

EMPORIA STATE UNIVERSITY

Koch Center for Leadership & Ethics Faculty Grants- Spring 2016

James Persinger, Ph.D. (Psychology):

An intensive, non-traditional approach to the training of psychologists in the administration of standardized tests. The current, widely-used methods receive criticism as being ineffective, resulting in students having to unlearn incorrect procedures. This project is an example of when increased, directed, and different controls over a methodology could be effective in increasing the value of results. If the outcome is as anticipated, it will indicate making similar changes in other courses.

Satvir Singh, Ph.D. (Management):

An analysis of whether tight controls help in achieving desired outcomes or are merely distractions. One group of students will have complete autonomy in researching, making conclusions, and delivering their results about a chosen company's profile. A second group of students will have detailed instructions to follow in completing this project. Based on results and assessments from students, the instructor will assess results based on autonomy or lack of autonomy in working the project.

Tanja Steigner, Ph.D. (Finance):

An exploration of whether tight controls over how to reach a desired outcome either does or does not contribute to success in reaching the desired outcome. Students will work a total of 3 projects with the first project having no controls other than stating the desired outcome, a second project with detailed instructions on how to get the desired outcome, and a third project where students will survey other people on examples of the effectiveness of different levels of control. An assessment will be done to determine the results of this exploration.

Christopher B. Stone, Ph.D. (Management):

A student project to answer questions of what it means for an organization to be diverse, how is diversity measured or assessed, can organizations identify the barriers to diversity and deal with these barriers, does pressure from external stakeholders help or hinder efforts in achieving diversity, and, how much control must an organization actually use and/or respond to in order to achieve diversity.

Jim Walther, Ph.D. (Library and Information Management):

An exploration of ethical behaviors of library leaders, and factors affecting the development of a personal commitment to ethical thinking and responsibility. Course activities will be focused on exploring how to regulate behaviors of ethical responsibility in libraries. Specific questions to be addressed are: Is there a point at which control becomes an obstacle, or not? Does the nature of the desired outcome make a difference in how much control is necessary to achieve success? How do you know the desired outcome is desired? Does the amount of desire existing affect how much control is needed for success?

Susan Zuber-Chall, Ph.D. (Crime and Delinquency Studies):

Students will conduct an investigation project of the white collar crime of illegal dumping by a fictitious corporation. The main purpose of the project is for students to identify the social conditions under which personal and collective decisions are made, with an emphasis on ethical values as a mechanism of personal and social control. Among the learning outcomes to be assessed is to gain an understanding of the amount of ethical or unethical control is required to achieve an outcome.