BLAW 306-Section 1
Fall 2022
CRN 14613
Law for Business Managers
3 Credit Hours
TR 1:40 Beatty 214
Dr. Roxane DeLaurell

Contact information: delaurerl@cofc.edu

Office Hours: 10:30-12,3-4 TR or by appointment w/zoom options. My office is JC Long 313.

Course material: All material will be provided on Oaks. There are chapters from an open source textbook 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. The syllabus also contains links to government sites that deal with workplace regulations.

How things will work:

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 communication 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. If you look on the righthand side of your Oaks/HQ there will be a list of events (the calendar): 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
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. Class time will be used for any questions, discussion and current material I share. Law is ever changing especially during these times as it responds to the pandemic and as managers you must be in compliance.

Attendance

I will take roll for the first two weeks to get to know you and to certify your attendance to the registrar. After that you can manage your time. I encourage students to attend as many classes as they can. As you will read below there are class sessions you should make an effort to attend as they can impact your grade.

Weekly Thinks

Each week, beginning with the second week of class, 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 opinion. 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 class 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 class session. It can be about the material, the discussion or anything covered in that session. 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 these steps, you will be given full credit, (100%). This will count for 10% of your final grade.

Participation
Due to student feedback I have decided to substitute for the final exam a participation grade that will cover the entire semester. There is no final exam. This is how this section will work: I have scheduled three manager roundtables for the semester where we will work together and in groups to solve a particular problem, you will get credit just for completing those (I will pick up a sheet with your signature on those days). If you complete all three roundtables you will get an 80% for this portion of your final grade. To improve on that 80%, you can participate in our daily discussions called WMNTK (What Managers Need to Know). In this segment I will update you on current cases and regulations impacting the workplace and we will discuss. Your participation in these discussions will be noted and can increase your participation grade based on their quality and frequency. Participation 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 class 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. Attend manager roundtables (three are scheduled),

7. Participate in WMNTK discussions, and

8. Check your email and Oaks regularly.

How you will be graded:

Final Grade 100% = 70% Weekly Thinks + 20% Participation + 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, 69-67 = D+
64-66 = D, 63-60 = D-
59 and below = F

What I ask of you:

Check your Oaks page regularly for all material for the course and for due dates and weekly think assignments. It will help you manage your time and schedule.

Read and listen to the material posted. We will have weekly class meetings. I will take roll only during the first weeks of class so that I can certify the roll. I encourage you to attend class regularly.

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. Good managers check email every day.

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 to the SNAP Office.

Schedule of Events: Class begins Tuesday August 23

Aug 23:

Introductions
Roll
Check out Oaks/HQ
Review Syllabus
Aug 25:
Roll
Law for Managers posted ppts.
Intro to the course.

Aug 30:
Roll
Agency I: v-cast and slides
Ch. 38 Relationship between Principal and Agent

Sep 1:
Agency I
Roll, Discussion

Weekly Think 1: due Sep 4

Sep 6:
Roll
Agency I
Ch. 38 Relationship between Principal and Agent

Take Away:

Sep 8:
Agency I
Roll, questions and discussion
Take away:

Weekly Think 2: due Sep 11

Sep 13:
Agency II: v-cast and slides
Ch. 39 Liability of Principal and Agent, Termination of Agency
Take Away:

Sep 15:
  Agency II
  Discussion
  Take away:

  **Weekly Think 3: due Sep 18**

Sep 20:
  Continue with Agency II
  Ch. 39 Liability of Principal and Agent, Termination of Agency
  Take Away:

Sep 22:
  Manager’s Roundtable 1

  **Weekly Think 4: due Sep 25**

Sep 27:
  Agency III Slides and v-cast
  Ch. 39 Liability of Principal and Agent, Termination of Agency
  Take Away:

Sep 29:
  Agency III
  Take Away:

  **Weekly Think 5: due Oct 2**

Oct 4:
  Agency III Slides and v-cast
  Ch. 39 Liability of Principal and Agent, Termination of Agency
Take Away:

Oct 6:
Agency III
Take away:

Weekly Think 6: due Oct 9

Oct 11:
Employment I: V-cast and Slides
https://www.dol.gov/agencies/whd (wage and hour division site)
Take Away:

Oct 13:
Employment I: V-cast and Slides
https://www.dol.gov/agencies/whd (wage and hour division site)

Take Away:

Weekly Think 7: due Oct 16

MIDTERM GRADES DUE

Oct 18:
Employment I: Lecture and Slides
https://www.dol.gov/agencies/whd (wage and hour division site)
Ch. 50 Employment Law

Take Away:

Oct 20:
Employment II: Lecture and Slides
https://www.eeoc.gov/ (Equal Employment Opportunity Commission)
Ch. 51 Labor Management Relations

Take Away:

Weekly Think 8: due Oct 23

Oct 25: Manager’s Roundtable 2
Employment II

Take away:

Oct 27: Employment II: Lecture and Slides
https://www.eeoc.gov/ (Equal Employment Opportunity Commission)
Ch. 51 Labor Management Relations

Take Away:

Weekly Think 9: due Oct 30

Oct 28: LAST DAY TO WITHDRAW

Nov 1: Employment III: V-cast and Slides
https://www.nlrb.gov/ (National Labor Relations Board)
Ch. 51 Labor Management Relations

Take Away:

Nov 3: Employment III: V-cast and Slides
https://www.nlrb.gov/ (National Labor Relations Board)
Ch. 51 Labor Management Relations

Take Away:

Weekly Think 10: due Nov 6
Nov 8: FALL BREAK

Nov 10: Ethics and Social Responsibility: Lecture and Slides
Ch. 2 Corporate Social Responsibility and Business Ethics

Take Away:

Nov 15: Manager’s Roundtable 3
Ethics and Social Responsibility: Lecture and Slides
Ch. 2 Corporate Social Responsibility and Business Ethics

Nov 17: Ethics and Social Responsibility: V-cast and Slides
Ch. 2 Corporate Social Responsibility and Business Ethics

Take away:
Weekly Think 11: due Nov 20

Nov 22: Ethics and Social Responsibility: Lecture and Slides
Ch. 2 Corporate Social Responsibility and Business Ethics

Take away:

Nov 24: THANKSGIVING

Nov 29:

Dec 1: LAST CLASS
Weekly Think 12: due Dec. 8

Dec 6: Reading Day
**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](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 gage 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.