

<b>Course</b>	HRMG 5700/71 Employment Law														
<b>Term</b>	Summer 1, 2008														
<b>Instructor</b>	Myrna L. Galligano; 321-459-1580; <a href="mailto:mgalligano@cfl.rr.com">mgalligano@cfl.rr.com</a> ; Office Hours: 30 minutes before class														
<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>	NONE														
<b>Course Level Learning Outcomes</b>	<p>Upon successful completion of this course, the student will be able to:</p> <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>	<p><b>REQUIRED TEXTS:</b>  <u>Employment Discrimination Law: A Manager's Guide</u>, David P. Twomey, ISBN 0-324-27130-1 (6<sup>th</sup> edition)  <i>The required textbook for this course is not available through the MBS Bookstore. This text is available at <a href="http://www.thomsonedu.com">www.thomsonedu.com</a> or <a href="http://www.amazon.com">www.amazon.com</a> by entering the ISBN number provided in the syllabus.</i></p> <p><b>SUGGESTED SUPPLEMENTAL READINGS:</b> Will be distributed to class by instructor</p>														
<b>Grading</b>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;"><b>COURSE REQUIREMENTS:</b></th> <th style="width: 40%;"><b>% OF GRADE</b></th> </tr> </thead> <tbody> <tr> <td><b>a. Mid Term Examination</b></td> <td style="text-align: center;"><b>25%</b></td> </tr> <tr> <td><b>b. Final Examination</b></td> <td style="text-align: center;"><b>30%</b></td> </tr> <tr> <td><b>c. Written Assignment (Case Answers)</b></td> <td style="text-align: center;"><b>25%</b></td> </tr> <tr> <td><b>d. Class Participation</b></td> <td style="text-align: center;"><b>10%</b></td> </tr> <tr> <td><b>e. Class Presentation</b></td> <td style="text-align: center;"><b>10%</b></td> </tr> </tbody> </table>			<b>COURSE REQUIREMENTS:</b>	<b>% OF GRADE</b>	<b>a. Mid Term Examination</b>	<b>25%</b>	<b>b. Final Examination</b>	<b>30%</b>	<b>c. Written Assignment (Case Answers)</b>	<b>25%</b>	<b>d. Class Participation</b>	<b>10%</b>	<b>e. Class Presentation</b>	<b>10%</b>
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Taking the numerical score from the formula above and converting it to the appropriate letter grade from the chart determine the student's letter grading for the course.

Letter Grade	Numerical Score
A	96-100% (4.0)
A-	91-95% (3.67)
B+	87-90% (3.33)
B	82-86% (3.0)
B-	78-81% (2.67)
C	70-77% (2.0)
F	69 & below (0)
I	Incomplete (0)
W	Withdraw

**Activities**

- **WRITTEN ASSIGNMENT:** Students will be required to read & answer questions regarding one case from the text. Answers to **ALL** questions (**not** the answer to each question) must be at least two pages, but no longer than five pages total in length, typewritten and double-spaced with standard margins. **DO NOT REPEAT THE QUESTIONS.** Neatness, correct spelling & grammar, following instructions, and writing clarity are important grading factors.
- **CLASS PRESENTATION ASSIGNMENT:** Students will also be required to locate a case relating to an employment or discrimination law from newspaper articles, other news sources or textbook sources. The student must read the case and make one class presentation summarizing the case, including the court where the case was decided, the employment or discrimination law involved, the case facts, the case issue, and the court reasoning & decision. In addition, the student must discuss one measure that the employer/company should take to prevent future litigation.
- **CLASS PARTICIPATION:** Students will participate in class discussion of material in text from assigned chapter.

<p><b>Policy Statements:</b></p> <p><b>University Policies</b></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><b>Academic Honesty</b></p> <p>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><b>Drops and Withdrawals</b></p> <p>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><b>Special Services</b></p> <p>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.</p> <p><b>Disturbances</b></p> <p>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>
<p><b>Course Policies</b></p>	<p>Attendance at all class sessions is expected.</p> <p>Late weekly write-ups and written case assignments will be accepted if prior arrangements have been made with the instructor, but will be given reduced points based upon the number of class sessions it is late.</p>
<p><b>Week 1 Schedule</b> <b>6/3/08</b></p>	<p><b>PREPARATION FOR CLASS: Read Chapter 1</b></p> <p><b>CLASSROOM DISCUSSION TOPICS: Chapter 1</b></p>
<p><b>Week 2 Schedule</b></p>	<p><b>PREPARATION FOR CLASS: Read Chapter 2</b></p> <p><b>CLASSROOM DISCUSSION TOPICS: Chapter 2 and Class</b></p>

<b>6/10/08</b>	<b>Presentations</b>
<b>Week 3 Schedule 6/17/08</b>	<b>NO CLASS</b>  <b>PREPARATION FOR CLASS ON 6/24/08: Read Chapters 3 &amp; 4; prepare class presentation and written assignment</b>
<b>Week 4 Schedule 6/24/08</b>	<b>PREPARATION FOR CLASS: Read Chapters 3 &amp; 4</b>  <b>CLASSROOM DISCUSSION TOPICS: Chapters 3 &amp; 4, Class Presentations and Review for Mid-Term Examination</b>
<b>Week 5 Schedule 7/1/08</b>	<b>PREPARATION FOR CLASS: Study for Mid-Term Examination</b>  <b>CLASSROOM DISCUSSION TOPICS: Mid-Term Examination</b>
<b>Week 6 Schedule 7/8/08</b>	<b>PREPARATION FOR CLASS: Read Chapter 5</b>  <b>CLASSROOM DISCUSSION TOPICS: Chapter 5 and Class Presentations</b>
<b>Week 7 Schedule 7/15/08</b>	<b>PREPARATION FOR CLASS: Read Chapter 6</b>  <b>CLASSROOM DISCUSSION TOPICS: Chapter 6 and Class Presentations</b>
<b>Week 8 Schedule 7/22/08</b>	<b>PREPARATION FOR CLASS: Read Chapter 7</b>  <b>CLASSROOM DISCUSSION TOPICS: Chapter 7, Submit Answers to Case Questions and Review for Final Examination</b>
<b>Week 9 Schedule 7/29/08</b>	<b>PREPARATION FOR CLASS: Study for Final Examination</b>  <b>CLASSROOM DISCUSSION TOPICS: Final Examination</b>

**PURCHASING TEXTBOOKS**--Most textbooks can be purchased through **MBS Direct**. Check the syllabus for textbook information. Give MBS Direct the campus location (for the purpose of ordering books the campus is **Space Coast Campus**, course name, number and section number (i.e. Space Coast Campus, COMP5000/64) and most important, the **title, author, edition, and ISBN** of the book you are ordering. MBS Direct will buy back your book at the end of the term should you elect not to retain it as a reference book. Order by phone or online. Orders should be placed no earlier than 4 weeks prior to the start of the term.

**MBS Direct:** 1-800-325-3252  
[www.mbsdirect.net/webster](http://www.mbsdirect.net/webster)  
Monday-Thursday 7am-10pm(Central Time)

MBS Direct Website is

Friday 7am-6pm (Central Time)  
Saturday 8am-5pm (Central Time)  
Sunday noon-4pm (Central Time)

In order to meet the course objectives this syllabus may be modified at the discretion of the instructor without approval of the students.

**Original approved by:**

Dr. Calvin D. Fowler Academic Dean Space Coast Region,

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