

Course	HRMG 5700 – Employment Law Spring 2, 2008						
Instructor	Name: Marilyn Douglass Phone: (949) 632-6871 Email: Marilyn.Douglass@Tiffany.com						
Catalog Description	This course provides an overview of legal issues affecting human resources management. It focuses on the impact of law on individuals in organizations, recognition of legal problems, and the legal impact of human resource decisions. The course content includes laws, regulations, and court decisions covering labor management relations.						
Prerequisites	None						
Learning Outcomes	<p>Upon successful completion of this course, the student will be able to:</p> <ol style="list-style-type: none"> 1. Define, discuss, and differentiate important terminology, facts, concepts, principles, laws and legal theories relating to employment law. 2. Apply appropriate terminology, facts, concepts, principles, laws and legal theories when analyzing basic employment law problems. 3. Suggest appropriate solutions to basic employment law problems using the terminology, facts, concepts, principles, laws and legal theories taught in the course. 4. Evaluate the quality of their solutions against appropriate criteria. 5. Discuss the role of employment law in helping make decisions about human resources management problems. 						
Materials	<p>Text: Employment and Labor Law (6th Ed) Authors: Castagnera, James; Cihon, Patrick Publisher: Cengage ISBN: 0324649975</p> <p>Supplemental Readings: as assigned</p>						
Grading	<p>COURSE EVALUATIONS:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 80%;">Mid-term Exam</td> <td style="text-align: right;">25 %</td> </tr> <tr> <td>Final Project</td> <td style="text-align: right;">65%</td> </tr> <tr> <td>Discussion Topics & Research Paper</td> <td style="text-align: right;">10%</td> </tr> </table>	Mid-term Exam	25 %	Final Project	65%	Discussion Topics & Research Paper	10%
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<p>Activities</p>	<p>Week 1 - Meet with Instructor Read chapters 1 and 2</p> <p>Week 2- Read chapters 3, 4, 5</p> <p>Week 3- Read chapters 8, 9, 10</p> <p>Week 4- Meet with Instructor- Mid term exam Discuss topic for Final Project</p> <p>Week 5 - Read Chapters 12 and 13</p> <p>Week 6- Read chapters 15 and 16</p> <p>Week 7 - Read chapters 17 and 20</p> <p>Week 8- Review and prepare for Final Project</p> <p>Week 9- Final Exam</p>
<p>Policy Statements: University Policies</p>	<p>University policies are provided in the current course catalog and course schedules. They are also available on the university website. This class is governed by the university's published policies. The following policies are of particular interest:</p> <p>Academic Honesty The university is committed to high standards of academic honesty. Students will be held responsible for violations of these standards. Please refer to the university's academic honesty policies for a definition of academic dishonesty and potential disciplinary actions associated with it.</p> <p><u>Attendance Policy:</u> The University reserves the right to drop students who do not attend class the first week of the term/semester. Students are expected to attend all class sessions of every course. In the case of unavoidable absence, the student must contact the instructor directly. The instructor may give ample warning to the student and then recommend that the student withdraw from the course. The student is subject to appropriate academic penalty for incomplete or unacceptable makeup work, or for excessive or unexcused</p>

	<p>absences. Generally, a student who misses more than one four-hour course period (per course) without a documented military or medical excuse and advanced permission from the instructor should withdraw from the class.</p> <p>Drops and Withdrawals: Please be aware that, should you choose to drop or withdraw from this course, the date on which you notify the university of your decision will determine the amount of tuition refund you receive. Please refer to the university policies on drops and withdrawals (published elsewhere) to find out what the deadlines are for dropping a course with a full refund and for withdrawing from a course with a partial refund.</p> <p>Special Services: If you need accommodations for a disability, please let the instructor know at the beginning of the course so that they can be provided.</p> <p>Disturbances: Since every student is entitled to full participation in class without interruption, disruption of class by inconsiderate behavior is not acceptable. Students are expected to treat the instructor and other students with dignity and respect, especially in cases where a diversity of opinion arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course</p>
Course Policies	<p>ATTENDANCE POLICY Because of the extent of material to be covered in this nine-week class, it is important that you come well prepared. Students are responsible for all information given during the class instruction. <u>Absences will adversely affect your grade. Students absent for two or more classes will not receive a passing grade nor receive credit for the course.</u></p>
Term Research Paper/ Final Project	<p>Topics: Select one of the following Sexual Harassment in the Workplace, Precedent setting cases on discrimination and how they relate to current case law, Employment Contracts and workplace Torts</p> <p>Note: The written assignment should be in APA style, include references (a minimum 5 non-internet references (e.g. academic journals, book, professional publications) in addition to any internet resources they may use), and a bibliography. The assignment should show that the you clearly have the ability to conduct research, cite sources to support arguments and write in a coherent, organized fashion expected at the graduate level. Student may submit their term paper to the On-Line Writing Center in St. Louis by email and have a coach make suggestions/corrections. It is up to the student to allow sufficient time (generally 7-10 days) for this process to be utilized and still turn in the term paper on the assigned date.</p>

	<p>Each student must submit their term paper electronically to the Turn-It-In process, which requires a class ID, password and course description). This program is a learning tool for the student and will protect YOUR original work. The term paper will be checked for originality against 1.5 billion Internet pages in addition to a database of previously submitted student work. It is up to the student to allow sufficient time for this process to be utilized, making revisions if necessary/repeat submission and still turn in the term paper on the assigned date. Paper submissions are generally returned within 24 hours.</p>
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Your turn-it-in account is: Class ID #: _____

Password is: _____

URL is: www.turnitin.com Go to: "Create a User Profile" To register

Class web site:

<http://ereserves.webster.edu/coursepage.asp?cid=71>

Password:

The instructor without the notification or consent of the students may revise this syllabus.