



## SYLLABUS – Fall 2023

<b>COURSE NUMBER</b>	BLAW 5340
<b>COURSE TITLE</b>	Business and Professional Ethics
<b>INSTRUCTOR</b>	Tammy Cowart, J.D., Associate Professor of Business Law
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<b>PHONE</b>	903.566.7217
<b>OFFICE HOURS</b>	By Appointment
<b>CLASS MEETINGS</b>	Ref. EMBA Cohort Schedule

### I. **COURSE OVERVIEW**

A study of ethical problem in business and the foundations for decisions involving ethical issues. Topics include ethical concepts, personal integrity, individual conscience and company loyalty and responsibility conflict, as they impact on the decision process in the functional areas of business. This course will also address legal compliance issues as relevant.

### II. **CATALOG DESCRIPTION**

A study of ethical problems in business and the foundations for decisions involving ethical issues. Topics include ethical concepts, personal integrity, individual conscience and company loyalty and responsibility conflict, as they impact on the decision process in the functional areas of business.

### III. **REQUIRED TEXT**

Pozgar, Legal and Ethical Essentials of Health Care Administration, Third Edition  
ISBN: 9781284172560  
Fisher, Ury & Patton, Getting to Yes, Penguin Books, 2011

### IV. **STUDENT LEARNING OUTCOMES**

- Demonstrate understanding of ethical reasoning theories
- Analyze and apply stakeholder theory to ethical dilemmas in healthcare
- Analyze the cause and effect of legal and ethical risks in healthcare
- Understand the role of organizational mechanisms to support ethical decision making
- Use negotiation principles and techniques to resolve conflicts
- Find and analyze employment discrimination cases
- Examine aspects of criminal and tort liability in healthcare

### V. **SOULES COLLEGE OF BUSINESS CORE VALUES**

Professional Proficiency  
Technological Competence  
Global Awareness

Social Responsibility  
Ethical Courage



## VI. GRADING POLICY

Grade Distribution	
Negotiation Journal	100
Ethics Discussion Board	25
Group Simulation Exercise	25
Response Paper	25
Contract Negotiation	50
Exams (2)	100
Group Paper/Presentation	75
<b>Total</b>	<b>400</b>

Final Grades		
A	=	90% +
B	=	80% - 89%
C	=	70% - 79%
D	=	60% - 69%
F	=	<60%

### I. ATTENDANCE/WEEKEND MAKE-UP POLICY

The Executive MBA Healthcare Management program is a face-to-face weekend cohort model. It is expected that executive students are present face-to-face in COB 321 on the outlined weekends. In some cases, extenuating circumstances may warrant special accommodations to be made between the student and faculty member. Students are expected to contact and receive prior approval from the faculty member. Please refer to the specific course policy on attendance as outlined below.

### II. CONTENT

**Negotiation Journal:** During our coverage of the Getting to Yes book, you will complete journal entries. This can be in the form of a diary. You should focus on lessons learned you're your personal and professional experiences, class discussions, or other moments in or out of class that relate to how conflict and negotiation impact your life. I will review your entries but will not share them with the class. Points will be assigned based on your serious reflection and analysis. Completed outside of class.

**Discussion Board:** We will discuss the Parable of the Sadhu article in a discussion board. You should make one substantive original post (up to 10 points) and three relevant replies (up to 5 points each). You can cite to outside sources in the original post but must provide a reference. Your replies do not need to cite outside sources. Completed outside of class.

**Simulation Exercise:** Each team will complete a behavioral ethics simulation. During the simulation you will assume a role within an organization and deal with an ethical dilemma from the perspective of that individual. You will each be given different roles within the organization and come together to collectively resolve a company-wide ethics issue. Group recommendations will be made in the form of a short managerial report (1 per team – 2-3 pages each) addressing the group's short-term, mid-range, and long-term recommendations for the company. These will be completed in class.



**Response Paper:** This requires one essay of 3-4 doubled spaced, typed pages where you will respond to a set of questions based on your personal experiences. Inevitably, there is subjectivity in reading and grading essays, but I seek to apply a consistent standard and to distribute grades in a fair and equitable manner. I will not grade you based on whether I agree with you or like your conclusions; I will reward strong reasoning, relevance to and application of ethical concepts discussed in class, and good writing. Completed in class.

**Contract Negotiation Project:** The class groups will represent either the buyer or seller in a contract negotiation. A sample contract, fact sheet, and contract worksheet will be provided before class on Canvas. The teams will either draft an initial contract or a response to the initial contract. Both sides must come to an agreement and submit the final agreed upon contract in class. Your grade will be based on the terms proposed, nature of the negotiations, and the final contract. This will be completed in class.

**Exams:** These will be essay questions completed in groups in class. They will be based on content covered. These will be completed in class.

**Paper/Presentation:** Each group will be assigned to a research topic relating to business ethics, and your group will research and develop arguments either for or against your assigned topic. A discussion board site will be available on Canvas for your group to develop arguments in support of your topic and post sources. Additional details will be provided on Canvas. Your group will present your arguments to the class on our last day. Presentations will be no more than 40 minutes including Q&A. Your presentation will be graded on how well you address the ethical issues and questions posed, additional issues from outside research, as well as your use of proper speech technique. A Q&A session will follow each debate in which you should be prepared to answer questions from your colleagues. This is worth 25 points and will be presented in class. Along with your presentation, your group will turn in a 6-8 page paper, double-spaced and typed in 12 point font, which presents your group's argument. To successfully complete the paper, your assessment should evaluate ethical issues, what should have been done to prevent the problem, or how the company should prevent such situations in the future, as well as any additional issues pertinent to the topic. Written papers are due in class on the day of the presentation. You will be graded on your completion of the assignment as directed, as well as your grammar, punctuation, sentence structure, and paragraph organization. In addition, I expect you to properly cite to other sources when you use them according to the APA or MLA format. This is worth 50 points and will be completed outside of class.



### III. CALENDAR

#### Week 1: Overview of Law & Ethics/Intro to Negotiation

**Before Class:**

Read Getting to Yes Chp. 1-2;

Read Pozgar Chp. 2- Government, Law & Ethics & Chp. 14-Healthcare Ethics

**During Class:**

Discuss Chp. 2 & Chp. 14; Parable of the Sadhu discussion; Introduction of Behavioral Ethics and Response Paper

**After Class:**

Make Journal entry #1 by 9/10

Response Paper due 9/17

#### Week 2: Theme: Torts & Crimes

**Before Class:**

Read Pozgar Chp. 3 – Tort Law and Reform; Chp. 4- Criminal Aspects of Health Care; AKS, Stark and False Claims (Canvas)

Read Getting to Yes Chps. 3-5

**During Class:** Review Chapters 3 & 4; Guest Speaker

**After Class:** Make journal entry #2 by 9/24 & journal entry #3 by 10/1

#### Week 3: Civil Procedure & Contracts

**Before Class:**

Read Pozgar Chp. 6-Civil Procedure and Trial Practice & Chp. 5-Contracts

Read Getting to Yes Chps. 6-8

**During class:** Review Chapters; Conduct Contract Negotiation Exercise (Due 10/22)

**After class:**

Make journal entry #4 by 10/8 & journal entry #5 by 10/15

Finish Negotiation Exercise by 10/22



#### **Week 4: Theme: Legal Issues in Records & Reporting**

**Before Class:**

Read Pozgar Chp. 11-Medical Records & Chp. 17-Legal Reporting Requirements  
Review material for Mid-Term exam

**During class:**

In-Class Mid-Term Exam (beginning of class)  
Review Chapters; Discuss Stakeholder Theory & conduct Stakeholder Simulation Exercise (Final Report Due 11/3)

**After Class:** Begin Group Project

#### **Week 5: Theme: Business Structures & Labor Issues**

**Before Class:**

Read Chp. 7-Corporate Structures and Legal Issues & Chp. 18-Labor Relations  
Guest Speaker

**During Class:** Review Chapters; Guest speaker to discuss business entity issues

**After Class:** Source list due 11/5

#### **Week 6: Theme: Employment Issues**

**Before Class:**

Read Pozgar Chp. 19-Employment at Will/Discharge & Chp. 20-Employee Rights/Responsibilities

**During Class:** Review Chapters; Employment Law scavenger hunt

**After Class:** Employment Law Hunt due 11/26; Outline due 11/19

#### **Week 7: Theme: Synthesis**

Before Class: Finish your papers and presentations

During class: In-Class Exam (beginning of class); Ethics Group Presentations



**IV. COHORT WEEKENDS Fall 2023**

- EMBA 5305 Decision Making in Healthcare Operations Management  
OR  
EMBA 5345 Strategic Healthcare Leadership Processes
- BLAW 5340 Business and Professional Ethics

**Cohort Meeting Dates**

- W1 September 8-9 **Fri 5pm-Sat 10am EMBA 5305/EMBA 5345; Sat 10am-4pm BLAW 5340**
- W2 September 22-23 **Fri 5pm-Sat 10am BLAW 5340; Sat 10am-4pm EMBA 5305/EMBA 5345**
- W3 October 13-14 **5pm-Sat 10am EMBA 5305/EMBA 5345; Sat 10am-4pm BLAW 5340**
- W4 October 27-28 **Fri 5pm-Sat 10am BLAW 5340; Sat 10am-4pm EMBA 5305/EMBA 5345**
- W5 November 3-4 **5pm-Sat 10am EMBA 5305/EMBA 5345; Sat 10am-4pm BLAW 5340**
- W6 November 17-18 **Fri 5pm-Sat 10am BLAW 5340; Sat 10am-4pm EMBA 5305/EMBA 5345**
- W7 December 1-2 **5pm-Sat 10am EMBA 5305/EMBA 5345; Sat 10am-4pm BLAW 5340**

**V. UNIVERSITY POLICIES**

**[HTTPS://WWW.UTTYLER.EDU/ACADEMIC-AFFAIRS/FILES/SYLLABUS\\_INFORMATION\\_2021.PDF](https://www.uttyler.edu/academic-affairs/files/syllabus_information_2021.pdf)**