

## Lab 4: Teaching Business Ethics

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Business Ethics: Teaching what matters



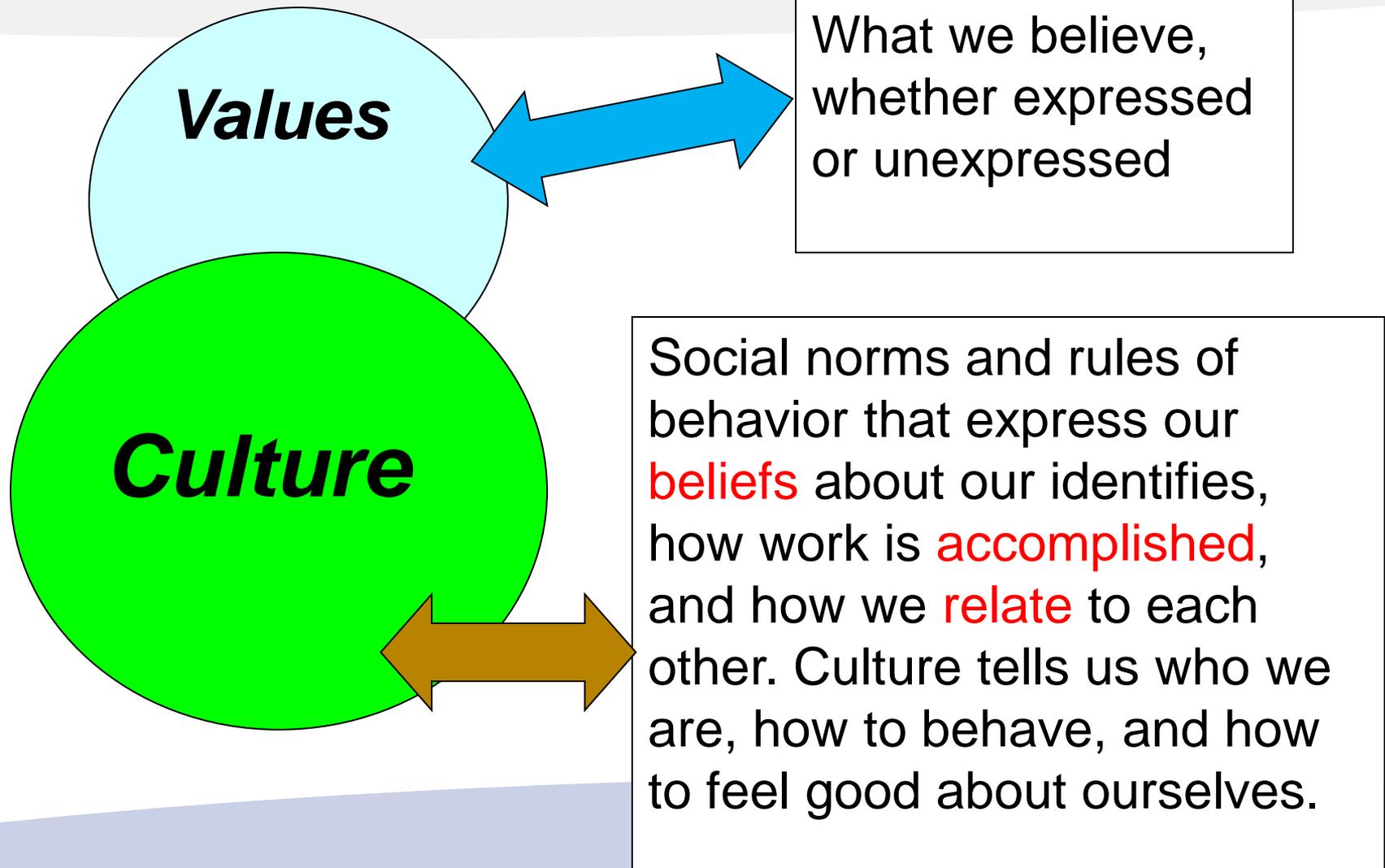
# Learning what we may always have known, but just did not recognize

- ② Students are hungry to talk about things that really matter
- ② When we teach business ethics, we become learners as well as educators
- ② Teaching business ethics to students, both undergraduates and graduates, parallels the experience of teaching organizational ethics in the workplace

# Ethics is about making tough choices

*Ethics is the set of values, criteria or principles that we use when selecting a course of action in the face of competing interests*

# Culture is Intimately Linked to Values



## Mendoza College of Business, University of Notre Dame

- What if undergraduate students were asked to write international business ethics case studies? And what if these cases become part of the next year's curriculum for undergraduate business students?
- Faculty team met with interested students
  - 8 students, three teams, not for course credit
- Resulted in: three new international business ethics case studies accompanied by extensive teaching notes

## What topics excited our students?

- *Conflicts of interest and red flags of corruption*: Hiring the children of senior government officials, by financial institutions in China (“Princelings”)
- *Supply chain and financial stability*: Off shoring manufacturing process from Detroit, Michigan to Entebbe, Uganda
- *Conflict minerals, terrorism financing, and CSR*: Mining coltan in Goma, Democratic Republic of Congo

## Our assumptions

- Cases had to be global in impact
- Case problems were true dilemmas, that were emotionally compelling, rich in detail, and not subject to moralistic or simplistic resolution
- Each case accompanied by extensive teaching notes, to encourage Business School faculty to teach an ethics case
- Student authors lead interactive discussions about their cases with Business School faculty

## UN System Staff College, in collaboration with Bocconi University, Milano, Italy

- MA in Management in International Organization
  - ≍ Blended curriculum
  - ≍ Organizational ethics only taught virtually
  - ≍ One semester compressed into 6 weeks
  - ≍ 23 diverse students from UN or UN system agencies, non profits, and national civil service

## Four major topics

- Ethical underpinnings of international civil service
- Creating an ethical organizational culture
- Ethical decision-making and ethical risk management
- Embracing ethical leadership

# Global Ethics and Integrity Benchmarks

By Joan Elise Dubinsky  
and Alan Richter

- Assess and measure progress in workplace and marketplace
- Global in reach
- Incremental in application
- Reflects global best practices
- Based on ethical business conduct- across national boundaries
- Descriptive, rather than prescriptive

## Student feedback

- I feel like a new person.
- I promise that I will demonstrate greater moral courage in the future and confidently build that "muscle".
- You termed exactly yesterday my journey: I think I am moving already from being "ethically neutral" to "ethically committed".
- Yesterday I was briefing a colleague ... and it was like a therapy to exchange on subjects that my office faced recently related to ethical policy breach...
- I want to take this opportunity to thank you all for an amazing time that for me is life-changing.

# Global Ethics Forum

Thank you very much!

Joan Elise Dubinsky

President, Rosentreter Group

Virtues, Values & Ethics

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