BLAW 306- Section 1  
Fall 2020  
Law for Business Managers  
Online with Synchronized Meetings  
4:00 TR  
Zoom T 4:00  
3 credit hours  
Dr. Roxane DeLaurell  

Contact information: delaurellr@cofc.edu  

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

Text material: All text material will be provided on Oaks. There is no required textbook but should you like to have reference material a recommended 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 course is online with scheduled meeting times to be held by Zoom on Tuesday at 4:00. All material, lectures, assignments, zoom links and due dates will be posted to Oaks. You must know how to use Oaks: please contact itservicedesk@cofc.edu for help. Voice thread lectures are to be viewed by you during the week on your own schedule. Zoom meetings will be used for any questions, and discussion of the weekly think. Each week I will post a question for discussion, a weekly think. During our zoom session we will discuss the material as it applies to that question. Each week you will write up a paragraph of how the weekly think impacts your behavior as a manager. You will upload that paragraph to Oaks. You must complete 10 weekly thinks to get credit. These will be graded. A rubric is posted to Oaks. The final exam will be a Big Think which you will complete and upload to Oaks. After I certify the roll I will not take attendance. In summary this is what you will be expected to do for this course: 

1. listen to the voice thread lecture while viewing the powerpoint slides on the Thursday class period or on your own schedule,
2. Ask any questions you might have about the material, weekly think or anything else during the zoom sessions held every Tuesday at 4,

3. 

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

5. Complete the final exam, a Big Think and upload to Oaks by the final exam scheduled date and

6. Check your email and Oaks page regularly.

How you will be graded:

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

Weekly Thinks:

Each week I will post a weekly think question for discussion during our zoom session. You will write up a paragraph (no longer than one page) answering the question and explaining the impact on your behavior as a manager. You will upload the paragraph to Oaks. It is best to upload as a pdf or word document. A grading rubric is posted to Oaks. You must complete 10 (ten) of these to get credit. This will count 70% of your final grade.

Big Think:

This will serve as the final exam for this course. I will post a big think question, 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 should be a pdf or word document. Your ability to analyze and apply the material is critical to learning. A grading rubric is posted to Oaks. You will have until 11:00 pm of the scheduled final exam date (Tuesday Dec. 8) to upload it to Oaks. 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 and let me know what problems you are having. We are all online this semester and dependent on technology so there will 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. 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 property interests in the work we produce for this course, you and me. The Oaks 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.

You should have an active College e mail account which you check regularly. Since the course material is online everything you need can be found on the Oaks site so please check it regularly. Zoom sessions will be accessed through Oaks.

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: Semester begins Tuesday Aug. 25

Aug 25: Introductions: Law for Managers posted ppts  
Syllabus review,  
Zoom Session

Aug. 27: Law for Managers: posted ppts  
Agency I: Lecture Slides

Sept. 1: Zoom Session  
Weekly Think 1: What is the most important role of a manager?
Sept. 3: Agency I: Lecture Slides

Sept. 8: Zoom Session
Weekly Think 2: Can a manager be both an agent and a principal, an employee and an independent contractor? Give examples.

Sept. 10: Agency II: Lecture Slides

Sept. 15: Zoom Session
Weekly Think 3: Can a manager require NDAs from all employees?

Sept. 17: Agency II: Lecture Slides

Sept. 22: Zoom Session
Weekly Think 4: How strong is the manager’s duty to provide a safe workplace? Think about Covid-19.

Sept. 24: Agency III: Lecture Slides
LAST DAY TO WITHDRAW

Sept. 29: Zoom Session
Weekly Think 5: A manager gets fired, then rehired as a consultant. Does this create lingering authority issues?

Oct. 1: Agency III: Lecture Slides

Oct. 6: Zoom Session
Weekly Think 6: Can a manager fire an employee at will? What are the limitations or problems?
Oct. 8: Employment I: Lecture Slides
https://www.dol.gov/agencies/whd (wage and hour division site)

Oct. 13: Zoom Session
Weekly Think 7: Should a fast food manager be paid overtime?

Oct. 15: Employment I: Lecture Slides
https://www.dol.gov/agencies/whd (wage and hour division site)

Oct. 20: Zoom Session
Weekly Think 8: What should a manager do before hiring someone?

Oct. 22: Employment II: Lecture Slides
https://www.eeoc.gov/ (Equal Employment Opportunity Commission)

Oct. 27: Zoom Session
Weekly Think 9: How does Title VII impact a manager?

Oct. 29: Employment II: Lecture Slides
https://www.eeoc.gov/ (Equal Employment Opportunity Commission)

Nov. 3: Election Day, No class

Nov. 5: Employment III: Lecture Slides
https://www.nlrb.gov/ (National Labor Relations Board)

Nov. 10: Zoom Session
Weekly Think 10: What actions should managers take as to employee social media sites?

Nov. 12: Ethics and Social Responsibility: Lecture Slides

Nov. 17: Zoom Session
Weekly Think 11: How do you deal with a situation where you disagree with the ethics of your employer?

Nov. 19: Ethics and Social Responsibility: Lecture Slides

Nov. 24: Zoom Session
Weekly Think 12: How can managers model ethical behavior?

Nov. 25: Thanksgiving Break

Dec. 1: Work on Big Think Assignment

Dec. 3: Work on Big Think Assignment

Dec. 8: Big Think due: upload to Oaks

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YOU WILL HAVE UNTIL 11:00 p.m. of TUESDAY DECEMBER 8 (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.