Specificationb. Solution Generationc. Solution Testingd. Solution Implementation | Chapters One and Two | | 2 | Learning to work in small groups | Ethics of Team Work http://cnx.org/content/m13760/latest/ | Preliminary Group Self-Evaluation |  | | 6 | Toysmart | **Toysmart Case Exercises – Student Module**  http://cnx.org/content/m14789/latest/ | Case narrativeInformed ConsentPresentations | Chapters 3 and 4 | | 6 | Biomatrix | Biomatrix Case Exercises: Student Module http://cnx.org/content/m15187/latest/ | Case Narrative  * Technology: OSP Resp * Free Speech * Presentations | Chapters 3 and 4 | |  | First Partial Exam: | Multiple Choice Test (120 points) |  |  | | 6 | Educational Laptops | Ethics and Laptops: Identifying Social Responsibility Issues in Puerto Rico http://cnx.org/content/m14257/latest/Socio-Technical Systems in Professional Decision-Making http://cnx.org/content/m14025/latest/ | Case Narrative  * Environment  Presentations | Chapters 5 and 10 | | 6 | Therac-25 | Case Analysis Module: Therac-25 http://cnx.org/content/m13818/latest/ | Case Narrative  * Safety and Risk * Presentations | Chapters 12 and 13 | |  | Second Partial Exam: March 26 | Multiple Choice Test (120 points) |  |  | | 6 | Hughes Aircraft Case | Case Analysis Module: Hughes Aircraft http://cnx.org/content/m13766/latest/ | Case Narrative  * Organizational Dissent * Dramatizations |  | | 6 | Hewlett Packard Case | Different Approaches to Corporate Governance  http://cnx.org/content/m17367/latest/  Three Views of CSR  http://cnx.org/content/m17318/ | Case Narrative  * Corporate Governance * CSR * Presentations | Chapters 14 and 19 and Case Study: 501-513 | |  | Third Partial Exam | Multiple Choice Test (120 points) |  |  | | 1 | Reflection and Closure: | Ethics of Team Work http://cnx.org/content/m13760/latest/ | Course Evaluations (Instructor’s Evals) |  | |  | Final Activities | 1. Ethics of Team Work Closeout (during final exam period) 50 points 2. STS/Decision Point Presentations; Case Debates 50 points  3. Case Dramatizations and Reflections 50 points |  |  | |
| References |
| 1. Collins, J.C., Porras, J. I. (1994) Built To Last: Successful Habits of Visionary Companies. New York: Harper Collins Publishers.  2. Stone, C. D. (1975) Where the Law Ends: The Social Control of Corporate Behavior. Prospector Heights, IL: Waveland Press, INC.  3. Des Jardins, J.R. (1993) Environmental Ethics: An Introduction to Environmental Philosophy. Belmont, CA: Wadsworth Publishing Company.  4. Clarke, T. (2004) "Introduction: Theories of Governance--Reconceptualizing Corporate Governance Theory After the Enron Experience," in Theories of Corporate Governance: The Philosophical Foundations of Corporate Governance, ed. Thomas Clarke. New York: Routledge.  5. Donaldson, T. (1993) The Ethics of International Business. New York: Oxford University Press.  6. French, P.A. (1984) Collective and Corporate Responsibility. New York: Columbia University Press.  7. French, P.A. (1997) "Corporate Moral Agency" in Werhane, P.H., and Freeman, R.E. Blackwell Encyclopedic Dictionary of Business Ethics. Oxford, UK: Blackwell: 148-151.  8. May, L. (1987) The Morality of Groups: Collective Responsibility, Group-Based Harm, and Corporate Rights. Notre Dame, IN: University of Notre Dame Press.  9. Werhane, P. H. (2008) "Mental Models: Moral Imagination and System Thinking in the Age of Globalization," in Journal of Business Ethics, 78.  10. Werhane, P. (2007) "Corporate Social Responsibility/Corporate Moral Responsibility: Is There a Difference and the Difference It Makes," in eds., May, S., Cheney, G., and Roper, J., The Debate over Corporate Social Responsibility. Oxford, UK: Oxford University Press: 459-474.  11. Fisse, B. and French, P.A., eds. (1985) Corrigible Corporations and Unruly Law. San Antonio, TX: Trinity University Press.  12. Jackall, R. (1988) Moral Mazes: The World of Corporate Managers. Oxford, UK: Oxford University Press.  13, Carol, A. B., "Social Responsibility," in Werhane, P., and Freeman, R. E., eds. (1997, 1998) Blackwell Encyclopedic Dictionary of Business Ethics. Oxford, UK: Blackwell Publishers, INC: 593-595.  14. Dyrud, M.A. (2007) "Ethics, Gaming, and Industrial Training," in IEEE Technology and Society Magazine. Winter 2007: 36-44.  15. Ritz, Dean. (2007) "Can Corporate Personhood Be Socially Responsible?" in eds. May, S., Cheney, G., and Roper, J., Corporate Governance. Oxford, UK: Oxford University Press: 194-195. |