

# SECTION 10: FOCUS ON FACULTY FOR TWO YEARS

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### INTRODUCTION

In this section, the focus is only on the faculty for two years. Table 10A presents a summary version of the information for each of the 47 attitudinal questions. For each question, the percent that agreed with each statement is given. In addition, the average response (low is positive) and the standard deviation for each question are provided. The number of responses completes the information for each group for each question. Questions 30 to 38 are given at the end of the table since their answers should have reflected to what extent instead of a SA to SD perspective. See Table 10B for a clearer understanding of these questions. Table 10B gives the percentage of respondents who either Strongly Agreed, Agree, gave No Opinion, Disagreed or Strongly Disagreed for each question.

### ANALYSIS

One can examine the differences in the actual responses in these two tables depending upon his or her interest in the particular question and/or group. A detailed analysis of the information in this section is beyond the scope of the project.

**TABLE 10A. ALL YEARS, PERCENT OF EACH OF THE RESPONDING GROUPS AGREEING WITH EACH STATEMENT (1=SA; 5=SD)**

Q#	QUESTION	Year	Type	% Agree	Mean	Std. Dev.	n=
1	The corporation has a responsibility to take the lead in solving major social problems such as pollution, discrimination and safety.	2003	Faculty	67%	2.4	1.2	269
		1989	Faculty	62%	2.6	1.4	439
2	The corporation has a responsibility to not become involved in solving social problems unless doing so becomes a cost of doing business or the opportunity to earn a profit.	2003	Faculty	19%	3.8	1.1	269
		1989	Faculty	18%	3.8	1.2	438
3	The corporation has the responsibility to get involved in social responsibility projects because outside pressures make such an involvement a cost of doing business.	2003	Faculty	58%	2.7	1.0	269
		1989	Faculty	73%	2.4	1.2	439
4	The corporation has a responsibility to promote equal opportunity in hiring and promotion.	2003	Faculty	95%	1.5	0.7	269
		1989	Faculty	94%	1.7	1.1	440
5	The corporation has a responsibility to promote conservation of energy even if doing so means a reduction in profits.	2003	Faculty	68%	2.4	1.1	269
		1989	Faculty	74%	2.3	1.2	440
6	The corporation has a responsibility to conserve natural resources, even if doing so means a reduction in profits.	2003	Faculty	73%	2.2	1.1	269
		1989	Faculty	81%	2.1	1.2	440
7	The corporation has a responsibility to clean up or avoid causing air, noise, and water pollution even if doing so means a reduction in profits.	2003	Faculty	81%	2.0	1.0	269
		1989	Faculty	90%	1.9	1.1	440
8	The corporation has a responsibility to contribute money and management time to civic activities in communities where the firm has plants or offices.	2003	Faculty	80%	2.0	0.9	269
		1989	Faculty	76%	2.3	1.1	440
9	The corporation has a responsibility to help minority owned businesses.	2003	Faculty	42%	2.8	1.0	269
		1989	Faculty	41%	3.0	1.2	439

10	The corporation has a responsibility to be truthful in advertising.	2003	Faculty	99%	1.2	0.5	269
		1989	Faculty	98%	1.5	1.0	440
11	The typical business executive has two sets of ethical standards, one which he/she applies to business activities and another which is applied to his/her private life.	2003	Faculty	38%	3.2	1.2	269
		1989	Faculty	46%	3.1	1.5	432
12	Ethical standards in business are lower than in government.	2003	Faculty	15%	3.7	1.0	269
		1989	Faculty	9%	4.1	1.1	436
13	Ethical standards in business are lower than in most religious organizations.	2003	Faculty	51%	2.9	1.2	269
		1989	Faculty	50%	3.0	1.4	436
14	Ethical standards in business are lower than in the typical American family.	2003	Faculty	36%	3.1	1.1	269
		1989	Faculty	39%	3.2	1.4	436
15	The ethical standards used in business are as high as those practiced with family and friends.	2003	Faculty	34%	3.2	1.0	269
		1989	Faculty	18%	3.8	1.2	436
16	Occasionally, business people make decisions that are right for business but which are inconsistent with their personal ethical principles.	2003	Faculty	34%	3.2	1.0	269
		1989	Faculty	18%	3.8	1.2	436
17	Much advertising done by business is misleading to the consumer.	2003	Faculty	53%	2.8	1.1	269
		1989	Faculty	62%	2.7	1.4	438
18	Effective advertising may have to be somewhat misleading.	2003	Faculty	7%	4.1	0.8	269
		1989	Faculty	13%	3.9	1.1	438
19	It is in the long run self-interest of business to protect the customer.	2003	Faculty	92%	1.6	0.8	269
		1989	Faculty	91%	1.8	1.3	435

20	The average customer is less ethical in dealing with business than the business is in dealing with that customer.	2003	Faculty	20%	3.3	0.9	269
		1989	Faculty	33%	3.2	1.3	436
21	No employee should be required to engage in business practices that employee considers unethical.	2003	Faculty	81%	1.9	1.0	269
		1989	Faculty	81%	2.0	1.4	437
22	In accepting an employment offer each employee implicitly agrees to abide by the ethical standards of the employer, even if the company standards differ from those of the employee.	2003	Faculty	43%	3.1	1.2	269
		1989	Faculty	40%	3.2	1.4	438 <sup>Ⓢ</sup>
23	Wages and salaries should vary according to an employee's productivity.	2003	Faculty	91%	1.8	0.7	269
		1989	Faculty	89%	1.9	1.2	437
24	Wages and salaries should vary according to both the employee's productivity and years of service with the firm.	2003	Faculty	54%	2.7	1.1	269
		1989	Faculty	63%	2.7	1.3	438
25	Wages and salaries should vary primarily with the employee's years of service with the firm.	2003	Faculty	3%	4.1	0.7	269
		1989	Faculty	3%	4.3	0.9	438
26	Labor unions serve a useful purpose by prodding a particular management into fulfilling its responsibilities to labor.	2003	Faculty	54%	2.8	1.1	269
		1989	Faculty	61%	2.8	1.3	438
27	The corporation should seek to maximize short run profits.	2003	Faculty	16%	3.9	1.1	269
		1989	Faculty	10%	4.1	1.0	441
28	The corporation should seek to earn a satisfactory rate of return for stockholders.	2003	Faculty	95%	1.8	0.6	269
		1989	Faculty	93%	1.9	0.1	440
29	The ethical standards in competition are determined by the least ethical competitor. If one firm engages in unethical conduct, the others will have to follow to survive.	2003	Faculty	7%	4.0	0.8	269
		1989	Faculty	10%	4.1	1.1	440

30	To what extent are ethical standards influenced by peer group pressures?	2003	Faculty	87%	2.0	0.8	252
		1989	Faculty	94%	1.7	1.1	439
31	To what extent are ethical standards influenced by prevailing industry practice?	2003	Faculty	91%	1.9	0.6	252
		1989	Faculty	90%	1.9	1.1	440
32	To what extent are ethical standards influenced by perceived preference of top executives?	2003	Faculty	89%	1.8	0.7	253
		1989	Faculty	92%	1.7	1.2	437
33	To what extent are ethical standards influenced by family experiences?	2003	Faculty	72%	2.3	1.0	254
		1989	Faculty	83%	1.9	1.2	440
34	To what extent are ethical standards influenced by church experiences?	2003	Faculty	59%	2.6	1.0	254
		1989	Faculty	70%	2.3	1.3	440
35	To what extent are ethical standards influenced by your educational experiences?	2003	Faculty	73%	2.3	0.8	254
		1989	Faculty	65%	2.5	1.3	440
36	To what extent are ethical standards influenced by company's ethical code or policy?	2003	Faculty	75%	2.3	0.9	254
		1989	Faculty	76%	2.3	1.3	439
37	To what extent are ethical standards influenced by professional ethical code?	2003	Faculty	78%	2.2	0.9	254
		1989	Faculty	76%	2.3	1.3	440
38	To what extent are ethical standards influenced by society's moral climate?	2003	Faculty	80%	2.1	0.8	255
		1989	Faculty	78%	2.2	1.3	439

39	All institutions in our society should seek to protect and promote the interests of individuals.	2003	Faculty	43%	2.8	1.1	268
		1989	Faculty	NA	N/A	N/A	N/A
40	Individual freedom may have to be partly restricted in order for organizations to effectively function.	2003	Faculty	69%	2.6	1.1	269
		1989	Faculty	NA	N/A	N/A	N/A
41	Government should redistribute income in order to assure a minimum standard of living for all citizens.	2003	Faculty	35%	3.3	1.3	269
		1989	Faculty	NA	N/A	N/A	N/A
42	Government should provide incentives for business to get involved in solving social problems.	2003	Faculty	74%	2.4	1.1	269
		1989	Faculty	NA	N/A	N/A	N/A
43	Truth in lending regulations are needed to protect the customer.	2003	Faculty	88%	1.9	0.8	269
		1989	Faculty	NA	N/A	N/A	N/A
44	Antitrust laws prohibiting price fixing benefit the customer.	2003	Faculty	82%	2.0	0.9	269
		1989	Faculty	NA	N/A	N/A	N/A
45	Lazy or incompetent employees should be fired.	2003	Faculty	87%	1.8	0.8	269
		1989	Faculty	NA	N/A	N/A	N/A
46	A company should have formal policies to guarantee that every employee has an equal opportunity for promotion, pay increases, and other rewards provided by the firm.	2003	Faculty	91%	1.7	0.8	269
		1989	Faculty	NA	N/A	N/A	N/A
47	The corporation should seek to maximize long run profits.	2003	Faculty	92%	1.6	0.8	269
		1989	Faculty	NA	N/A	N/A	N/A

Source: 2003 Study of Ethics

TABLE 10B. FOR EACH OF THE 2 STUDIES, PERCENT OF THE FACULTY PROVIDING THEIR DEGREE OF AGREEMENT WITH EACH STATEMENT (1=SA; 5=SD)									
Q#	QUESTION	Year	Type	%SA	%A	%NO	%D	%SD	n=
1	The corporation has a responsibility to take the lead in solving major social problems such as pollution, discrimination, and safety.	2003	Faculty	23	44	9	20	4	269
		1989	Faculty	21	41	7	25	5	439
2	The corporation has a responsibility to not become involved in solving social problems unless doing so becomes a cost of doing business or the opportunity to earn a profit.	2003	Faculty	3	16	7	52	23	269
		1989	Faculty	4	14	5	54	22	438
3	The corporation has the responsibility to get involved in social responsibility projects because outside pressures make such an involvement a cost of doing business.	2003	Faculty	7	51	15	23	5	269
		1989	Faculty	12	61	8	16	2	439
4	The corporation has a responsibility to promote equal opportunity in hiring and promotion.	2003	Faculty	64	31	3	2	1	269
		1989	Faculty	43	51	3	2	1	440
5	The corporation has a responsibility to promote conservation of energy even if doing so means a reduction in profits.	2003	Faculty	23	45	11	18	3	269
		1989	Faculty	22	52	10	14	2	440
6	The corporation has a responsibility to conserve natural resources, even if doing so means a reduction in profits.	2003	Faculty	26	47	7	16	3	269
		1989	Faculty	26	55	7	9	2	440
7	The corporation has a responsibility to clean up or avoid causing air, noise, and water pollution even if doing so means a reduction in profits.	2003	Faculty	35	46	5	12	2	269
		1989	Faculty	33	57	4	5	1	440
8	The corporation has a responsibility to contribute money and management time to civic activities in communities where the firm has plants or offices.	2003	Faculty	31	49	9	9	1	269
		1989	Faculty	18	58	14	9	2	440
9	The corporation has a responsibility to help minority owned businesses.	2003	Faculty	9	33	31	23	5	269
		1989	Faculty	7	34	29	25	5	439
10	The corporation has a responsibility to be truthful in advertising.	2003	Faculty	82	17	1	0	0	269
		1989	Faculty	58	40	1	0	0	440
11	The typical business executive has two sets of ethical standards, one which he/she applies to business activities and another which is applied to his/her private life.	2003	Faculty	8	30	12	35	16	269
		1989	Faculty	9	37	8	40	5	432
12	Ethical standards in business are lower than in government.	2003	Faculty	3	12	16	49	20	269
		1989	Faculty	3	6	10	56	24	436
13	Ethical standards in business are lower than in	2003	Faculty	10	41	12	29	8	269
		1989	Faculty	7				7	436
14	Ethical standards in business are lower than in the typical American family.	2003	Faculty	6	30	22	35	7	269
		1989	Faculty	6	33	14	41	5	436

15	The ethical standards used in business are as high as those practiced with family and friends.	2003	Faculty	4	30	16	45	4	269
		1989	Faculty	1	17	11	52	18	436
16	Occasionally, business people make decisions that are right for business but which are inconsistent with their personal ethical principles.	2003	Faculty	13	72	7	7	1	269
		1989	Faculty	1	18	7	48	25	436
17	Much advertising done by business is misleading to the consumer.	2003	Faculty	7	46	9	32	6	269
		1989	Faculty	12	50	5	29	3	438
18	Effective advertising may have to be somewhat misleading.	2003	Faculty	1	6	6	59	27	269
		1989	Faculty	1	12	1	64	21	438
19	It is in the long run self-interest of business to protect the customer.	2003	Faculty	50	42	5	3	0	269
		1989	Faculty	45	46	3	4	1	435
20	The average customer is less ethical in dealing with business than the business is in dealing with that customer.	2003	Faculty	3	17	34	43	3	269
		1989	Faculty	4	29	22	38	6	436
21	No employee should be required to engage in business practices that employee considers unethical.	2003	Faculty	42	39	6	13	0	269
		1989	Faculty	41	40	7	10	1	437
22	In accepting an employment offer each employee implicitly agrees to abide by the ethical standards of the employer, even if the company standards differ from those of the employee.	2003	Faculty	9	34	9	37	11	269
		1989	Faculty	7	33	8	42	9	438
23	Wages and salaries should vary according to an employee's 1/2s productivity.	2003	Faculty	39	52	6	3	1	269
		1989	Faculty	35	54	5	4	1	437
24	Wages and salaries should vary according to both the employee's 1/2s productivity and years of service with the firm.	2003	Faculty	8	46	16	25	5	269
		1989	Faculty	9	54	10	24	3	438
25	Wages and salaries should vary primarily with the employee's years of service with the firm.	2003	Faculty	1	2	8	62	27	269
		1989	Faculty	0	3	4	60	32	438
26	Labor unions serve a useful purpose by prodding a particular management into fulfilling its responsibilities to labor.	2003	Faculty	7	47	17	19	10	269
		1989	Faculty	7	54	12	19	7	438
27	The corporation should seek to maximize short run profits.	2003	Faculty	3	13	9	45	31	269
		1989	Faculty	1	9	8	50	32	441
28	The corporation should seek to earn a satisfactory rate of return for stockholders.	2003	Faculty	30	65	2	2	0	269
		1989	Faculty	24	69	3	2	1	440
29	The ethical standards in competition are determined by the least ethical competitor. If one firm engages in unethical conduct, the others will have to follow to survive.	2003	Faculty	1	6	6	62	25	269
		1989	Faculty	2	8	5	54	31	440
30	To what extent are ethical standards influenced by peer group pressures?	2003	Faculty	23	64	8	5	1	252
		1989	Faculty	47	47	2	3	1	439
31	To what extent are ethical standards influenced by prevailing industry practice?	2003	Faculty	26	65	6	3	0	252
		1989	Faculty	32	58	4	6	0	440
32	To what extent are ethical standards influenced by perceived preference of top executives?	2003	Faculty	33	56	8	3	0	253
		1989	Faculty	49	45	4	3	0	437
33	To what extent are ethical standards influenced by family experiences?	2003	Faculty	11	61	14	12	1	254
		1989	Faculty	42	41	7	9	1	440
34	To what extent are ethical standards influenced by church experiences?	2003	Faculty	8	51	21	17	3	254
		1989	Faculty	26	44	10	16	3	440
35	To what extent are ethical standards influenced by your educational experiences?	2003	Faculty	8	65	14	12	1	254
		1989	Faculty	14	51	9	23	2	440
36	To what extent are ethical standards influenced by company's ethical code or policy?	2003	Faculty	11	64	13	10	2	254
		1989	Faculty	22	54	6	16	1	439
37	To what extent are ethical standards influenced by professional ethical code?	2003	Faculty	15	63	11	10	2	254
		1989	Faculty	24	52	5	17	1	440
38	To what extent are ethical standards influenced by society's moral climate?	2003	Faculty	20	60	11	8	1	255
		1989	Faculty	26	52	7	13	1	439

39	All institutions in our society should seek to protect and promote the interests of individuals.	2003	Faculty	12	31	27	27	3	269
		1989	Faculty	N/A	N/A	N/A	N/A	N/A	N/A
40	Individual freedom may have to be partly restricted in order for organizations to effectively function.	2003	Faculty	7	62	10	13	9	269
		1989	Faculty	N/A	N/A	N/A	N/A	N/A	N/A
41	Government should redistribute income in order to assure a minimum standard of living for all citizens.	2003	Faculty	7	28	14	30	21	269
		1989	Faculty	N/A	N/A	N/A	N/A	N/A	N/A
42	Government should provide incentives for business to get involved in solving social problems.	2003	Faculty	15	59	7	14	5	269
		1989	Faculty	N/A	N/A	N/A	N/A	N/A	N/A
43	Truth in lending regulations is needed to protect the customer.	2003	Faculty	33	55	8	3	2	269
		1989	Faculty	N/A	N/A	N/A	N/A	N/A	N/A
44	Antitrust laws prohibiting price fixing benefit the customer.	2003	Faculty	26	56	12	3	3	269
		1989	Faculty	N/A	N/A	N/A	N/A	N/A	N/A
45	Lazy or incompetent employees should be fired.	2003	Faculty	39	48	8	5	1	269
		1989	Faculty	N/A	N/A	N/A	N/A	N/A	N/A
46	A company should have formal policies to guarantee that every employee has an equal opportunity for promotion, pay increases, and other rewards provided by the firm.	2003	Faculty	49	42	5	1	3	269
		1989	Faculty	N/A	N/A	N/A	N/A	N/A	N/A
47	The corporation should seek to maximize long run profits.	2003	Faculty	51	41	5	3	1	269
		1989	Faculty	N/A	N/A	N/A	N/A	N/A	N/A

Source: 2003 Study of Ethics