

Department of Business Administration
Business 271-3001 - Employment Law Syllabus
Spring 2012

Professor: Glynda White, J.D.
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Course Title: BUS 271
Class Meeting Days/Times: Monday – 11:00 a.m. – 1:50 p.m.

SYNOPSIS OF COURSE CONTENT:

Employment /Labor Law will introduce to students, employment laws that have a substantial impact on business and the workforce environment. The course will focus on actual cases that have occurred in the regulatory environment of the employment relationship. Lastly, this course will present to students a frame work for becoming productive and effective employers and employees in the workplace.

COURSE DESCRIPTION

The Study of federal and state labor law and employment law and how it impacts employers, employees and the business environment.

CULTURAL COMPETENCE/DIVERSITY:

As we stand at the beginning of a new century, the nation's population continues to become more diverse. As a society we must face up to this and do more than talk about issues of cultural diversity and differences among us. We must take action. We are inextricably woven into each other's lives. If business and society are to continue, it must understand, appreciate, and embrace this interconnectedness.

REQUIRED TEXT:

Employment Law for Business, Sixth Edition, Alexander Bennett, Down D. Hartman, Laura P. Published by Irwin McGraw-Hill.

EVALUATION:

- | | |
|-----------------------------------|-----|
| 1. Legal Case Class Presentations | 20% |
| 2. Film Critique | 20% |
| 3. Mid-Term | 20% |
| 4. Legal Project/Moot Court | 20% |
| 5. Final Exam | 20% |

Note: This professor does not use the plus (+) or minus (-) in grading.

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COURSE REQUIREMENTS:

Coursework/assignments will come primarily from the textbook. Other course assignments will be selected by the professor from supplemental resources.

EXAMINATIONS:

One mid-term exam and a final exam. Employment Law exams are essay examinations. This includes, but not limited to traditional essay, short answer, legal terminology, concepts, and case analysis.

LIBRARY ASSIGNMENTS AND REQUIRED READING MATERIAL:

Library reading assignments are in Building I library. Students will be required to read these library reading assignments.

READING MATERIAL:

- A. Loss for Whistle Blowers
- B. Employment – At – Will Doctrine
- C. Labor Article – The Prosecution and Persecution of Ron Carey

COURSE OBJECTIVES/OUTCOMES:

- To develop an understanding and appreciation of the law and its functions;
- To help students understand employment law and its importance as they enter the business world;
- To help assist students with developing effective and productive employer/employee work relationships;
- To make students aware of employment/labor law that has a direct impact on the employment environment;
- To help students develop critical thinking and analysis skills;
- To introduce to students the concept of “Cultural Competency”.

CHAPTERS TO BE COVERED (Students are required to study and be prepared to cover one chapter per week):

- A. The Regulation of Employment, Chapters 1-2.
- B. Regulation of Discrimination in Employment, Chapters 3-9.
- C. Regulation of Employment Environment, Chapters 13-14.
- D. Lecture Material.

GUEST LECTURE:

The class will present to students guest lecturers/speakers when time permits. Guest lecturers will be presented in class when subject matter is relevant to guest who has expertise, knowledge, and experiences that will enhance students learning experience.

TEACHING AND LEARNING THROUGH MEDIA:

Business and Employment films will be presented to students to enhance creative and critical thinking. Class discussions and interaction will follow.

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ATTENDANCE POLICY:

Each student will be expected to be in class for all regularly scheduled meetings. Students are responsible for all coursework whether in class or absent. Late assignments are not accepted. A student's schedule is considered a contract and constitutes a series of obligated appointments. A contract demands full performance by all parties. Attendance is required four (4) absences from class will lower your grade by one letter grade.

TARDINESS:

It is the professor's position that students should be timely for class sessions. Therefore, students are strongly encouraged to be on time for class. Continuous, systematic tardiness by any student will result in a consultation with the professor to evaluate your commitment to the course. Excessive tardiness will have a negative effect on students' grades.

SAFETY PROCEDURES:

Safety procedures are posted in all classrooms for students to read.

SECTION 504-REHABILITATION ACT OF 1973:

If you have a documented disability that may require assistance, please see statement under ADA section.

ACADEMIC INTEGRITY:

Scholastic dishonesty will not be tolerated and will be prosecuted to the fullest extent. You are expected to have read and understood the current issue of the student handbook (published by Student Services) regarding student responsibilities and rights, and the intellectual property policy, for information about procedures and about what constitutes acceptable on-campus behavior.

ADA STATEMENT:

Students with medical, psychological, learning or other disabilities desiring academic adjustments, accommodations or auxiliary aids will need to contact a Campus Disability Resource Center – Cheyenne 651-4045, Charleston 651-5732, and Henderson 651-3125.

TUTORIAL SERVICES:

Students are entitled to 12 hours free tutoring per semester. For appointment call Cheyenne 651-4232, Charleston 651-5732, Henderson 651-3125.

Students will not leave the classroom while taking an exam without permission from the professor.

Students will not be permitted to take an exam if they arrive for class ten minutes or more after the exam has commenced.

RECORDING IN CLASS:

All recording in class is for personal use of the individual student only. Any replaying or copying of this for other purposes is hereby prohibited. All rights are reserved by the Professor and shall not be taken out of the context of the College Course at hand. This is a privilege not a right and is therefore revocable at any time should it be misused or abused in any fashion. Recording is with requested permission of the Professor only and with prior agreement to the above statement.

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USE OF CELL PHONES AND TEXT MESSAGING:

All Cell Phones and Text Messaging shall be restricted to before and after class. All phones should be set on silent/vibrate. The Professor reserves the right to restrict all use of cell phones. Students will be required to leave class should this become a problem. Cell phone use and texting during class are prohibited.

EXITING THE CLASSROOM – REVOLVING DOOR:

The classroom is not a revolving door. Continuous exiting and re-entering the classroom is not tolerated. Students who exit and re-enter the classroom excessively will be asked to leave class and schedule a conference with this professor.

CLASS ASSIGNMENTS AND PARTICIPATION:

Students will be assigned case problems and fact patterns to work on and resolve during class. Each student will have a partner in which to work on the assignment. This will be done randomly by the professor as the class discusses certain subjects and areas in Employment Law. Moreover, students will be required to select a court case, read it, brief it and present said case during class for discussion.

COURSE REQUIREMENT/COLLEGE LEVEL AND QUALITY COURSEWORK:

Course assignments that are submitted below college level standards and in improper formats will not be accepted for grading by this professor. Quality is defined as: A level of or degree of excellence. Written assignments must demonstrate critical thought and analysis when responding to questions and discussion. Students must give substantial effort to course assignments. And assignments appearances must reflect a level of high quality.

COURSE WITHDRAWAL:

This professor does not give “W” for a class grade. Students must withdraw from the class at Admissions and Records.

MAKEUP EXAMS/ASSIGNMENTS:

All assignments and exams are due on dates assigned. Late assignments or make-up exams are not accepted without prior understanding or arrangement with the professor.

Extra credit work may be assigned at the discretion of the professor where assignments are relevant and educationally motivating. This is not part of the required class/course assignments.

Supplemental or additional information or material is subject to become an addendum to this syllabus if deemed necessary or if relevant at the discretion of the professor. Information contained in this syllabus may be subject to change with advance notice, as deemed appropriate by the professor.

NOTE:

***Please turn off all pagers and cellular phones Prior to entering class.**

***No food permitted in the classroom.**

***Disrespect, rudeness, and discourtesy are not tolerated in this class.**

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***Sleeping in this class in not tolerated.**

Research days will be assigned by the professor for outside coursework if required.

Additional reading material may be assigned at the discretion of the professor.

Students are expected to be prepared for class at each class meeting.

Office hours are posted outside of the professor's office door.

Students who discontinue attending class before the end of the semester and do not officially withdraw from the course will receive a grade of F.

Failure to take the final exam on the exam date, without prior discussion with the professor, is an automatic failure of the course.

Media presentations will be shown during class on selected subjects that relate to the employment environment. This will promote class discussion from a more visual and practical perspective.

Students will need to purchase a green exam book for the mid-term and final exam. (Building B Bookstore). This professor will explain and discuss with students during class.

Caveat: Additional course material is subject to incorporation into the syllabus if deemed relevant.

DISRUPTIVE AND ABUSIVE BEHAVIOR:

Students are expected to conduct themselves in a professional manner in the classroom, on campus and through electronic media at all times. Disruptive and abusive conduct will not be tolerated. Students who fail to adhere to behavioral standards may be subject to discipline per CSN's Disruptive and Abusive Student policy. A copy of the complete Student Conduct Code and Disruptive and Abusive Student Policy is available for review on the CSN web page.

CSN Policies and Services:

Students' Rights and Responsibilities pertaining to CSN policies and services are found at <http://www.csn.edu/pages/600.asp>

INSTRUCTIONS RE LATE PROFESSOR:

Students are required by policy to wait fifteen minutes after the scheduled class time for the professor. The professor is given this grace period for the class before it is officially determined that the professor is late and class is cancelled.