 University of Puerto Rico

Mayagüez Campus

#### College of Business Administration

**Syllabus**

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| General Information: |
| Course Code: ADMI 4016 Sections 30, 40, and 60  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. |
| Instructional Strategies: |
| Lecture  Experiential Learning  Formal and informal writing  Cooperative Learning  Case Study Discussion and Analysis  Debate and Dramatization |
| **INSTRUCTOR INFORMATION** |
| General Information: |
| **Instructor: Dr. William J. Frey** **Office:** AE- 210  **Phone:** 832-4040 Ext. 5338  **Office Hours: Wednesday and Friday: 11:00-12:00; 1:00-2:00**  **E-mail**: [williamjoseph.frey@upr.edu](mailto:williamjoseph.frey@upr.edu) |
| Textbook and Other Resources Frey, William. "The Environments of the Organization." Connexions. http://cnx.org/content/col11447/1.7 (Required)  Students will also be required to have a Canvas account and login. (Quizzes will be online in Canvas) |
| Evaluation/Grade Reporting: |
| All students are expected to…   * 120 points: Midterm Exam (Wednesday, October 15) * 120 points: Final Exam (University provides dates for final exams sometime in November) * 120 points: Reading Quizzes in Canvas (Online) * 150 points: Group Portfolio that includes… * (50 points) Technology Choice Poster * (50 points) Drama Storyboards + Reflections * (50 points) Preliminary and Final Group Self-Evaluation * In groups you will also carry out informal assessment activities such as… * Prepare Solution Evaluation Matrices * Prepare Socio-Technical System Tables * Prepare Decision Point Dramas and Reflections * Prepare Formal Group Self Evaluations * **Points will be subtracted is you do not participate in these group activities.** * **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 |
| 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/her own, the student has committed plagiarism. **Plagiarism** is the appropriation of another person’s ideas, processes, results, or words without giving appropriate credit.” **Fabrication** and **falsification** will also not be tolerated. (Definition taken from RCR pamphlet, page 21 by Nicholas Steneck accessed at the following address on January 17, 2012. http://ori.hhs.gov/sites/default/files/rcrintro.pdf )  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). **Students are expected to come to class ready to work. Inappropriate behavior (private conversations, disrespectful behavior, academic misconduct) will not be tolerated.** |
| Course Outline and Schedule |
| |  |  |  |  | | --- | --- | --- | --- | | Classes | Topic | Connexions Module | Activity | | 3 | Introduction to Class | Syllabus  * Theory Building Activity: Mountain Terrorist Exercise <http://cnx.org/content/m13764/1.11/> * **Quiz 1** | Discussion of syllabus, Connexions and Canvas access, and MTE. | | 3 | The Ethical Environment (6 hours) | Value-Based Decision-Making in Gilbane Gold http://cnx.org/content/m15783/1.8/  **Three Frameworks for Ethical Decision-Making**  http://cnx.org/content/m13757/1.23/  **Read Kelly’s Cosmetic Surgery**  **Quiz 2** | Problem solving framework  * Problem specification * Solution generation * Solution testing * Solution implementation   Solution Testing Framework  Solution Implementation Framework | | 3 | Learning to work in small groups | Ethics of Team Work http://cnx.org/content/m13760/latest/  **Quiz 3** | Values, pitfalls, and compromise practices | | 3 | Moral exemplars and virtue ethics | **Moral Exemplars in Business and Professional Ethics**  http://cnx.org/content/m14256/1.10/  **Theory Building Activities: Virtue Ethics**  http://cnx.org/content/m13755/1.14/  **Quiz 4** | Case narrativeInformed ConsentPresentations | | 3 | Socio-Technical System as Environments of Business | Socio-Technical Systems in Professional Decision-Making http://cnx.org/content/m14025/latest/  **Quiz 5** | Economic, legal, and natural environments | | 3 | Capability Approach | Capability Approach <http://cnx.org/content/m47654/1.1/>  **Quiz 6** | Energy technologies and alliances for Puerto Rico  * Risk determined by CA | | 1 | Midterm Exam: Wed., October 15 | Multiple Choice Test (120 points) |  | | 6 | Appropriate technology and responsible technological choice | Responsible Choice for Appropriate Technology http://cnx.org/content/m43922/1.2/Socio-Technical Systems in Professional Decision-Making http://cnx.org/content/m14025/latest/ | Cases: Aprovecho Stoves, Amish technology, OLPC, airplane cockpits, Uchangi Dam, WFL  * **Case Poster Session** * **Readings: Individual cases found in Canvas** | Chapters 3 and 4 | | 2 | Poster Session: October 27 and 29 (Monday and Wednesday) | Groups discuss posters and cases **Groups visit posters and discuss cases**  **Instructor debriefs groups individually**  **Group grade: 50 points**  **Quiz 7** | Readings: Individual cases found in Canvas |  | | 3 | Statement of Value Challenge | **Statement of Values Collection**  http://cnx.org/content/col11467/1.1  **Developing Ethics Codes and Statements of Value**  <http://cnx.org/content/m14319/1.9/>  **Reading: Cruz and Frey: Value Integration**  **Quiz 8** | * SOV value profiles and root meanings * Issuing conceptual challenges * Confusing Values * Prioritizing Values | | 3 | Moral Ecologies | **Moral Ecologies in Corporate Governance**  http://cnx.org/content/m17353/1.8/  **Quiz 9** | * Milgram and Zimbardo: Authority and Roles * Finance driven companies versus quality and customer driven companies * Compliance versus Integrity | | 3 | Hughes Aircraft Case | Case Analysis Module: Hughes Aircraft http://cnx.org/content/m13766/latest/ | Case Narrative  * Responsible Dissent: generic options, compromise, whistle-blowing * five conditions of whistle-blowing | | 3 | Testing strategies of responsible dissent: Hughes Dramatic Rehearsals **(November 24 and 26)** | Case Analysis Module: Hughes Aircraft http://cnx.org/content/m13766/latest/  **Quiz 10** | * Six decision points * Dramatic Rehearsals * Storyboards * Written Reflections | | 2 | Reflection and Closure: | Course Evaluation and Closure Exercise  **Quiz 11** | Course Evaluations (Instructor’s Evals) | |  | Final Activities: Due on Dec. 3 (last day of class) | 1. Ethics of Team Work Closeout (during final exam period) 2. Case Dramatizations, Storyboards and Reflections  **100 points** |  | |