1. Catalog description
   a) Course number: MGT 3900
   b) Course title: Employment Law
   c) Meeting times and credit: 3-0-3
   d) Term to be offered: S
   e) Short title: Emp Law
   f) Course description: A study of the social and legal framework governing regulation of human
      resources management, including ethical principles, case law, statutes, and administrative
      rules. Topics include common law employment principles, federal and state regulation
      including equal employment opportunity laws, sexual harassment law, workers’ compensation,
      wage and hour statutes, and labor relations.
   g) Prerequisite: Sophomore standing and BUS 3010, or permission of the Associate Chair, School of
      Business.
   h) Initial term of course offering: Spring 2008

2. Student Learning Objectives and Evaluation
   a) List the student learning objectives of the course.
      Upon successful completion of the course, students will:
      1. Understand the social and economic issues underlying regulation of employment.
      2. Describe the employment relationship and distinguish it from other legal relationships.
      3. Describe the purposes and key requirements of major common law doctrines and
         statutes regulating employment.
      4. Recognize legal and ethical issues in the management of human resources and develop
         strategies for resolving those issues.
      5. Analyze and apply ethical and legal principles to cases and problems arising from the
         management of human resources.
   b) Indicate how students’ achievement of the stated objectives will be assessed and grades will
      be earned:

      | Objective | Problem solving and/or case analyses 20-50% | Examinations 35-50% | Class Participation 0-15% | Projects/presentations 0-30% |
      |-----------|------------------------------------------|---------------------|--------------------------|----------------------------|
      | 1         | X                                       | X                   | X                        | X                          |
      | 2         | X                                       | X                   | X                        | X                          |
      | 3         | X                                       | X                   | X                        | X                          |
      | 4         | X                                       | X                   | X                        | X                          |
      | 5         | X                                       | X                   | X                        | X                          |

   c) Technology delivered courses: N/A
   d) Courses numbered 4750-4999: N/A
   e) N/A
### 3. Outline of the Course

#### a) Units of time

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<tr>
<th>Week</th>
<th>Topics</th>
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| 1    | Distinguishing ethical and legal considerations in HRM  
      | Review of fundamental legal principles  
      | Reading and analyzing legal cases  
      | Alternative dispute resolution: arbitration and mediation  |
| 2    | Employment at will  
      | Advantages and disadvantages of hiring employees  
      | Independent contractors  |
| 3    | The employment contract  
      | Employee eligibility verification (I-9)  
      | Employee handbooks  
      | Responsibility for acts of employees  
      | Negligent hiring and training  |
| 4    | Workers' compensation  
      | Workplace health and safety  |
| 5    | Wage, hour, and related statutes  
      | Family and Medical Leave Act  
      | Regulation of benefits  |
| 6    | Intro to EEO law  
      | The Equal Employment Opportunity Commission  
      | Framework for EEO laws: disparate treatment, disparate impact, affirmative defenses  |
| 7    | Title VII of the Civil Rights Act: Discrimination on the basis of race, color, national origin, and sex  
      | Immigration Reform and Control Act  |
| 8    | Title VII: Discrimination on the basis of religion; accommodation of religious beliefs  
      | Affirmative action  
      | EEO-1 report  |
| 9    | Age Discrimination in Employment Act  
      | Introduction to Title I of the Americans with Disabilities Act  |
| 10   | Title I of the ADA: Qualified individuals with disabilities; reasonable accommodation  
      | Other EEO considerations  |
| 11   | Overview of labor laws and labor relations  
      | National Labor Relations Board  
      | The union organizing process  |
| 12   | Collective bargaining  
      | Administration of the collective bargaining agreement  |
| 13   | Exams  |
| 14   | Presentations  |
| 15   | Presentations  |

#### b) N/A

### 4. Rationale

#### a) Purpose and need: In-depth knowledge of employment law is crucial for human resource managers. According to the Undergraduate Human Resources Curriculum Study (2003) conducted by the Society for Human Resource Management, employment law was identified as one of the most important of the knowledge, skills and abilities needed for a successful career in human resource management (second only to communication skills). This course is
part of a sequence of four human resource management courses designed to provide students the background necessary to sit for the Human Resource Certification Institute’s exam, the first step in earning certification as a Professional in Human Resources.

b) Justification of the level of the course and of course prerequisites: The course will be taught at the 3000 level so that students can complete two prerequisites: BUS 2750 Legal and Social Environment of Business and BUS 3010 Management and Organizational Behavior. BUS 2750 provides the general legal background needed for an understanding of the topics covered in the course. BUS 3010 provides a background in principles of management that will enable students to understand the role of human resource management in organizations. The course will be taught at the 3000 level so that it can serve as a prerequisite for two 4000 level courses.

c) Similarity to existing courses:
(1) A similar course, MGT 4450 Labor Relations and Employment Law currently is offered. Through this course revision, the emphasis of the course will be placed on employment law (that affects virtually all workplaces) rather than on labor relations (that applies only to unionized workplaces). To provide more logical coverage of legal issues in human resource management, MGT 3900 Employment Law will be a prerequisite for MGT 4370 Compensation Management and MGT 4500 Workforce Staffing and Development. By sequencing the curriculum in this way, faculty teaching MGT 4370 and MGT 4500 can focus on teaching managerial issues and incorporate legal issues that the students will already have studied. This sequencing also will reduce duplication of coverage and instead will allow students to synthesize and refine their knowledge and skills as they progress through the curriculum.
(2) MGT 4450 will be deleted if the revised course is approved.

d) Impact on Program(s):
(1) This course will be required for management majors enrolled in the human resource management concentration and an elective for other management majors.
(2) N/A.

5. Implementation
a) Faculty member(s) to whom the course may be assigned: Professor Christie L. Roszkowski.
b) Specification of any additional costs to students: None

6. Community College Transfer
A community college course will not be judged equivalent or accepted as a substitute.

7. Date approved by School of Business Curriculum Committee: February 15, 2006

8. Date approved by the Lumpkin College of Business and Applied Sciences Curriculum Committee: March 6, 2006

9. Date approved by CAA: March 30, 2006