

Framingham State University

Syllabus 2019 Summer

- COURSE:** MGMT 215
LEGAL ENVIRONMENT OF BUSINESS
- CONTACT INFO:** Konrad Jamro
Email: kjamro@umassd.edu
- CLASS HOURS:** Monday-Friday
- OFFICE HOURS:** Before class by appointment. Please feel free to contact me by email
- REQUIRED TEXT:** Cross & Miller, *The Legal Environment of Business*, 10th Edition
(ISBN-13:978-1-305-96730-40)

COURSE DESCRIPTION:

Legal Environment of Business: A study of the interrelationships among business, government, and society as reflected in the legal system in which firms operate. In addition to examining specific laws and legal issues, such as business transactions, employer-employee relations, government regulation and consumer law, students become familiar with ways in which laws develop and change.

LEARNING OUTCOMES:

1. Students will develop an understanding of the law;
2. Students will become familiar with appropriate legal resources;
3. Students will become knowledgeable about the body of law that impacts business;
4. Students will be able to utilize the relevant body of law to analyze and resolve issues; and
5. Students will develop analytical and decision-making skills to be applied in a business setting.

Caveat: This is a management course, not a law school offering. The purpose of the course is to provide students with an awareness of the legal and regulatory issues that arise in business. The course is NOT designed to provide or constitute legal training or advice.

COURSE SCHEDULE:

WEEK	TOPIC	READING
1 (JULY 8-12)	Introduction; Court System	1, 2
1 (JULY 8-13)	Court Procedures; Constitutional Law	3, 4
1 (JULY 8-14)	Administrative Law; Criminal Law	23, 10
2 (JULY 15-19)	International Law	11
2 (JULY 15-19)	Contracts	12, 13, 14
2 (JULY 15-19)	Tort Law; Strict Liability	6, 7
3 (JULY 22-26)	Intellectual Property; Consumer Protection	8, 24
3 (JULY 22-26)	Environmental Law	25
3 (JULY 22-26)	Business Organizations	16, 17
4 (JULY 29-AUGUST 2)	Corporations; Investor Protection	18, 28
4 (JULY 29-AUGUST 2)	Agency; Employment Law	19, 20
5 (AUGUST 5-9)	Employment Discrimination; Labor Law	21, 22
5 (AUGUST 5-9)	Land Use Law; Creditor-Debtor Relations	26, 15
	<i>FINAL EXAM</i>	

TEACHING METHODS:

I will use a variety of learning approaches. The approaches are designed to create an active learning environment where students engage in applied learning. The focus of the course is on understanding the legal environment of business with an emphasis on critical thinking and preparation. A variety of teaching strategies will be employed such as lectures, self-assessments, listening/visual observation, peer review, team activities, and video recording of presentations.

HOW TO CONTACT ME:

My email address is jim.freedman@gmail.com. Students must communicate using email.

If you are unable to attend class, you must notify me by email before class on the day of the absence. Please identify the class date and explanation for absence. Any assignments that are due that date must be submitted by email by 5:00pm in order to receive credit for the assignment.

Students have full responsibility for the course content and assignment deadlines. Please contact me with any concerns you have about your academic performance.

COURSE ASSESSMENT/GRADING WEIGHTS:

Written Assignments

20%

Oral Assignments	30%
Reading Assignments	10%
Final Oral Presentation & Paper	20%
Attendance & class participation	20%

Points	Value	Scale	Points	Value	Scale	Points	Value	Scale
95-100	4.0	A	80-82	2.7	B-	67-69	1.3	D+
90-94	3.7	A-	77-79	2.3	C+	63-66	1.0	D+
87-89	3.3	B+	73-76	2.0	C	60-62	0.7	D-
83-86	3.0	B	70- 72	1.7	C-	below 59	0.0	F

You can expect to have 2 hours of work outside the classroom for each hour of class time. It is important that all assignments be completed on time, in professional form, with proper citations (if needed) and free of errors (e.g., spelling). All written work must be typewritten in APA format. Handwritten work will not be accepted. **Late work will not be accepted. There will be no make-up for missed video recordings.**

CLASS HOURS and COURSE EXPECTATIONS

For our accreditation, it is essential that all Framingham State University (FSU) credit courses follow the Federal Definition of credit hour: for every one hour of classroom or direct faculty instruction, a minimum of two hours of out-of-class student work is required. Since the summer China courses meet for two contact hours daily (10 contact hours of classroom time weekly), the expectation is that students spend 20 hours per week doing out-of-class work. For the five week 4-credit course, this reflects 50 hours of classroom time and 100 hours of out-of-class time since the credit hour is defined as 50 minutes.

ATTENDANCE GRADE:

Failure to attend and contribute to the classroom environment significantly reduces the quality of the educational experience for everyone in the classroom. As a result, absences will impact the quality of performance and your final grade. The maximum allowed excused absences is 2. Arriving late or leaving early without speaking with the instructor may be considered an unexcused absence. For every 3 absences, your attendance grade is reduced by 1 letter grade. If you will be absent due to religious observances or personal reasons, notify the instructor in writing as early as possible in the semester and always prior to the day you will be absent. If you need to be absent due to an emergency, notify the instructor in writing as soon as possible before class.

NOTE: Students are responsible for all material covered when they miss a class.

PARTICIPATION IN CLASS:

Students are expected to fully participate in the class. Participation includes coming prepared to class with any readings and homework completed and being ready for discussion or activity. (Completion of homework in class is unacceptable.) Contributing to discussions, asking and answering questions, and performing tasks are the norm, not the exception. ***NOTE: Being disruptive to the class discussion, such as interrupting someone speaking, or speaking out of turn will have a negative impact on your grade.***

CELL PHONE (AND OTHER DEVICES) POLICY:

This is a class on the Legal Environment of Business. One cannot engage in class when engaged with others via electronic devices. While in class, students are expected to have their phones, iPads, laptops, and other electronic devices turned off. If we have an activity that requires the use of such devices, I will let you know. Checking email, surfing the web, or doing any other non-class activity during class time will result in a deduction of points on class participation and attendance

OTHER POLICIES:

Spelling and grammar always count! Whenever you speak or write professionally, you need to use the communication and grammatical skills that you have been taught throughout your education. This includes during class time.

Professional Learning Environment Policy:

A tolerant and unbiased atmosphere for learning requires that one must conduct him/herself in an appropriate, professional manner. Any activity that disturbs the learning environment will be addressed. It is crucial to the success of all students that a quiet, professional atmosphere be maintained. A student may be dropped from the course due to inappropriate behavior.

Academic Integrity and Honesty:

Integrity is essential to academic life. Consequently, students who enroll at Framingham State University agree to maintain high standards of academic honesty and scholarly practice. They shall be responsible for familiarizing themselves with the published policies and procedures regarding academic honesty.

Students are encouraged to discuss the course material with one another and form study groups to prepare for the quizzes and exams. However, collaboration on individual assignments (homework, quizzes, and exams) is not allowed and will be handled in accordance with FSU's [academic honesty policy](#).

Plagiarism and cheating are serious breaches of academic honesty. In general, **plagiarism** is defined as the presentation of someone else's work in whatever form: copyrighted material, notes, film, art work, reports, statistics, bibliographies, and the like, as one's own, and failing to acknowledge the true source. Quoting word-for-word, or almost so, or using the argumentation of another source without acknowledging this dependence also constitutes plagiarism.

Cheating is defined as the giving or attempting to give or to receive unauthorized information or assistance during an examination or in completing an assigned project. Submission of a single work for two separate courses without the permission of the instructors involved is also a form of cheating. If you are unsure whether a specific course of action would constitute plagiarism or cheating, you should consult with your instructor in advance.

Penalties for plagiarism and cheating vary with the degree of the offense and may take the form of the following academic sanctions:

- Grade of F for the work in question
- Grade of F for the course
- Notification of the department chair and/or Academic Dean of the College and/or Provost of the student's misconduct
- Recommendation that the student be suspended or dismissed from the College.

Academic honesty is critical and speaks to a student's ethical standards. Ethics in business are important and considered a measuring stick of a person's integrity, maturity, and character.

Academic honesty requires but is not limited to the following practices: appropriately citing all published and unpublished sources, whether quoted, paraphrased, or otherwise expressed, in all of the student's oral and written, technical, and artistic work; observing the policies regarding the use of technical facilities.

Infractions of the Policy on Academic Honesty include, but are not limited to:

1. Plagiarism: claiming as one's own work the published or unpublished literal or paraphrased work of another. It should be recognized that plagiarism is not only academically dishonest but also illegal.
2. Cheating on exams, tests, quizzes, assignments, and papers, including the giving or acceptance of these materials and other sources of information without the permission of the instructor(s).
3. Unauthorized collaboration with other individuals in the preparation of course assignments.
4. Submitting without authorization the same assignment for credit in more than one course.
5. Use of dishonest procedures in computer, laboratory, studio, or field work.
Further clarification on academic honesty will be provided, when appropriate, in individual courses.
6. Misuse of the University's technical facilities (computer machinery, laboratories, media equipment, etc.), either maliciously or for personal gain. Examples include but are not necessarily limited to:
 - a) Accessing the private files of another person or agency without express permission.
 - b) The unauthorized use of technical facilities for purposes not connected with academic pursuits. When evidence indicates that a student has improperly used a technical facility, an appropriate supervisor (faculty or staff member) may take appropriate action reflecting the seriousness of the infraction, ranging from a verbal warning to, but not beyond, denial of use of the facility. If coursework may have been plagiarized, the supervisor will also inform all concerned faculty members, who may take action as described in the procedures for handling cases of alleged infractions of academic honesty.
7. Falsification of forms used to document the academic record and to conduct the academic business of the University

For more information about Academic Regulations at Framingham State, please see pages 28 -46 of the [Framingham State University Undergraduate Catalog 2018-2019](#).

FSU Notice of Non-Discrimination and Diversity

Framingham State University is committed to a policy of non-discrimination, equal opportunity, diversity, and affirmative action. The University is dedicated to providing educational, working, and living environments that value the diverse backgrounds of all people. Furthermore, the

Massachusetts Civil Rights Act ("MCRA," M.G.L. c. 12, §§ 11H, 11I, 11J) protects the rights of all residents of and visitors to Massachusetts to be free from bias-motivated threats, intimidation, and coercion that interfere with their civil rights. The MCRA protects the right to attend school, live peacefully, and enjoy other basic rights.

U.S. Copyright Law

This course website may contain copyrighted materials that are used in compliance with the U.S. Copyright Law. Under that law, materials may not be saved to your computer, revised, copied, or distributed without permission. They are to be used in support of instructional activity as part of this course only and shall be limited to the duration of the course, unless otherwise specified by the instructor or owner of the material. You may only download or print materials at the direction of your instructor who knows which materials are copyrighted and which are not.

CLASSROOM ETIQUETTE

- Please arrive at class on time or before the starting time. Attend each class. If you must miss class, inform your instructor ahead of time by e-mail.
- Come to class prepared for the work to be done and in a positive frame of mind so that you are ready to learn. Complete readings and other assignments on time. Bring all necessary course materials such as paper, pencil, required books, handouts, and notes.
- Be courteous and positive in your classroom behavior. Show respect for all class members.
- When responding to classroom questions, please do not interrupt a fellow student or the instructor. Take your turn. When you respond to another student's comment, acknowledge the other's position.
- Please turn off all electronics during class.
- All feedback is expected to be sensitive and meaningful. Remember to value your peers as you offer comments designed to enhance their work and skills.
- Most of all, keep in touch with the class syllabus, the instructor, and your classmates. You will do better when you feel you are a real part of the class.

- Any student who disrupts the learning environment of the class will be marked absent for the day.

ABOUT YOUR INSTRUCTOR:

James M. Freedman specializes in the development for high potential leaders in multi-cultural environments. With extensive experience in Korea, China, and the Philippines, Jim has a unique perspective on helping leaders become more effective communicators in global organizations. He has been a guest lecturer on leading multi-cultural organizations at Zhejiang University in Hangzhou, China and both Nanjing University, and Nanjing Normal University in Nanjing, China, and effective communication at the University of International Business and Economics in Beijing, China.

Jim was the Vice President of Global Leadership Development for Fresenius Medical Care, the global leader in renal therapy, with over 125,000 employees worldwide. He most recently was responsible for leadership development in the Asia-Pacific region developing the next generation of leaders for that rapidly expanding region. He is a recipient of the Van Fleet Award for his service to the Republic of Korea. With an MBA from Bentley University, an undergraduate degree from Holy Cross and his international service as a Peace Corps Volunteer, Jim brings an unusually broad set of experiences to his work.