

LGST 100: Corporate Responsibility and Ethics

Spring 2018

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Class meetings: TR 3-4:30p

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Course Description

This course is an introduction to business ethics. We will begin by developing a philosophical framework within which to examine ethical issues concerning commercial activity. We will then consider a wide range of questions about the moral obligations of businesses, especially with respect to the treatment of women employees, including:

- To whom or what do corporations have duties? *E.g.*, shareholders, employees, consumers, citizens/countries, the planet?
- What is the proper role of deception, if any, in a negotiation?
- What responsibilities, if any, does a business have for addressing the conditions that hinder the career advancement of women? *E.g.*, combatting implicit biases, providing childcare, ameliorating the pay gap?
- What is the purpose of work?

The main aims of the course are: (1) to provide an introduction to the methods of moral and political philosophy and establish a framework within which to analyze ethical problems that students may face in their business careers; (2) to further develop critical reading, writing, and reasoning skills; (3) to promote thoughtful discussion with classmates on complex and controversial moral issues; (4) to provide an opportunity for students to develop their own standard of personal and professional integrity.

Course Expectations

Students are expected to complete all of the readings and have them available in class, attend all lectures, participate in class discussions, and complete all assignments on time.

To the extent possible, this course will be run more as a seminar than a lecture, and so will rely on student participation. Because electronic devices tend to interfere with student engagement, the use of electronic devices will not be permitted in class. (Should you require an accommodation, please let me know.)

All written work submitted for this course must be your own work. If you use other people's work, either their ideas or their words, you must provide a citation to the original source. Failure to provide proper attribution constitutes plagiarism. If you are unsure whether or not something counts as plagiarism, please consult the University's *Code of Academic Integrity*,

http://www.upenn.edu/academicintegrity/ai_plagiarismwhatisit.html.

Grading

Discussion Forum:	15%
Class Participation:	15%
Midterm Paper:	30%
Final Paper:	40%
Total:	100%

Discussion Forum: Students will be required to contribute ten posts to discussion forums that will be set up on Canvas. Each lecture's readings will have an associated forum, which will be opened before the reading is due. The posts should concern the course readings, and students will be graded on the quality of their contributions.

Class Participation: Students' class participation grade will be determined by quality over quantity. Quality interventions are those that help to further class discussion by, for example, responding to questions posed either by me or by classmates, clarifying an author's argument, and providing objections or support for an author's argument. We will be discussing some controversial issues in this course – please be respectful of your classmates' opinions.

Midterm Paper: A midterm paper of 1200-1400 words in length will be due on March 1. Both an electronic copy (to be submitted on turnitin) and a hard copy (to be turned in at the beginning of lecture) are required. The prompts will be distributed in class on or before February 15.

Final Paper: A final paper, 1800-2000 words (12-point font, double-spaced), will be due on Monday, May 7 at noon. Both an electronic copy (to be submitted to turnitin) and a hard copy (to be turned in to 600 JMHH) are required. The prompts for the final paper will be distributed in class on or before April 19. If you would like to write the final paper on a topic of your choosing, please discuss it with me beforehand.

Late papers will be penalized 1/3 of a letter grade for each day late. Extensions will be granted for emergencies.

Papers will not be graded on a curve.

Lunches

I will organize group lunches with students through the Wharton Meals Program. Students who would like to participate can sign up on Canvas. Lunches are free for students, and I hope you will sign up.

Lecture and Reading Schedule, and Assignment Due Dates

Readings will be available via the course website. (The lecture and reading schedule is subject to change, and any changes will be announced in class and via the course website.)

I. FRAMEWORK**01/11: Introduction (Utilitarianism)****01/16: Nonconsequentialism**

- David Velleman, "A Brief Introduction to Kantian Ethics"

01/18: Economic Freedom

- Robert Nozick, *Anarchy, State and Utopia* ("Distributive Justice," Section I, in *Anarchy, State, and Utopia*)

01/23: Economic Freedom

- G.A. Cohen, "Robert Nozick and Wilt Chamberlain: How Patterns Preserve Liberty"

01/25: Distributive Justice

- John Rawls, *A Theory of Justice* (Sections 3-4, 10-12)

II. THE PURSUIT OF CORPORATE PURPOSE**01/30: Corporate Purpose: Stakeholder Theory v. Shareholder Theory**

- Milton Friedman, "The Social Responsibility of Business is to Increase its Profits"
- R. Edward Freeman, "A Stakeholder Theory of the Modern Corporation"

02/01: Corporate Purpose: Ownership Model

- David Rodin, "The Ownership Model of Business Ethics"

02/06: Corporate Purpose: Integrative Social Contracts Theory

- Donaldson and James Walsh, "Toward a Theory of Business"
- *Skim*: Thomas Donaldson and Thomas W. Dunfee, "Toward a Unified Conception of Business Ethics: Integrative Social Contracts Theory"

02/08: Impermissible Purposes?

- Michael Sandel, "What Money Can't Buy: The Moral Limits of Markets"

02/13: Deception

- Sissela Bok, *Lying: Moral Choice in Public and Private Life* (Chapters 1, 9, and 11)
- *Skim*: H.P. Grice, "Logic and Conversation"

02/15: Negotiation

- Alan Strudler, “Deception Unraveled”
- *Skim*: Richard Shell, “When is it Legal to Lie in Negotiations?”

02/20: Advertising

- Rosalind Gill, “Empowerment/Sexism: Figuring Female Sexual Agency in Contemporary Advertising”
- ◇ *Optional*: Lynn Comella, “Review: Revisiting the Feminist Sex Wars”

III. WORKPLACE EQUALITY AND THE TREATMENT OF WOMEN**02/22: Discrimination**

- Sophia Moreau, “What is Discrimination?”
- ◇ *Optional*: Dominic Barton, “For a Company to Achieve Gender Diversity, the CEO Can’t Do It Alone,”
<http://www.wsj.com/articles/for-a-company-to-achieve-gender-diversity-the-ceo-cant-do-it-alone-1443600381?tesla=y>

02/27: Discrimination

- Read *EITHER* Sophia Moreau and Deborah Hellman, *Philosophical Foundations of Discrimination Law* (excerpt)
OR Kasper Lippert-Rasmussen, “Intentions and Discrimination in Hiring”
- ◇ *Optional*: Susan Chira, “Why Women Aren’t C.E.O.’s, According to Women Who Almost Were,”
https://www.nytimes.com/2017/07/21/sunday-review/women-ceos-glass-ceiling.html?hpbw&rref=sunday-review&action=click&pgtype=Homepage&module=well-region®ion=bottom-well&WT.nav=bottom-well&_r=0

03/01: Implicit Bias

- Rachel Emma Silverman, “Gender Bias at Work Turns Up in Feedback,”
<http://www.wsj.com/articles/gender-bias-at-work-turns-up-in-feedback-1443600759>
- *Skim*: Lilia A. Cortina, “Unseen Injustice: Incivility as Modern Discrimination in Organizations”
- ◇ *Optional*: Sheryl Sandberg and Adam Grant, “Speaking While Female,”
<https://www.nytimes.com/2015/01/11/opinion/sunday/speaking-while-female.html>

❖ DUE: Midterm paper, online and hard copy

03/13: Sexual Harassment

- Elizabeth Anderson, “Recent Thinking About Sexual Harassment: A Review Essay”

03/15: Sexual Harassment

- Catherine MacKinnon, *Sexual Harassment of Working Women: A Case of Sex Discrimination* (excerpts)
- Skim *EITHER*: Susan Chira and Catrin Einhorn, “How Tough is to Change a Culture of Harassment? Ask Women at Ford,”
https://www.nytimes.com/interactive/2017/12/19/us/ford-chicago-sexual-harassment.html?_r=0
 OR Sheelah Kolhatkar, “The Tech Industry’s Gender-Discrimination Problem,”
<https://www.newyorker.com/magazine/2017/11/20/the-tech-industrys-gender-discrimination-problem>

03/20: Emotional Labor and Office Housework

- Kenneth J. Meier, Sharon H. Mastracci, and Kristin Wilson, “Gender and Emotional Labor in Public Organizations: An Empirical Examination of the Link to Performance”
- Adam Grant and Sheryl Sandberg, “Madam C.E.O., Get Me a Coffee,”
https://www.nytimes.com/2015/02/08/opinion/sunday/sheryl-sandberg-and-adam-grant-on-women-doing-office-housework.html?_r=0

03/22: Maternity Leave

- Serena Olsaretti, “Children as Public Goods?”
- ◇ *Optional*: Claire Cain Miller, “The Gender Pay Gap is Largely Because of Motherhood,”
<https://www.nytimes.com/2017/05/13/upshot/the-gender-pay-gap-is-largely-because-of-motherhood.html>

03/27: Childcare and the Second Shift

- Carol Wharton, “Finding Time for the ‘Second Shift’: The Impact of Flexible Work Schedules on Women’s Double Days
- Anne-Marie Slaughter, “Why Women Still Can’t Have it All,”
<http://www.theatlantic.com/magazine/archive/2012/07/why-women-still-cant-have-it-all/309020/>
- ◇ *Optional*: Powell and Greenhaus, “Sex, Gender, and the Work-to-Family Interface: Exploring Negative and Positive Interdependencies”
- ◇ *Optional*: David Maume, Rachel Sebastian, Anthony Bardo, “Gender, Work-Family Responsibilities, and Sleep”

03/29: Pay Gap

- Jeffrey Moriarty, “Against Pay Secrecy”

IV. GLOBAL RESPONSIBILITIES**04/03: Global Responsibilities**

- A.J. Julius, “Nagel’s Atlas”
- ◇ *Optional*: Thomas Donaldson, “The Ethical Wealth of Nations”
- ◇ *Optional*: “The Ten Principles of the UN Global Compact,”
<https://www.unglobalcompact.org/what-is-gc/mission/principles>

04/05: Sweatshops and Consent

- Matt Zwolinski, “Sweatshops, Choice, and Exploitation”

04/10: Sweatshops and Exploitation

- Chris Meyers, “Wrongful Beneficence: Exploitation and Third World Sweatshops”
- ◊ *Optional*: Margie Mason *et al.*, “Shrimp sold by global supermarkets is peeled by slave labourers in Thailand,”
<https://www.theguardian.com/global-development/2015/dec/14/shrimp-sold-by-global-supermarkets-is-peeled-by-slave-labourers-in-thailand>

04/12: Aid and Philanthropy

- Peter Singer, “Famine, Affluence, and Morality”
- *Skim EITHER*: John Cassidy, “Mark Zuckerberg and the Rise of Philanthrocapitalism,”
<http://www.newyorker.com/news/john-cassidy/mark-zuckerberg-and-the-rise-of-philanthrocapitalism>
OR: James Surowiecki, “In Defense of Philanthrocapitalism,”
<http://www.newyorker.com/magazine/2015/12/21/in-defense-of-philanthrocapitalism>

V. WORK AND THE GOOD LIFE**04/17: Democratization of the Workplace**

- Anderson, “Equality and Freedom in the Workplace”
- ◊ *Optional*: Richard Arneson, “Democratic Rights at National and Workplace Levels,” in *The Idea of Democracy*

04/19: What is work?

- Karl Marx, “Alienated Labor,” from *Economic and Philosophical Manuscripts of 1844*

04/24: Why capitalism?

- G.A. Cohen, *Why Not Socialism?*
- ◊ *Optional*: Interview with Jason Brennan on *Why Not Capitalism?*
<https://www.libertarianism.org/media/free-thoughts-podcast/why-not-capitalism>