LGST 100:
Ethics and Social Responsibility
Wharton School of Business
Fall 2021 – TENTATIVE SYLLABUS

Instructor: Dr. Chelsea Schein
Email: cschein@wharton.upenn.edu
Class Time: Thursday 3:30 – 6:30 pm EST
Office Hours: Zoom via Calendly. Lunch sign-up via Canvas

Course Overview

This course is a multi-disciplinary exploration of business ethics. In the first part of the class, we will adopt a philosophical lens to business ethics. The goal is to build a framework to identify and analyze a wide range of ethical issues that arise in business. This class will not *tell you* what is right or what is good. Rather, we will consider a range of perspectives, and develop skills to consider them critically.

The second part of the class will adopt a psychological approach to business ethics. We will examine scientifically-grounded ways of navigating the cognitive biases and blind spots that stand in the way of ethical behavior. We will explore strategies for how to act more in line with our own values, and more generally, live a happier, more fulfilled life.

The class will be interactive. We will use readings, cases, videos, guest speakers, debates, and lively discussions to examine real issues confronting managers of organizations, and to practice analyzing and solving the issues.

Objective
Overall course objectives are:

- To increase awareness of the ethical dimension of business conduct;
- To contribute insight into your leadership and professional responsibilities in your future careers;
- To develop analytical skills for identifying and resolving ethical issues in business; and
- To practice decision-making about ethical issues.

Grading Policy

Grading will be at my discretion and in accordance with Wharton policies. With the exception of clerical errors, no change of grades will be issued after final grade sheets are delivered to the University Registrar. Late assignments are accepted with a half grade penalty per day late (e.g. an A on an assignment goes to an A-).

Grading

Discussion Forum/participation	15% (Individual)
Legacy Assignment	5% (Individual)
Ethics in the News (x2)	20% (Individual)
Midterm	25% (Individual)
Ethical Audit	25% (Group or Individual)
Future References Memo	5% (Individual)
Classroom Assignments	5% (Individual)

Assignments

Discussion Forum/Participation (15%): Grades for participation will be based on both the frequency and the quality of active participation, with an emphasis on quality. Comments in class do not have to be true or deep to be helpful. Any effort to help the class think through the material is potentially valuable, including mistakes, tentative suggestions, devil's advocacy, and requests for clarification. That said, it will probably not help your participation grade to bullshit, i.e., to speak with the aim of sounding good without caring whether you are saying something true. It also will not help your grade to pretend to have read the day's readings when you haven't or to be hyper- aggressive. To ensure that all students get opportunities to speak, I will not always call on the first students to raise their hands. Regular attendance is required. A large number of unexcused absences (more than two) may result in a lower grade in the course. For students who feel like they are unable to participate in class, I strongly urge liberal use of the online discussion forum. These forums provide an opportunity to extend discussion and debate beyond what we'll have time for in class. Each course topic will have a forum, which will be opened shortly before the first reading on the topic is due. This portion of your grade will be determined primarily by the quality of your contributions.

Legacy Assignment (5%): At its core, the study of ethics is the study of the good life. To start the semester, I will ask each of you to seriously reflect on your conception of the good life. Students will be required to submit a short note up to two pages in length (12-point type, doubled spaced, 1 - 2 pages) on *My Legacy:* When you look back at your life (both personal and professional) what will you consider to be your main achievement – your legacy? Please try and make this meaningful for you. I am not grading your choice in legacy. This task will be graded on completion (e.g. did you do the assignment fully).

Ethics in the News (20%): Ethical issues emerge daily. The goal of this assignment is to start training you to view the world around you through an ethical lens. For this assignment, find an article/social media post/ YouTube video/ billboard/ commercial that raises an ethical issue. In a 2-page write-up (12-point type, doubled spaced): 1) describe the ethical question it brings up; 2) act as an ethical consultant using the ethical framework handout. Two submission required. One will apply a normative analysis. The other will apply a descriptive analysis.

Future Reference Memo (5%): To protect against the risk of memory loss, you are to write yourself a survival memo (no more than 1,000 words). Your memo will communicate the most helpful lessons, models and concepts you've learned about ethics in business *for your personal reference*. You will be graded based on the seriousness of your engagement with the course materials, as well as the reflection and insight you demonstrate. **Note**: Do not leave this

assignment to the end. After each class I'd suggest writing key concepts you learned, and how they relate to your views of ethical leadership.

Ethical Audit (25%): In the final project, you will take the concepts we learned about in class to provide an "ethical audit" of an organization. As part of this assignment, you will be required to describe basic details of the organization, identify likely points of ethical risk in the organization based on course content, describe how the organization currently handles these ethical risks, and describe design solutions that could minimize these risks. Your goal will be to design as "good" an organization as you can. I will distribute further details and grading rubrics for this assignment midway through the semester. Your write-up should be between 1200–1700 words.

Midterm (25%). There will be a midterm.

Classroom Assignments (5%): From time to time, you will be asked to complete an assignment for class (e.g. an online survey; submitting questions to guest speakers). Pass/Fail grade.

Honor Code
Do not cheat. Seriously. This is an ethics class. That would be sad. I have a zero-tolerance policy for cheating, and all violations will result in substantial penalties. I intentionally have a lenient late policy (only a 5-point deduction per day late), to discourage cheating. Stressed and tempted to cheat? I guarantee you that a 5-point deduction is much better than failing the course.

Course Material
The latest course syllabus, readings, announcements, and all relevant course information can be accessed on Canvas: https://canvas.upenn.edu/

About the Instructor
Dr. Chelsea Schein is a Lecturer in Legal Studies and Business Ethics at Wharton. She received her PhD in Social Psychology from UNC, Chapel Hill. Dr. Schein has over 20 publications in top-tier academic journals as well as the New York Times. In her research, she examines how people form moral judgments and how understanding our moral psychology can increase well-being and create a more tolerant society. Her most recent work examines how organizations can best navigate political polarization. In addition to her academic position, Dr. Schein is Director of Research at Ivy Research Council, a boutique research consultancy firm based in D.C. dedicated to helping University Recruiting and Talent Acquisition leaders attract, engage, and recruit top talent. What this means is that I regularly consult with Fortune 500 companies on implementing successful university recruiting strategies, and I am well situated to support students through the recruiting process.

Course Outline

NOTE: THIS IS A TENTATIVE SCHEDULE. Reading and assignments will change Summer 2021

Date	Topic	Reading & Assignment
Introduction: Individual Values and Purpose		
Sep 2, Unit 1	Course Overview The Business Case for Ethics Personal & Professional Values	Christensen, How Will You Measure Your Life? (HBR) Smith, Why I am Leaving Goldman Sachs Brooks, The Moral Bucket List Case study 1: Designing an Ethical Classroom Case study 2: Ethics in consulting
Philosophical Approaches: What OUGHT we do?		
Sept 9, Unit 2	Philosophical Approaches to Business Ethics (Normative Business Ethics)	"Introduction to Ethical Reasoning," in Thomas Donaldson and Patricia Werhane, eds., *Ethical Issues in Business: A Philosophical Approach*, 8th edition (Upper Saddle River: Prentice Hall, 2008). James Rachels, "The Challenge of Cultural Relativism" Peter Singer, "Famine, Affluence, and Morality" Activity: Designing an ethical algorithm?
Sept 16, Unit 3	What Money Can't Buy	Sandel Intro & chapter 1 Brenan & Jaworski. "Part 1: Should Everything be for Sale?"
Corporate Values		
Sept 23, Unit 4	Social Responsibility of Business	Bower & Paine, The Error at the Heart of Corporate Leadership Porter & Kramer Creating Shared Value ***Ethical Investing Panel***
Psychological Approaches: Why do we Fail to Live up to our Moral Values?		
Sept 30, Unit 5	Understanding our Moral Minds	Blind Spots: We're Not as Ethical as We Think Pinker, The Moral Instinct Epley & Tannenbaum, Treating Ethics as a Design Problem
October 7, Unit 6	Conflict of Interest	Carlat, Dr. Drug Rep Bazerman et al., Why Good Accountants Do Bad Audits (HBR)

October 21, Unit 7	Moral Courage & Whistleblowing	Dungan, Waytz, & Young,The psychology of whistleblowing Mayer, Why Are Some Whistleblowers Vilified and Others Celebrated? (HBR)
Personal Values in the Workplace		
October 28, Unit 8	Ethical Leadership & Crises Management	David Mayer, Why Leading be example isnt always enough. Schweitzer et al., The Organizational Apology (HBR) Case Study: United Airlines
November 4, Unit 9	**Midterm** & Living your Values	Midterm: 2 hours Simulation: 1 hour
November 11, Unit 10	Ethical Issues in a Diverse Workplace – Part 1	Slaughter, "Competition and Care" Dobbin & Kalev, Why Diversity Programs Fail. How to think about implicit bias: https://www.scientificamerican.com/article/how-to-think-about-implicit-bias/ (Links to an external site.)
November 18, Unit 11	Ethical Issues in a Diverse Workplace – Part 2	Case Study:
November 23	Global Business Ethics	Fadiman, A Traveler's Guide to Gifts and Bribes (HBR) Ludden, Your Guide to the World Cup's Corruption Scandals Case Study:
December 2	Ethics in Higher Education	Operation Varsity Blues Fraternities Reneges
December 9	Ethics in AI	