BLAW 306- Section 1  
Spring 2021  
Law for Business Managers  
3 Credit Hours  
Hybrid online with Synchronized Meetings  
Zoom Every Thursday at 12:30  
Dr. Roxane DeLaurell

Contact information: delaurellr@cofc.edu

Office Hours: By Zoom Mondays 1-3 access through Oaks, or email for an appointment.

Course material: All material will be provided on Oaks. There are chapters from an open source textbook noted below. The textbook is available online at https://open.umn.edu/opentextbooks/textbooks/business-law-and-the-legal-environment. The authors are Don Mayer, Daniel Warner and George Seidel. The book is open source and free for your use in this class. Please respect the rules of open source in your use of the text.

How things will work:

This is a hybrid course with scheduled meeting times to be held by Zoom every Thursday at 12:30. Oaks is HQ for this course. You must know how to use Oaks: please contact itservicedesk@cofc.edu for help. You will use the content, grades and zoom tabs the most as well as the events listings. Under the content tab at the top you will find voice threads, powerpoints, the syllabus, and rubrics for the assignments. Under the grades tab you will find assignment dropboxes to upload assignments and you will be able to view your grades. Under the zoom tab you will find links to zoom sessions and office hours. If you look on the righthand side of your Oaks/HQ there will be a list of events: zoom sessions, office hours and assignment due dates, you can click on those links to get you to those events. Use that schedule to manage your time.

I suggest that you consider the voice thread lectures as the “podcasts” of the topics we will cover; listen to them during the week on your own schedule, the Tuesday class time can be devoted to that. Powerpoint slides on each topic are also provided; review those while or after you listen. There are references to chapters in the open source text for you to read or review. Zoom meetings will be used for any questions and discussion. Each week I will post a question for discussion, a weekly think. Each week you will write up a
response to the weekly think. You should write up your response in no more than a page and upload to Oaks. We will have twelve scheduled weekly thinks. The final exam will be a Big Think which you will complete and upload by the date scheduled for the final exam in this course. All uploads should be in word or pdf format. In summary this is what you will be expected to do for this course:

1. listen to the voice thread lectures or ‘podcasts’ for that week’s topic and review the powerpoint slides during the Tuesday class period or on your own time, and refer to the chapter of the text,

2. ask any questions you might have about the material, weekly think or anything else during the Thursday zoom sessions,

3. write up the weekly think and upload by the due dates, (you must do 10 to get credit, we have 12 scheduled),

4. Complete the final exam, a Big Think and upload by the final exam scheduled date, and

5. Check your email and Oaks/ HQ regularly.

How you will be graded:

Final Grade 100% = 70% Weekly Thinks+30% Big Think

Weekly Thinks:

A weekly think question is posted for discussion during our zoom session. You will write up a paragraph (no longer than one page) answering the question. It is critical that you apply the class material to the question not just give your general impressions. Critical application of the material is key; merely writing down all the material covered without showing where and how it applies does not demonstrate comprehension. Grading rubrics are provided. You will upload your response by the due date. Late work will be penalized. Please upload as a pdf or word document. You must complete 10 (ten) of these to get credit although 12 (twelve) will be assigned: this is designed to compensate for any issues that might arise during the semester. I recommend that you do all 12, not only for the educational benefit but to increase the likelihood of a better grade since the two lowest grades will be dropped. The scores will be averaged to count 70% of your final grade.
Big Think:

This will serve as the final exam for the course. I will post a big think question a week before the final exam due date, and you will prepare a response analyzing and incorporating all that we have learned during the semester and make recommendations for managers. It should be between two to four pages and must be uploaded as a pdf or word document. Your ability to analyze and apply the material is critical to learning. Once again, see the posted grading rubrics. You will have until 11:00 pm of the scheduled final exam date (Tuesday April 27) to upload. This will count 30% of your final grade.

Grading Scale:

95-100 = A, 90-94 = A-, 87-89 = B+, 84-86 = B, 80-83 = B-, 77-79 = C+, 74-76 = C, 70-73 = C-, 69-67 = D+, 64-66 = D,

What I ask of you:

Be patient, ask questions, check your email and Oaks/HQ regularly and let me know what problems you are having. We are all dependent on technology this semester so there will likely be problems; let’s work through them together so that you can get the most out of this experience.

We will have weekly zoom meetings. Please exercise good zoomiquette: Raise your hand for questions and comments and mute your microphone when not speaking. Your camera must be on when you respond as I take roll during the first weeks of class so that I can certify the roll. After that I will leave it to your personal preference. My camera will always be on when we meet. We are all expected to be considerate of each other, polite in our language and tolerant of all viewpoints. Bad behavior will suffer a grade penalty.

We all have protectable interests in the work we produce for this course, you and me. The Oaks/HQ site and its contents are protected and cannot be used for any purpose other than class work without getting the written permission of all participants as well as the College.

Please manage your time wisely so that you can meet all deadlines. Late work will suffer a grade penalty. If you are having issues let me know when they arise so that we can deal with them. Waiting until the end of the semester will not allow for the best outcome.

You should have an active College email account which you check regularly. Everything you need can be found at Oaks/HQ so please check it regularly. Zoom sessions and office hours will be accessed through there as well.
If you anticipate the need for any type of special accommodation inform me as soon as possible so that accommodation can be reached. You are responsible for supplying the necessary documentation in support of any accommodation.

**Schedule of Events: Zoom Sessions begin Thursday Jan. 14**

**Jan 12:** Check out Oaks/HQ  
Review Syllabus

**Jan 14:** Zoom Session  
Introductions: roll, go over syllabus and how course will work

**Jan 19:** Review Law for Managers: posted ppts  
Agency I: start listening to lecture and view slides  
Ch. 38 Relationship between Principal and Agent

**Jan 21:** Zoom Session  
Roll, questions and discussion  
Weekly Think 1: due Jan. 24

**Jan 26:** Continue with Agency I slides and lecture  
Ch. 38 Relationship between Principal and Agent

**Jan 28:** Zoom Session  
Roll, questions and discussion  
Weekly Think 2: due Jan. 31

**Feb 2:** Agency II: view slides and listen to lecture  
Ch. 39 Liability of Principal and Agent, Termination of Agency

**Feb 4:** Zoom Session  
Weekly Think 3: due Feb. 7
Feb 9: Continue with Agency II  
Ch. 39 Liability of Principal and Agent, Termination of Agency

Feb 11: Zoom Session  
Weekly Think 4: due Feb. 14

Feb 16: Agency III Slides and lecture  
Ch. 39 Liability of Principal and Agent, Termination of Agency

Feb 18: Zoom Session  
Weekly Think 5: due Feb. 21

Feb 23: Employment I: Lecture and Slides  
https://www.dol.gov/agencies/whd (wage and hour division site)  
Ch. 50 Employment Law

Feb 25: Zoom Session  
Weekly Think 6: due Feb. 28

Mar 2: No Class

Mar 4: No Class

MIDTERM GRADES DUE MARCH 5

Mar 9: Employment I: Lecture and Slides  
https://www.dol.gov/agencies/whd (wage and hour division site)
Mar 11: 
Zoom Session 
Weekly Think 7: due Mar. 14

Mar 16: 
Employment II: Lecture and Slides
https://www.eeoc.gov/ (Equal Employment Opportunity Commission) 
Ch. 51 Labor Management Relations

Mar 18: 
Zoom Session 
Weekly Think 8: due Mar. 21

Mar 23: 
Employment II: Lecture Slides
https://www.eeoc.gov/ (Equal Employment Opportunity Commission) 
Ch. 51 Labor Management Relations

Mar 25: 
Zoom Session 
Weekly Think 9: due Mar. 28

Mar 30: 
Employment III: Lecture and Slides
https://www.nlrb.gov/ (National Labor Relations Board) 
Ch. 51 Labor Management Relations

Apr 1: 
Zoom Session 
Weekly Think 10: due Apr. 4

Apr 6: 
Ethics and Social Responsibility: Lecture and Slides 
Ch. 2 Corporate Social Responsibility and Business Ethics
YOU WILL HAVE UNTIL 11:00 p.m. OF TUESDAY APRIL 27 (SCHEDULED FINAL EXAM DATE) TO TURN IN YOUR FINAL/BIG THINK.

Academic Honesty:

Lying, cheating, attempted cheating, and plagiarism are violations of our Honor Code that, when identified, are investigated. Each incident will be examined to determine the degree of deception involved.

Incidents where the instructor determines the student’s actions are related more to a misunderstanding will be handled by the instructor. A written intervention designed to help prevent the student from repeating the error will be given to the student. The intervention, submitted by form and signed by both the instructor and the student, will be forwarded to the Dean of Students and placed in the student’s file.

Cases of suspected academic dishonesty will be reported directly by the instructor and/or others having knowledge of the incident to the Dean of Students. A student found responsible by the Honor Board for academic dishonesty will receive an XF in the course, indicating failure of the course
due to academic dishonesty. This grade will appear on the student’s transcript for two years after which the student may petition for the X to be expunged. The student may also be placed on disciplinary probation, suspended (temporary removal) or expelled (permanent removal) from the College by the Honor Board.

Students should be aware that unauthorized collaboration—working together without permission—is a form of cheating. Unless the instructor specifies that students can work together on an assignment, quiz and/or test, no collaboration during the completion of the assignment is permitted. Other forms of cheating include possessing or using an unauthorized study aid (which could include accessing information stored on a cell phone), copying from others’ exams, fabricating data, and giving unauthorized assistance.

Research conducted and/or papers written for other classes cannot be used in whole or in part for any assignment in this class without obtaining prior permission from the instructor.

Students can find the complete Honor Code and all related processes in the Student Handbook at http://www.cofc.edu/generaldocuments/handbook.pdf

Course Objectives:

(1) To introduce students to the legal, ethical and social framework within which managers must operate. Global and Civic Responsibility

(2) To provide students with an awareness of the legal limitations and consequences of managerial decisions. Intellectual Innovation and Creativity

(3) To challenge students to critically think and to communicate in a professional manner. Communication and Critical Thinking Skills

This course will give the student a general understanding of the specific laws applicable to the manager position as well as identify governmental resources students can use. The ethical obligations that may be owed by managers will be explored.

School of Business Learning Goals:

This course will give you the ability to recognize and gauge legal and ethical issues involved in making management decisions. This course will give you a necessary tool for
critical thinking in identifying and evaluating problems and opportunities faced by managers. You will communicate through summary and discussion thus challenging you to communicate effectively. You will engage in work designed to exercise analytical skills and problem-solving ability through your Weekly Think/Big Think assignments.

The professor reserves the right to alter this syllabus should it be necessary.