Welcome to BA5900 – Law, Ethics and Business, a business law course designed for graduate students. If you have never had a law class before, this course will provide some background by introducing you to the American legal system and fundamental concepts in the structure of our federal government, Constitutional principles, etc. If you have taken other law classes at the undergraduate level, some of the material in this course will be familiar to you, but we look at legal issues through a managerial lens.

About Me - Elizabeth Grimm-Howell, J.D.

Instructor Contact information: grimmhowelle@umsl.edu

Zoom Class Hours: Tuesdays from 7:00 PM – 9:00 PM
(all Zoom lectures are OPTIONAL and recorded for those who cannot attend)
Virtual Office Hours: weekly on Fridays (time TBA) and by appointment
In-Person Office Hours: NONE for Summer 2021 due to coronavirus concerns

My goals in teaching this course are to help you learn to identify and assess the risks of certain legal issues that arise in many types of business situations and to develop your skill in thinking about legal risks from a management perspective. I think you will find the topics both interesting and applicable to real life. Since I am an attorney licensed to practice law in Missouri, I do need to stress that nothing in this course is intended to constitute legal advice, and the course is not designed to prepare you to handle legal situations yourself in lieu of obtaining legal representation or to substitute for the assistance of an attorney. Also, as a faculty member, I am prohibited by professional ethics and university policy from representing any of my students as clients and therefore cannot give anyone specific legal advice. Please do not rely on the information presented in this course in lieu of obtaining a professional legal opinion from an attorney familiar with the facts of your specific situation.

About this course:

Required text:

Managers and the Legal Environment, 9th edition, by Cynthia Bagley
(Cengage) – E-book with AutoAccess from Triton Bookstore
Time Requirements:
If this course were offered on campus, you would spend almost 5 hours/week in class plus travel time. The online version is no different in terms of expectations for your involvement. This is an active online course that requires 3+ hours of your time each week in addition to the time it takes you to read the required materials and complete the assignments. That means that you need to plan to spend a minimum of 6 hours every week on activities related to this course.

Technology Requirements:
As a student in an online course, you are expected to have reliable internet access almost every day. If you have computing problems, it is your responsibility to address them. Problems with your computer or other technology issues are not an excuse for delays in meeting expectations and missed deadlines for the course. If you have a problem, get help in solving it immediately. At a minimum, you will need the following software/hardware to participate in this course:

1. Computer with an updated operating system (e.g. Windows, Mac, Linux)
2. Updated Internet browsers (Apple Safari, Internet Explorer, Google Chrome, Mozilla Firefox)
3. Ability to navigate Canvas (Learning Management System)
4. Minimum Processor Speed of 1 GHz or higher recommended.
5. DSL or Cable Internet connection or a connection speed no less than 6 Mbps.
6. Media player such as VLC Media Player.
7. Adobe Flash player (free)
8. Adobe Reader or alternative PDF reader (free)
9. A webcam and/or microphone is highly recommended.

Course Description:
Analysis of the relationship between law and business with emphasis on the ability of, and extent to which, governments regulate business activities. Topics covered include the employer-employee relationship, protection of consumers, antitrust regulation, and securities law. Also discussed are ethical issues confronting management of the modern business enterprises.

Learning Goals of the Course: This course is designed to give you a better understanding of the legal environment in which business operates today. The primary goal is to equip you with the knowledge to spot legal issues in all of the areas in which they arise. You will consider the ethical as well as legal aspects of managerial decision making and practice problem solving with the needs of all stakeholders in mind. You will also understand and evaluate the risks and liabilities attached to legal non-compliance and be able to determine when professional legal advice is needed.

How to Succeed in This Course

I believe that one of the strengths I bring to teaching this course is my experience of years spent giving legal advice to small businesses. Therefore, I want to share some of those experiences and insights as we discuss the topics in this course. The best way for me to do that in an organized and meaningful fashion is through lectures. I will present those lectures and slides on Zoom on TUESDAY evenings from 7:00 – 9:00 PM. I will
post links to the recordings of the Zoom lectures in Announcements. The corresponding deck of PowerPoint slides will be posted under “Files”.

In addition to time spent reading the chapters in the e-book, you should expect to spend 3 or more hours per week viewing Zoom lectures with accompanying slides, commenting in discussion forums, and doing homework. This course also has a mid-term exam and a final exam, both of which you will take online.

Assessment/Grading

How Points Will Be Earned in the Course:

- **Homework** (4 assignments x 25 pts) = 100 pts
- **Discussions** (4 assignments x 15 pts) = 60 pts
- **Exams** (2 x 120 pts) = 240 pts.

**TOTAL POINTS AVAILABLE = 400**

Feedback and Grading Timeline: Graded assignments in this course, as noted above, consist of discussions, homework, and exams.
- **Discussion** board grades will be returned, with rubric feedback, within a week of the discussion due date.
- **Homework** assignments may take longer to grade due to the size of our section.
- **Exams** will give you your score on objective questions as soon as you finish; grading essay questions will take me a few days longer. You can find your grades for all graded assignments under the “Grades” button in Canvas.

Online Discussion Protocol

When you are commenting on a posted Discussion topic, please remember that you are writing for an academic audience in a professional setting. The following are some guidelines to follow when posting comments for a graded Discussion.

- Please maintain a [positive work and learning environment](#) through your participation in the course, as outlined in the *UM Collected Rules & Regulations, 330.080*
- Please distribute your discussion postings evenly throughout the week.
- Please confine your postings to a minimum of three sentences, or one short paragraph, and a maximum of two paragraphs.
- Use proper punctuation, spelling and grammar.
- Avoid short one-word postings, for instance, “I agree,” unless you support them with statements from the readings or prior knowledge (work and life experience).
- Stay focused on the topic.
- Ask questions; challenge other postings that lack supporting evidence or present incorrect information.
Encourage further discussion from fellow students by building on current threads.
Check your postings for responses from others and respond in kind.
Use proper “netiquette” as discussed below.

Online Class “Netiquette”/Behavior

Be self-reflective before you post an emotional response in a Discussion and reread what you have written to be sure it is positive. Think of your comments as printed in the newspaper. Your online comments will be seen, heard and remembered by others in the class.

Use effective communication.
  - Avoid the use of all caps or multiple punctuation elements (!!!, ??? etc.).
  - Be polite, understate rather than overstate your point, and use positive language.
  - If you are using acronyms, jargon or uncommon terms, be sure to explain them so everyone can understand and participate in the discussion.

Ask for clarification to a point if you feel emotional from a classmate’s post. It is likely that you misunderstood his/her point. This strategy will also help you step away from the intensity of the moment to allow for more reflection.

Sign your name. It is easier to build a classroom community when you know to whom you are responding.

Foster community. Share your great ideas and contribute to ongoing discussions. Consider each comment you make as one that is adding to, or detracting from, a positive learning environment for you and your classmates.

Be constructive. You can challenge ideas and the course content, but you should avoid becoming negative online. When you disagree politely, you stimulate and encourage great discussion. You also maintain positive relationships with others with whom you may disagree on a certain point.

Keep the conversation on topic by responding to questions, adding thoughtful comments about the topics at hand. Online dialogue is like conversation. If there is a certain dialogue going on, please add to it, but if you have something new to say, please post it in another thread.

Define your terms. When using acronyms or terms that are particular to your field (or new to our course), please define them for others.
*How Discussion Comments are Graded [Rubric]:

### Online Discussion Rubric
(Two Criteria)

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Exceeds Expectations</th>
<th>Meets Expectations</th>
<th>Developing</th>
<th>Needs Improvement</th>
<th>Missing</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Original Post</strong></td>
<td></td>
<td></td>
<td>8 pts.</td>
<td>5 pt.</td>
<td>0 pt.</td>
</tr>
<tr>
<td></td>
<td>11 pts. Anayzes, synthesizes and evaluates</td>
<td>Incorporates readings well into responses, demonstrating excellent understanding.</td>
<td>Repeats basic correct information related to discussion but does not extend conversation or critically analyze course content.</td>
<td>No clear evidence of understanding or even completing readings.</td>
<td>No postings throughout the week.</td>
</tr>
<tr>
<td></td>
<td>Incorporates readings well into responses, demonstrating excellent understanding.</td>
<td>Asks questions that extend the discussion and relate material to prior course content.</td>
<td>8 pts.</td>
<td>5 pt.</td>
<td>0 pt.</td>
</tr>
<tr>
<td></td>
<td>Makes insightful, critical comments on the readings and to fellow students.</td>
<td>May relate module’s issues to prior material covered in the course.</td>
<td>8 pts.</td>
<td>5 pt.</td>
<td>0 pt.</td>
</tr>
<tr>
<td></td>
<td>Contributes new information and identifies the source.</td>
<td>May respond to fellow students.</td>
<td>8 pts.</td>
<td>5 pt.</td>
<td>0 pt.</td>
</tr>
<tr>
<td><strong>Reply(is)/Q question to Classmate</strong></td>
<td>6 pts. Questions or replies to a classmate’s post with insight. Asks questions that extend the discussion.</td>
<td>5 pts. Exhibits good insights and understanding of discussion questions.</td>
<td>4 pts. Repeat basic correct information related to discussion.</td>
<td>2 pt.</td>
<td>0 pts.</td>
</tr>
<tr>
<td></td>
<td>5 pts. Exhibits good insights and understanding of discussion questions.</td>
<td>4 pts. Repeat basic correct information related to discussion.</td>
<td>2 pt.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4 pts. Repeat basic correct information related to discussion.</td>
<td>2 pt.</td>
<td>Only agreed/disagreed but never contributed to the ongoing conversation.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3 pts. Repeat basic correct information related to discussion.</td>
<td>2 pt.</td>
<td>Did not reply or question any classmates.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Course Schedule (subject to modification by the Instructor):

**June 14–20 (WEEK 1)**

READING - Chs. 1 & 2 in e-book and slides

GRADED ASSIGNMENT - Discussion #1 - due 6/20

**June 21–27 (WEEK 2)**

READING - Chs. 3 & 4 and Appendix A - Constitution of the United States

GRADED ASSIGNMENT - Homework #1 in Canvas - due 6/27
Syllabus: **BA5900 — Summer V 2021**

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**June 28-July 4 (WEEK 3)**
READING - Chs. 5 & 6 in e-book and slides

**GRADED ASSIGNMENT - Discussion #2 - due 7/4**

**July 5-11 (WEEK 4)**
READING - Chs. 7 & 8 in e-book and slides

**GRADED ASSIGNMENT - Discussion #3 - due 7/11**

**July 12-18 (WEEK 5)**
READING - Chs. 9 & 10 in e-book and slides

**GRADED ASSIGNMENT - Homework #2 - due 7/18**

**MIDTERM EXAM (open book) available 7/15 - 7/18**

**July 19-25 (WEEK 6)**
READING - Ch. 11 in e-book and slides

**GRADED ASSIGNMENT - Homework #3 - due 7/25**

**July 26-Aug. 1 (WEEK 7)**
READING - Chs. 12 & 13 in e-book and slides

**GRADED ASSIGNMENT - Discussion #4 - due 8/2**

**Aug. 2-7 (WEEK 8)**
READING - Ch. 14 in e-book and slides

**GRADED ASSIGNMENT - Homework #4 - due 8/7**

**FINAL EXAM (open book) available 8/2 - 8/7**

**Course Policies**

**Participation (expectations)**

- It is vitally important that our classroom environment, virtual or in person, promote the respectful exchange of ideas. This entails being sensitive to the views and beliefs expressed during discussions. It is a violation of University of Missouri policy to distribute recordings of any class activity without my authorization and the permission of others who are recorded. Please speak with me before recording any class activity.
I will not respond to each Discussion Board post but will be monitoring each discussion. I will assign points to your discussion comments based on the rubric included above.

Your success in this course will depend heavily on your ability to communicate, engage and participate in all course activities. Successful completion of this course requires you to keep up with all assignments, coursework and discussions. Timely participation in online discussions is a very important part of this course and participation in these discussions, and other activities as assigned, is not optional. You are expected to prepare and post to discussions in a timely manner consistent with the requirements contained within the course syllabus and discussion rubric (see above).

If you are unable to participate in scheduled course assignments or discussions, you must notify me during the week of that class assignment or discussion. I reserve the right to make judgments in my discretion about whether to accept and/or allow make-up assignments missed because of failed participation in the course activities.

Attendance Policies

- Present in class for online courses is determined by participation in an “academically related activity,” i.e. submission of an assignment, assessment or discussion forum posting. The last day of attendance is the last day a student is academically participating in the online course.
- Documentation that a student has logged into an online class is not sufficient by itself to demonstrate academic attendance.

Academic Integrity/Plagiarism

- You are responsible for being attentive to and observant of University policies about academic honesty as stated in the University’s Campus Policies and Code of Student Conduct found in the UMSL Bulletin
  - Academic dishonesty is a serious offense that may lead to probation, suspension, or dismissal from the University. One form of academic dishonesty is plagiarism – the use of an author’s ideas, statements, or approaches without crediting the source. Academic dishonesty also includes such acts as cheating by using any unauthorized sources of information and providing or receiving unauthorized assistance on any form of academic work or engaging in any behavior specifically prohibited by the faculty member (e.g., copying someone else’s answers on tests and quizzes). Unauthorized possession or distribution of academic materials is another type of academic misconduct. It includes the unauthorized use, selling or purchasing of examinations or other academic work, using or stealing another student’s work, unauthorized entry or use of material in a computer file, and using information from or possessing exams that an instructor did not authorize for release to students. Falsification is any untruth, either verbal or written, in one’s academic work. Facilitation is knowingly assisting another to commit an act of academic misconduct. Plagiarism, cheating, and falsification are not acceptable.
  - All instances of academic dishonesty will be reported to the Office of Academic Affairs who will determine whether you will appear before the Student Conduct Committee for possible administrative sanctions such as dismissal from the university. The instructor will make an academic
judgment about the student’s grade on that work in this course. The campus process regarding academic dishonesty is described in the “Policies” section of the Academic Affairs website.

Title IX Policies

- **Mandatory Reporting:** Under Title IX, all UMSL faculty, staff, and administrators (with limited exception) are obligated to report any incidents of sexual harassment, sexual misconduct, sexual assault, or gender discrimination to the Student Affairs office and/or other University officials. This ensures that all parties are protected from further abuses and that victim(s) are supported by trained counselors and professionals. Note: There are several offices at UMSL (e.g., Counseling Services, Health Services, Community Psychological Service, Center for Trauma Recovery, and Student Social Services) whose staff are exempt from Title IX mandated reporting, when the information is learned in the course of a confidential communication.

Student Resources

Access, Disability and Communication

Your academic success is important. If you have a documented disability that may have an impact upon your work in this class, please contact Disability Access Services (DAS) immediately. Students must provide documentation of their disability to the office of Disability Access Services in order to receive official University services and accommodations. The staff is available to answer questions regarding accommodations or assist you in your pursuit of accommodations. Information about your disability is confidential. Once DAS reviews your medical documentation, they will provide you with the information and steps to inform me about the accommodations to which you are entitled. Your accommodations will begin as soon as we discuss your approved accommodations.

- 144 Millennium Student Center (MSC)
- Phone: (314) 516-6554
- Email: Tara Cramer, cramert@umsl.edu
- Website: [http://www.umsl.edu/services/disability/](http://www.umsl.edu/services/disability/)

Office of International Students and Scholar Services

If you have difficulty communicating in English with the instructor of this course, contact ISS.

- 362 Social Sciences & Business Building (SSB)
- Phone: (314) 516-5229
- Email: iss@umsl.edu
- Website: [http://www.umsl.edu/~intelstu/contact.html](http://www.umsl.edu/~intelstu/contact.html)

Student Enrichment and Achievement

SEA provides comprehensive support and intervention strategies that support your road to graduation!

- 107 Lucas Hall
- Phone: (314) 516-5300
- Email: umslsea@umsl.edu
- Website: [https://www.umsl.edu/services/sea/](https://www.umsl.edu/services/sea/)
Office of Multicultural Student Services (MSS) and the University Tutoring Center (UTC)
MSS provides comprehensive student retention services to diverse student populations; through their tutoring center, the MSS offers comprehensive tutoring services free to students at UMSL.
- 225 Millennium Student Center (MSC)
- Phone: (314) 516-6807
- Email: multicultural@umsl.edu
- Website: https://www.umsl.edu/~mcraa/index.html

More Student Resources are on the Learning Resource Lab website.

Technical Support

Online Mentor Program
Online education requires different teaching, learning, and technology skills than those found in traditional face-to-face classes. We assist students with the online technology in Canvas and provide resources for studying and success in online classes.
- 598 Lucas Hall
- Phone: (314) 516-4211
- Email: onlinementor@umsl.edu
- Website: http://www.umsl.edu/services/ctl/studentsupport/omp.html

Canvas
If you have problems logging into your online course, or an issue within the course site, please contact the Technology Support Center:
- Phone: (314) 516-6034
- Email: helpdesk@umsl.edu
- Website: http://www.umsl.edu/technology/tsc/

If you are having difficulty with a technology tool in Canvas, consider visiting the Canvas Student Guides, which has overviews of each tool and tutorials on how to use them.

If you continue to experience problems or just have questions, you can also contact the Learning Resource Lab:
- Phone: (314) 516-6704
- Email: lrl@umsl.edu
- Website: http://www.umsl.edu/technology/lrl/

VoiceThread
- Online Contact Form: https://voicethread.com/support/contact/
- Website: https://voicethread.com/howto/