

Saint Mary's University of Minnesota
Schools of Graduate and Professional Programs

Online
Fall, 2021

EDD 805OL, Ethical Dimensions in Organizational Leadership
3 Credits

Course Dates/hours:

October 25 – December 19, 2021

Prerequisite(s):

EDD 809: Advanced Research Writing

Faculty Contact Information:

Dr. Amanuel A. Teklemariam

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Office: BLH 219

Office Availability: By appointment (Monday-Friday)

Phone: 612-728-5191

Course Description:

This course focuses on developing an awareness of the major ethical positions and critically examining the foundational ethic theories and decision-making processes throughout history. Various ethical theories are examined in relation to contemporary examples of the ethical challenges faced by leadership. The course seeks to enable individuals to reflect on their personal ethical stances and to analyze and critique ethical issues related to a variety of leadership contexts and situations.

Student Learning objectives:

Upon completion of the course, students are expected to be able to do the following:

1. Understand and become conversant with ethics as a discipline and selected basic ethical moral principles.
2. Analyze and integrate the basic ethical and moral principles.
3. Distinguish among cultural norms, personal preferences and values, policies, and moral and ethical principles.
4. Analyze major ethical theories and be able to evaluate both their strengths and weaknesses.
5. Recognize and apply a methodology for ethical decision-making.
6. Evaluate personal and professional ethics.
7. Analyze the role of ethical leaders in organizations.

Canvas Access

Canvas may be accessed here at courses.smumn.edu

Required Textbooks:

Gordon Graham. (2011). *Theories of Ethics: An Introduction to Moral Philosophy with a Selection of Classic Readings (1st Edition)*. Routledge: New York ISBN 13: 978-0-415-99946-5 (hbk) ISBN 13: 978-0-415-99947-2

Craig E. Johnson (7th ed). (2021). *Meeting the ethical challenges of leadership: Casting light or shadow*. Thousand Oaks: SAGE Publications. ISBN-: 978-1-5443-5164-3

Optional reading

Sterba, P. James. (2001). *Three Challenges to Ethics: Environmentalism, Feminism, Multiculturalism*. New York: Oxford University Press. ISBN 0-19-512475-8.
Student's choice of a textbook related to "ethics and racism".

Technical Support

For technical support, contact our HelpDesk at the following:

[HelpDesk Website](https://helpdesk.smumn.edu)

tchelpdesk@smumn.edu

612-728-5100: x7800, local Twin Cities

866-437-2788; Choose HelpDesk menu option

Topical/Activity Course Outline

| Week/Dates | Type of Meeting | Topic & Activities | Reading and Assignments |
|---|-----------------|--|---|
| Week 1 October 25 – 30, 2021 | Online | Topics: Overview of Ethics and Organizational Leadership - Overview of Ethics, Theories of Ethics, and Organizational Leadership | Read: <ul style="list-style-type: none"> ● Craig E. Johnson (7th ed). (2021). pp. xx- 35. ● Gordon Graham. (2011). pp. 1-12 Complete: <ul style="list-style-type: none"> - Discussion Board |

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| | | <ul style="list-style-type: none"> - The leader's light or shadow <p>Activities:</p> <ul style="list-style-type: none"> - Zoom Meeting (October 25, 2021; 6:30-7:30 p.m) - Introductions - Explanation of syllabus - Power Point Presentation | <ul style="list-style-type: none"> - Reflection papers <p>Due date: 10/31/2021; 11:59p</p> |
| <p>Week 2</p> <p>November 1 - 7, 2021</p> | Online | <p>Topics:</p> <p>Avoiding negative Leadership influence and Contractualism</p> <ul style="list-style-type: none"> - Negative motivators in leadership - Stepping out of leadership shadow - Ethical theory of contractualism <p>Activities:</p> <ul style="list-style-type: none"> - Power point presentations - Videos | <p>Read:</p> <ul style="list-style-type: none"> ● Craig E. Johnson (7th ed). (2021). Chapter 2, pp. 36-67 ● Gordon Graham. (2011). Chapter 2, pp. 13-24 <p>Complete:</p> <ul style="list-style-type: none"> - Discussion Board - Reflection papers <p>Due date: 11/7/2021, 11:59p</p> |
| <p>Week 3</p> <p>November 8- 14, 2021</p> | Online | <p>Topics:</p> <p>Egoism and positive Leadership characteristics</p> <ul style="list-style-type: none"> - Elements of leadership character - Building positive character - Theory of egoism <p>Activities:</p> | <p>Read:</p> <ul style="list-style-type: none"> ● Gordon Graham. (2011). Chapter 3, pp. 25-36 ● Craig E. Johnson (7th ed). (2021). Chapter 3, pp. 69-107. <p>Complete:</p> |

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| | | <ul style="list-style-type: none"> - Power point presentations - Videos | <ul style="list-style-type: none"> - Discussion Board - Reflection papers <p>Due date: 11/14/2021, 11:59p</p> |
| <p>Week 4</p> <p>November 15 - 21, 2021</p> | Online | <p>Topics:</p> <p>Hedonism, Naturalism, virtue theory and the evil</p> <ul style="list-style-type: none"> - Theory of hedonism, Naturalism and Virtue theory - Faces of evil - Overcoming evil tendencies in leadership <p>Activities:</p> <ul style="list-style-type: none"> - Power Point presentation - Case studies - Video | <p>Read:</p> <ul style="list-style-type: none"> ● Gordon Graham. (2011). Chapter 4 &5 pp. 37-59 ● Craig E. Johnson (7th ed). (2021). Chapter 4, pp.18-142 <p>Complete:</p> <ul style="list-style-type: none"> - Discussion Board - Reflection papers - Draft paper for a theory, individual research, or book review Sterba, P. James. (2001). <i>Three Challenges to Ethics: Environmentalism, Feminism, Multiculturalism</i>. New York: Oxford University Press. ISBN 0-19-512475-8 pp.1-75 or a review of textbook of student's choice <p>Due date: 11/21/2021, 11:59p</p> |
| <p>Week 5</p> <p>November 22 – 28, 2021</p> | Online | <p>Topics:</p> <p>Ethical Decision making and Behavior & Existentialism</p> <ul style="list-style-type: none"> - A dual process approach - Components and process of moral action - Decision making formats | <p>Read:</p> <ul style="list-style-type: none"> ● Gordon Graham. (2011). Chapter 6, pp. 60-76 ● Craig E. Johnson (7th ed). (2021). Chapter 6, pp. 174-206. <p>Complete:</p> <ul style="list-style-type: none"> - Discussion Board - Reflection papers |

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| | | <ul style="list-style-type: none"> - Ethical theory of Existentialism <p>Activities:</p> <ul style="list-style-type: none"> - Zoom Meeting (Nov 24, 2021; 6:30-7:30 p.m) on Existing ethical influence - PP Presentation - Case studies | Due date: 11/28/2021, 11:59p |
| <p>Week 6</p> <p>November 32- Dec. 5, 2021</p> | Online | <p>Topic:</p> <p>Ethics in Organizational Leadership & Kantianism</p> <ul style="list-style-type: none"> - Working ethically in Organizations - Kantianism - Ethical leadership in organization - Building an ethical small group - Creating an ethical organizational climate <p>Activities:</p> <ul style="list-style-type: none"> - PP Presentation - Case studies | <p>Read</p> <ul style="list-style-type: none"> - Gordon Graham. (2011). Chapter 7, pp. 77- 96 - Craig E. Johnson (7th ed). (2021). Chapters 9 & 10, pp. 284-363. - Discussion Board - Reflection papers/Response to questions <p>Due date: 12/05/2021, 11:59p</p> |
| <p>Week 7</p> <p>December 6 -12, 2021</p> | Online | <p>Topics:</p> <p>Ethical challenges and choices & utilitarianism</p> <ul style="list-style-type: none"> - Meeting the ethical challenges of diversity - Utilitarianism - Ethical living as a way of life | <p>Read:</p> <ul style="list-style-type: none"> ● Gordon Graham. (2011). Chapter 8, pp. 97-118 ● Craig E. Johnson (7th ed). (2021). Chapter 11, pp. 364-401. <p>Complete:</p> <ul style="list-style-type: none"> - Discussion Board |

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| | | Activities: <ul style="list-style-type: none"> - PP Presentation - Video | <ul style="list-style-type: none"> - Reflection papers <p>Due date: 12/12/2021, 11:59p</p> |
| Week 8 December – 13 -19, 2021 | Online | Topics: Taking action towards becoming ethical leader <ul style="list-style-type: none"> - Ethical crises of leadership - Ethics and the environment - Ethics, religion and the meaning of life - Personal Growth and development Activities: <ul style="list-style-type: none"> - Power point presentation - Response to questions | Read: <ul style="list-style-type: none"> ● Gordon Graham. (2011). Chapters 9 & 10, pp. 119-150 ● Craig E. Johnson (7th ed). (2021). Chapter 12, pp. 402-441. Complete: <ul style="list-style-type: none"> - Discussion board - Reflection papers - Final Paper (theory, personal research or Book review) due <p>Due date: 12/19/2021, 11:59p</p> |

Course Time Standards

This is a Doctoral course. Courses in the doctoral degree programs require a minimum of either 13 contact or instructional hours per credit. In addition, it is suggested that students invest three hours per contact hour in outside study.

Synopsis of Assignments:

A. Weekly readings assignments and Reflection papers and/or responding to questions: (Student Learning Objectives 1-7)

Each student is expected to complete weekly reading assignments, respond to questions and write a reflection on the reading. It is expected that contents of the reading should be understood, analyzed and critically evaluated in terms of applicability to one's career and

personal ethical stand. More specifically: summarize contents concisely, identify new concepts and facts learned, react to the contents (questions, critique, applications, etc.), evaluate your personal ethical beliefs and/or respond to questions and post your paper (1000-1500 words) on the Canvas for weeks 1-8, (150 points).

(SLO 1-7) (See [rubric](#))

B. Written assignment on one theory of ethics (Student Learning Objectives 4 and 6)

Each student is required to submit a summary, application to organizational leadership or to societal condition, and evaluation of one of the following ethical theory: i.e., *Egoism, Hedonism, Naturalism, Altruism, Pragmatism, Justice Approach, Virtue theory, Existentialism, Kantianism, Utilitarianism, Contractualism*, or another theory that the student is interested in (though it must be approved by the instructor). Main concepts of the theory, its applicability to leadership setting or to societal condition, and weakness and strengths of the theory should be identified. Based on relevant information from secondary sources and the course textbooks, it is expected that a well-reasoned paper should be compiled in APA writing style (900-1200) words). Draft paper due by 11/21/2021 (20 points), Final paper due by 12/19/2021 (100 points). (See [rubric](#))

OR

Individual Research Paper (Student Learning Objectives 3, 5, 6 and 7)

Considering a 21st Century social conditions, multicultural work environment and your leadership position, choose an ethical topic/issue of your interest. Research and prepare a substantive, integrative, and critical reflective paper. You will present this assignment to your instructor in a narrated PowerPoint or Prezi, or in a video in 15-20 minutes. Your presentation should include identification of the ethical issue, your personal beliefs on the issue/topic, the elements analyzed, your theoretical framework, the steps in arriving at a decision about the case/issue, or any other topic that you think important. Due date Draft paper 11/21/2021); (20 points), Final paper due by 12/19/2021 (100 points). (See [rubric](#))

OR

Book review (Student Learning Objectives 3, 5, 6 and 7)

Review Sterba, P. James. (2001). *Three Challenges to Ethics: Environmentalism, Feminism, Multiculturalism*. New York: Oxford University Press. ISBN 0-19-512475-8. Make a concise representation of the contents for the 5 chapters in 500-650 words each, and make a critique of the book in 100-200 words. The draft of the review (chapters 1 and 2) Draft paper 11/19/2021); (20 points), Final paper due by 12/19/2021(100 points). Or you can choose your own book to review. The book should be related to ethics and social conditions such as racism,

discrimination, poverty, gender, etc. Please share the title with your instructor before you embark on working on this assignment. (See [rubric](#))

C) Weekly Discussion Boards (SLOs 1-7): In weeks 1-8 there will be a Discussion Board that will require you to reflect on, apply and analyze cases, watch a video, respond to questions posted or/and draw upon your professional experience, and read what classmates have posted. Your initial Discussion Board post should be at least 100-250 words in length, and should use at least one resource/citation as support. This resource may be your textbook, required readings for the course, or outside research. Use APA citation format to properly credit your supporting material. As will be instructed, you will be required to make comments on ideas posted by other students taking the course. You are encouraged to participate fully in these discussion boards throughout the 8 weeks, posting early and often (30 points). (See [rubric](#))

NB: See the rubrics for further explanations. Detailed expectations of the assignments will be explained during the first synchronous meeting.

Student Expectations

- All course instructions, information on reading materials and assignments for the week will be posted on Canvas, and students need to spend at least 3 hours a week on Canvas.
- Throughout this advanced graduate degree program, students' writing is expected to be at a scholarly level in all situations including application materials, course assignments, and the professional portfolio. Students are expected to know and use current APA guidelines.
- Students are expected to attend all class sessions. EDD 805OL is a blended session and class attendance is required. Completing assignment papers on time, attending synchronous meetings, and evidence of been online in the EDD 805OL class count as class attendance. In the case of an unavoidable absence, students are expected to notify the instructor of a pending assignment or absence prior to the due date or class meeting. Upon returning to class, the student must contact the instructor to receive make-up work to compensate for the learning experience missed. There will be no make-ups for Discussion Board and class presentations however. Failure to contact the instructor and complete make-up work assignments may impact the student's final grade.

Assessment of Student Performance/Grading Policies

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| Weekly Reading and Reflection papers | 150 pts |
| Research on theory or Individual research or Book review | 120 pts |
| Discussion forums | <u>30</u> |
| | 300 total points |

Assessment of Student Performance/Grading Policy

| Grade | Achievement Level | Points |
|-------|-------------------|-----------------|
| A | 90-100% | 270 pts-300 pts |
| B | 80-89.99% | 240 pts-269 pts |
| C | 70-79.99% | 210 pts-239 pts |
| NC | below 70% | < 209 pts |

Access Services for Students with Disabilities

Saint Mary's University is committed to ensuring that students with documented disabilities have access to equal educational programs and activities at the university. If you have, or believe you may have, a disability that may interfere with your ability to participate in the activities, coursework, or assessments of this course, you may be entitled to accommodations. Please contact Laura Lanning at accessservicesgpp@smumn.edu, as early in the semester as possible to arrange a confidential discussion about your need for accommodations.

Student Ratings of Teaching and Learning

Students are expected to provide feedback about teaching and learning in the course. Near the end of the course, find a link to the student rating of teaching and learning in your SMUMN email and on your course site in either Canvas. Please be assured the system records responses anonymously.

University Conduct and Academic Policies

See the course Canvas site for a direct link to all University policies.

Writing Center and Library Services

See the course Canvas site for direct links to these departments.