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| <b>Course</b>                         | <b>HRMG 5700 - Employment Law</b>   |
| <b>Term</b>                           | Spring 2, 2010, Mar 15 – May 15   |
| <b>Instructor</b>                     | Name: C.E. “Charlie” Brown<br>Phone: 501-985-1250 / 501-413-7260<br>Email: clintonbrown76@webster.edu or opacharliebrown@comcast.net  |
| <b>Catalog Description</b>            | 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.   |
| <b>Prerequisites</b>                  | Oral and written communication skills at the graduate level.  |
| <b>Course Level Learning Outcomes</b> | Upon successful completion of this course, the student will be able to:<br><ol style="list-style-type: none"> <li>1. Define, discuss, and differentiate important terminology, facts, concepts, principles, laws and legal theories relating to employment law.</li> <li>2. Apply appropriate terminology, facts, concepts, principles, laws and legal theories when analyzing basic employment law problems.</li> <li>3. Suggest appropriate solutions to basic employment law problems using the terminology, facts, concepts, principles, laws and legal theories taught in the course.</li> <li>4. Evaluate the quality of their solutions against appropriate criteria.</li> <li>5. Discuss the role of employment law in helping make decisions about human resources management problems.</li> </ol> |
| <b>Materials</b>                      | Employment Law For Business; 6 <sup>th</sup> Edition;<br>ISBN: 10:0-07-337763-5<br>Bennett-Alexander, & Hartman; McGraw-Hill<br><br>Access the Virtual Bookstore at <a href="http://bookstore.mbsdirect.net/WEBSTER.HTM">http://bookstore.mbsdirect.net/WEBSTER.HTM</a> or you can call MBS Direct at 800-325-3252.   |
| <b>Grading</b>                        | <b>Grading Scale</b><br>93-100 A 90-92 A- 87-89 B+ 83-86 B 80-82 B- 70-79 C 0-69 F<br><br><b>Course Requirements</b><br>The GRADUATE catalog provides these guidelines and grading options:<br>A/A– Superior graduate work<br>B+/B/B– Satisfactory graduate work<br>C Work that is barely adequate as graduate-level performance  |

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|   | <p>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.</p> <p>F Work that is unsatisfactory</p> <p>I Incomplete work</p> <p>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.</p> <p>IP In progress</p> <p>NR Not reported</p> <p>W Withdrawn from the course</p> <ul style="list-style-type: none"> <li>• Turning in late papers and/or assignments will result in a lower grade</li> <li>• Incompletes will rarely be given and only under dire circumstances</li> <li>• Total possible points = 600</li> <li>• Paper 150</li> <li>• Midterm-exam 150</li> <li>• Final Exam 150</li> <li>• Group exercise 100</li> <li>• Individual presentations 50</li> <li>• Specific requirements for papers and presentations will be given to each student at the beginning of the course</li> </ul> |
| <b>Activities</b>                             | Video clips, Class group case studies/problem solving, Group presentations  |
| <b>Policy Statements: University Policies</b> | <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>A 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 for this process to be utilized and still turn in the term paper on the assigned date. Go to <a href="http://www.webster.edu/acadaffairs/asp/wc/online.html">http://www.webster.edu/acadaffairs/asp/wc/online.html</a></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.

**Drops and Withdrawals**

Please beware 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, all students are expected to be in class and prepared to begin on time. All pagers, wireless phones, or other electronic devices must be turned off, or switched to vibrate, when you enter the classroom.

Disruption of class, whether by latecomers, noisy devices, or 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 scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, it must be rescheduled.

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| <p><b>Course Policies</b></p> | <p>Students will understand:</p> <ol style="list-style-type: none"> <li>1. The practice of employment law, including the roles of supervisors and managers in managing and implementing personnel policies affected by laws.</li> <li>2. Know the major legal issues that are involved in the process of human resource management.</li> <li>3. The importance and interrelated impact of human resources functions on organizational effectiveness;</li> <li>4. The impact of judicial decisions relating to human resources management; and,</li> <li>5. The evolving role of unions, including their efforts to emphasize employee rights in the face of privatization and other economics pressures</li> </ol> <p>You will still be responsible for completing the assigned exercises and papers on time. Late assignments will not be accepted except for emergency situations pre-approved by instructor. There will be two examinations, each covering about half of the material, which will consist primarily of multiple choice, short answer and essay questions. The examinations will cover all of the assigned textbook reading.</p> <p><b>INTEGRATIVE/SECONDARY RESEARCH PAPER:</b> You will be required to write a 15-20 page double-spaced paper on any approved topic in the field of Employment Law. The instructor must approve an outline of the paper. The paper should include a current literature review of the topic, including comprehensive secondary research from appropriate scientific, professional, and academic journals and publications. Some optional, extra credit assignments may also be given. Penalties will be given for late assignments.</p> |
| <p><b>Week 1:</b></p>         | <p>Read and be prepared to discuss the questions at end of each chapter</p> <ul style="list-style-type: none"> <li>• Introductions</li> <li>• Discuss course objectives, expectations, syllabus and major assignments</li> <li>• Make group assignments</li> </ul> <p>Read: Chapter 1: The Regulation of Employment;<br/>Chapter 2: Title VII of the Civil Rights Act of 1964<br/>Group Exercise<br/>Jack Cade's Nightmare</p>   |

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| <p><b>Week 2:</b></p> | <p>Read and be prepared to discuss the questions at end of each chapter</p> <ul style="list-style-type: none"> <li>• Chapter 3: Legal Construction of the Employment Environment</li> <li>• Chapter 4: Affirmative Action</li> <li>• Articles – Experiences Problem Solving Case Studies</li> </ul> <p>Topic for final paper due.</p> |
| <p><b>Week 3:</b></p> | <p>Read and be prepared to discuss the questions at end of each chapter</p> <ul style="list-style-type: none"> <li>• Chapter 5: Race &amp; Color Discrimination</li> <li>• Chapter 6: National Origin Discrimination</li> </ul> <p>Group Exercises – Problem Solving Case Studies</p>   |
| <p><b>Week 4:</b></p> | <p>Read and be prepared to discuss the questions at end of each chapter</p> <ul style="list-style-type: none"> <li>• Chapter 7: Gender Discrimination</li> <li>• Chapter 8: Sexual Harassment</li> </ul> <p>Group Exercises Problem Solving Case Studies</p>  |
| <p><b>Week 5:</b></p> | <p>Read and be prepared to discuss the questions at end of each chapter</p> <ul style="list-style-type: none"> <li>• Midterm Exam: Chapters 1-8</li> </ul> <p>Group Exercises Case Studies</p>  |
| <p><b>Week 6:</b></p> | <p>Read and be prepared to discuss the questions at end of each chapter</p> <ul style="list-style-type: none"> <li>• Chapter 9: Affinity Orientation Discrimination</li> <li>• Chapter 10: Religious Discrimination</li> </ul> <p>Group Exercises Case Studies</p>  |
| <p><b>Week 7:</b></p> | <p>Read and be prepared to discuss the questions at end of each chapter</p> <ul style="list-style-type: none"> <li>• Chapter 11: Age Discrimination</li> <li>• Chapter 12: Disability Discrimination</li> <li>• Group Exercises</li> <li>• Final Papers Due</li> </ul> <p>Individual/Group Presentations</p>                          |

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| <p><b>Week 8:</b></p>                | <p>Read and be prepared to discuss the questions at end of each chapter</p> <ul style="list-style-type: none"> <li>• Individual/Group Presentations</li> <li>• Group Exercises</li> <li>• Chapter 13: The Employee’s Right to Privacy and Management of Personal Information</li> <li>• Chapter 14: Labor Law</li> </ul> <p>Chapter 15: Employment Benefits and Protections</p>   |
| <p><b>Week 9:</b></p>                | <ul style="list-style-type: none"> <li>• FINAL EXAM<br/>Chapters 9 -15</li> <li>• Course Summary</li> </ul> <p>Complete Individual/Group Presentations if needed</p>  |
| <p><b>Additional Information</b></p> | <p><b><u>Specific Assignments</u></b></p> <ol style="list-style-type: none"> <li>1. Articles: Student should come to class prepared to discuss a topic related to employment law based on their research from a previous week. The assignment can include an article taken from a periodical, newspaper, Internet, or personal experience. If you are not required to present your specific topic in a given period you may carry it forward to the next time we meet.</li> <li>2. Field Study: This is an individual out of class assignment. The student should interview a professional human resources practitioner, attorney (Manager, or Directorate level preferred) familiar with or engaged in employment law/EEOC concepts. Develop your own interview guide. Person interviewed should be identified by name, company, specific job title, and a brief summary of their job responsibilities. Ensure you have the HR professionals’ permission to use either name and or organization.</li> </ol> <p>Write a brief summary (2/3 pages, double spaced) of your interview. Grading will be based on your ability to conduct the interview and capture relevant material in the field of human resources employment law.</p> <p>This paper will be due in week 4.</p> <p>Although not limited to the possible questions below here are question you may want to consider:</p> |

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|                    | <ol style="list-style-type: none"><li>1. Why did you choose to practice or work in employment law? If you had it to do again would you choose the same career path?</li><li>2. How would you define employment law?</li><li>3. What do you see as the biggest challenge for the human resource professional related to employment law in today's market?</li><li>4. Where do you envision the human resources liability hot spots to be in the future?</li><li>5. What are your views regarding EEOC?</li></ol><br><ol style="list-style-type: none"><li>3. Group Project: Students in the group setting will prepare and present a topic related to employment law. A topic should be selected by the group and presented to the instructor for approval not later than week two.</li><li>4. Final Paper: Refer to the Course Policies section of this syllabus for specific length of this paper. Instructor will provide specific guidance as to acceptable format and or style to be used.</li></ol> |
| <b>Approved by</b> | Michael Hostetler, Faculty Coordinator, Jan 28, 2010   |