

## TEACHING GUIDE

Course Information	
Full Name	Ethics, Sustainability and Society
Code	0000012213
Degree	Master in Finance
Taught in	Advantere School of Management
Level	Postgraduate Official Master's Degree
Term	First Quarter
Credits	3,0 ECTS
Type	Mandatory
Person in charge	Javier Camacho Ibáñez
Office hours	Continuous availability via email

Professor Information	
Professor	
Name	Javier Camacho Ibáñez
Department / Area	Advantere Management School
Office	Continuous availability via email
CV	<a href="https://web.comillas.edu/profesor/jcamacho">https://web.comillas.edu/profesor/jcamacho</a>
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## SPECIFIC COURSE INFORMATION

Course contextualization
<p><b>Contribution to the professional profile of the degree</b></p> <p>The ethical quality of management is a major challenge for companies and their managers.</p> <p>"Financial Ethics" offers students of the Master in Finance (MIF) the opportunity to deepen their understanding of the social and organizational relevance of the ethical dimension of business, and of the impact of CSR on society as a whole. In this course, students develop skills to connect Ethics and CSR with various aspects of business management: Strategy, Marketing, Financial Management, Human Resources, etc. "Ethics and CSR" are not conceived here as just another functional area of the company, but as cross-cutting aspects that should be expressed in the policies and decisions of all areas and departments.</p> <p>This course aims to add ethical and humanistic skills to future managers of companies and other organizations. In this way, their professional capabilities will be enriched with a superior performance in aspects beyond the economic results of the company.</p>

Competences – Objectives		
Competences		
GENERAL		
<b>CG.1</b>	Project-based learning: Ability to develop and execute in its different phases collective financial projects based on real situations, proposing real solutions and making efficient all interactions with the team, clients and any other participant	
	<b>RA1</b>	Ability to engage in the development of experimental collective projects based on the real world, managing and aligning the client's needs with the available resources, optimally distributing the work, communicating and projecting its different phases, proposing real solutions and making efficient all interactions with the team, clients and other stakeholders
<b>CG.2</b>	Critical thinking: Use critical thinking for decision making and problem solving in financial management processes	
	<b>RA1</b>	Interpret, analyze, synthesize and evaluate ideas, and do so from a critical point of view
<b>CG.5</b>	Ethical commitment: Ethical commitment in the application of universal moral values and of the organization in the face of ethical dilemmas and corporate social responsibility, with special sensitivity to international diversity	
	<b>RA1</b>	Ability to make decisions and guide the actions of others around the common good, instill values, organize resources and address ethical dilemmas from different perspectives and implementing sustainable solutions
<b>CG.6</b>	Global and local orientation capacity: Analyze current financial problems, in local and global environments, taking into consideration complex economic aspects, cultural, social and ethical factors	
	<b>RA1</b>	Ability to analyze current problems, in local and global environment, taking into consideration complex economic aspects, cultural, social and ethical factors
<b>CG.7</b>	Autonomous learning: Capacity for autonomous learning to train oneself, develop cognitive skills, and acquire relevant professional knowledge	
	<b>RA1</b>	Address in an autonomous and agile manner the need to train, develop and adapt to different environments, overcoming the difficulties that may be encountered, and finding mechanisms to achieve an optimal and rapid acclimatization
SPECIFIC		
<b>CE.06</b>	Recognize, identify and analyze in detail the challenges faced by the company's teams and management, being especially sensitive to the impact of the company on the entities that interact with it directly and/or indirectly, as well as with society as a whole	
	<b>RA1</b>	Understand and know how the challenges of digitalization, globalization, talent management and competitiveness impact on the company and stakeholders, as well as the opportunities they generate for the development of society
	<b>RA2</b>	Lead, manage and develop teams from an ethical and sustainable commitment

## **THEMES AND CONTENT**

<b>Contents-Themes</b>
<b>Topic 1</b>
<ul style="list-style-type: none"><li>- Fundamentals of Ethics</li><li>- The role of business in society</li><li>- Ethical reasoning</li></ul>
<b>Topic 2</b>
<ul style="list-style-type: none"><li>- Ethics in Finance</li><li>- Values in the financial profession</li></ul>
<b>Topic 3</b>
<ul style="list-style-type: none"><li>- CSR</li><li>- Multistakeholder Theory</li></ul>
<b>Topic 4</b>
<ul style="list-style-type: none"><li>- Tools for managing ethics in Finance</li><li>- Initiatives to promote Ethics and CSR</li></ul>
<b>Topic 5</b>
<ul style="list-style-type: none"><li>- Alternative Economic Models</li></ul>

## TEACHING METHODOLOGY

### General methodological course aspects

#### Presential Methodology: Activities

*Cooperative work of students who, in pairs or small groups, are given a task, case or assumption that requires sharing information and resources among members in order to achieve the common goal.* Based on the case method, studied by each student and discussed by each group before the individual interventions of each general session.

The case method stimulates inductive learning. From the analysis of concrete examples, the different tools of analysis are built and general rules of application to all types of companies and sectors are induced. Therefore, prior study of the cases and active participation in the discussions of the general sessions is essential.

Individual and group presentations on topics related to academic content.

The presentations must be evaluated and critiqued by the rest of the classmates or by the professor in order to go deeper into the course.

Lessons of an expository nature.

#### Non-presential Methodology: Activities

Individual study.

Individual reading of texts of different types (cases, books, magazines, articles, press, Internet publications, reports on practical experiences, etc.) related to the courses of study.

**Cooperative work of students who, in pairs or small groups, undertake a project that requires the sharing of information and resources among members in order to achieve a common goal.**

**SUMMARY OF STUDENT WORK HOURS**

PRESENTIAL HOURS					
Professor Exposition	Student exhibition. Debates and group dynamics	Exercises and problem solving. Elaboration of applied work	Analysis and documentation	Tutorial sessions	Development of real projects for organizations
6	10	10	0	1	3
NON-PRESENTIAL HOURS					
Professor Exposition	Student exhibition. Debates and group dynamics	Exercises and problem solving. Elaboration of applied work	Analysis and documentation	Tutorial sessions	Development of real projects for organizations
0	0	30	26	1	3

**ECTS CREDITS: 3.0 (90.00 hours)**

## EVALUATION AND GRADING CRITERIA

Graded Activities	Evaluation Criteria	% of Total Grade
Assessment of individual or group work carried out by students, some of them presented in class	<ul style="list-style-type: none"> <li>• Work adequacy to the objectives set</li> <li>• On-time delivery</li> <li>• Goal adequacy and focus</li> <li>• Results achieved</li> <li>• Compliance with deadlines</li> <li>• The participation of ALL members of each team in the presentations and elaborations is required</li> </ul>	60
Performance of oral and written examinations, public defenses and multiple-choice tests, concept tests and resolution of practical cases as exams	<ul style="list-style-type: none"> <li>• Throughout the program, exams or written tests will be given to test the solidity of the concepts acquired.</li> <li>• In order to pass the course, the final exams and tests of each section of the course must be passed. If there are several exams in the same section or block of a course, the weighted average of them must be higher than 5.0 as a necessary condition to pass the course.</li> </ul>	20
Participation and utilization of the classes	<ul style="list-style-type: none"> <li>• When we talk about participation, it is clear that both the positive and negative ones are counted and that the quality of participation is as important as the quantity. The students' participation in class, the quality and timeliness of their interventions, the quality in the preparation and presentation of their work, predisposition and commitment, initiative, attendance.</li> </ul>	20

**Grades****Notes on the evaluation criteria:**

1. All students must comply with 100% attendance on the days established for this course. Any absence must be justified.
2. The final grade corresponds to the sum of the graded activities, the evaluation criteria and the % of the total grade described in the Evaluation and Grading Criteria section.
3. Individual and group work must be submitted on time and in the form specified by the subject's teacher.
4. A final grade lower than 5 implies the need to take an extraordinary exam. The final grade for this exam may not exceed the median of the passing grades at the time of the schedule exams.

**The evaluation criteria for enrolling in a second year:**

The student enrolled in the second-year course must fulfill the individual and group tasks established by the course professor. The same evaluation criteria described in the Evaluation and Grading Criteria section will be maintained.

In circumstances not covered by this Teaching Guide, the Advantere School of Management Regulation and the General Regulation of Comillas will apply.

**Health alert criteria:**

Students must be permanently identified, in class with an identification sign and remotely with their full name. Students should not change the spaces they occupy in the classroom, until a professor or the program management indicates they can do so.

Failure to comply with any of the health recommendations during class sessions may result in failure of the course

## BIBLIOGRAPHIES AND RESOURCES

CRANE, A., MATTEN, D., GLOZER, S., & SPENCE, L. (2019). Business ethics: Managing corporate citizenship and sustainability in the age of globalization (5th Edition). Oxford University Press. New York, 2019.

CFA Program Ethical and Professional Standards Study Session, Level 1, Eleventh Edition.

CAMACHO LARAÑA, I, FERNÁNDEZ FERNÁNDEZ, J. L., GONZÁLEZ FABRE, R. y MIRALLES MASSANÉS, J., Ética y Responsabilidad Empresarial, Desclee de Brower, Bilbao, 2013.

Additional and updated references will be provided through Moodle, in relation to the different topics.

In compliance with current regulations regarding the **protection of personal data**, we inform you and remind you that you can consult the aspects related to privacy and data protection that you have accepted in your registration by entering this website and pressing "download".

[https://servicios.upcomillas.es/sedelectronica/inicio.aspx?csv=02E4557CAA6F4A81663AD10CED66792](https://servicios.upcomillas.es/sedeelectronica/inicio.aspx?csv=02E4557CAA6F4A81663AD10CED66792)