 University of Puerto Rico

Mayagüez Campus

#### College of Business Administration

**Syllabus**

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| General Information: |
| Course Code: ADMI 4016 Sections 20, 30, 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: MWF 11:00-12:00; 1:00-2:00**  **E-mail**: williamjoseph.frey@upr.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) Recommended  2. Frey, William. "The Environments of the Organization." Connexions. September 3, 2012. http://cnx.org/content/col11447/1.2/. Required. |
| Evaluation/Grade Reporting: |
| All students are expected to…   * 120points: First Partial Exam (Wednesday, February 20) * 120 points: Second Partial Exam (Wednesday, March 20) * 120 points: Third Partial Exam (Wednesday, May 1) * 150 points: Final Exam = Group Portfolio that includes items such as (1) Technology Choice Worksheet, (2) Debate Worksheets, (3) Dramatization + Storyboard + Reflections, (4)Preliminary and Final Group Self-Evaluation * In groups you will carry out 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 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 |
| 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  * Mountain Terrorist Exercise http://cnx.org/content/m13764/1.11/ * Basic Ethical Approaches | Discussion of syllabus, Connexions access, and MTE. | | 4 | The Ethical Environment (6 hours) | Value-Based Decision Making in Gilbane Goldhttp://cnx.org/content/m15783/1.6/ **Three Frameworks for Ethical Decision-Making**  http://cnx.org/content/m13757/1.23/  Read Kelly’s Cosmetic Surgery  **Mega Weapons Case** + Solution Evaluation Matrix | Problem solving framework  * Problem specification * Solution generation * Solution testing * Solution implementation   Solution Testing Framework  Solution Implementation Framework | | 4 | Learning to work in small groups | Ethics of Team Work http://cnx.org/content/m13760/latest/ | Values, pitfalls, and compromise practices | | 4 | Socio-Technical System as Environments of Business | Socio-Technical Systems in Professional Decision-Making http://cnx.org/content/m14025/latest/ | Economic, legal, and natural environments | | 1 | First Partial Exam: Wed., February 20 | Multiple Choice Test (120 points) |  | | 4 | Incident at Morales: Video | Theory Building Activities: Responsibility and Incident at Morales http://cnx.org/content/m15627/1.7/ | Characteristics of STSs  * STS Characteristics: Systems, components, value-laden, trajectories * STS Tables | | 7 | 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** | | 1 | Second Partial Exam: Wednesday, March 20 | Multiple Choice / Matching Test (120 points) |  | | 4 | 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/  **Value-Based Decision Making and Gilbane Gold**  http://cnx.org/content/m15783/1.6/ | * Testing SOV with Gilbane Gold * Confusing and Coupling Values * Prioritizing Values | | 4 | Hughes Aircraft Case | Case Analysis Module: Hughes Aircraft http://cnx.org/content/m13766/latest/  Dramatic Rehearsals | Case Narrative  * Organizational Dissent * Dramatizations | | 1 | Third Partial Exam: Wednesday May 1 | Multiple Choice / Matching Test (120 points) |  | | 4 | Debates:   * Homo Economicus * Corporate Moral Responsibility * Corporate Social Responsibility | **1. A Short History of the Corporation**  http://cnx.org/content/m17314/1.3/  **2. Three Views of CSR**  http://cnx.org/content/m17318/  3. **Different Approaches to Corporate Governance**  http://cnx.org/content/m17367/1.5/ | Ghoshal: “Bad Management Theories…”  * Velasquez: “Debunking Corporate Moral Responsibility” * Werhane: “Mental Models, Moral Imagination, and System Thinking” | | 2 | Reflection and Closure: | Ethics of Team Work http://cnx.org/content/m13760/latest/ | Course Evaluations (Instructor’s Evals) | |  | Final Activities: Due on day during which final exam is scheduled | 1. Ethics of Team Work Closeout (during final exam period) 2. Gilbane Gold and Technological Choice Worksheets  3. Case Dramatizations, Storyboards and Reflections  4. Debate Worksheets  5. Solution Evaluation Matrices  **150 points** |  | |