



SCHOOL OF BUSINESS  
MOUNT ST. JOSEPH UNIVERSITY

**LEGAL ISSUES IN  
ORGANIZATIONS S1-21**  
Mount St. Joseph University School of Business

**Course Number:** LGS 625-S5

**Level:** Graduate, Require

**Credit Hours:** 3

**Course Meets:** Saturdays (5) from 9:30 am to 11:00 am:  
Sep 5; Sep 26; Oct 17; Nov 7; Dec 5  
Due to COVID-19, this course meets in the In\*Sync format.  
Class will meet by Zoom®. The balance of class activities will  
take place through Blackboard®.

**Instructor Name:** Georgana Taggart, J.D.  
**Office Location:** CL 12  
**Office Hours:** I will not maintain traditional office hours; however, I will  
respond to your email, phone call or text within 24 hours  
Monday through Friday and within 48 hours Saturday and  
Sunday. If needed, we can meet through Zoom®

**Telephone:** 513/244-4952 (school)  
513/368-7564 (cell – I text)

**E-mail address:** [georgana.taggart@msj.edu](mailto:georgana.taggart@msj.edu)

**PRE-ASSIGNMENT:**

Read Chapters 1 – 3 in Bennett-Alexander.  
Read Mayer, Chapters 38 and 39  
Review Agency – Reading Notes  
Watch Narrated PowerPoint presentations for Agency:  
<https://www.youtube.com/playlist?list=PLdtO66W-cBBU8Tvh8s2jJTE90KKFsRdC> (You might  
want to use the Agency PowerPoint or Outline documents (attached) as you watch the Narrated  
PowerPoints)  
There is nothing to write or submit.

**COURSE DESCRIPTION:** This course includes a review of various legal issues found in  
organizations, including employer liability, employment contracts, discrimination, hiring practices,  
labor relations, and regulation by administrative agencies.

**FORMAT:** Class will utilize Zoom® (<https://zoom.us/j/95570460923>) to meet five times, on  
Saturdays, from 9:30 am to 11:00 am. Class sessions will **not** be recorded. Check the  
Attendance Policy in this document. The remainder of course content will be supplied through  
Blackboard®, where you will also take your quizzes and submit your case studies. At the end of  
this syllabus is a schedule of our course activities.



**COURSE OBJECTIVES:** In this course, you will study the impact of the law upon business organizations. You should acquire a basic understanding of the legal issues that you might encounter in the management setting. You should be equipped with the requisite knowledge to identify potential problems and know how to prepare for, avoid, or deal with them. Upon completion of this course, you should:

- ✓ Appreciate the importance of managerial awareness of legal issues;
- ✓ Comprehend the various legal issues that confront managers, including legal background, notable cases, and developing concerns;
- ✓ Know how to take steps to prevent legal problems from arising;
- ✓ Be able to recognize and respond appropriately to incidents with legal ramifications; and
- ✓ Know when to seek legal counsel.

## COURSE LEARNING OUTCOMES:

### PROGRAM LEARNING OUTCOMES ASSESSED IN THIS COURSE

#### **2 – Business Literacy: Graduates will evaluate organizational issues related to finance, accounting, economics, business law using ethical and global frameworks**

2.1 Students will use a global framework to make ethical decisions about specific business problems and management situations.

2.2 Students will demonstrate relevant knowledge of the functional areas of business and apply it to complex business situations.

#### **2.2 Assessment Procedure:**

**Sample:** Students enrolled in LGS 625 Legal Issues in Organizations

**Measure:** Evaluation of case studies using rubric.

## REQUIRED COURSE MATERIALS

### ***Textbooks:***

*Employment Law for Business, Ninth Edition*, Dawn D. Bennett-Alexander and Laura P. Hartman; McGraw-Hill Education, ISBN: 9781259722332 – **Bennett-Alexander**

We will also access some materials from these open source textbooks, which are free to access. You may read them on line or download them:

You may read this text on line or download it as a pdf. I will reference it as **Valbrune**.

[Business Law Essentials](#)

Mirande Valbrune, Renee De Assis, Suzanne Cardell,

Pub Date: 2019

Publisher: [OpenStax](#)

ISBN 13: 978-1-947172-78-4



This text is very long and complicated. For that reason, I have condensed and excerpted the portions needed for our class. They are contained in Blackboard®. I will reference this text as **Mayer**. (You are always welcome to access the entire text at the link shown below.)

[Business Law and the Legal Environment](#)

Don Mayer, Daniel M. Warner, George J. Siedel

Pub Date: 2012

Publisher: Saylor Foundation

**Other Course Materials:**

Blackboard® also includes Zoom® Lectures, Narrated PowerPoint® presentations, and Reading Notes, which should be consulted as they relate to each class/topic. These materials are organized (in Blackboard®) under the tabs to the right. They are also linked under the Schedule tab, which will assist you to identify the materials associated with each class.

**LEARNING STRATEGIES**

Type	% of Course
Lecture/Traditional Classroom	
Blended (traditional and online)	
Online	
Other: Accelerated	100 %

**PERFORMANCE EVALUATION**

*Graduate*

Description	Letter Grade	GPA Scale	Range
Excellent	A	4.0	90% - 100%
Very Good	B	3.0	80% - < 90%
Good	C	2.0	70% - < 80%
Fail	F	0	< 70%

**GRADING** The grade a student receives in class will be determined as follows:

Case Studies (5 at 10% each)	50%
Quizzes (5 at 10% each – drop one)	50%

**STUDYING CASES:** When studying the case examples in each chapter, you should identify (1) the issue that the court is deciding, (2) the rule (legal concept) that the court is applying and (3) the manner in which that rule is being applied to the issue. You might find this difficult, because the entire court opinion is not shown in your textbook; however, you should catch on pretty quickly. Don't let yourself get frustrated. The document entitled "Understanding Court Opinions" (found under the Syllabus tab in Blackboard®) has been designed to help you when reading the cases.



**COMMUNICATING WITH ME:** I prefer texting, but it is not required. However, texting to my cell phone and email are the best ways to contact me. I will send group messages through Blackboard®, which uses Mount email, by default. If you would like to receive Blackboard® communications to a different email address (e.g. personal or business), you need to click on the Mount St Joseph University link at the top right of the Blackboard® page. Under tools on the left side is a link for personal information. You should be able to change your email preference under that. Whenever you send me anything electronically, send a copy to yourself. This way you will have a copy of what you sent and when you sent it – for your records.

**SUBMITTING WORK:** Your Case Study Sets should be submitted to Blackboard®. You will generally use the IRAC (Issue, Rule, Analysis, Conclusion) method to answer the Case Set questions. This method will be explained during the first class. You will be given the opportunity re-write your Case Sets in order to improve your grade. Don't get discouraged; many have to do major re-writes on their first one or two sets, but everyone catches on and should do just fine. After the first class, I will give you the Case Sets, in advance, so that you can be working on them while you are preparing your reading.

Your Business Law Quizzes will be based upon the readings in Valbrune and Mayer and the narrated PowerPoint® presentations. They are open book/open notes and will be taken, online, through Blackboard®.

**PARTICIPATION:** I expect you to participate in group discussions with your peers. As graduate students I think everyone knows, in general, what teachers are looking for in terms of participation and that what they are looking for isn't something that can be quantified – it is a quality not quantity issue. It supports the principles of the leadership program. Those principles include learning from your classmates, contributing to a positive climate, and being able to articulate both in writing and speaking your thoughts and ideas.

## **POLICIES**

### **ATTENDANCE POLICY**

It is particularly important to attend all Zoom class meetings due to the accelerated format of graduate business courses. If you will miss one class meeting for an unavoidable reason, please contact the instructor as soon as possible in order to discuss alternative ways of meeting the learning outcomes that will be covered in the class meeting. If you will miss more than one class meeting for a particular course, please contact both the instructor and the Assistant Dean as soon as possible to discuss whether it is advisable to take the course this semester. Each unexcused absence will lower your final grade by one letter.

In order to attend class meetings, you will need to use a device that allows you to attend a Zoom meeting and appear on screen, such as a laptop computer or tablet with a webcam, or smartphone with a camera. Students and instructors are expected to have their cameras on during class meetings. Please make a note of the Zoom phone number and meeting identification number so that you can call into the class meeting if you experience a technical issues. It is also helpful to have the phone numbers of fellow students or the instructor so that you can text a class participant if you have a technical issue.



**ZOOM POLICY:** Any classroom recording is to be used only for the personal academic use of the individual student, where personal academic use is restricted to the personal study use of the individual. I will record the Zoom discussion sessions, but only for my records. They will **not** be posted or otherwise made available. Mount St. Joseph University prohibits sharing, distributing, or publishing classroom recordings in any manner. I expect you to be professional and respectful when attending class on Zoom. Here are my policies for our class:

- ✓ Sign in with your preferred name, first and last. For example, if your name is Jacob Smith, but you want to be called Jake, then sign in as Jake Smith.
- ✓ Turn on your video and audio. Please mute your audio when you are not speaking. Using headphones or headphones with a microphone improves audio quality. Log in from a quiet place.
- ✓ Use the Chat feature to ask or answer a question, not for socializing or posting comments that distract from the course activities.

#### ACADEMIC HONESTY POLICY

Please use the following link to access Mount St. Joseph University's Academic Honesty Policy. The policy will be enforced in this class. [Link to University Graduate Academic Honesty Policy](#)

#### INCLUSION

I, as the instructor of this class, value people of all races and ethnicities, genders and gender identities, religions and spiritual beliefs, ages, sexual orientations, disabilities, socioeconomic backgrounds, regions, and nationalities. As the instructor, I strongly encourage everyone to share their rich array of perspectives and experiences, but to do so in a way that is respectful of others. Our discussions are opportunities for each of us to challenge underlying assumptions about our beliefs as we advance our knowledge, skills, and dispositions as professionals in our chosen discipline. I reserve the right to intervene in discussions/communication between and among students if the atmosphere begins to appear hostile or aggressive in any manner. My role as instructor is to ensure a classroom environment that is optimal for the learning of all students. If you feel your differences may in some way isolate you from our class community or if you have a need for any specific accommodations, please speak with me early in the semester about your concerns and what we can do together to help you become an active and engaged member of our class and community.

#### DISABILITY POLICY

In compliance with Section 504 of the Rehabilitation Act of 1973, Mount St. Joseph University provides academic adjustments and auxiliary aids for students with physical or mental impairments that substantially limit or restrict one or more major life activities such as walking, seeing, hearing, or learning. Students with disabilities should contact the Director of Learning Center & Disability Services to present documentation and develop individualized accommodation plans. Students who have already registered with MSJ Disability Services are encouraged to discuss their accommodations with their course faculty at the beginning of each semester. Additional information can be found at [Link to University Disability Services](#).

#### TEMPORARY ILLNESS POLICY

Please use the following link to access Mount St. Joseph University's Temporary Illness Policy. [Link to Temporary Illness Policy](#)



#### COVID - 19 INFORMATION

The Mount St. Joseph University (University or Mount) COVID-19 Safety Guidelines (Guidelines) are a temporary University policy that applies to all students, employees, and visitors and to all aspects of campus operations. The Guidelines are intended to reduce the spread of COVID-19 in the University community and beyond. They are predicated on the individual responsibility all persons have to monitor their health and to take precautions in the time of COVID-19. The current version of the Guidelines are available on myMount under the Policies tab. All students are encouraged to read the [Guidelines](#) in their entirety.

#### POLICY ON INCOMPLETES

Please use the following link to access Mount St. Joseph University's policy on incompletes. [Link to Graduate Incomplete Policy](#)

#### SCHOOL CLOSING/CLASS CANCELLATIONS:

I assume that you have registered your contact information with the Mount's CommunitySafe/MSJ Emergency Notification system and, therefore, will receive notification of class cancelation due to school closings. If school is open, but this class is canceled AND I have not already notified you of this fact, I will send an email message through the Mount's email, an email to your preferred email address, and an announcement posted on Blackboard®.

#### RETURNING WORK AFTER THE END OF THE SEMESTER:

Your work that has not been returned will be available to you for a period of six (6) months after grades have been submitted for that semester. Any work that has not been picked up by that time will be discarded. I may retain a photocopy of your work for use as an example or for reference. If I use your work as an example, I will first advise you and obtain your permission.

DROP DATES FOR THE CURRENT SEMESTER: Refer to the Mount St. Joseph [Semester Policies and Procedures](#). The drop dates for this class for this semester are:

- Prior to second class meeting (September 26) - may drop without record
- Prior to fourth class meeting (November 7) - grade of "W" assigned
- After fourth class meeting (November 7) - no drops accepted



**COURSE SCHEDULE** - This schedule may be changed at the discretion of the instructor.  
Changes will be announced in class and through Blackboard®.)

	Date	LO*	Topics	Class Preparation & Assignments
				Pre-Assignment: nothing to hand in (see above)
1	Sep 4	2.2	The Regulation of Employment The Employment Law Toolkit Title VII of the Civil Rights Act Agency Law	Bennett-Alexander Chapters 1 – 3 Mayer Chapters 38, 39
	By Sep 25			Submit Case Set 1 Take Quiz One online
2	Sep 26	2.2	Legal Construction of the Employment Environment Affirmative action Race and Color Discrimination Torts and Crimes	Bennett-Alexander Chapters 4 – 6 Valbrune Chapters 5 – 6
	By Oct 16			Submit Case Set 2 Take Quiz Two online
3	Oct 17	2.2	National Origin Discrimination Gender Discrimination Sexual Harassment Property; Intellectual Property	Bennett-Alexander Chapters 7 – 9 Mayer Chapters 31, 32
	By Nov 6			Submit Case Set 3 Take Quiz Three online
4	Nov 7	2.2	Sexual Orientation and Gender Identity Discrimination Religious Discrimination Age Discrimination Contracts; Sales	Bennett-Alexander Chapters 10 – 12 Valbrune Chapters 7 – 8 Mayer Chapters 8 – 15; 17 – 19
	By Dec 4			Submit Case Set 4 Take Quiz Four online
5	Dec 5	2.2	Disability Discrimination Employee's Rights to Privacy and Management of Personal Information Labor Law Employment Benefits and Regulations Business Organizations Investor Protection Alternate Dispute Resolution	Bennett-Alexander Chapters 13 – 16 Valbrune Chapters 2 and 9 Mayer Chapters 43 - 46
	By Dec 13			Submit Case Set 5 Take Quiz Five online

\*Learning Outcome