

UMSL College of Business Administration

Syllabus: BA2900-001 – Spring 2022

Legal Environment of Business

Welcome to BA2900 – Legal Environment of Business, a business law course designed for undergraduate students pursuing several different business-related majors. 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, some of the material in this course will be familiar to you, but we look at legal issues through a business lens.

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



Instructor Contact information: grimmhowelle@umsl.edu

Class Hours: Mondays and Wednesdays from 11:00 AM – 12:15 PM in AB 002

Virtual Office Hours: weekly TBA and by appointment

In-Person Office Hours: none at this time

PLEASE NOTE – COVID-19 MAY CHANGE OUR COURSE PLANS THIS SPRING

While this course has been designed as a lecture course, we may need to pivot to a fully-online course in the event of a campus closure. If that happens, I will notify you of this change through a Canvas announcement. Our lectures will then move to an online format, with Zoom meetings and regular videos posted to help you stay connected. The course already includes regular discussion boards on Canvas, so that you can continue to have conversations with your peers. Exams will take place on Canvas, and you will submit all other assignments through the “Assignments” tab on Canvas.

Please let me know as soon as possible if you have questions about how to submit assignments, take exams, or access the materials or the e-book online. Designated office hours will be held on Zoom, and if you cannot meet during those times, please contact me to schedule an appointment. I will do my best to support you through the transition to online learning, if the online format becomes necessary.

About this course:

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. I think you will find the topics both interesting and helpful to your real lives. Since I am an attorney licensed to practice law in Missouri, I do need to stress that nothing in this course is

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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.

Required text:

The Legal Environment of Business: A Managerial Approach: Theory to Practice,
4th edition, by Sean Melvin (McGraw-Hill 2021)
– E-book with AutoAccess from Triton Bookstore

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 understand and evaluate the risks and liabilities attached to legal non-compliance and be able to determine when professional legal advice is needed. Finally, 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.

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 in class on MONDAY and WEDNESDAY mornings from 11:00 AM – 12:15 PM. The corresponding deck of PowerPoint slides will be posted under “Files”.

You should expect to spend 3 or more hours per week reading chapters in the e-book with accompanying slides, commenting in discussion forums, and doing LearnSmart and other activities (homework, etc.). This course also has two mid-term exams and a final exam, two of which you will take online.

Assessment/Grading

Grade Composition: The UMSL Grading System is based on a four-point scale. The grade value for each letter grade is as follows:

A = 4.0

A- = 3.7

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B+ = 3.3

B = 3.0

B- = 2.7

C+ = 2.3

C = 2.0

C- = 1.7

D+ = 1.3

D = 1.0

D- = 0.7

F = 0

EX = Excused

DL = Delayed

FN = Failure/Non

Participation

How Points Will Be Earned in the Course:

SmartBook Assignments (16 x 5 pts) = 80 pts

Homework (4 assignments x 20 pts) = 80 pts

Discussions (4 assignments x 10 pts) = 40 pts

Exams (3 x 100 pts) = 300 pts.

TOTAL POINTS AVAILABLE = 500

Course Schedule (tentative - subject to modification by the Instructor):

Jan. 19 (WEEK 1):

NO CLASS on Jan. 17 due to MARTIN LUTHER KING, JR., HOLIDAY

READING - Chapter 1 in e-book and PowerPoint slides

GRADED ASSIGNMENT - Discussion #1 - due 1/23

SmartBook assignment for Ch. 1 in McGraw Hill Connect - due by 11:59 PM Sunday, 2/20

Jan. 24 & 26 (WEEK 2):

READING - Ch. 5 in e-book and slides

SmartBook assignment for Ch. 5 in McGraw Hill Connect - due 2/20

Jan. 31 & Feb. 2 (WEEK 3):

READING - Ch. 2 in e-book and slides

GRADED ASSIGNMENT - Homework #1 in Canvas due 2/6

SmartBook assignment for Ch. 2 in McGraw Hill Connect - due 2/20

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Feb. 7 & 9 (WEEK 4):

READING - Chs. 3 & 4 in e-book and slides

GRADED ASSIGNMENT - Discussion #2 - due 2/13

SmartBook assignments for Ch. 3 & 4 in McGraw Hill Connect - due 2/20

Feb. 14 & 16 (WEEK 5):

READING - Ch. 17 in e-book and slides

SmartBook assignment for Ch. 17 in McGraw Hill Connect - due 2/20

Feb. 21 & 23 (WEEK 6):

FIRST EXAM on MONDAY 2/21 - Exam covers Chapters 1-5 & 17

READING - Ch. 6 in e-book and slides

Feb. 28 & Mar. 2 (WEEK 7):

READING - Ch. 7 in e-book and slides

GRADED ASSIGNMENT - Homework #2 in Canvas - due 3/6

SmartBook assignment for Chs. 6 & 7 in McGraw Hill Connect - due 3/22

Mar. 7 & 9 (WEEK 8):

READING - Ch. 8 in e-book and slides

SmartBook assignment for Ch. 8 in McGraw Hill Connect - due 3/22

Mar. 14 & 16 (WEEK 9):

READING - Ch. 9 in e-book and slides

GRADED ASSIGNMENT - Homework #3 - due 3/20

SmartBook assignment for Ch. 9 in McGraw Hill Connect - due 3/22

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Mar. 21 & 23 (WEEK 10):

READING - Ch. 10 in e-book and slides

SmartBook assignment for Ch. 10 in McGraw Hill Connect - due 3/22

SECOND EXAM on WEDNESDAY, 3/23 - Exam covers Chapters 6-10

Mar. 28 - April 1:

NO CLASSES - SPRING BREAK!!

Apr. 4 & 6 (WEEK 11):

READING - Ch. 11 in e-book and slides

SmartBook assignment for Ch. 11 in McGraw-Hill Connect - due 5/8

Apr. 11 & 13 (WEEK 12):

READING - Ch. 12 in e-book and slides

GRADED ASSIGNMENT - Discussion #3 - due 4/17

SmartBook assignment for Ch. 12 in McGraw-Hill Connect - due 5/8

Apr. 18 & 20 (WEEK 13):

READING - Ch. 13 in e-book and slides

SmartBook assignment for Ch. 13 in McGraw Hill Connect - due 5/8

Apr. 25 & 27 (WEEK 14):

READING - Chs. 14-15 in e-book and slides

GRADED ASSIGNMENT - Discussion #4 - due 5/1

SmartBook assignment for Chs. 14-15 in McGraw Hill Connect - due 5/8

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May 2 & 4 (WEEK 15):

READING - Ch. 18 in e-book and slides

GRADED ASSIGNMENT - Homework #4 - due 5/8

SmartBook assignments for Ch. 18 in McGraw Hill Connect - due 5/8

May 9 - 13 (WEEK 16):

FINALS WEEK - FINAL EXAM on MONDAY, May 9 - online, self-scheduled

Feedback and Grading Timeline: Some of the graded assignments in this course are Discussions. Discussion board grades will be returned 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.

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 [guidelines](#) to follow when posting comments for a graded Discussion.

Online Discussion Protocol

- 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 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.

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- **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 possible 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)**

Criteria	Exceeds Expectations	Meets Expectations	Developing	Needs Improvement	Missing
Original Post	6 pts. Analyzes, synthesizes and evaluates Incorporates readings well into responses, demonstrating excellent understanding. Asks questions that extend the discussion and relate	5 pts. Use of comprehension and application Incorporates readings into responses, demonstrating solid understanding. Exhibits some insights and understanding of course content, but comment	4 pts. Repeats basic correct information related to discussion but does not extend conversation or critically analyze course content.	3 pt. No clear evidence of understanding or even completing readings.	0 pt. No postings throughout the week.

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	<p>material to prior course content.</p> <p>Makes insightful, critical comments on the readings and to fellow students.</p> <p>Contributes new information and identifies the source.</p>	<p>does not ask critical questions of the readings or fellow students.</p> <p>May relate module's issues to prior material covered in the course.</p> <p>May respond to fellow students.</p>			
Reply/ Question to Classmate	<p>6 pts. Questions or replies to a classmate's post with insight. Asks questions that extend the discussion.</p>	<p>5 pts. Exhibits good insights and understanding of discussion questions.</p>	<p>4pts. Repeat basic correct information related to discussion.</p>	<p>2 pt. Only agreed/disagreed but never contributed to the ongoing conversation.</p>	<p>0 pts. Did not reply or question any classmates.</p>

Course Policies

Participation (expectations)

- It is vitally important that our classroom environment promote the respectful exchange of ideas. This entails being sensitive to the views and beliefs expressed during discussions whether in class or online. **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 post but will be monitoring each discussion. I 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. Keeping up with all assignments, coursework and discussions is a very important part of this course and participation in 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 a scheduled class activity or discussions*, you must notify me during the week of that class assignment or discussion. I reserve the right to make judgments in my sole discretion about whether to accept and/or allow make-up assignments missed because of failed participation in course activities.

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

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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

In adherence to the policies of Title IX and to promote a safe and secure educational environment, it is strongly recommended statements similar to those below be added to your course syllabus:

- **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/>

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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](mailto: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](mailto: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](mailto:multicultural@umsl.edu)
- [Website: https://www.umsl.edu/~mcraa/index.html](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](mailto:onlinementor@umsl.edu)
- [Website: http://www.umsl.edu/services/ctl/studentssupport/omp.html](http://www.umsl.edu/services/ctl/studentssupport/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](mailto:helpdesk@umsl.edu)
- [Website : http://www.umsl.edu/technology/tsc/](http://www.umsl.edu/technology/tsc/)

The [Canvas Student Guides](#) has overviews of each tool and tutorials on how to use them.

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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/](https://voicethread.com/support/contact/)
- [Website: https://voicethread.com/howto/](https://voicethread.com/howto/)

Academic Support

The Writing Center

At the Writing Center, students collaborate with consultants on their writing. Students can make appointments to meet with writing consultants on campus, or to work online. Consultants work with lots of writing concerns: bigger issues such as clarity, developing ideas, and organization—or with other concerns such as grammar and academic citation. Students can also access more resources, including Turnitin, by enrolling in the Writing Center Canvas site.

- To find the WC course, click on Courses→All Courses. Then click to join the course
- Location: 222 Social Sciences and Business Building (SSB)
- [Website: https://www.umsl.edu/~umslenglish/Writing Center/](https://www.umsl.edu/~umslenglish/Writing Center/)
- [Appointments: https://umsl.mywconline.com](https://umsl.mywconline.com)