

Course	HRMG 5700 – Employment Law
Term	Summer 2009
Instructor	Name: David Porter Phone: 816.875.4540 Email: porterg@webster.edu ; dporter@bullseyeleadership.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 resources decisions. The course content includes laws, regulations, and court decisions covering labor-management relations.
Prerequisites	None.
Course Level Learning Outcomes	Upon successful completion of this course, the student will be able to: <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	<i>Employment Law For Business, 6th edition, ISBN: 0073377635, Bennet-Alexander And Hartman, Publisher Prentice-Hall</i>

	The book may be obtained through MBS Direct Books at 1-800-325-3252 or www.mbsdirect.net.								
Grading	<p>Your course grade will be based on your scores on your examinations, papers, assignments, and your contributions to class discussions. These different components will be weighted as follows:</p> <table data-bbox="581 491 1133 667"> <tr> <td>A. Presentation</td> <td>30%</td> </tr> <tr> <td>B. Quizzes (3 @ 10%)</td> <td>30%</td> </tr> <tr> <td>C. Final</td> <td>30%</td> </tr> <tr> <td>D. Class participation/written evaluations</td> <td>10%</td> </tr> </table> <p>The GRADUATE catalog provides these guidelines and grading options:</p> <ul data-bbox="537 779 1430 1220" style="list-style-type: none"> • A/A- Superior graduate work • B+/B/B- Satisfactory graduate work • C Work that is barely adequate as graduate-level performance • CR Work that is performed as satisfactory graduate work (B- or better). A grade of "CR" is reserved for courses designated by a department, involving internships, a thesis, practicums, or specified courses. • F Work that is unsatisfactory • I Incomplete work • ZF An incomplete which was not completed within one year of the end of the course. ZF is treated the same as an F or NC for all cases involving G.P.A., academic warning, probation, and dismissal. • IP In progress • NR Not reported • W Withdrawn from the course 	A. Presentation	30%	B. Quizzes (3 @ 10%)	30%	C. Final	30%	D. Class participation/written evaluations	10%
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Activities	<p>Classes will include lectures, group exercises, and discussions of textbook materials, relevant cases and current events. Some group exercises may be completed during class, but most will be completed outside class. For all classes other than the first class, you are expected to have read the assigned chapters before class each week. This will enable you to participate in any exercises and to ask questions about material you didn't understand.</p> <p>There will be an individual presentation, an individual written diversity proposal and a final examination. The examinations will consist of short answer questions. The examinations will cover all of the assigned readings, even if the material was not discussed in class. In addition, you may be tested on information introduced in textbook materials, relevant cases and current events, but which is not covered in the textbook.</p>								
Policy Statements: University Policies	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:

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.

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.

Special Services

If you have registered as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor at the beginning of the course of the accommodations you will require in this class so that these can be provided.

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.

Student Assignments Retained

From time to time, student assignments or projects will be retained by The Department for the purpose of academic assessment. In every case, should the assignment or project be shared outside the academic Department, the student's name and all identifying information about that student will be redacted from the assignment or project.

Contact Hours for this Course

It is essential that all classes meet for the full instructional time as

	<p>scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, it must be rescheduled.</p>
<p>Course Policies</p>	<p>This syllabus may be revised at the discretion of the instructor without the prior notification or consent of the student. The schedule below presents an approximate expectation of course progress. The instructor reserves the right to add, delete, or modify any weeks of this schedule. Any changes will be announced during class.</p>
<p>Weekly Schedule</p>	<p>WEEK 1: (Read pp. 1-68;106-176) Introduction of course, syllabus and grading requirements. Distribution of reading assignments. Discussion of paper topics, class presentations/projects. Introduction to legal system and HR interaction with system.</p> <p>WEEK 2: (Read pp. 69-105) Discussion of reading assignment, class presentation topics due. Sign up for presentation dates.</p> <p>WEEK 3: (Read pp. 177-258) Discussion of reading assignment.</p> <p>WEEK 4: (Read pp. 259-405) Discussion of reading assignment.</p> <p>WEEK 5: (Read pp. 406-485) Discussion of reading assignment.</p> <p>WEEK 6: (Read pp. 486-586) Class Presentations. Discussion of reading assignment.</p> <p>WEEK 7: (Read pp. 587-643; 688-718) Class Presentations. Discussion of reading assignment.</p> <p>WEEK 8: (Read pp. 746-774) Class Presentations. Discussion of reading assignment.</p> <p>WEEK 9: Review and Final Exam. Course wrap up.</p>
<p>Additional Information</p>	