



SCHOOL OF BUSINESS

CORPORATE SOCIAL RESPONSIBILITY: ETHICS & SUSTAINABILITY

Course: 52:620:301:90

Term: SPRING 2026 – ONLINE | Asynchronous

Professor: Kristine Gallemit

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Office: Offsite, by appointment

Office Hours: by appointment

COURSE DESCRIPTION

CORPORATE SOCIAL RESPONSIBILITY: ETHICS & SUSTAINABILITY (3 Credits)

This course delves into the economic, legal, ethical and social challenges that business organizations encounter in their interactions with both internal and external stakeholders, including employees, customers, the government, and the wider public. Emphasis is placed on providing students with a foundation for making ethically sound decisions concerning these issues. The course covers diverse topics, such as corporate social responsibility, business ethics, sustainability, ethical issues, the institutionalization of business ethics, the decision-making process, and implementing business ethics in a global economy. This course satisfies the general education theme of ethics and values (EAV).

Prerequisites:

- Must have at least sophomore standing (30 credits). Previous title: Ethics and Social Responsibility of Business
- All except 1st year.
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COURSE LEARNING OBJECTIVES

This course focuses on ethical viewpoints as a foundation of ethical behavior and decision-making process for oneself and in business.

After completing this course, students should be able to:

- Demonstrate knowledge of ethical reasoning and ethical theory.
- Identify ethical situations in business, evaluate approaches and options and provide a business decision utilizing the ethical hierarchy.
- Apply reasoning and logic to conflicting ethical perspectives, demands and behaviors encountered in the workplace and society.
- Integrate ethical decisions into a firm's business objectives.
- Understand and apply concepts related to Corporate Social Responsibility.

SCHOOL OF BUSINESS – CAMDEN PROGRAM LEARNING GOALS

- Goal: Critical Thinking and Analytical Decision Making
Students will be able to critically use information and data to analyze, interpret, and solve business problems.
- Goal: Communication Impact and Effectiveness
Students will demonstrate effective written language skills.
- Goal: Ethical Reasoning
Students will realize that organizations and their actions affect different stakeholders; they will demonstrate the ability to identify and weigh the ethical implications of these actions.

COURSE MATERIALS

The Textbook will be hosted through the First Day Course Material tab within Canvas. (First Day digital copy is included in your tuition.)

To access:

1. Click the link to “FIRST DAY COURSE MATERIALS” on the side panel of our Canvas site.
2. Click on “Read now” and select the appropriate chapter, case study page, etc.

First Day is the cheapest method to access the textbook required for this class; however, you may opt out if you would prefer to buy/rent a physical copy of the book at the campus bookstore, publisher, amazon, or other sites. Students can opt out and back in as many times as until 11:59 PM, EST on February 3, 2025.

If you opt out of First Day, below are the details of our textbook:

TEXTBOOK: **Business Ethics: Ethical Decision Making & Cases, 14th Ed.**

O.C Ferrell/John Fraedrich/Linda Ferrell

ISBN: 9798214043098

Note: We will NOT be using MINDTAP for this course

There are new and rentals available on various sites.

OTHER: Lectures, readings, and other posted materials are available on CANVAS.

UNIVERSITY POLICIES

Academic Integrity

The Academic Integrity policy can be found at <https://studentconduct.rutgers.edu/processes/university-code-student-conduct> <http://studentconduct.rutgers.edu/student-conduct-processes/academic-integrity/>

Rutgers University takes academic dishonesty very seriously. By enrolling in this course, you assume responsibility for familiarizing yourself with the Academic Integrity Policy and the possible penalties (including suspension and expulsion) for violating the policy. As per the policy, all suspected violations will be reported to the RU-Camden Dean of Students.

Academic dishonesty includes (but is not limited to):

- cheating
- plagiarism

- *aiding others in committing a violation or allowing others to use your work*
- *failure to cite sources correctly*
- *fabrication*
- *using another person's ideas or words without attribution*
- *re-using a previous assignment*
- *unauthorized collaboration*
- *sabotaging another student's work*

If in doubt, please consult the instructor. Please review the [Academic Integrity Policy](#). Information is also available at the RU-Camden Dean of Students site: <https://camden.rutgers.edu/deanof-students/academic-integrity>

Responsible Use of Artificial Intelligence (AI)

AI can be a valuable learning tool when used thoughtfully, but it should not replace independent learning. Research indicates that overreliance on AI use can weaken critical thinking, analytical reasoning, and professional judgment—skills vital for academic success, career advancement, and job competitiveness.

Policy on Use of Artificial Intelligence Tools

The use of **generative AI tools (such as ChatGPT, DALL-E, etc.) are not permitted in this class**; therefore, any use of AI tools for work in this class may be considered a violation of Rutgers University's Academic Honesty policy and Student Conduct Code, since the work is not your own. When in doubt about permitted usage, please ask for clarification.

University Code of Conduct

Rutgers University-Camden seeks a community that is free from violence, threats, and intimidation; is respectful of the rights, opportunities, and welfare of students, faculty, staff, and guests of the University; and does not threaten the physical or mental health or safety of members of the University community, including in classroom space. As a student at the University, you are expected adhere to the Code of Student Conduct.

To review the Code of Conduct and Title IX policy go to [RU-Camden Dean of Students Office](#)

Note that the conduct code specifically addresses disruptive classroom conduct, which means *"engaging in behavior that substantially or repeatedly interrupts either the instructor's ability to teach or student learning. The classroom extends to any setting where a student is engaged in work toward academic credit or satisfaction of program-based requirements or related activities."*

Etiquette expectations from on-line students:

The following protocols on the codes of behavior reflect professional business norms on manners, courtesy, and respect. (In general, you should treat others as you would like others to treat yourself. Be mindful that what is acceptable in a text or chatroom with friends may not be appropriate in a classroom or in an online conversation with an instructor.)

Even though many of you are already aware of these protocols, they are explicitly stated here so that everyone is cognizant of the same protocols. These protocols should be followed by all students taking this course to help ensure the online experiences for everyone involved are pleasant. They are as follows:

- If you were to send an e-mail to me or a tutor, please address the person appropriately such as "Prof." or "Ms.," not 'Hey.' Note that I will address you with your first name, unless you prefer that I address you differently.
- When sending an e-mail, you can get better attention by using the following guidelines:
 - use descriptive subject lines, (I am sure you have received a lot of Spam e-mails and I have occasionally and accidentally deleted student e-mails that I thought was Spam.)

- please be as brief as possible by going straight to the point, and if possible, limit the use of attachments

Never send offensive and insulting messages* (this is a violation of the Student Code of Conduct). If you disagree, say so and state your reasons. Social media is an immensely powerful tool for communication. However, it can be badly misused if it is not used correctly or professionally. For example, you may have personal and legitimate concerns with this course. However, other students, who do not have similar feelings, can be negatively influenced by your concerns. This will unnecessarily and negatively affect their overall experience of the course. Therefore, to minimize such an occurrence, please feel free to directly contact the instructor/tutor first to resolve any concerns that you may have to help ensure that everyone's online experience of this course is beneficial.

- Always guard against inciting others when it comes to content, opinions, etc. That is, avoid blaming or accusing others of wrongdoing.
 - Do not start a volley of back-and-forth e-mails, with copies distributed to every student in the class.
 - Copy the minimum number of people. That is, send e-mails to only the people you think should receive and will benefit from it.
 - Treat all e-mails and postings as permanent forms of written record and do not expect that any your e-mail communications to be private, unless stated otherwise. Instead, assume that all e-mail communications are public.
 - Do not publicize your own or others' personal information (such as email, phone numbers, last names, etc.)

Disability Services/Accommodation

Rutgers University welcomes students with disabilities into all of the University's educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation: <https://ods.rutgers.edu/students/documentation-guidelines>.

If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you and your instructor with a Letter of Accommodations. Please discuss the accommodations with your instructors as early in your courses as possible. To begin this process, please complete the [registration form](https://webapps.rutgers.edu/student-ods/forms/registration) (<https://webapps.rutgers.edu/student-ods/forms/registration>).

Diversity Statement:

This class strives to be an inclusive community, learning from the many perspectives that come from having differing backgrounds and beliefs. As a community, we aim to be respectful to all. We reject all forms of prejudice and discrimination, including but not limited to those based on age, color, disability, gender, gender identity, gender expression, national origin, political affiliation, race, religion, sexual orientation, and veteran status. Faculty and students are expected to commit to creating an environment that facilitates inquiry and self-expression, while also demonstrating diligence in understanding how others' viewpoints may be different from their own.

Our goal as a learning community is to create a safe environment that fosters open and honest dialogue. We are all expected to contribute to creating a respectful, welcoming, and inclusive environment. To this end, classroom discussions should always be conducted in a way that shows honor, respect, and dignity to all members of the class. Moreover, disagreements should be pursued without personal attack and aggression, and instead, should be managed with grace and care. This will allow for rigorous intellectual engagement and a deeper learning experience for all.

Pronouns

This course affirms people of all gender expressions and gender identities. Feel free to correct me on your preferred gender pronoun. If you have any questions or concerns, please do not hesitate to contact me.

Chosen Name (Preferred Name)

If you have a chosen name or preferred name other than what is listed on the roster, kindly let me know.

COURSE POLICIES

Class Materials

All course materials, including assignments, readings, discussion threads, and grades, are accessible through Canvas. Lecture materials for each week will typically be available by Thursday, usually one week in advance of any due dates, except for the initial weeks. It is highly recommended that you regularly access the course on Canvas throughout the week. The course follows a continuous schedule from day 1 (Thursday @ 12 AM, EST) through day 7 (the following Wednesday at 11:59 PM, EST), ensuring a seamless learning experience.

Course Delivery through CANVAS

This course is fully online, and all assignments and activities will take place online. ALL classes will be asynchronous. You will access pre-recorded lectures and digital curriculum materials and respond through email, discussion threads, social networking, and collaborative documents at a time of your choosing. Canvas is the learning management system used for this course. Posted will be the syllabus, resources, Power Point slides, announcements, guides, etc. To access this system, go to <http://canvas.rutgers.edu> log in, and click on the course in the dashboard. For technical support 833-648-4357 or help@camden.rutgers.edu.

Course Communications – Use your Rutgers Email

Please ensure that all interactions, both with me and fellow students, maintain a professional and courteous tone. All communications from me will be conducted using the Rutgers email address provided to you. If required, please set up forwarding from your Rutgers email to your personal email. Failure to regularly check your Rutgers email will not be accepted as a valid reason for missing any important communications.

Professor Communication:

Please be aware that I make every effort to respond to all emails within 48 hours during the work week (M-F). While I check my emails multiple times a day, it may not always be possible to provide an immediate response, especially during weekends. Therefore, please understand that immediate replies cannot be guaranteed. If you have not received a response within 72 hours, kindly resend your email.

Exam Security (Respondus LockDown Browser)

This course requires the use of **Respondus LockDown Browser** for all online exams and quizzes. Respondus LockDown Browser is a custom browser that locks down the testing environment within our Learning Management System (LMS). When using this browser, you will be unable to access other websites, applications, or functions on your computer during the assessment.

Requirements for Respondus LockDown Browser:

1. Installation: You must download and install Respondus LockDown Browser prior to taking any exams or quizzes. A download link and installation instructions are provided in the course LMS.

2. **System Compatibility:** Ensure that your device meets the system requirements for Respondus LockDown Browser. It is recommended that you complete a practice test to verify compatibility.
3. **Webcam and Screen Monitoring (If required):** Some assessments may also require the use of Respondus Monitor, which uses a webcam to record you during the exam for proctoring purposes. Ensure that your webcam and microphone are functioning correctly before beginning the assessment.
4. **Testing Environment:** You must take exams in a quiet, well-lit location, free from distractions and unauthorized assistance.
5. **Academic Integrity Compliance:** Any attempt to bypass, disable, or manipulate the Respondus LockDown Browser or Monitor features will be considered a violation of academic integrity and will result in disciplinary action.

Best Practices for Using Respondus LockDown Browser:

- Take the Close all other applications before launching the browser.
- Ensure you have a stable internet connection.
- Use a wired connection, if possible, to minimize disruptions.
- Follow all exam instructions provided by your instructor.
- Contact technical support if you encounter issues before the exam deadline.

By enrolling in this course, you acknowledge that you have read and understand the requirements for using Respondus LockDown Browser and agree to comply with all exam security measures. Failure to adhere to these guidelines may result in penalties, including loss of credit for the assessment or further disciplinary action as outlined in the university's academic integrity policy.

For additional technical support, visit [Respondus Website: <https://canvas.rutgers.edu/external-apps/rldbandmonitor/>] or contact the university's IT help desk.

Standards of Evaluation

Exams, quizzes, and discussion threads in this course provide opportunities for students to demonstrate learning. These assessments require drawing from various sources, including course readings, lectures, thread discussions, simulations, and other provided learning materials, to display understanding and knowledge acquisition.

- **Discussion Threads:** Discussions within this course may incorporate a variety of materials, including prepared resources such as journal articles, textbook readings, mini-cases, problems, videos, and other relevant sources. It is essential that students' discussion thread postings reflect understanding and comprehension of the assigned readings and/or related discussion activities. Additionally, these postings should demonstrate the ability to synthesize concepts effectively through well-written, college-level responses.
- **Quizzes:** At the faculty's discretion, there could be up to four quizzes throughout the semester. *

- **Tests:** There will be a cumulative midterm and final exam. *
- * **NOTE: Respondus Lockdown Browser & Monitor will be used for all quizzes/exams. See details above.**

Policy on Discussion Threads

- All discussion threads will be posted in Canvas a week before it is due. **All discussion threads must be completed and submitted by the due date noted in Canvas.**
- Late discussion threads (after the due date) will receive a 50% grade deduction. **Note: Discussion Threads will only be open for two weeks from when it is posted. If the Discussion Thread is no longer open in Canvas, it will no longer be accepted, and you will receive a grade of "0".**
- Discussion threads submitted through the comment box will not be accepted. No exceptions.
- Discussion threads may be accepted beyond the designated submission period only if the two conditions are met: there is a valid university-approved reason, and the student can provide legitimate supporting documentation for the missed Discussion Thread.
- As this course is conducted online, active participation in all class thread discussions is expected from students. Your contributions are essential in facilitating the learning and understanding of the topics being discussed. It is important to note that a lack of substantial participation will be considered when determining your final grade.

Policy on Make-up Exams

If, for a university approved reason, you cannot take a quiz or an exam at the scheduled time you must give me written notice, via email, at least one week in advance so that other arrangements can be made. If the situation does not allow for advance notification (for example, emergency hospitalization, etc.), contact me as soon as possible after a missed exam. Make-up exams for non-university approved reasons are not guaranteed. The professor reserves the right to request written documentation to support your absence (such as a doctor's note, an obituary, or military orders). Additionally, there will be a penalty for taking the exam past the deadline at the professor's discretion.

Extra Credit Assignments

There will be no extra credit assignments in this course. However, extra credit opportunities will be available in quizzes and exams. It is strongly recommended that each student takes advantage of these opportunities.

Responsibility for Learning

It is your responsibility to actively engage in your own learning. The material covered in the textbook will serve as the fundamental basis for the course, so it is crucial that you read the assigned chapters, complete the homework questions, and other assigned practice materials. I will present new material, facilitate understanding through questions and examples, and encourage your active participation in discussions. By reading all assigned material before class, completing assignments on time, actively participating in discussions, and seeking prompt assistance when needed, you will enhance your understanding of concepts and perform well in exams and throughout the course.

How to Succeed in this Class:

The material presented in class provides the essential backbone of the course. You are expected to:

- Know the CANVAS platform.
- Technical issues need to be addressed immediately. Do not wait a day, week, or until the end of the term to tell me that you were unable submit assignments in CANVAS, did not get announcements, or could not see an exam.
- **Time commitment.** To be successful in this course, you should plan to dedicate approximately 6-8 hours per week. I suggest you pick a time that works and dedicate that time slot every week.
 - Read all text material assigned for each class
 - Follow instructions

- If I give you a certain word count, then you must follow that word count. If you must post twice to a thread, do so or lose points.
- Make sure you proofread your assignments. I will pay a lot of attention to your capability and ability to write.
- Keep up with the class.
- PowerPoints/lectures will serve as a guide for key concepts.
- Check your email regularly.
- Ensure proactive communication. Consult with me immediately when you need help.

Syllabus

While every attempt is made to include all course information on this syllabus, some change may be necessary during the semester, and those changes will be announced in Canvas and via email. All students are responsible for abiding by the terms contained in this syllabus.

Grading Policy (total of 100 points):

• Participation (Discussion Threads):	10%
• Quizzes:	20%
• Midterm:	30%
• Final:	40%

Throughout the semester, the Canvas grade book will not be accurate as it will only give you your grade at a point in time. It does not account for the weight of future assignments and exams. Contact me if you have question on your grade progress at any point in time during the course.

Incompletes

"Incompletes" will only be given through prior consultation, under extreme circumstances, and when completion of the course requirements in question would substantially improve your grade. In the rare event when an "incomplete" is given, you must submit all the agreed-upon work to me by the Rutgers registrar deadline to avoid the "incomplete" converting to an "F": <https://registrar.camden.rutgers.edu/gradeinstruction#incomplete>.

Grading Scale:

Final grade is awarded based on the following. No exceptions.

A	90-100 pts
B+	85-89.9 pts
B	80-84.9 pts
C+	75-79.9 pts
C	70-74.9 pts
D	60-69.9 pts
F	under 60 pts

CORPORATE SOCIAL RESPONSIBILITY: ETHICS & SUSTAINABILITY
SPRING 2026
(Subject to change)

WEEK	DATE	TOPIC OF LECTURE	READING: (<u>ALL readings are due before the following class</u>)	QUIZZES, ASSIGNMENTS & DISCUSSION THREADS	Quizzes / Assignments / Discussion Threads <u>Due Dates (11:59 PM, EST)</u>
0	1/15/26		Reading: Syllabus, Chapters 1 & 2		1/21/26
1	1/22/26	The Importance of Business Ethics Stakeholder Relationships, Social Responsibility, and Corporate Governance	Reading: Chapters 3	Discussion Thread: Class Introductions	1/28/26
2	1/29/26	Sustainability - Ethical & Social Responsibility Dimensions	Reading: Chapter 4	QUIZ 1: Syllabus & Chs. 1 & 2 Discussion Thread: See Week 2 Module	2/4/26
3	2/5/26	The Institutionalization of Business Ethics	Reading: Chapter 5	Discussion Thread: See Week 3 Module	2/11/26
4	2/12/26	Emerging Business Ethics Issues	Reading: Chapter 12	QUIZ 2: Chs. 3 & 4 Discussion Thread: See Week 4 Module	2/18/26
5	2/19/26	Technology: Ethics and Social Responsibility Issues	Reading: Chapter 6	Discussion Thread: See Week 5 Module	2/25/26
6	2/26/26	Ethical Decision Making & Review for MIDTERM (Chapters 1, 2, 3, 4, 5, & 12)		Discussion Thread: See Week 6 Module	3/4/26
7	3/5/26	MIDTERM Due March 11, 2026 @ 11:59 PM, EST (Chapters 1-5, & 12)	Reading: Chapter 7	MIDTERM Due March 11, 2026 @ 11:59 PM, EST (Chapters 1-5, & 12)	3/11/26
8	3/12/26	Individual Factors: Moral Philosophies & Values	Reading: Chapter 8	Discussion Thread: See Week 8 Module	3/25/26
9	3/19/26	Spring Break! - No Class			
10	3/26/26	Organizational Factors: Role of Ethical Culture & Relationships	Reading: Chapter 9	QUIZ 3: Chs. 6 & 7 Discussion Thread: See Week 10 Module	4/1/26
11	4/2/26	Developing, Managing & Controlling an Effective Ethics Program	Reading: Chapter 10	Discussion Thread: See Week 11 Module	4/8/26
12	4/9/26	Globalization of Ethical Decision Making	Reading: Chapter 11	QUIZ 4: Chs. 8 & 9 Discussion Thread: See Week 12 Module	4/15/26
13	4/16/26	Ethical Leadership		Discussion Thread: See Week 13 Module	4/22/26
14	4/23/26	Review for Final Exam			
15	4/30/26	Reading Day 5/5 and 5/6 2026 - No Class			
16	5/7/26	FINAL Due Thursday, May 7, 2026 @ 11:59 PM, EST (Cumulative)			

**** Note:** The last day for any discussion thread will be on Thursday, April 30, 2026, 11:59 PM EST. No exceptions. (Late submissions will only be accepted if an exemption occurs as noted above.)

Key SPRING 2026 Dates:

Spring 2026 classes begin:		Tuesday, January 20 th
Last day to add a class:		Thursday, January 29 th
Spring 2026 Recess		Saturday, March 14 th – Sunday, March 22 nd
Last day to withdraw with a “W”		Monday, March 23 rd (subject to change)
Last day of classes		Monday, May 4 th
Reading Days (no exams)		Tuesday, May 5 th and Wed. May 6 th
Final Exam period		Thursday, May 7 th – Wed. May 13 th