Spring 2023

Meeting days: Online Face-to-face: February 3, March 17, April 21	**Instructor title and name:** Tom Bolinger & Carsten Hennings
Meeting times: 8:30AM – 12:30PM	**Phone:** TB: (619) 283-7011, CH: (619) 849-2667
Meeting location: MV 316	**E-mail:** TB: tbolinge@pointloma.edu CH: chennin1@pointloma.edu
Final Exam: (day/time) No Final Exam	**Office location and hours:** By Appointment

PLNU Mission
To Teach ~ To Shape ~ To Send

Point Loma Nazarene University exists to provide higher education in a vital Christian community where minds are engaged and challenged, character is modeled and formed, and service is an expression of faith. Being of Wesleyan heritage, we strive to be a learning community where grace is foundational, truth is pursued, and holiness is a way of life.

Fermanian School of Business Mission
Character – Professionalism – Excellence – Relationships – Commitment - Innovation

As members of a vital Christian community, we strive to provide high quality business programs that equip students to make a positive impact in their workplace and community by connecting purpose to practice.

COURSE DESCRIPTION

This course investigates the key aspects of law, ethics, and society as it is relevant to leaders and managers of organizations. Topics include contracts, product liability, human resources law, personal ethical standards, ethical frameworks, moral decision development, articulation and implementation, effective corporate social responsibility strategies, and positive social impact.

COURSE LEARNING OUTCOMES

Upon completion of this course, students will be able to:
1. Exhibit an understanding of the basic legal processes and concepts (PLO 1)
2. Recognize and apply the legal elements of contracts, torts, and illegal discrimination in the daily operations of a business (PLO 2 & 3)
3. Collaborate effectively in teams in the analysis and presentation of legal cases (PLO 6 & 7).
4. Appraise personal core values that inform ethical standards and decisions (PLO 1 & 5).

5. Evaluate various ethical perspectives, tools and concepts used to resolve ethical dilemmas in business (PLO 1 & 2).
6. Examine the implications of an ethical decision and explore the impact that the decision will have on stakeholders and self (PLO 4 & 5).
7. Present a strong position when taking a stand on an issue (PLO 6).
8. Compare and contrast the different views of corporate social responsibility (PLO 1).
9. Describe the role of corporate social responsibility in business (PLO 2).
10. Demonstrate an understanding of the cultural implications of corporate social responsibility decision making (PLO 4).

COURSE CREDIT HOUR INFORMATION

In the interest of providing sufficient time to accomplish the stated Course Learning Outcomes, this class meets the PLNU credit hour policy for a 3 unit class delivered over 16 weeks. Specific details about how the class meets the credit hour requirement can be provided upon request.

REQUIRED TEXTS AND RECOMMENDED STUDY RESOURCES

Law:
1. Miller R. L. R. (2022). *Business law today - the essentials: text & summarized cases* (13th ed.). Cengage Learning.
2. Frydlinger, Vitasek, and Hart *(2019),* A New Approach to Contracts. *Harvard Business Review.* (Communication Magazine Article)
3. Kirscher, C. (2016). Double, Double, Toil and Trouble: One Compounding Pharmacy's Recipe for Steroids . *Harvard Business Review.*

Society:
Various journal articles and web resources – see Canvas for details.

Ethics:
1. Hosmer L. R. T. (2011). *The ethics of management: a multidisciplinary approach* (7th ed.). McGraw-Hill. *Previous editions of the book (the newer the better) should also be acceptable.*
2. Various journal articles and web resources – see Canvas for details.

ASSESSMENT AND GRADING

Activities and Point Distribution

Activity	Points
Light Week Discussion	5
Law	
Peregrine Leveling Module	18
Paper on Strict Liability	18
Paper on Employment Relations	18
Reading Discussions (8 @20.75 each)	166
Paper based on HBR Article	35
Face-to-Face meeting	35

Team Paper based on HBR Article	60
Law Total Points	*350*
Society	
Video Participation	50
Discussions & Reflections	120
CSR Debate	100
Unilever Case Submission	75
Society Total Points	*345*
Ethics	
Video & Live Class Participation	50
Discussions & Reflections	150
Take Your Stand Paper	100
Ethics Total Points	*300*
Total Points	**1000**

Points will be converted to grades as follows

Points	Grade	Points	Grade
930-1000	A	730-769	C
900-929	A-	700-729	C-
870-899	B+	670-699	D+
830-869	B	630-669	D
800-829	B-	600-629	D-
770-799	C+	0-599	F

FOUNDATIONS OF LEGAL ENVIRONMENT OF BUSINESS COURSE ASSIGNMENT LEVELING MODULE

You are required to take the Foundations of Legal Environment of Business course assignment leveling module. The time to complete the module is estimated at 6 to 9 hours, depending on your previous exposure to the subject.

To access the Foundations of Legal Environment of Business, follow the on-screen instructions found at the following URL: https://micro.peregrineacademics.com/pointloma

The password for the module is: **PLNU-1001**

If you have any problems with the registration process, please visit Peregrine's technical support page at: http://www.peregrineacademics.com/support

To successfully complete the module, you must earn a minimum score of 80% on the module post-test. You are allowed to attempt the post-test twice. If you have not achieved a passing score (80%) after two attempts, you will be required to purchase a new module for $39.00 and continue attempts until a passing score is achieved at the same URL: https://micro.peregrineacademics.com/pointloma

The password for the retake module is: **PLNUPAY-1001.**

If you take any modules that are not assigned to you for this course, you will be billed for each module at $39.00 each.

This module is worth 1.8% of your total course grade. The deadline for completing the module is 1/22/2023. The percentage earned on the leveling module post-test will be translated into points (to be scaled from 50 to 18 points) earned in this course as follows:

Post-test Percentage	Points Earned (then scaled to 18 points)
93.00-100	50 (18)
90.00-92.99	45 (16.2)
85.00-89.99	40 (14.4)
80.00-84.99	35 (12.6)
75.00-79.00	30 (10.8)
70.00-74.99	25 (9)
<70	0 (0)

INCOMPLETES AND LATE ASSIGNMENTS

All assignments are to be submitted/turned in by the beginning of the class session when they are due—including assignments posted in Canvas. Incompletes will only be assigned under extremely unusual circumstances.

SPIRITUAL CARE

PLNU strives to be a place where you grow as a whole person. To this end, we provide resources for our graduate students to encounter God and grow in their Christian faith. At the Mission Valley (MV) campus we have an onsite chaplain, Rev. Gordon Wong, who is available during class break times across the week. If you have questions for, desire to meet or share a prayer request with Rev. Wong you can contact him directly at mvchaplain@pointloma.edu or gordonwong@pointloma.edu. Rev. Wong's cell number is 808-429-1129 if you need a more immediate response.

In addition, on the MV campus there is a prayer chapel on the third floor which is open for use as a space set apart for quiet reflection and prayer.

PLNU COPYRIGHT POLICY

Point Loma Nazarene University, as a non-profit educational institution, is entitled by law to use materials protected by the US Copyright Act for classroom education. Any use of those materials outside the class may violate the law.

PLNU ACADEMIC HONESTY POLICY

Students should demonstrate academic honesty by doing original work and by giving appropriate credit to the ideas of others. Academic dishonesty is the act of presenting information, ideas, and/or concepts as one's own when in reality they are the results of another person's creativity and effort. A faculty member who believes a situation involving academic dishonesty has been detected may assign a failing grade for that assignment or examination, or, depending on the seriousness of the offense, for

the course. Faculty should follow and students may appeal using the procedure in the university Catalog. See the [Academic Honesty Policy](#) in the Graduate and Professional Studies Catalog for definitions of kinds of academic dishonesty and for further policy information.

PLNU ACADEMIC ACCOMMODATIONS POLICY

PLNU is committed to providing equal opportunity for participation in all its programs, services, and activities. Students with disabilities may request course-related accommodations by contacting the Educational Access Center (EAC), located in the Bond Academic Center (EAC@pointloma.edu or 619-849-2486). Once a student's eligibility for an accommodation has been determined, the EAC will issue an academic accommodation plan ("AP") to all faculty who teach courses in which the student is enrolled each semester.

PLNU highly recommends that students speak with their professors during the first two weeks of each semester/term about the implementation of their AP in that particular course and/or if they do not wish to utilize some or all of the elements of their AP in that course.

Students who need accommodations for a disability should contact the EAC as early as possible (i.e., ideally before the beginning of the semester) to assure appropriate accommodations can be provided. It is the student's responsibility to make the first contact with the EAC.

SEXUAL MISCONDUCT AND DISCRIMINATION

Point Loma Nazarene University faculty are committed to helping create a safe learning environment for all students. If you (or someone you know) have experienced any form of sexual discrimination or misconduct, including sexual assault, dating or domestic violence, or stalking, know that help and support are available through the Title IX Office at pointloma.edu/Title-IX. Please be aware that under Title IX of the Education Amendments of 1972, it is required to disclose information about such misconduct to the Title IX Office.

If you wish to speak to a confidential employee who does not have this reporting responsibility, you can contact Counseling Services at counselingservices@pointloma.edu or find a list of campus pastors at pointloma.edu/title-ix

COURSE MODALITY DEFINITIONS

1. In-Person: Course meetings are face-to-face with no more than 25% online delivery.
2. Online: Coursework is completed 100% online and asynchronously.
3. Online Synchronous: Coursework is completed 100% online with required weekly online class meetings.
4. Hybrid: Courses that meet face-to-face with required online components.

PLNU ATTENDANCE AND PARTICIPATION POLICY

Regular and punctual attendance at all **synchronous** class sessions is considered essential to optimum academic achievement. If the student is absent for more than 10 percent of class sessions (virtual or face-to-face), the faculty member will issue a written warning of de-enrollment. If the absences exceed 20 percent, the student may be de-enrolled without notice until the university drop date or, after that

date, receive the appropriate grade for their work and participation. In some courses, a portion of the credit hour content will be delivered **asynchronously** and attendance will be determined by submitting the assignments by the posted due dates. See Academic Policies in the Graduate and Professional Studies Catalog. If absences exceed these limits but are due to university excused health issues, an exception will be granted.

Asynchronous Attendance/Participation Definition: A day of attendance in asynchronous content is determined as contributing a substantive note, assignment, discussion, or submission by the posted due date. Failure to meet these standards will result in an absence for that day. Instructors will determine how many asynchronous attendance days are required each week.

Students taking blended courses lasting over 14 weeks are expected to attend each week of the course. Attendance is defined as logging into the course each calendar week to check on updates and announcements. In addition, students must participate in the academic graded activities during the calendar week the assignments/activities are due. Students must also attend all scheduled face-to-face meetings. Students who do not attend at least once in any given calendar week will be issued an attendance warning. Students who do not attend at least once in any two consecutive weeks in the online will be dropped from the course retroactive to the last date of recorded attendance.

 Students who anticipate being absent for an entire week of a course should contact the instructor in advance for approval and make arrangements to complete the required coursework and/or alternative assignments assigned at the discretion of the instructor.

USE OF TECHNOLOGY

In order to be successful in your course, you'll need to meet the minimum technology and system requirements; please refer to the *Technology and System Requirements* information. Additionally, students are required to have headphone speakers, microphone, or webcams compatible with their computer available to use for any online or hybrid classes. Please note that any course with online proctored exams require a computer with a camera (tablets are not compatible) to complete exams online.

Problems with technology do not relieve you of the responsibility of participating, turning in your assignments, or completing your class work.

COURSE SCHEDULE AND ASSIGNMENTS

For more details and precise due dates, see Canvas.

Week	Module	Topics	Readings	Assignments
1/9	**Light Week**	Introduction to Course	Course Syllabus	Discussion – Introductions
	Law			
1/16	**Module 1**	The U.S. Legal System	Chapters 1 and 2	Discussions 1 & 2 Peregrine Leveling Module

1/23	**Module 2**	Intentional Torts, Negligence, Strict Liability and Product Liability	Chapter 4	Discussions 3 & 4 Paper on Strict Liability
1/30 **F2F: 2/3**	**Module 3**	Contracts and Intellectual Property	Chapters 5, 8, 9, and 10	Discussions 5 & 6 Paper based on HBR Article F2F Class Meeting
2/6	**Module 4**	Employment Law and Antidiscrimination Law	Chapters 16 and 17	Discussion 7 Paper on Employment Relations
2/13	**Module 5**	Legal Entities	Chapters 18, 19, and 20	Discussion 8 Team Paper based on HBR Article
		Society		
2/20	**Module 1**	Introducing the Great Debate on CSR	Friedman, CSR and CC Materials	Discussion Reflection
2/27	**Module 2**	Purpose and Corporations	B Corps, ESOP and SiB readings	Discussion
3/6		**Spring Break – No Class or Activities**		
3/13 **F2F: 3/17**	**Module 3**	Class CSR Debate		CSR Debate Prep CSR Live Debate
3/20	**Module 4**	Extensions and Applications of CSR	HBR articles on various CSR topics	Discussion Reflection
3/27	**Module 5**	Unilever and CSR Implementation	Unilever Case	Discussion Unilever Case Submission
		Ethics		
4/3	**Module 1**	Values and Worldviews	Worldview and Values Materials	Discussion Reflection
4/10	**Module 2**	Ethical Approaches	Various Articles on Ethical Systems	Discussion Reflection
4/17 **F2F: 4/21**	**Module 3**	Ethical Decision Making and the Hosmer Model	Hosmer Assigned Chapters	Discussion Class Participation
4/24	**Module 4**	Ethics and Organizations	Various Articles	Discussion Reflection
5/1	**Module 5**	Take your Stand and Final Thoughts		Discussion Take Your Stand Essay