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2021

### PHIL 302: Ethics in the Workplace

CUNY School of Professional Studies

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# CUNY School of Professional Studies

## PHIL 302 - Ethics in the Workplace

**Program:** BA in Liberal Studies

**Course Name and Number:** PHIL 302 - Ethics in the Workplace

**Credits:** 3 credits, Undergraduate

**Prerequisites:** None

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## COURSE DESCRIPTION

Introduces the philosophical frameworks used to guide ethical practice in the workplace. Using a case study approach, the course provides an analysis and critique of significant moral issues existing throughout business and industry in both domestic and international markets. Topics covered include classical and contemporary ethical theories, codes of professional conduct, issues such as consent and privacy, and environmental and social responsibilities at the personal, managerial, and organizational level.

## COURSE-SPECIFIC LEARNING OBJECTIVES

Students will:

1. Apply philosophical techniques of moral reasoning and argumentation to common ethical issues in business and industry;
2. Identify appropriate ethical practices or codes of conduct relevant to specific workplace situations;
3. Provide examples of morally acceptable/morally questionable actions in the workplace, and explain why they are ethically acceptable or questionable.
4. Evaluate alternative ethical approaches to a range of moral issues and dilemmas in the contemporary workplace; and
5. Describe morally ambiguous workplace behaviors and decisions, and explain their resolution by means of ethical principles.

## COMMON CORE LEARNING OUTCOMES - Individual and Society

Students will:

1. Gather, interpret, and assess information from a variety of sources and points of view.
2. Evaluate evidence and arguments critically or analytically.
3. Produce well-reasoned written or oral arguments using evidence to support conclusions.
4. Identify and apply the fundamental concepts and methods of a discipline or interdisciplinary field exploring the relationship between the individual and society, including, but not limited to, anthropology, communications, cultural studies, history, journalism, philosophy, political science, psychology, public affairs, religion, and sociology.
5. Examine how an individual's place in society affects experiences, values, or choices.
6. Articulate and assess ethical views and their underlying premises.

## PROFESSIONAL CONNECTIONS

This course includes assignments designed to support your continued career development through a focus on competencies identified as key to career success by the National Association of Colleges and Employers (NACE). In particular, this course emphasizes **Professionalism/Work Ethic**. Read more about these and other competencies on the [NACE website](#).

## REQUIRED TEXT and LEARNING MATERIALS:

All required readings will be distributed via the course's Blackboard site. This is a Zero Textbook Cost (ZTC) course.

Jimenez, G.C. & Pulos, E. (2016). *Good Corporation, Bad Corporation: Corporate Social Responsibility in the Global Economy*. New York, NY: SUNY Open Textbooks. [Download](#).

Talbot, M. (Writer). (2011, May 19). *A Romp through Ethics for Complete Beginners* [[Video podcast series](#)].

Other resources as required.

## **ASSIGNMENT DESCRIPTIONS AND WEIGHTINGS:**

Discussion Board Responses: 10 @ 25 point **25%**

Students address open-ended prompts covering major points from the class readings, short writing or research tasks, or specific topics related to the development of their research topics. Students will post their own critical perspectives and engage with their classmates. Students will be expected to fully engage with course materials and with their peers over the Semester. Students will also post their course reflections on their learning in the course at the end of the Semester. The reflections must be clearly written, well organized and original work, referencing specific learning activities from this course. The ten discussion Board responses are worth a maximum of 25 points each, in the total of 250 points for the semester, and will be graded at the end of each week. This assignment assesses Course-Specific Learning Objectives 1 and 2. This assignment assesses Pathways Learning outcomes B, D, E, and F.

Short Response Papers: 3 @ 100 points **30%**

Students will use Microsoft Word to create three short expository papers. Short Papers will be based on the background philosophy learning materials for the course. Short Papers will be at least 1000 words and must be documented and presented using APA style citations. Short Papers must show clear and rational organization, and through careful analysis present a persuasive argument. Short Papers will be evaluated on the use of Standard English, the quality of the argument and structure, and the integration of secondary research. A grading Rubric for Short Papers will be shared with students. Short Papers are worth a maximum of 100 points each, in the total of 300. This assignment assesses Course-Specific Learning Objectives 1 and 2. This assignment assesses Pathways Learning outcomes A-F.

Response Assignments: 10 @ 20 points **20%**

Students will produce analyses of brief case studies of ethical problems or case-based applications of ethical theories. The Responses will be evaluated on students' ability to describe and identify ethical issues, contextualize specific ethical considerations, suggest alternative ethical approaches and describe their probable resolutions. Each ten Case-Based Response is worth a maximum of 20 points each in the total of 200 points per semester. A grading Rubric for Response Assignments will be shared with the students. This assignment assesses Course-Specific Learning Objectives 3, 4, and 5. This assignment assesses Pathways Learning outcomes A-F.

Final Narrated Presentation: 1 @ 250 points **25%**

Students will use a presentation application to create a narrated presentation. The Narrated Presentation will be based on an issue in workplace ethics. Narrated Presentations must be thoughtfully designed and all images and sources used documented correctly. Narrated Presentations will show clear and rational organization, and through careful analysis present a persuasive argument. Narrated Presentations will be shared with the class and will receive peer comments. Students will provide substantial peer feedback on the Final Project drafts of their classmates. The final Narrated Presentation is worth a maximum of 250 points. A grading Rubric for Narrated Presentation will be shared with the students. This assignment assesses Course-Specific Learning Objectives 1-6. This assignment assesses Pathways Learning Outcomes C, D, and F.

## GRADING DISTRIBUTION

A	93-100	B+	87-89.9	C+	77-79.9	D	60-69.9
A-	90-92.9	B	83-86.9	C	73-76.9	F	Below 60
		B-	80-82.9	C-	70-72.9		

Grades will be posted on Blackboard in a timely manner, and can be viewed by you through the “My Grades” feature.

## ACCESSIBILITY AND ACCOMMODATIONS

The CUNY School of Professional Studies is firmly committed to making higher education accessible to students with disabilities by removing architectural barriers and providing programs and support services necessary for them to benefit from the instruction and resources of the University. Early planning is essential for many of the resources and accommodations provided. For more information, please see:

[Disability Services on the CUNY SPS Website](#)

## ONLINE ETIQUETTE AND ANTI-HARASSMENT POLICY

The University strictly prohibits the use of University online resources or facilities, including Blackboard, for the purpose of harassment of any individual or for the posting of any material that is scandalous, libelous, offensive or otherwise against the University’s policies. Please see: [“Netiquette in an Online Academic Setting: A Guide for CUNY School of Professional Studies Students.”](#)

## ACADEMIC INTEGRITY

Academic dishonesty is unacceptable and will not be tolerated. Cheating, forgery, plagiarism and collusion in dishonest acts undermine the educational mission of the City University of New York and the students' personal and intellectual growth. Please see: [Academic Integrity on the CUNY SPS Website](#).

## TUTORING

CUNY SPS offers all students a variety of tutoring services, free of charge, both online and in person. Please see: [Tutoring](#).

## HELP DESK

For assistance with access to CUNY SPS and CUNY computing resources, please see the [Help Desk](#) website for contact details and semester hours.

## STUDENT SUPPORT SERVICES

If you need any additional help, please visit [STUDENT SUPPORT](#)

## COURSE CALENDAR

Dates	TOPIC	LEARNING MATERIALS	GRADED ASSIGNMENTS
W1.	Module 1 - Introductions and Overview of Workplace Ethics	Watch: Markkula Center for Applied Ethics, <i>What is Business Ethics</i> Watch excerpts from: Carnegie Mellon Tepper School of Business, <i>Introduction to Business Ethics Course, Session 1</i>	Introductions DB#1  Response Assignment #1
W2.	Module 2 - Philosophical Foundations: Aristotle's Virtue Ethics and its Application to the Contemporary Workplace	Read: <i>Introduction to Virtue Ethics</i> Watch: <i>The Good Life: Aristotle</i> Read: <i>Advice from Aristotle</i> Review: Aristotle, <i>Nicomachean Ethics</i> (Book I and Book II) Listen to: Talbot (2011), Episode 3.	Aristotle DB#2  Response Assignment #2
W3.	Module 3 - Philosophical Foundations: Kant's Deontological Ethics and its Application to the Contemporary Workplace	Read: <i>Kantian Duty Based Ethics</i> Read excerpts from: <i>Kantian Deontology</i> Watch: <i>The Good Life: Kant</i> Read excerpts from: <i>Duty Based Ethics</i> Listen to: Talbot (2011), Episode 5.	Kant DB#3  Response Assignment#3

Dates	TOPIC	LEARNING MATERIALS	GRADED ASSIGNMENTS
W4.	Module 4 - Philosophical Foundations: Mill's Consequentialist Ethics and its Application to the Contemporary Workplace	<p>Watch: <i>Utilitarianism Crash Course Philosophy #36</i></p> <p>Read: <i>Calculating Consequences: A Utilitarian Approach to Ethics</i></p> <p>Watch: <i>Ethics: Utilitarianism, Part 1, 2 and 3</i></p> <p>Read excerpts from: <i>Mill's Utilitarianism Chapter 2</i></p> <p>Read <i>Consequentialism</i></p> <p>Listen to: Talbot (2011), Episode 6.</p>	<p>Utilitarianism DB#4</p> <p>Response Assignment#4</p>
W5.	Short Paper #1	<p>Rubric for Paper #1</p> <p>Peer Feedback</p>	<p>Short Paper #1</p> <p>Peer Feedback</p>
W6.	Module 5 - International Environmental Ethics: What is the moral responsibility of corporations?	<p>Read: Jimenez, G.C. &amp; Pulos, E. (2016). Chapter 3.</p> <p>Watch: Ted Halstead at TED2017: <i>A climate solution where all sides can win</i></p> <p>Watch: Christina Figueres at TED2016: <i>The inside story of the Paris Climate Agreement</i></p>	<p>Environmental DB#5</p> <p>Response Assignment#5</p>

Dates	TOPIC	LEARNING MATERIALS	GRADED ASSIGNMENTS
W7.	Module 6 - Health-Care Bioethics: Are GMO and Ambiguous labeling morally defensible?	Read: Jimenez, G.C. & Pulos, E. (2016). Chapter 4. Watch: Gary Hirshberg at TEDxManhattan 2013: <i>Why Genetically Engineered Food Should be Labeled</i> Watch: Paul Root Wolpe at TEDxPeachtree: <i>It's time to question bio-engineering</i>	Bioethics DB#6  Response Assignment#6
W8.	Module 7 - Marketing and False Advertising: Where to Draw the (Ethical) Line?	Read: Jimenez, G.C. & Pulos, E. (2016). Chapter 6. Read: <i>Unethical Advertising</i> Read: <i>18 False Advertising Scandals</i> Watch: <i>Top 10 Misleading Marketing Tactics</i>	Advertising DB#7  Response Assignment#7
W9.	Short Paper #2	Rubric for Paper #2 Peer Feedback	Short Paper #2  Peer Feedback



Dates	TOPIC	LEARNING MATERIALS	GRADED ASSIGNMENTS
W10.	Module 8 - Product Liability and the Grounds for Moral Condemnation	<p>Read: <i>Who Should Pay? The Product Liability Debate</i></p> <p>Read: <i>Automakers Knew of Takata Airbag Hazard for Years.</i></p> <p>Read: <i>No Accident: Inside GM's Deadly Ignition Switch</i></p> <p>Read: <i>How Volkswagen's 'Defeat Devices' Worked</i></p>	<p>Liability DB#8</p> <p>Response Assignment#8</p>
W11.	Module 9 - Corporate Moral Responsibility: Fair Trade	<p>Read: Jimenez, G.C. &amp; Pulos, E. (2016). Chapter 8.</p> <p>Read: <i>The Problem with Fair Trade Coffee</i></p> <p>Watch: Benjamin Conrad TEDx SUNYGeneseo: <i>Fair Trade- A Just World Starts with You</i></p>	<p>Fair Trade DB#9</p> <p>Response Assignment #9</p>
W12.	Module 10. - Workplace - Specific Codes of Conduct: culture, sexism, racism, hiring and promotion	<p>Read: Four Company's Code of Conduct</p> <p>Read excerpts from: Ethics Codes Collection Examples</p>	<p>Code of Conduct DB#10</p> <p>Response Assignment #10</p>

Dates	TOPIC	LEARNING MATERIALS	GRADED ASSIGNMENTS
W13.	Short Paper #3	Rubric for Paper #3 Peer Feedback	Short Paper #3  Peer Feedback
W14.	Narrated Project Preparation and Draft Narrated Project Peer Feedback	Rubric for Final Project Peer Feedback Design Principles for a Narrated Presentation Recording and Technical considerations	Final Project Draft  Peer Feedback
W15.	Narrated Project Submission Final Course Reflection		Final Project  Final Course Reflection