



Course and Examination Fact Sheet: Autumn Semester 2022

10,161: Ethics, Responsibility & Sustainability in Research and the PhD Journey

ECTS credits: 4

Overview examination/s

(binding regulations see below)

Decentral - examination paper written at home (individual) (60%)

Examination time: term time

Decentral - examination paper written at home (individual) (30%)

Examination time: term time

Decentral - Active participation (10%)

Examination time: term time

Attached courses

Timetable -- Language -- Lecturer

[10,161,1.00 Ethics, Responsibility & Sustainability in Research and the PhD Journey](#) -- Englisch -- [Bschir Karim](#),
[Weibel Antoinette](#), [Walls Judith Louise](#)

Course information

Course prerequisites

No prerequisites

Learning objectives

The learning objectives of this course aim to help participants live the University of St.Gallen's motto "From Insight to Impact". In this course, participants can expect to:

- Gain an understanding of the most critical and important ethical, responsibility, and sustainability (ERS) challenges facing our world today, including but not limited to human rights, diversity and inclusion, social responsibility, environmental sustainability, and planetary boundaries, and or similar.
- Establish the relevance of ERS challenges to business.
- Become aware of how to embed positive ERS practices into their own research practices, including but not limited to designing research, choice, and application of methods, and selecting research collaborations, author rights, plagiarism, transparency, privacy, data collection, and so on.
- Develop their own ERS agenda - how to enact ERS into their own lives, the research community, and practice.
- Learn about key theories and topics of ERS in business scholarship and reflect on how best to embed these into participants' own research agendas.

During this course, you will become familiar with the notions of ERS and be able to apply them to each stage of your own PhD journey-and throughout your academic career-in order to produce valuable, rigorous and high-quality research.

Course content

This course will cover ERS topics that are relevant in the real-world and explore how these are connected to both business practices and academic scholarship. As such, the course will contain three types of content:



Overview and deep dive of ERS frameworks (e.g., grand challenges, sustainable development goals, diversity and inclusion, social issues like poverty, hunger, education, environmental sustainability topics like planetary boundaries, circular economy, and so on) and application to your PhD content whatever your field.

1. Discussions on best practices on ethics and responsibility in research and on the question how we as researchers or future managers want to show up in the world (deliberation on moral issues within and along the PhD process, challenges for future scholars, the community of researchers and more broadly our contribution to a good workplace embedded in the ERS paradigm) and application to your PhD journey whatever your field.

1. Exploration of ERS theories and topics in the scholarly literature.

DAY 1

- Choice of Research Topic
- Focus on content types A & C

DAY 2

- Choice of Research Design and Cooperation in Research Team
- Focus on content types A & B

DAY 3

- Me, the Community and Society Communication
- Synthesis of all content types (ABC)

Course structure and indications of the learning and teaching design

This course is a workshop and will be taught in 3 full-day sessions. It is necessary that all students are expected to be thoroughly prepared for each session. Reading, taking extensive notes and analyzing each reading assignment carefully prior to the meetings is included in an appropriate preparation for the sessions. You are expected to bring your notes to the session.

Grades will consist of three components which will be weighted as follows: 60% Ethics, Responsibility and Sustainability Manifesto (individual assignment), 30% written reflection paper (individual assignment) and 10% active participation including extensive note taking during your readings (individual assignment).

The class is expected to function as an expert team on the respective topic of the full-day sessions.

Research Paper

You are required to submit an individual, manifesto addressing the question 'What does ERS mean to me and to my own research?'. Thereby, you get the opportunity to incorporate the discussed ERS principles into your own research process. The purpose of this paper is to encourage critical reflection on your respective fields' research as well as develop your ability to relate your dissertation topic to real-world grand challenges.

Written Reflection Paper

You are expected to discuss the ERS principles with your PhD supervisor and write a reflection paper concerning your insights and takeaways on it. Your paper should be 2 pages and cover the most important insights/ challenges you currently face when incorporating ERS into your research.

Course literature

A reader will be generated for this course.

Introductory Readings are:

Bal, P. M., Dóci, E., Lub, X., Van Rossenberg, Y. G., Nijs, S., Achnak, S., ... & Van Zelst, M. (2019). Manifesto for the future of work and organizational psychology. *European Journal of Work and Organizational Psychology, 28*(3), 289-299.

Bachmann, C., Habisch, A., & Dierksmeier, C. (2018). Practical wisdom: Management's no longer forgotten virtue. *Journal of Business Ethics*



Ethics, 153(1), 147-165.

Bansal, P. 2019. Guidepost: Sustainable development in an age of disruption. *Academy of Management Discoveries*, 5(1): <https://doi.org/10.5465/amd.2019.0001>

Ergene, S., Banerjee, B.S., & Hoffman, A.J. 2021. (Un)sustainability and organization studies: Towards a radical engagement. *Organization Studies*, 42(8): 1319-1335.

Freeman, R.E. 2017. The new story of business: Towards a more responsible capitalism. *Business and Society Review*, 122(3): 449-465.

George, G., Howard-Grenville, J., Joshi, A., & Tihanyi, L. 2016. Understanding and tackling societal grand challenges through management research. *Academy of Management Journal*, 59(6), 1880-1895.

Honig, B., Lampel, J., Siegel, D. & Drnevich, P. 2017. Special section on ethics in management research: Norms, identity, and community in the 21st century. *Academy of Management Learning & Education*, 16(1): 84-93.

Newstead, T., Dawkins, S., Macklin, R., & Martin, A. (2021). We don't need more leaders-We need more good leaders. Advancing a virtues-based approach to leader (ship) development. *The Leadership Quarterly*, 32(5), 101312.

Tsui, A.S. 2022. From traditional research to responsible research: The necessity of scientific freedom and scientific responsibility for better societies. *Annual Review of Organizational Psychology and Organizational Behavior*, 9: 1-32.

Williams, A. & Whiteman, G. 2021. A call for deep engagement for impact: Addressing the planetary emergency. *Strategic Organization*, 9(3) 526-537.

<https://www.unisg.ch/en/forschung/forschenanderhsg/ethikkommission>

<https://aom.org/about-aom/governance/ethics/code-of-ethics>

Additional course information

Any information in this fact sheet regarding date, time, and location is non-binding. Binding information regarding date, time, and location will be published in the course directory.

Examination information

Examination sub part/s

1. Examination sub part (1/3)

Examination time and form

Decentral - examination paper written at home (individual) (60%)

Examination time: term time

Remark

Manifesto

Examination-aid rule

Term papers

Written work must be written without outside help according to the known citation standards, and a declaration of authorship must be attached, which is available as a template on the StudentWeb.

Documentation (quotations, bibliography, etc.) must be carried out universally and consistently according to the requirements of the chosen/specified citation standard such as e.g. APA or MLA.

The legal standard is recommended for legal work (cf. by way of example: FORSTMOSER, P., OGOREK R., SCHINDLER B., *Juristisches Arbeiten: Eine Anleitung für Studierende* (the latest edition in each case), or according to the recommendations of the Law School).



The reference sources of information (paraphrases, quotations, etc.) that has been taken over literally or in the sense of the original text must be integrated into the text in accordance with the requirements of the citation standard used. Informative and bibliographical notes must be included as footnotes (recommendations and standards e.g. in METZGER, C., Lern- und Arbeitsstrategien (latest edition)).

For all written work at the University of St.Gallen, the indication of page numbers is mandatory, regardless of the standard chosen. Where page numbers are missing in sources, the precise designation must be made differently: chapter or section title, section number, article, etc.

Supplementary aids

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Examination languages

Question language: English

Answer language: English

2. Examination sub part (2/3)

Examination time and form

Decentral - examination paper written at home (individual) (30%)

Examination time: term time

Remark

Written Reflection Paper

Examination-aid rule

Term papers

Written work must be written without outside help according to the known citation standards, and a declaration of authorship must be attached, which is available as a template on the StudentWeb.

Documentation (quotations, bibliography, etc.) must be carried out universally and consistently according to the requirements of the chosen/specified citation standard such as e.g. APA or MLA.

The legal standard is recommended for legal work (cf. by way of example: FORSTMOSER, P., OGOREK R., SCHINDLER B., Juristisches Arbeiten: Eine Anleitung für Studierende (the latest edition in each case), or according to the recommendations of the Law School).

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For all written work at the University of St.Gallen, the indication of page numbers is mandatory, regardless of the standard chosen. Where page numbers are missing in sources, the precise designation must be made differently: chapter or section title, section number, article, etc.

Supplementary aids

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Examination languages

Question language: English

Answer language: English

3. Examination sub part (3/3)

Examination time and form

Decentral - Active participation (10%)

Examination time: term time



Remark

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Examination-aid rule

Active classroom participation

In the "Active classroom participation" examination form, regular participation in class is assessed.

The assessment criteria can be as follows:

- Requests to speak enrich the discussion (productive) / requests to speak disturb the discussion (counterproductive);
- Requests to speak are correct/requests to speak are incorrect;
- Requests to speak are frequent/average/rare;
- No requests to speak, but students follow the lesson/no requests to speak and students do not noticeably follow the lessons.

Supplementary aids

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Examination languages

Question language: English

Answer language: English

Examination content

You must attend all the sessions over the three days.

Grading consists of two individual examinations and active participation::

1. *Ethics, Responsibility and Sustainability Manifesto*

In the manifesto you will have to answer the question: 'What does ERS mean to me and to my own research?'

Deadline: 2 weeks after the class ends

2. *Written Reflection Paper*

You will be asked to discuss the ERS principles with your PhD supervisor and hand in a written reflection paper on it

Deadline: 2 weeks after the class ends

3. *Active participation*

You are expected to have read all the required readings and taken extensive notes to help you to internalize what you have read. You must bring all your notes to class.

Examination relevant literature

A reader will be generated for this course.

Introductory Readings are:

Bal, P. M., Dóci, E., Lub, X., Van Rossenberg, Y. G., Nijs, S., Achnak, S., ... & Van Zelst, M. (2019). Manifesto for the future of work and organizational psychology. *European Journal of Work and Organizational Psychology, 28*(3), 289-299.

Bachmann, C., Habisch, A., & Dierksmeier, C. (2018). Practical wisdom: Management's no longer forgotten virtue. *Journal of Business Ethics*



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Williams, A. & Whiteman, G. 2021. A call for deep engagement for impact: Addressing the planetary emergency. *Strategic Organization*, 9(3) 526-537.

<https://www.unisg.ch/en/forschung/forschenanderhsg/ethikkommission>

<https://aom.org/about-aom/governance/ethics/code-of-ethics>

Please note

Please note that only this fact sheet and the examination schedule published at the time of bidding are binding and takes precedence over other information, such as information on StudyNet (Canvas), on lecturers' websites and information in lectures etc.

Any references and links to third-party content within the fact sheet are only of a supplementary, informative nature and lie outside the area of responsibility of the University of St.Gallen.

Documents and materials are only relevant for central examinations if they are available by the end of the lecture period (CW51) at the latest. In the case of centrally organised mid-term examinations, the documents and materials up to CW 42 are relevant for testing.

Binding nature of the fact sheets:

- Course information as well as examination date (organised centrally/decentrally) and form of examination: from bidding start in CW 34 (Thursday, 25 August 2022);
- Examination information (regulations on aids, examination contents, examination literature) for decentralised examinations: in CW 42 (Monday, 17 October 2022);
- Examination information (regulations on aids, examination contents, examination literature) for centrally organised mid-term examinations: in CW 42 (Monday, 17 October 2022);
- Examination information (regulations on aids, examination contents, examination literature) for centrally organised examinations: two weeks before the end of the registration period in CW 45 (Monday, 7 November 2022).