

BLAW 306-Section 1
Fall 2021
Law for Business Managers
3 Credit Hours
Hybrid online with Synchronized Meetings
Zoom Sessions TR 2:00-2:45 pm
Dr. Roxane DeLaurell

Contact information: deLaurellr@cofc.edu

Office Hours: After each zoom session 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 T/R at 2:00 pm. **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, communication and zoom tabs as well as the calendar of events listings. Under the **content** tab at the top you will find voice threads(v-casts), power-points, the syllabus, and rubrics for the assignments. Under the **communication** tab you will find discussions, the link you will follow to post and comment on the **takeaways**. 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. If you look on the righthand side of your **Oaks/HQ** there will be a list of events (the calendar): zoom sessions and assignment due dates are there, you can click on those links to get you to those events. Use that schedule to manage your time.

V-Casts and Zooms

I suggest that you consider the voice thread lectures as the “podcasts” of the topics, I call them v-casts. Listen to the v-casts on your own schedule. Power-point 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, discussion and current material I will share. Law is ever changing especially during these times as it responds to the pandemic and as managers you have a role to play.

Weekly Thinks

Each week I will post a question for discussion, a **weekly think**. Each week you will write up a response to the **weekly think**. We will have twelve scheduled weekly thinks. 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.

Take-Aways

On the syllabus you will find your last name assigned to a zoom session. You should listen carefully during that session then go to the discussion board where the topic “**Take-Aways**” is listed and post a takeaway from that session using your name as the new thread. A **take -away** is one key, clear, cogent conclusion you can make from the zoom session. It can be about the material, the discussion or anything covered in that zoom session. It should be no longer than one sentence. To get full credit for this part of the course you must also go to the discussion boards during the semester and comment on at least two of your classmate’s **takeaways**. Comments should be no longer than a paragraph. If you complete this you will be given full credit. This will count for 10% 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 (Thursday Dec. 9) to upload. This will count 20% of your final grade.

In summary this is what you will be expected to do for this course:

1. listen to the v-casts for that week's topic, review the power-point slides, and refer to the chapter of the text if needed,
2. ask any questions you might have about the material, **weekly think** or anything else during the 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. on the discussion boards post a **take-away** on the day you are scheduled on the syllabus, using your name as the new thread topic,
5. using the discussion boards, comment on at least two **take-aways** made by your classmates,
6. Complete the final exam, a **Big Think** and upload by the final exam scheduled date, and
7. Check your email and Oaks/ **HQ** regularly.

How you will be graded:

Final Grade 100%= 70% Weekly Thinks+20% Big Think+10% Take-Aways

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,
63-60=D-, 59 and below = F

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 so there may 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 e mail account which you check regularly. Everything you need can be found at Oaks/HQ so please check it regularly.

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 Tuesday August 24

Aug 24: Zoom 2:00 pm
 Introductions
 Roll
 Check out Oaks/HQ
 Review Syllabus

Aug 26: Zoom 2:00 pm
 Roll
 Law for Managers posted ppts.
 Intro to the course

Weekly Think 1: due Aug 29

Aug 31: Zoom 2:00 pm
Roll
Agency I: v-cast and slides
Ch. 38 Relationship between Principal and Agent

Take Away:

Sept 2: Zoom 2:00 pm
Agency I
Roll, Discussion
Weekly Think 2: due Sept 5

Take Away:

Sept 7: Zoom 2:00 pm
Roll
Agency I
Ch. 38 Relationship between Principal and Agent

Take Away:

Sept 9: Zoom 2:00 pm
Roll, questions and discussion
Weekly Think 3: due Sept 12

Take Away:

Sept 14: Zoom 2:00 pm
Agency II: v-cast and slides
Ch. 39 Liability of Principal and Agent, Termination of Agency

Take Away:

Sept 16: Zoom 2:00 pm
Agency II
Discussion
Weekly Think 4: due Sept 19

Take away:

Sept 21: Zoom 2:00 pm
Continue with Agency II
Ch. 39 Liability of Principal and Agent, Termination of Agency

Take Away:

Sept 23: Zoom 2:00 pm
Weekly Think 5: due Sept 26

Take Away:

Sept 28: Zoom 2:00 pm
Agency III Slides and v-cast
Ch. 39 Liability of Principal and Agent, Termination of Agency

Take Away:

Sept 30: Zoom 2:00 pm
Agency III
Weekly Think 6: due Oct 3

Take Away:

Oct 5: Zoom 2:00 pm
Agency III Slides and v-cast
Ch. 39 Liability of Principal and Agent, Termination of Agency

Take Away:

Oct 7: Zoom 2:00 pm
Agency III
Weekly Think 7: due Oct 10

Take Away:

Oct 12: Zoom 2:00 pm
Employment I: V-cast and Slides
<https://www.dol.gov/agencies/whd> (wage and hour division site)

Take Away:

Oct 14: Zoom 2:00 pm
Employment I: V-cast and Slides
<https://www.dol.gov/agencies/whd> (wage and hour division site)

Weekly Think 8: due Oct 17

Take Away:

Oct 19: FALL BREAK

MIDTERM GRADES DUE OCTOBER 20

Oct 21: Zoom 2:00 pm
Employment I: Lecture and Slides
<https://www.dol.gov/agencies/whd> (wage and hour division site)
Ch. 50 Employment Law

Take Away:

No Weekly Think this Week

Oct 26: Zoom 2:00 pm
Employment II: Lecture and Slides
<https://www.eeoc.gov/> (Equal Employment Opportunity Commission)
Ch. 51 Labor Management Relations

Take Away:

Oct 28: Zoom 2:00 pm
Employment II
Weekly Think 9: due Oct 31 Happy Halloween!

Take Away:

Oct 29: LAST DAY TO WITHDRAW

Nov 2: Zoom 2:00 pm
Employment II: Lecture and Slides
<https://www.eeoc.gov/> (Equal Employment Opportunity Commission)
Ch. 51 Labor Management Relations

Take Away:

Nov 4: Zoom 2:00 pm
Employment III: V-cast and Slides
<https://www.nlr.gov/> (National Labor Relations Board)
Ch. 51 Labor Management Relations
Weekly Think 10: due Nov.7

Take Away:

Nov 9: Zoom 2:00 pm
Employment III: V-cast and Slides
<https://www.nlr.gov/> (National Labor Relations Board)
Ch. 51 Labor Management Relations

Take Away:

Nov 11: Zoom 2:00 pm
Ethics and Social Responsibility: Lecture and Slides
Ch. 2 Corporate Social Responsibility and Business Ethics

Weekly Think 11: due Nov 14

Take Away:

Nov 16: Zoom 2:00 pm
Ethics and Social Responsibility: V-cast and Slides
Ch. 2 Corporate Social Responsibility and Business Ethics

Take Away:

Nov 18: Zoom 2:00 pm
Ethics and Social Responsibility
Weekly Think 12: due Nov 21

Take Away:

Nov 23: No Zoom Session- HAPPY THANKSGIVING

Nov 25: HAPPY THANKSGIVING

Nov 30: Zoom 2:00 pm
Discussion on Big Think

Dec 2: Zoom 2:00 pm
Discussion on Big Think
Last class session

Dec 7: Reading Day

Dec 9: Big Think Due- Upload to Oaks/HQ

Dec 15: Grades due to Registrar

YOU WILL HAVE UNTIL 11:00 p.m. on THURSDAY DEC. 9 (scheduled final exam date) TO TURN IN YOUR 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.