



# KELCE COLLEGE OF BUSINESS

Pittsburg State University

<b>Course Syllabus:</b>	Legal and Social Environment of Business			
MGT 430 -01	Room AUD KC	MWF	8-8:50 am	WF, 2022
MGT 430 -02	Room AUD KC	MWF	10-10:50 am	WF, 2022
MGT 430 -03	Room AUD KC	MWF	1-1:50 pm	WF, 2022

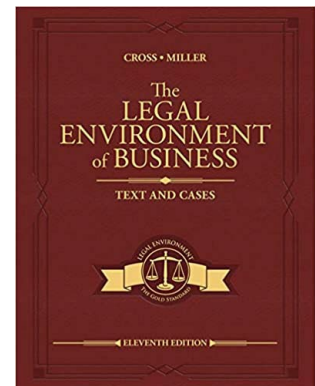
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**Office Hrs:** MWF 9-10 am TuTh 9-11 am and 12:30-2 pm  
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## Section 1. Textbook

The required textbook for the class is Legal Environment of Business: Text and Cases, by Cross & Miller, 11th ed. (2021), published by South-Western Cengage Learning Publishing Company. ISBN: 978-0-357-12976-0



## Section 2. Catalog Course Description

The legal and social environment within which businesses operate. A study of relevant underlying legal, social, political and ethical forces which impact organizations. A substantial portion of the course will be devoted to contracts.

## Section 3. Prerequisites

Junior standing.

## Section 4. Course Objectives / Learning Outcomes

Today it is no easy task to be an effective, responsible, and responsive individual working in the business arena. In order to be successful in this multifaceted area, students need to understand the many environments that impact on business operations. It is an objective of this course to help students gain insights primarily into legal issues/doctrines, but also into the ethical, demographic, economic, environmental, historical, philosophical, political, regulatory, religious, scientific, social, and technological trends and ideas that have an impact on business and that are, in turn, influenced by business decisions.

It is impossible for a business today to operate free of government regulation, or "law." Therefore it is an objective of this course to expose students to what law is, to various sources of law, to how the legal process works, to certain basic legal principles in selected areas, and to recognizing potential legal problems that a business might encounter. Assurance is given that this course will certainly not make anyone a lawyer. However your instructor firmly believes that it is valuable for businesspersons to have a general understanding of the law, which hopefully will help keep legal problems from developing, to recognize when it is advisable to consult an attorney, and to have the ability to converse with that counsel in an intelligent, informed way. We will study what the law is, realizing that this may or may not be what you feel the law should be, given the social, economic, political, ethical, and other environments that also pressure a business. As we study each of these areas, feel free to suggest any changes in the law that you feel are needed. The course will also study and consider various ethical issues and frameworks, which are so important to business, society and individuals today.

It is a further objective of this course that students make their considerations in a broad sense, recognizing that these topics have national and international effects, especially in today's worldwide business arena. The course will not teach the specific law of any particular state.

## Section 5. TENTATIVE Course Outline for WF 2022

<u>Date:</u>	<u>Chapter #:</u>	<u>Subject:</u>
8/22, 24, 26	1	Introduction and course overview Law and Legal Reasoning* *(SEE THE END OF THIS SYLLABUS IN RE CH 1 OMITTED MATERIAL)
8/29, 31, 9/2	3	Ethics in Business* *(SEE THE END OF THIS SYLLABUS IN RE CH 3 OMITTED MATERIAL)
	4	Courts and Alternative Dispute Resolution *(SEE THE END OF THIS SYLLABUS IN RE CH 4 OMITTED MATERIAL)
9/7, 9/9	5	Court Procedures* *(SEE THE END OF THIS SYLLABUS IN RE CH 5 OMITTED MATERIAL)
9/12, 14, 16		<b>EXAM #1: Chapters 1, 3, 4, 5 [62 pp, 76 slides]</b> 12 Formation of Traditional and E-Contracts* *(SEE THE END OF THIS SYLLABUS IN RE CH 12 OMITTED MATERIAL)
9/19, 21, 23		(continue Ch 12)
9/26, 28, 30	13	Contract Performance, Breach and Remedies
10/3, 5, 7		<b>EXAM #2: Chapters 12, 13 [44 pp, 60 slides]</b> 14, Section 14-6 ONLY Warranties
10/10, 12, 14	23	(continue Ch 14) Administrative Agencies
10/17, 19, 21	24	Consumer Protection <b>EXAM #3: Ch 14(Sec 14-6 ONLY) &amp; Chs 23, 24 [33 pp, 46 slides]</b>
10/24, 26, 28	7	Strict Liability and Product Liability 15, Sec 15-1 thru 15-3 ONLY Creditor-Debtor Relations
10/31, 11/2, 4	19	(continue Ch 15) Agency Relationships
11/7, 9, 11	20	<b>EXAM #4: Chs 7, 15(Sec 15-1 thru 15-3 ONLY) &amp; 19 [40 pp, 42 sl]</b> Employment Law
11/14, 16, 18	21	(continue Ch 20) Employment Discrimination
11/28, 30, 12/2	22	(continue Ch 21) Immigration and Labor law
12/5, 7, 9		(continue Ch 22)

**TENTATIVE** plan: Final Exam will cover Ch 20, 21 & 22 [46 pp, 47 slides]

**Note:** The instructor reserves the right to amend and to reorganize this syllabus at any time.

**\*\*\*IMPT:** Textbook chapters will be covered in the order listed in the Course Outline

### Section 6. Teaching Methods

Teaching methods to be employed include lecture, readings, research, and class discussion.

### Section 7. Canvas

PowerPoint slides and other materials for each chapter covered will be posted on Canvas. I **STRONGLY** suggest that you either print these out before coming to class and bring them with you to each class period, or else bring your electronic device. \*\*\*\*\*HOWEVER, TAKE NOTE: PowerPoint slides are helpful supplements to (not "replacement for") your careful reading of the textbook. Students who rely on the PowerPoint slides instead of reading the text are making a serious, serious mistake. (trust me on this.....)

### Section 8. Attendance Policy

In order to help achieve optimum success from the course, prompt and regular attendance is necessary, expected, and required in order to earn points. In order to encourage both attendance and also timely preparation of assignments, be aware of the following policy: Starting on the fourth scheduled class period (which this semester is Monday, August 29), expect there to be a graded activity during each class period. That activity could be a test (75 pts), a quiz (10 pts), attendance (3 pts), or something else that has points attached. **On days when you miss class you will miss points.** (See Section 12. Course Evaluation Methods with regard to **No Make Ups** and dropping your low test/quiz/attendance day.)

Furthermore, your instructor reserves the right to drop a student from the class for excessive absences, and also reserves the right to drop a student from the class for excessive times tardy—and for both of these, AT HER DISCRETION and withOUT notice to the student.

Be aware of the following "words of wisdom" concerning the course: In order for you to succeed in this class, prompt and regular attendance is necessary. Really. And. Truly.

### Section 9. Classroom Conduct

The classroom conduct policy for this class is designed to encourage learning within the classroom with minimal disruption to classmates. Simply stated, it is this: it is a course requirement that you comply with the rules of common courtesy when you are in this class. This includes such things as no talking to your neighbor and no speaking out during class without raising your hand. I am DEADLY SERIOUS about this—it is only common courtesy to refrain from those activities during class time. Also, these issues (and others) are addressed in the College of Business Student Code of Ethics, which is reproduced later in this syllabus. The requirements and expectations of students found in the College of Business Student Code of Ethics are incorporated into this class, as well—what is said there applies to Legal and Social Environment of Business.

## Section 10. Academic Integrity

All Pitt State students are bound by the academic integrity policies of the university as described and outlined in the current PSU Syllabus Supplement. Please familiarize yourself with these rules and guidelines. For a full copy of the Pittsburg State University policy concerning Academic Integrity (as well as other PSU policies, such as information about Notice of Nondiscrimination, Computer/Technology Assistance, and the Weapons and Concealed Carry Policy, among others) during this **WF 2022** semester, review the PSU Syllabus Supplement at:

<https://www.pittstate.edu/registrar/files/documents/syllabus-supplement-fall-2022.pdf>

In addition, as a course offered through the Kelce College of Business, students in this class are obligated to adhere to the college's Student Code of Ethics as outlined below.

Students pledge to:

- Arrive on time, remain until dismissed at all class sessions, and notify instructors in advance of anticipated absences, late arrivals, or early departures whenever possible.
- Turn off cell phones or other electronic devices while in class, unless permission to use them has been granted.
- Refrain from class disturbances.
- Refrain from use of profane or vulgar language in a threatening or disruptive manner.
- Treat fellow students, staff, faculty, administrators, and property with respect.
- Refrain from giving or receiving inappropriate assistance.
- Prepare assignment and exams honestly, refraining from such unacceptable conduct as plagiarism or unacknowledged appropriation of another's work in any academic work.
- Obey the policies, regulations, and laws of the United States of America, the State of Kansas, The Kansas Board of Regents, Pittsburg State University, and the Gladys A. Kelce College of Business.
- If a student observes someone committing dishonesty in connection with academic work, the student is encouraged to report that dishonesty to the appropriate individual (ex, faculty member, or administrator).

If your instructor determines that academic misconduct/dishonesty has occurred, expect to receive a grade of "F" for this course [not just for the test/quiz/project—for the entire course].

## Section 11. Students with Disabilities

Please inform the instructor if you have a learning or physical disability that interferes with course requirements. Assistance and/or appropriate accommodations may be available through the contacts listed on the previously referenced current PSU Syllabus Supplement.

## Section 12. Course Evaluation Methods

A total of four examinations (each of equal weight) will be administered during the semester, plus a final examination (worth substantially more points than the other tests). Students will be allowed to bring one 4

inches by 6 inches, hand-written note card to each test (including the final), if desired (but only one note card per student, and one student per note card). You are allowed to write on both sides of the note card. **YOU MUST ATTEND LECTURES, TAKE QUIZZES, AND TAKE EXAMS IN THE THE CLASS SECTION IN WHICH YOU ARE ENROLLED** **NO MAKE-UPS WILL BE GIVEN!** Of the first four examinations, three will "count" toward a student's grade, with the lowest of these four scores being dropped. Because of this "low score will be dropped" policy regarding the first four examinations, your instructor feels comfortable in making and enforcing the afore-mentioned policy, namely: **NO MAKE-UP WILL BE GIVEN**. **If a student misses an examination, that is the exam score which will be dropped.** The final examination (while not comprehensive) will nevertheless be longer and more challenging than the other exams, and IT CANNOT BE DROPPED. Please keep in mind **the final exam** will count for a very substantial portion of your grade--possibly **24-26% of your grade** for the **COURSE**. Students must bring a scantron sheet and a lead pencil with them to each test. Your instructor retains test materials.

A similar policy regarding drops will be followed regarding both quizzes and attendance points, namely: Your lowest quiz will be dropped, and your lowest daily attendance score will be dropped. Again, because of this "low score will be dropped" policy, your instructor again feels comfortable in making and enforcing the policy that **NO MAKE-UP WILL BE GIVEN**. This includes absences due to illness, family emergencies, scheduling conflicts, and things of this nature. **NO MAKE-UP UP**. The **ONLY ONLY ONLY** times when special provisions will be made is for absences due to **occasional JOB-RELATED** (career fair, job interview, military, etc.) **OR SCHOOL-RELATED** (sports, class field trips, etc.) **ACTIVITIES** **WHEN** the student gives your instructor **written notice (BY EMAIL, because this provides verification of the exact day/time when the notice was given)** **AT LEAST ONE CLASS PERIOD IN ADVANCE** of the absence. In those circumstances, for those occasional **JOB-RELATED OR SCHOOL-RELATED ABSENCES ONLY**, your **teacher will determine whether it is appropriate for you to take the quiz/test EARLY**. But again, **NO MAKE-UP WILL BE GIVEN, EVEN FOR JOB-RELATED OR SCHOOL-RELATED ABSENCES.**

Grades will be assigned based upon total points earned in the course. **AFTER** the final examination has been administered, your instructor will determine whether the class average is below 70% of the total points available. If so, points will be added to each person's grade to bring the course average to 70%. You can expect to receive an A with 90% of the total points available in the course, B with 80%, C with 70%, D with 60%, and an F if your average is below 60%.

Be sure to keep up with course material and study carefully throughout the duration of the course. And do NOT count on the final examination to "save your skin" and boost your class average. It has been your instructor's experience that this rarely happens. Study hard all semester-- don't wait until the last minute. #WeCanDoThis but remember: There Is No Substitute For Time On Task

Students are responsible for all textbook material listed in Section 5 Course Outline [unless specifically excluded in Section 15 of this syllabus], as well as all information posted on Canvas, covered in class lectures, or discussed during class sessions.

### Section 13. Final Examination

It is also a **COURSE REQUIREMENT** that you take your final examination as per PSU's Final Examination schedule as set by the PSU Registrar for WF 2022. This means you must take the final examination as follows:

*for the 8 am section of L&S, on MON, Dec 12*

*for the 10 am section of L&S, on FRI, Dec 16*

*for the 1 pm section of L&S, on FRI, Dec 16*

If you are unable to take your section's final at the scheduled time, do not take this course this semester. I repeat: *If you are unable to take your section's final at the scheduled time, do NOT take this course this semester.*

#### Section 14. Campus Closure/Inclement Weather Policy

The Pittsburg State University Procedures for Canceling Classes or Curtailing Other University Operations can be found at:

<https://www.pittstate.edu/president/policies/procedures-for-canceling-classes-or-curtailling-other-university-operations.html>

Bottom line implications for our L&S class: If due to inclement weather in the Pittsburg area on a particular day the campus of Pittsburg State University is closed, then any face-to-face lecture that had been scheduled for L&S class on that day will be cancelled. **However**, be sure to keep checking both Canvas and your email for any "on-line snow-day assignments" which might be assigned and due that day in lieu of the face-to-face lecture.

#### Section 15. Other Policies

Your instructor reserves the right to drop a student from the class for excessive absences, and also reserves the right to drop a student from the class for excessive times tardy—and for both of these, AT HER DISCRETION and withOUT notice to the student.

And again, remember the previously mentioned "words of wisdom" concerning the course: In order for you to succeed in this class, prompt and regular attendance is necessary. Really. And. Truly.

Finally, due to unfortunate circumstances that are beyond my control, I have a no-exceptions policy concerning the use of language translation devices/books. The ONLY ONLY ONLY translation assistance device that students will be allowed to use when taking quizzes and/or tests is a **hard-copy** dictionary (eg., English to Spanish Dictionary). Absolutely **NO** electronic translation devices of any type can be used when taking a quiz or a test.

**Note:** The instructor reserves the right to amend and to reorganize this syllabus at any time.

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\* L&S **Chapter 1** (11<sup>th</sup> edition) text material for which you are NOT responsible:

beginning on pg 6 Equitable Maxims

beginning on pg 10 Basic Steps in Legal Reasoning

beginning on pg 13 Section 1-6 How To Find Primary Sources of Law

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\* L&S **Chapter 3** (11<sup>th</sup> edition) text material for which you are NOT responsible:

beginning on pg 56, Section 3-4a, 3-4b

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\* L&S **Chapter 4** (11<sup>th</sup> edition) text material for which you are NOT responsible:

beginning on pg 81, Section 4-4d, 4-4e, 4-4f

beginning on pg 82, Section 4-5 International Dispute Resolution

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\* L&S **Chapter 5** (11<sup>th</sup> edition) text material for which you are NOT responsible:

beginning on pg 90, Section 5-2b Dismissals and Judgments Before Trial

beginning on pg 101, Section 5-4 Posttrial Motions

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\* L&S **Chapter 12** (11<sup>th</sup> edition) text material for which you are NOT responsible:

beginning on pg 247, Section 12-3 E-Contracts

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**Note:**

**THE INSTRUCTOR RESERVES THE RIGHT TO AMEND AND TO REORGANIZE THIS SYLLABUS AT ANY TIME**

Breakdown of the PP Slides and text material dealing with Contracts, Chps 12 and 13 [11<sup>th</sup> ed]:

Chapter 12

Overview & Classification (Powerpoint Slides 1-7, Text pg 236-239)

Offer/Accept ("Agreement") (sl 8-16, pg 240-247)

Consideration (sl 17-19, pg 250-254)

Capacity (sl 20, pg 254-256)

Legality (sl 21-24, pg 256-259)

Statute of Frauds ["Form"] (sl 24-28, pg 259-261)

3<sup>rd</sup> Parties (sl 29-33, pg 261-262)

Chapter 13

Voluntary Consent ("Genuine Assent") (sl 1-8, pg 265-270)

Perf & Discharge (sl 9-18, pg 270-277)

Damages (sl 19-27, pg 278-283)