

Syllabus

MGMT 3880D - Section 091 – Class #31695
Mondays – 4:00 to 6:50 PM – UNT-D Founders Bldg Rm 241
Business Ethics and Social Responsibility
Spring 2012

Peter Jay Sorenson CMC®, Adjunct Instructor
University of North Texas – Dallas
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Course:	Management 3880D – Section 091 – Class #31695 3 Hours Business Ethics & Social Responsibility
Division of Urban and Professional Studies – Department of Business	
Instructor:	Peter Jay Sorenson CMC®
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Cell Phone & Text:	817-313-1248
E-mail:	Peter.Sorenson@UNT.edu
Communications Protocol: E-mail Plans of the Day Blackboard	I will be communicating with you each week using your UNT e-mail. I will send messages to you each week with the “Plan of the Day” that will outline the work for the next class period - both in-class work and homework assignments. I will send messages through the “My UNT” portal. I check my UNT e-mail frequently. I also do texting and voicemail, which I also check frequently. We are to be given a UNT Dallas website space this semester. I will set that up as soon as it is made available to me. I am not sure what capabilities it will have, but I will attempt to use it to maximum advantage. I also will be using the UNT eCampus Blackboard website. Your entire semester of work will be laid out (in a similar fashion to the syllabus) on Blackboard. I will endeavor to have all articles, Plans of the Day, Assignment Detail, and the current version of the syllabus available to you through blackboard. I am still learning how to use Blackboard. Pointers and suggestions from you about Blackboard - and other stuff - are always welcomed!
Office Hours:	7:00 to 9:00 PM at the Adjunct Office Cubical Farm, 3 rd

	Floor Founders Building (Formerly Building #2)
Virtual Office Hours:	By Appointment
Classroom Location:	Founders Building (Formerly Building #2) Room 241
Class Meeting Dates & Times:	Mondays – 4:00 to 6:50 PM
Course Catalog Description:	
<p>MGMT 3880D. Business Ethics and Social Responsibility. 3 Hours. A study of ethical behaviors crucial to personal and corporate success in organizations. Codes of ethics, theoretical models and managerial behavior serve as the foundation to investigate ethics and, in turn, social responsibility associated with firm theory. Various stakeholder interest and demands are analyzed as an important theme during the course.</p>	
Prerequisites:	None
Co-requisites:	None
Optional Text:	
<p>Lawrence, Anne T. and James Weber, <u>Business & Society: Stakeholders, Ethics, Public Policy</u>, 13th Edition, McGraw-Hill, 2011. (ISBN: 0078137152) Referred to in the Schedule as: L&W</p>	
Recommended Texts:	
<p>Other references will be cited in the Course Schedule/Outline below, the “Plans of the Day,” and in an emerging bibliography that you will help to create. Some will be assigned while some will be in the buffet for your choice of consumption and enlightenment.</p>	
Access to Learning Resources:	
<p>UNT Dallas Library [972-780-3625] web: http://www.unt.edu/unt-dallas/library.htm The members of the library staff (Brenda Robertson, Head Librarian, Lela Evans, and others) are exceptionally knowledgeable and helpful people. And the online library resources are top notch. Building these people and resources into your learning plan will profoundly enrich your academic experience and set you up for a sound plan for life long learning.</p>	
<p>UNT Dallas Bookstore [972-780-3652] e-mail: 1012mgr@fheg.follett.com</p>	
Course Goals or Overview:	
<p>The goal of this course is to prepare students to:</p> <ul style="list-style-type: none"> • Think rigorously about the ethics and social responsibility of people and organizations • Personally behave ethically and in a socially responsible manner in their roles as human beings, organizational citizens, and leaders 	
Learning Objective/Outcomes: At the end of this course, the students will:	
<ul style="list-style-type: none"> • Understand concepts about ethics, character, integrity, honesty, morality, and social responsibility they can apply to organizations and their personal 	

lives.
<ul style="list-style-type: none"> • See that they are surrounded by ethical issues and dilemmas and that they will face these issues and dilemmas throughout their lives
<ul style="list-style-type: none"> • Apply models, approaches, and tools for analyzing and synthesizing ethical issues in organizations and in their personal lives.
<ul style="list-style-type: none"> • Have a personal set of Governing Values or a Personal Ethics Code to guide them in anticipating, avoiding, and grappling with ethical dilemmas.
<ul style="list-style-type: none"> • Have a Personal Action Plan to behave ethically and to influence others to anticipate, avoid, and grapple constructively with ethical dilemmas.
<p>Editorial By Pete: The purpose of this course is not to make you feel comfortable. This course is aimed to afflict you with pangs of conscience and doubt. To cause you to be reflective and consider your most closely held beliefs. Not to change those beliefs. Rather to understand their strength and their limitations. To assess your vulnerabilities before you are in the arena to be challenged by one of the Goliaths that will surely confront you. And to prepare you for that daily arena. We will laugh and cry together and be the better for it.</p>

Course Outline & Schedule

There will be changes that will naturally occur to the schedule as we deliberate about these topics and new resources become available. Changes will be posted on Blackboard in the Plan of the Day (POD) for each class session.

Dates	Topic	Reading & Reflecting
(1) Mon 23Jan	Thinking About Thinking <ul style="list-style-type: none"> • Introduction to the Course Syllabus • Assignments, Work Products, Deliverables, & Examinations • Set Up Dialogue Teams • Library Resources & Research • Visual Display of Thinking • Critical Thinking & Innovation Thinking • Would You Commit Torture & Genocide? • UNT Dallas Code of Academic Integrity • Your Personal Code of Ethics • Stakeholder Analysis • Being Courageous • Dedication of the New Martin Luther King Monument in WDC 	L&W – Part 1 – Business in Society 1 - The Corporation and Its Stakeholders 2 - Managing Public Issues and Stakeholder Relationships 3 - Corporate Social Responsibility <ul style="list-style-type: none"> • Milgram, Stanley, "Perils of Obedience," Harper's, 1994 • "Excuse Me, May I Have Your Seat?" New York Times, 2004-09-14 • "Lynndie England Blames Media for Photos," Associated Press, 2008-03-18 • Zimbardo, Ph.D., Philip G., "Transforming People into Perpetrators of Evil," (The Robert L. Harris Memorial Lecture), "Why Does Genocide Continue to Exist?" Holocaust Studies Center, Sonoma State University, 1999 Holocaust Lectures, March 9, 1999. • Power, Samantha, "Bystanders to Genocide: Why the United States Let the Rwandan Tragedy Happen," <i>The Atlantic Monthly</i>, September 2001. • Khatchadourian, Raffi, "No Secrets: Julian Assange's Mission for Transparency." <i>The New Yorker</i>, 07 June 2010
(2) Mon 30Jan	Thinking About Thinking <i>Prepare your Dialogue Teams Reports!</i>	<ul style="list-style-type: none"> • Baduracco, Joseph, "Discipline of Building Character," HBR, March 1998 • Slide Deck of Quotes from Baduracco, PJS, 2011-02 • "Clarence Thomas: The Justice Nobody Knows," CBS News 60 Minutes, 2009-02-11
(3) Mon 6Feb	Geopolitics and War <ul style="list-style-type: none"> • <i>Reports from the Dialogue Teams</i> • The Presidency in Peril 	L&W – Part 3 – Business in a Globalized World Non-Chapter Items 6 - The Challenges of Globalization

	<ul style="list-style-type: none"> • Wikileaks versus Cold War Thinking (Whistleblowing) • Does our language matter? • Propaganda • Difficult Conversations • The Global Perspective 	<p>7 - Global Corporate Citizenship</p> <ul style="list-style-type: none"> • Al Gore, Billy West (II), Davis Guggenheim, "An Inconvenient Truth," Paramount, 2006 • The United Nations Global Compact (http://www.unglobalcompact.org/)
<p>(4) Mon 13Feb</p>	<p>Finance & Accounting</p> <ul style="list-style-type: none"> • Financial Debacles – A Short History <ul style="list-style-type: none"> ○ Savings & Loan Bailout ○ DotCom Bubble ○ Enron-Worldcom-SOX • FASB – Fair Accounting Standards Board • Texas HELOC Legislation • Sub-Prime Lending & Securitization • Derivatives and Credit Default Swaps • Bond Credit Rating Agencies (Moody's, Standard & Poors, Fitch) • Preventing & Stopping Unethical Behavior 	<ul style="list-style-type: none"> • Jennings, Marianner, "Seven Signs of Ethical Collapse: How to Spot Moral Meltdowns Before It's Too Late – A Focus on Ethical Culture," April 2007 (http://www.scu.edu/ethics/practicing/focusareas/business/bcep/meltdown-signs.html) • Morgenson, Gretchen, "How a Whistle-Blower Conquered Countrywide," New York Times, 19 February 2011 • Ethics Related Associations: <ul style="list-style-type: none"> ○ Association for Practical & Professional Ethics (APPE)(www.indiana.edu/~appe/) ○ Corporate Responsibility (CR) Magazine, Corporate Responsibility Officers Association (CROA), "100 Best Corporate Citizens List", "The Black List" (www.thecro.com) ○ Ethics & Compliance Officer Association (ECO)(www.theecoa.org) • Professional Society Certification & Codes of Ethics: <ul style="list-style-type: none"> ○ IMC USA Code of Ethics ○ AICPA Code of Conduct ○ AmMktgAssoc Statement of Ethics • Organizational Codes of Ethics, Governance, & Values Statements: <ul style="list-style-type: none"> ○ Johnson & Johnson –Our Credo (http://www.jnj.com/connect/caring/) ○ Bell Helicopter – Textron – "Business Conduct Guidelines"

		<p>(http://www.textron.com/about/commitment/code-of-ethics.php)</p> <ul style="list-style-type: none"> ○ Chick-fil-A (http://www.chick-fil-a.com/#home) ○ American Heart Association (http://www.heart.org/HEARTORG/General/American-Heart-Association-Ethics-Policy-Details_UCM_300431_Article.jsp)
(5) Mon 20Feb	<p>The Law & Criminal Justice</p> <ul style="list-style-type: none"> • Death Penalty – Wrongful Convictions • Solitary Confinement • Drugs • Immigration • Intellectual Property <p>Examination #1</p>	<p>L&W – Part 2 – Business and Ethics</p> <p>4 - Ethics and Ethical Reasoning 5 - Organizational Ethics and the Law</p> <ul style="list-style-type: none"> • Gawande, Atul, “Hellhole,” The New Yorker, March 30, 2009 • Creative Commons (www.creativecommons.org) • Music & Movie Copyright • The Innocence Project (http://www.innocenceproject.org/)
(6) Mon 27Feb	<p>Government</p> <ul style="list-style-type: none"> • The Military-Industrial Complex • Culture & Ethics • BP, MMS & Deepwater Horizon (Transocean, Halliburton) • EPA, FAA, IRS • Historically Underserved Communities • Sex • Human Trafficking & Slavery – Excerpt from the movie “Taken” 	<p>L&W – Part 4 – Business and Public Policy</p> <p>8 - Business-Government Relations 9 - Influencing the Political Environment</p> <ul style="list-style-type: none"> • Government Accountability Project (http://whistleblower.org/index.php) • Extract from: DWH Report to President, Chapter 4, Deep Water: The Gulf Oil Disaster and the Future of Offshore Drilling, Report to the President, BP Deepwater Horizon Oil Spill Commission Report, January 2011 (http://www.oilspillcommission.gov/) • Bolkovac, Kathryn with Cari Lynn, <u>The Whistleblower: Sex Trafficking, Military Contractors, and One Woman’s Fight for Justice</u>, Palgrave Macmillan, New York, 2011. (ISBN-10: 978-0230115225; ISBN: 978-0-230-11522-4)
(7) Mon 5Mar	<p><u>Virtual Class Session</u></p> <p>Sexuality, Gender, Race</p> <ul style="list-style-type: none"> • Abuse 	<p>L&W – Part 7 – Business and Its Stakeholders</p> <p>16 - Employees and the Corporation 17 - Managing a Diverse Workforce 18 - The Community and the Corporation</p>

	<ul style="list-style-type: none"> • Rape • Discrimination • Civil Rights 	<ul style="list-style-type: none"> • King, Martin Luther, “I Have a Dream,” 28 August 1963 • What is the “Slut Walk?” Why did it happen? What are the ethical issues?
(8) Mon 12Mar	Sexuality, Gender, Race <ul style="list-style-type: none"> • Talent Management • Assessment, Selection, & Development in Organizations 	
(9) Mon 19Mar Spring Break	Spring Break	L&W – Part 6 – Business and Technological Change 12 - Technology, Organizations, & Society 13 - Managing Technology and Innovation <ul style="list-style-type: none"> • Mason, Richard O., “Four Ethical Issues of the Information Age,” Issues & Opinion, Management Information Systems Quarterly (MISQ), (10:1), March 1986. The four issues are privacy, accuracy, property, and accessibility (PAPA). • McGonigal, Jane, Ted Talk, “Gaming Can Make a Better World,” February 2010, http://www.ted.com/talks/lang/eng/jane_mcgonigal_gaming_can_make_a_better_world.html • MSNBC/CNBC Documentary “Inside the Mind of Google” 3 December 2009, http://www.cnbc.com/id/34039290/CNBC_PRESENTS_INSIDE_THE_MIND_OF_GOOGLE • Mason, Richard O., “Leadership, Ethics, and the Information Imperative,” Verizon Visiting Professor Lecture, Bentley College, Center for Business Ethics, April 2002. (www.bentley.edu/cbe)
(10) Mon 26Mar	Information & Technology <ul style="list-style-type: none"> • PAPA (Privacy, Accuracy, Property, & Accessibility) • Texting, Sexting, & Porn • Artificial Intelligence • Games & Gamers • Google & China • Talking to the Groundswell (Social Media) 	
(11) Mon 2Apr	<u>Virtual Class Session</u> Biology, Medicine, Healthcare, Genetics, Aging, Adoption <ul style="list-style-type: none"> • Poverty & Race • Removing People from 	L&W – Part 5 – Business and the Natural Environment 10 - Ecology and Sustainable Development in Global Business 11 - Managing Environmental Issues <ul style="list-style-type: none"> • UT Southwestern Medical Center

	<p>Life Support</p> <ul style="list-style-type: none"> • Rationing Healthcare • Euthanasia • Transplants • Genetics 	<p>(UTSWMC) – Division of Ethics & Health Policy http://www.utsouthwestern.edu/utsw/cda/dept118220/files/536579.html</p> <ul style="list-style-type: none"> • UTSWMC – Ethics Grand Rounds • Ruddick, William, “Medical Ethics,” <i>Encyclopedia of Ethics</i>. Lawrence and Charlotte Becker, editors. 2nd edition. Garland 1998
(12) Mon 9Apr	Examination #2	
(13) Mon 16Apr	<p>Marketing, Market Research, Advertising, & Groundswell</p> <ul style="list-style-type: none"> • Tobacco • Drugs • Children • Violence • Branding • Social Media Punctuates Our Lives 	<p>L&W – Part 7 – Business and Its Stakeholders</p> <p>14 - Stockholder Rights and Corporate Governance 15 - Consumer Protection 19 - Managing Public Relations</p> <ul style="list-style-type: none"> • Schlegelmilch, Bodo B., Oberseder, Magdalena, “Half a Century of Marketing Ethics: Shifting Perspectives and Emerging Trends,” <i>Journal of Business Ethics</i> (2010) 93:1-19 • “Statement of Ethics, American Marketing Association: Ethical Norms and Values for Marketers”
(14) Mon 23Apr	<p>Nonprofit Organizations, NGO’s, The Social Sector</p> <ul style="list-style-type: none"> • Types of Corporations • Board Governance • Conflicts of Interest • Poverty, Racism, Classism, & Fraud 	<ul style="list-style-type: none"> • Leader to Leader Institute (http://www.leadertoleader.org/about/index.html) • Conflicts of Interest (http://en.wikipedia.org/wiki/Conflict_of_interest) <p>Social Business (http://en.wikipedia.org/wiki/Social_business)</p>
(15) Mon 30Apr	<p><u>Virtual Class Session</u></p> <p>Reflection:</p> <ul style="list-style-type: none"> • Have we learned anything? • Will what we learned be useful? 	<ul style="list-style-type: none"> • What have we discussed? • What have we learned? • How do we see history? • How do we see the future? <ul style="list-style-type: none"> ○ What will I face? • How will I prepare to survive and thrive?
(16) Mon 07May	-- Examination #3 -- (Final)	<ul style="list-style-type: none"> • ???

Assignments, Work Products, Deliverables + Examinations

A short instructional handout will be posted on Blackboard for each assignment with the details necessary for completing the assignment.

- (50 Points) Due & Delivered on Monday, 06 February 2012:
 - Dialogue Team 10 Minute Panel Discussions/Reports with Handouts Including Mind Maps and/or Diagrams and/or Charts:
 - Team 1 – Definitions: What do the words ethics, character, integrity, honesty, and morality mean? What are assumptions, inferences and implications? How do these concepts fit into our lives?
 - Team 2 – What makes an effective Team and effective Team Work? What guidelines do we need to follow to have our teams in this course function well?
 - Team 3 – What is effective Project Management? How do we do that so that we learn and get a good grade in this course?
 - Team 4 – What is Bloom’s Taxonomy? What are its implications for our learning experience in this course?
 - Team 5 – What does Edward Tufte say about MS PowerPoint?
- (50 Points) Due on Monday, 06 February 2012:
 - Personal Governing Values/Code of Ethics (Draft #1)
- (50 Points) Due on Monday, 13 February 2012:
 - Individually Written First Person Ethical Dilemma Case Study (Draft #1)
 - 2 Pages (600 to 800 Words) of Analysis, Synthesis, and Commentary
 - At Least Two Mind Maps and/or Diagrams one of which must be a Stakeholder Diagram
- (100 Points) Held on Monday, 20 February 2012:
 - Examination #1:
 - You will be given an article to read, analyze, synthesize, and comment on in several “Short Essay” questions (40 to 100 words)(The article will be made available to you the week before the exam so you can read and ponder).
 - You will also be required to draw and turn in a stakeholder diagram as a part of the analysis/synthesis of the article.
 - There will be about 15 “True-False” questions.
 - There will be about 7 to 10 “Multiple-Choice” questions.

- There will be about 7 to 10 “Fill-in-the-Blank” questions.
 - There will be 4 “Short Essay” questions (40 to 100 words) to conclude the test.
- (75 Points) Due No Later Than Monday, 12 March 2012:
 - Three Articles Illustrating Ethics Issues
 - Include a Copy of the Article
 - 2 Pages (600 to 800 Words) of Analysis, Synthesis, and Commentary
 - At Least Two Mind Maps and/or Diagrams one of which must be a Stakeholder Diagram
- (50 Points) Due on Monday, 12 March 2012:
 - Individually Written First Person Ethical Dilemma Case Study (Final)
 - 2 Pages (600 to 800 Words) of Analysis, Synthesis, and Commentary
 - At Least Two Mind Maps and/or Diagrams one of which must be a Stakeholder Diagram
- (100 Points) Held on Monday, 09 April 2012:
 - Examination #2:
 - You will be given an article to read, analyze, synthesize, and comment on in several “Short Essay” questions (40 to 100 words)(The article will be made available to you the week before the exam so you can read and ponder).
 - You will also be required to draw and turn in a stakeholder diagram as a part of the analysis/synthesis of the article.
 - There will be 4 “Short Essay” questions (40 to 100 words) to conclude the test.
- (50 Points) Due on Monday, 16 April 2012:
 - Personal Governing Values/Code of Ethics (Draft 2 – Final)
- (50 Points) Due on Monday, 23 April 2012:
 - Personal Action Plan for Behaving Ethically
- (100 Points) Held on Monday, 7 May 2012:
 - Examination #3:
 - Same format as Examination #2.
- (50 Points – Maximum) Extra Credit may be available.

Grading Matrix
MGMT 3880D - Section 091 - Class #31695 - Mondays
Business Ethics and Social Responsibility
Fall 2012

✓	Assignment	Due	Points
	Dialogue Team Project & Panel Discussion/Reports	06 Feb	50
	Personal Governing Values/Code of Ethics (Draft #1)	06 Feb	50
	Individually Written First Person Ethical Dilemma Case Study (Draft #1)	13 Feb	50
	Examination #1	20 Feb	100
	Three Articles Illustrating Ethics Issues with a 2 Page Analysis, Synthesis, & Commentary	No Later Than: 12 March	75
	Individually Written First Person Ethical Dilemma Case Study (Final)	12 March	50
	Examination #2	09 April	100
	Personal Governing Values/Code of Ethics (Final)	16 April	50
	Personal Action Plan for Behaving Ethically	23 April	50
	Examinations # 3 (Final)	07 May	100
	Attendance & Participation	Every Session	50
		Total	725
	Extra Credit		50

Grade	Point Range	Percentage
A	725 – 652.5	90% or Better
B	652 – 580	80-89%
C	579 – 507.5	70-79%
D	507 – 435	60-69%
F	434 & Below	Less Than 60%

Class and University Policies and Procedures

Academic Integrity:

Academic integrity and the pursuit of knowledge are hallmarks of higher education. You are expected to abide by the University's Code of Academic Integrity. The values of the Code are virtue, civility, reasoning and accountability. Any situation in which a person is suspected of academic dishonesty (i.e., cheating or plagiarism) will be handled in accordance with the University's policies and procedures. You can find a PDF file of the Code on the UNT Dallas website. Search for "7.002 Code of Academic Integrity."

In addition, all academic work submitted for this class, including exams, papers, and written assignments should include the following statement:

"On my honor, I have not given, nor received, nor witnessed any unauthorized assistance that violates the UNTD Academic Integrity Policy."

And remember, **this is an ethics class!**

Use of WebCT/Blackboard:

It is populated and we will use it. Our course website will either have the documents and articles that you will need to access or have pointers to the web location of these items.

UNT E-mail Accounts for Communication:

We will use our UNT e-mail addresses for communicating. You can have your UNT e-mail forwarded to another e-mail if you would like. If you use any of my other business or personal accounts expect to get caught in a spam filter.

Texting:

Preferably you will not text your way to oblivion in class. I do receive texts on my cell phone, so if you need to communicate with me via that groundswell feel free to do that. Please identify yourself as a UNT-D Ethics student in the text. It will take a while for me to get all your names straight.

Assignment Policy – Timeliness & Quality:

Turn work in on time and use good spelling, grammar, and punctuation. Iph yur riting iz pour git hup from the Writing Lab at Academic Support, 3rd Floor, Founders Building, 972-338-1646.

You can find them on the web at: <http://www.unt.edu/unt-dallas/uc/learningcenter/>

Exam Policy:

Exams should be taken as scheduled. No makeup examinations will be allowed except for documented emergencies (See Student Handbook).

Attendance and Participation Policy:

The University attendance policy is in effect for this course. Class attendance and participation is expected because the class is designed as a shared learning experience and because essential information not in the textbook will be discussed in class. The dynamic and intensive nature of this course makes it impossible for students to make-up or to receive credit for missed classes. Attendance and participation in all class meetings is essential to the integration of course material and your ability to demonstrate proficiency. You (students) are responsible to notify me (instructor) if you are missing class and for what reason. You are also responsible to make up any work covered in class. It is recommended that you coordinate with a student colleague to obtain a copy of the class notes, if you are absent.

Diversity/Tolerance Policy:

I encouraged you to contribute your perspectives and insights to class discussions. However, offensive & inappropriate language (swearing) and remarks offensive to others of particular nationalities, ethnic groups, sexual preferences, religious groups, genders, or other ascribed

statuses will not be tolerated. Disruptions, which violate the Code of Student Conduct, will be referred to the Office of Student Life as I, the instructor, deem appropriate.

Student Evaluation of Teaching Effectiveness Policy:

The Student Evaluation of Teaching Effectiveness (SETE) is a requirement for all organized classes at UNT. This short survey will be made available to you at the end of the semester, providing you a chance to comment on how this class is taught. I am very interested in the feedback I get from you, as I work to continually improve my teaching. I consider the SETE to be an important part of your participation in this class.

Use of Cell Phones & other Electronic Gadgets in the Classroom:

Please put your devices on vibrate (not stun) and do not disrupt the class deliberation.

Food & Drink in the Classroom:

If you make a mess clean it up! Don't be rude! Use good manners!

Use of Laptops, iPads, Smartphones, and Satellite Downlinks:

For crying out loud! Be responsible! If you want to succeed in a tough academic or work environment you will need to be a master of your laptop and software. So if you are using the digital device use it to support your learning and to contribute to the class deliberation. Also, please be considerate of your classmates and do not be a distraction.

Grade of Incomplete, "I":

We will follow the universities policies and procedures.

Bad Weather Policy:

On those days that present severe weather and driving conditions, a decision may be made to close the campus. In case of inclement weather, call UNT Dallas main voicemail number (972) 780-3600 or search the campus website www.unt.edu/dallas. Please update your Eagle Alert contact information, so you will receive this information automatically. (And remember, we lost a week of classes in February 2011 due to snow and ice storms. This is important!)

Students with Disabilities (ADA Compliance):

The University of North Texas Dallas is on record as being committed to both the spirit and letter of federal equal opportunity legislation; reference Public Law 92-112 – The Rehabilitation Act of 1973 as amended. With the passage of new federal legislation entitled Americans with Disabilities Act (ADA), pursuant to section 504 of the Rehabilitation Act, there is renewed focus on providing this population with the same opportunities enjoyed by all citizens.

As a faculty member, I am required by law to provide "reasonable accommodations" to students with disabilities, so as not to discriminate on the basis of that disability. Student responsibility primarily rests with informing faculty of their need for accommodation and in providing authorized documentation through designated administrative channels. For more information, you may visit the Student Life Office, Suite 200, Founders Hall (Building 2), or call 972-780-3632.

The Department of Business is committed to full academic access for all qualified students, including those with disabilities. In keeping with this commitment and in order to facilitate equality of educational access, faculty members in the department will make reasonable accommodations for qualified students with a disability, such as appropriate adjustments to the classroom environment and the teaching, testing, or learning methodologies when doing so does not fundamentally alter the course.

If you have a disability, it is your responsibility to obtain verifying information from the Office of Student Life and to inform me of your need for an accommodation. Grades assigned before an accommodation is provided will not be changed. Information about how to obtain academic accommodations can be found in UNTD Policy 7.004, [Disability Accommodations for Students](#), and by visiting Student Life, Founders Hall (Building 2), Suite 200. 972-780-3632, studentlife@unt.edu.