



THE SCHOOL OF BUSINESS

ETHICS MODEL

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ETHICS MODEL

How to more effectively teach
ethics at the undergraduate level



There have to be tools...

- How do we help students prethink their response?
- That is the question a team of us are asking at Daniels.



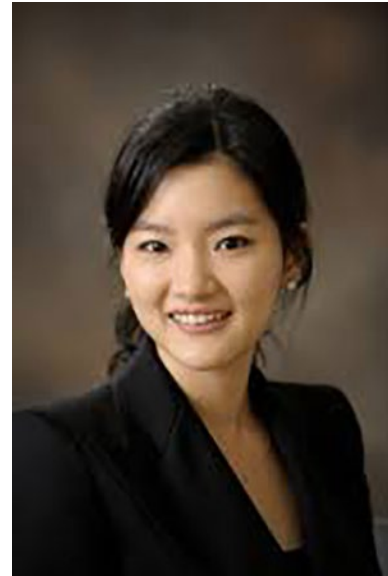
Cara Putman, JD MBA



Dr. Brian Chupp



Dr. Kelly Blanchard



Dr. Jihyeon Kim



Dr. Jennifer Linvill

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TEACHING ETHICS

Why?

- More CEOs are fired for “ethical lapses than for financial performance or board struggles” (PwC, 2019)

How?

- Incorporate ethics studies across the curriculum?
- Required ethics course(s) in plans of study?
- Integrated “micro-insertions”?
(Slocum, Rohlfer, and Gonzalez-Canton, 2014)

ETHICS MODEL



ORIGINAL STUDY

2019

- 905 students in 7 sections of 5 courses
- “Treatment” = ethics lecture and completion of ethical lens inventory
- Pre- and post-survey focused on moral awareness and demographics

RESULTS

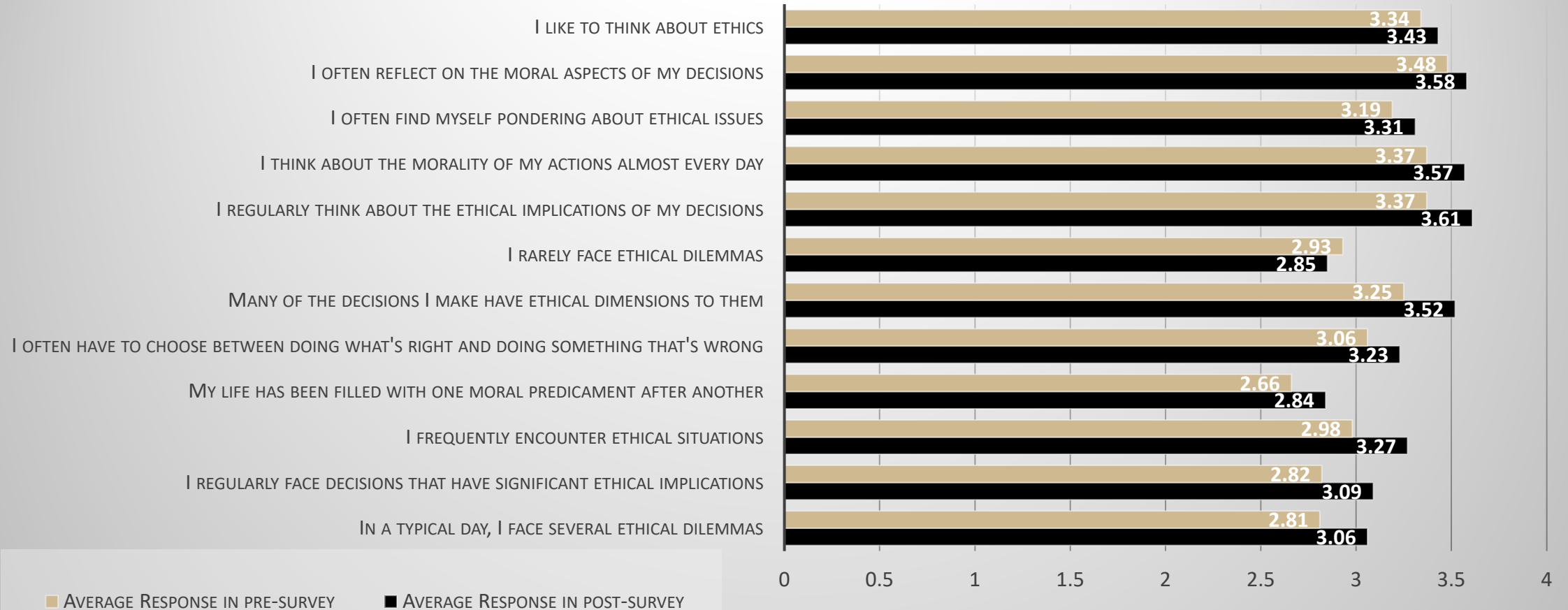
- Measurement of student moral awareness increased post-survey ... for ALL participants.
- On measures of situational ethics, students seemed to become *less* ethical.

ORIGINAL RESULTS

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MORAL AWARENESS

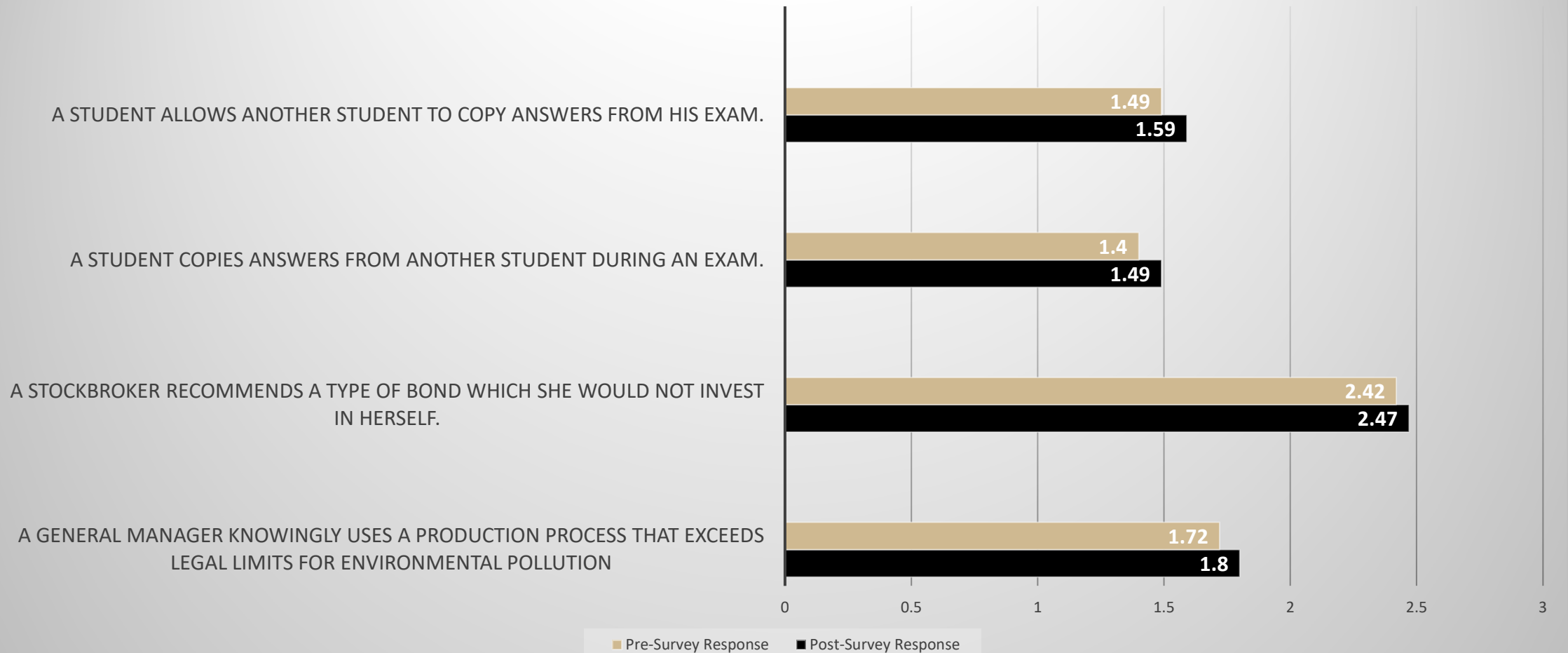
1=STRONGLY DISAGREE TO 5=STRONGLY AGREE



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Situational Ethics

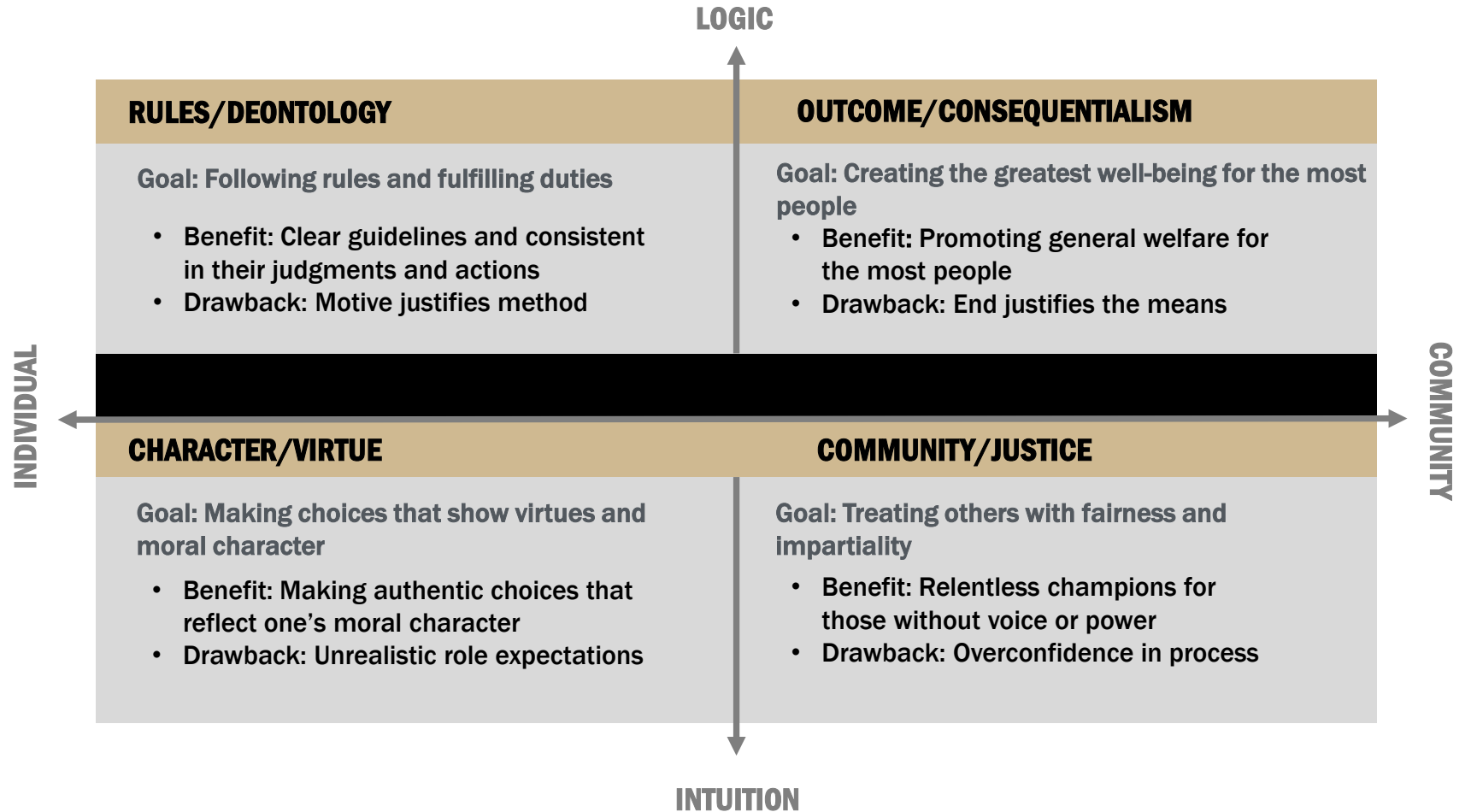
1=Never Acceptable to 5=Always Acceptable



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The Frameworks



ETHICS MODEL

6 STAGES OF KOHLBERG MORAL DEVELOPMENT

STAGE 1

Obey rules to avoid punishment

STAGE 2

Conforms to get rewards

STAGE 3

Conforms to avoid disapproval

STAGE 4

Conforms to avoid censure by authorities

STAGE 5

Conforms to maintain communities

STAGE 6

Individual principles of conscience

MOVE FROM
INDIVIDUAL FOCUS

TO

COMMUNITY
FOCUS

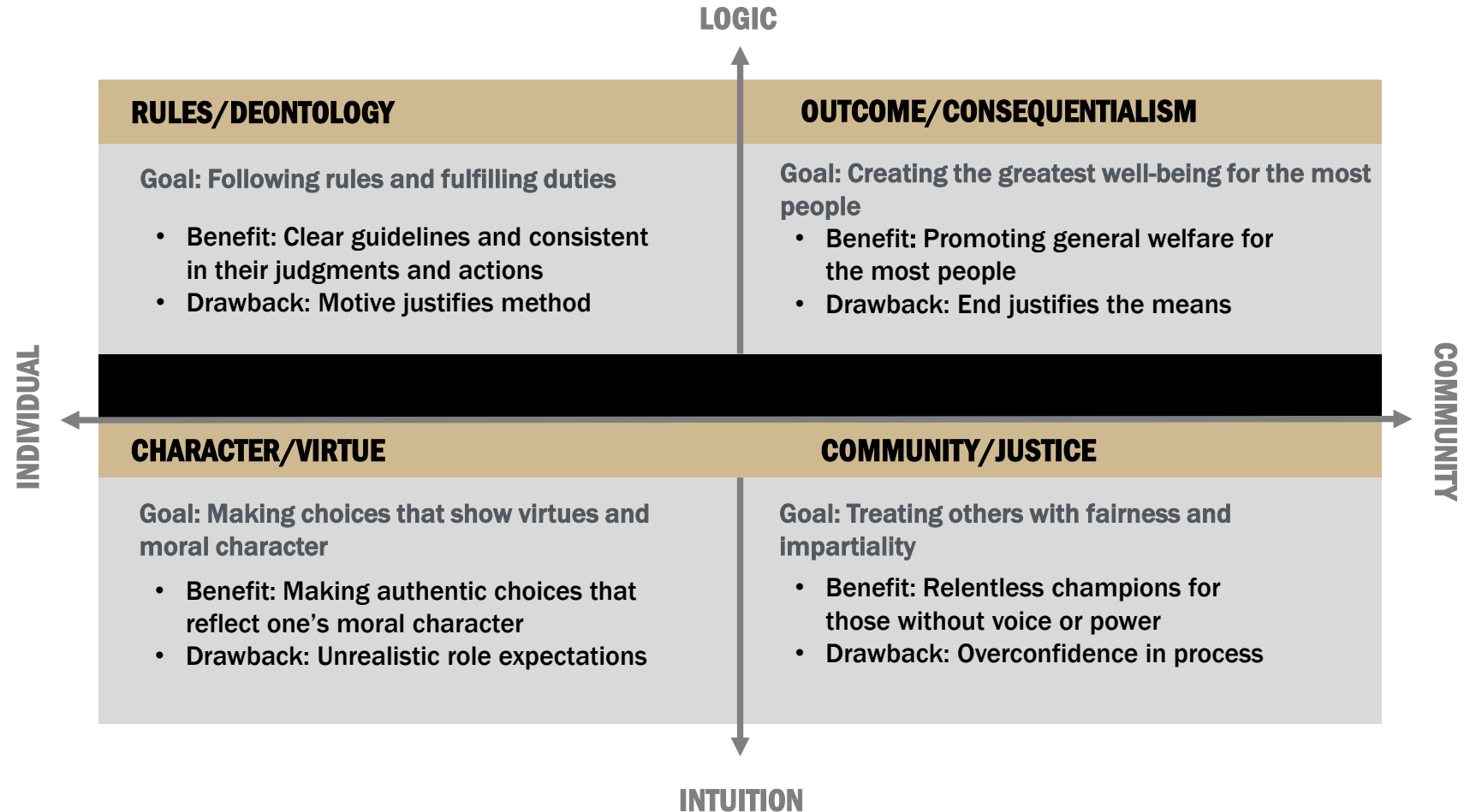
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OUR GOAL IS TWOFOLD:

1. help students identify which quadrant they default to
2. guide them up the Kohlberg levels.



The Frameworks

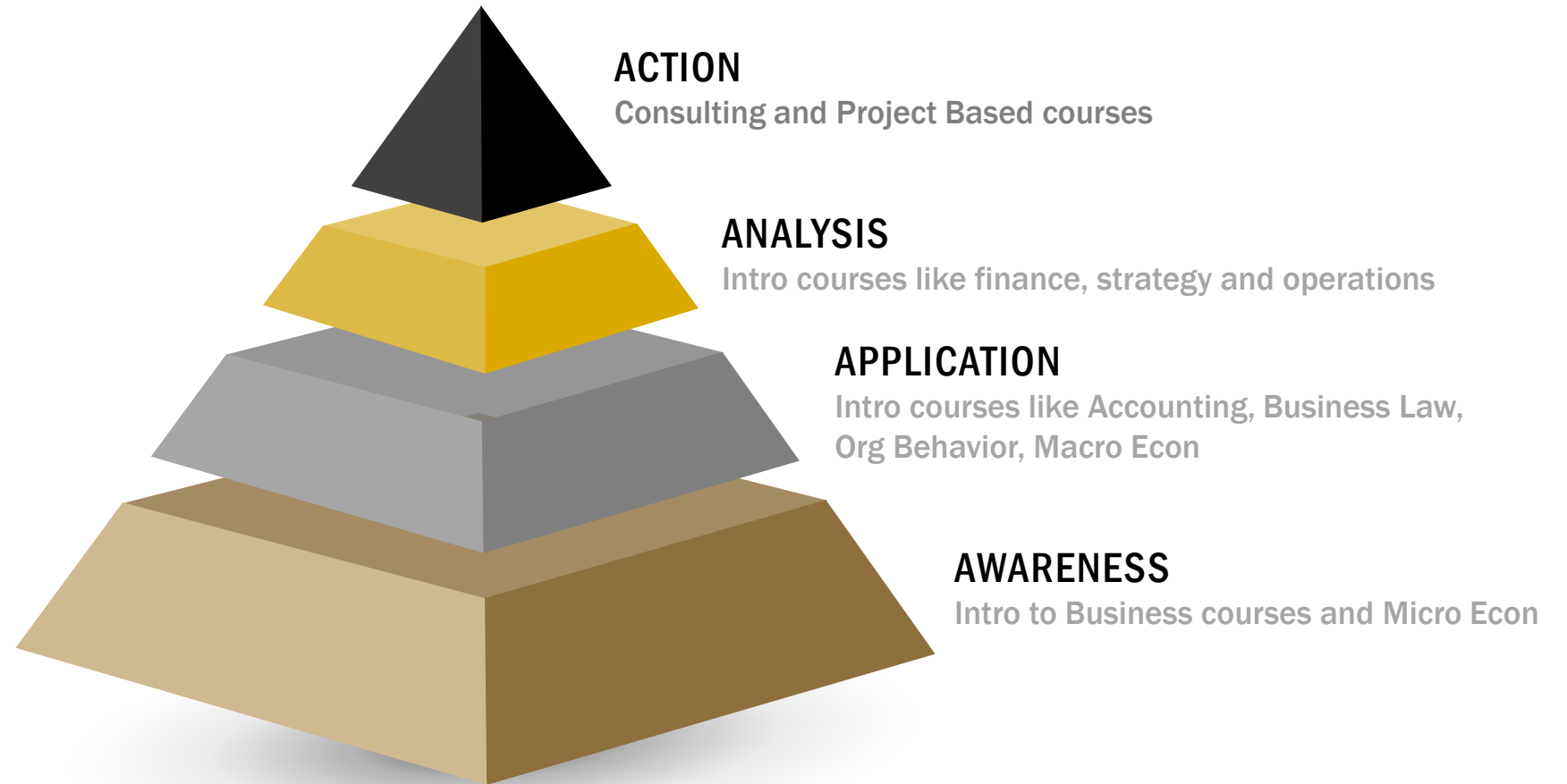


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UNDERGRADUATE MODEL FOR PROGRESSIVE DEVELOPMENT OF ETHICS



1) What constitutes an ethical decision? (AWARENESS)

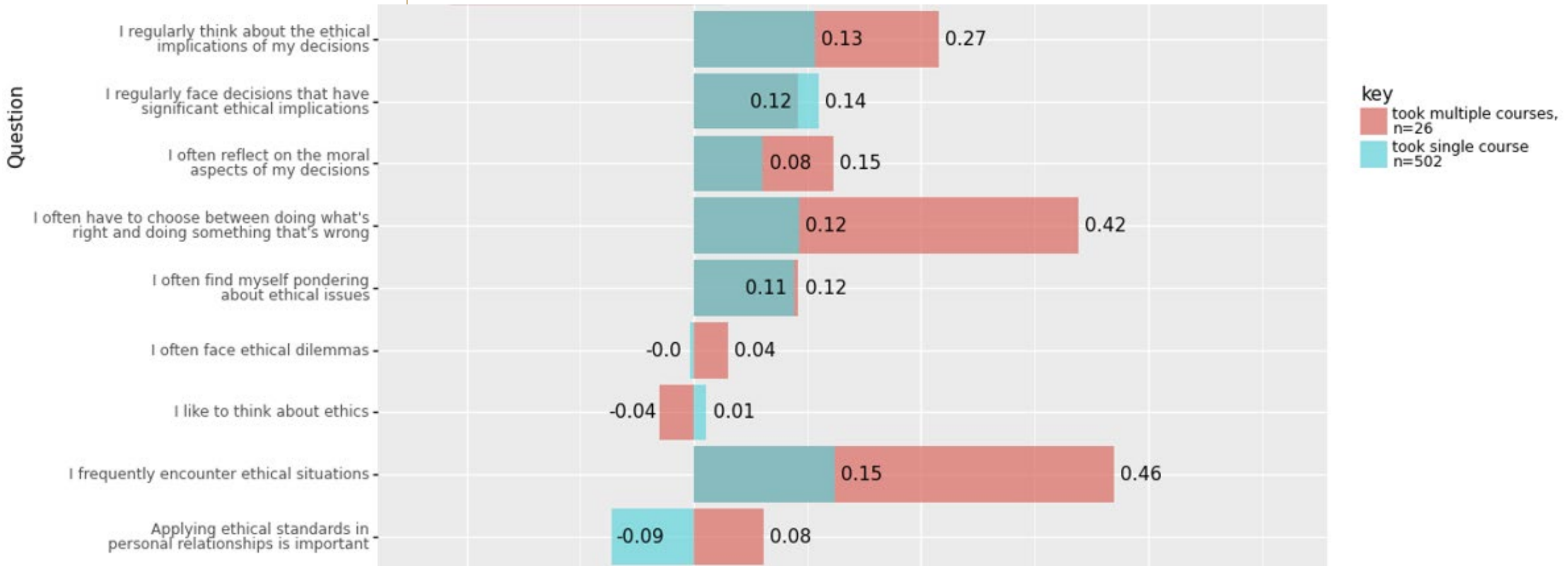
2) Please provide an example of a situation where ethical decision making would be especially important. (APPLICATION)

3) Please provide a hypothetical example of a situation where competing ethical considerations are evident. (ANALYSIS)



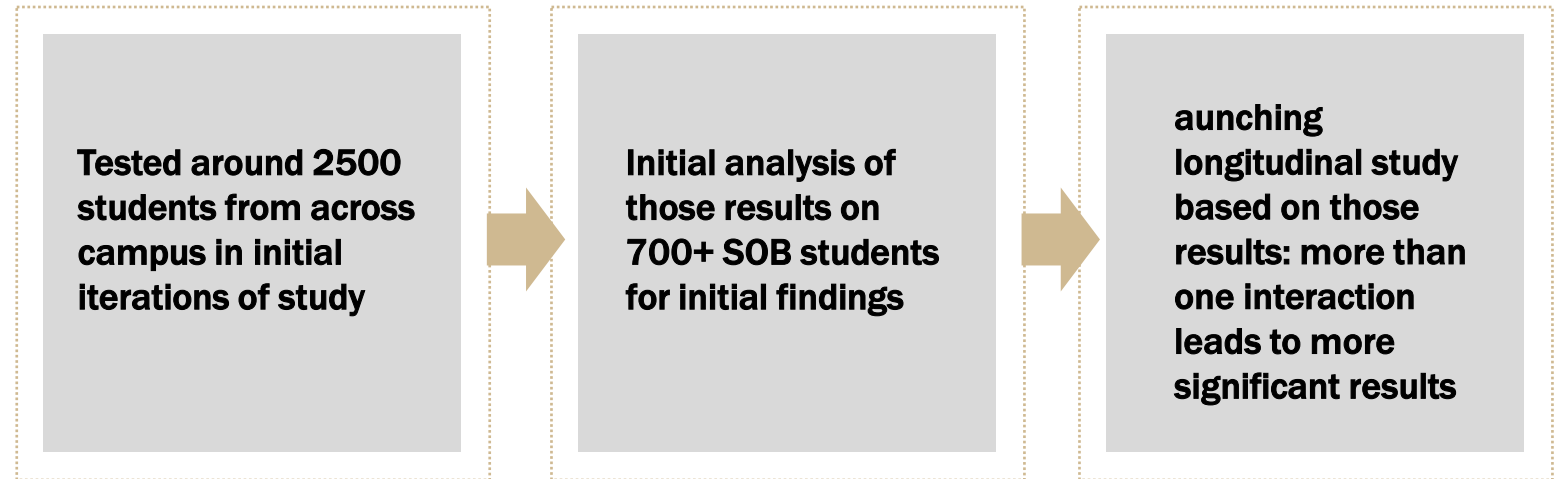
4) Please provide a personal example that illustrates actions you've taken to reach an ethical decision. (ACTION)

REPEATED INTERACTIONS



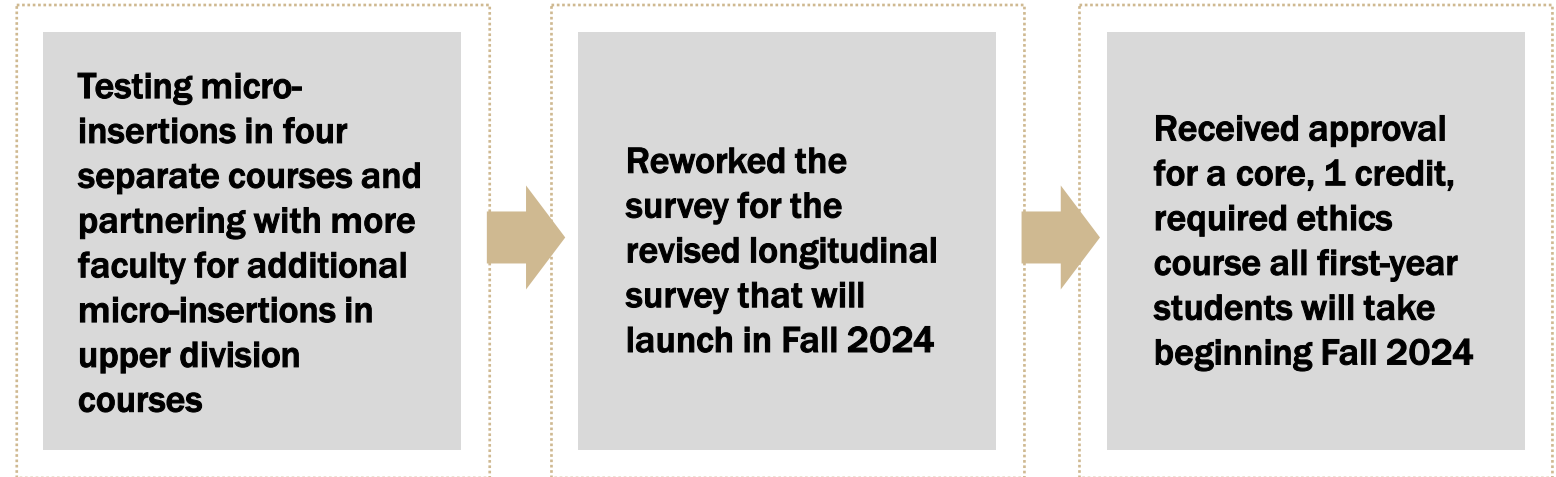
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WHERE WE ARE



ETHICS MODEL

WHERE WE ARE: FALL 2023



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What suggestions do you have based on your experience?

How could you use a similar model in your teaching?



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THANK YOU

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