

Spring 2024

Meeting days: Online Face-to-face: February 2, March 15, April 19	Instructor title and name: Tom Bolinger & Carsten Hennings
Meeting times: 9:30AM – 2:00PM	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. *A copy of the book in PDF form is available in Canvas.*
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
<i>Law Total Points</i>	<i>350</i>
Society	
Video Participation	50
Discussions & Reflections	120
CSR Debate	100
Unilever Case Submission	75
<i>Society Total Points</i>	<i>345</i>
Ethics	
Video & Live Class Participation	50
Discussions & Reflections	150
Take Your Stand Paper	100
<i>Ethics Total Points</i>	<i>300</i>
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 who is available during class break times across the week. If you have questions for, desire to meet or share a prayer request please email mvchaplain@pointloma.edu.

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 [Graduate Academic and General Policies](#) for definitions of kinds of academic dishonesty and for further policy information.

During the first week of class, you will be asked to submit an Academic Honesty Verification Statement. Submitting the statement is a requirement of this course. By submitting the Academic Honesty Verification Statement, you will be verifying all assignments completed in this course were completed by you. Carefully review the Academic Honesty Statement below.

Statement: "In submitting this form, I am verifying all the assignments in this course will be completed by me and will be my own work."

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

In support of a safe learning environment, 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 accommodations and resources 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, faculty and staff are 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.

GPS ACADEMIC RESOURCES

PLNU offers the following free academic resources virtually for Graduate Professional Studies (GPS) Students. Visit myPLNU through the links below for more information.

- [The GPS Writing Center](#) offers:
 - **Zoom Writers Workshops** offered each quad on a variety of helpful topics
 - **One-to-one appointments** with the Writing Coach

- **Microlearning YouTube Video Library** for helpful tips anytime
- [Research Help Guide](#) to help you start your research
- The physical office is located on the third floor of the [Mission Valley Regional Center](#) off the student lounge
- [Academic Writing Resources Course](#): Found on your Canvas Dashboard, this course is non-credit with 24/7 access, no time limits, and self-paced content. [Watch a quick video run-through](#) and take time now to explore!
- [Tutoring](#): Students have access to 24/7 live or scheduled subject tutoring through Tutor.com, including a Paper Drop-Off Service with feedback within 12 hours.

We are here to support you! Contact us anytime: GPSWritingCenter@pointloma.edu

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

Synchronous Attendance/Participation Definition

For synchronous courses that have specific scheduled meeting times (including in-person, hybrid, and synchronous online courses), absences are counted from the first official meeting of the class regardless of the date of the student's enrollment. For courses with specific attendance requirements, those requirements are outlined in the course syllabus.

Note: For synchronous courses with an online asynchronous week, refer to the Online Asynchronous Class Attendance policy listed below.

Online Asynchronous Attendance/Participation Definition

Students taking online courses with no specific scheduled meeting times are expected to actively engage throughout each week of the course. Attendance is defined as participating in an academic activity within the online classroom which includes, but is not limited to:

- Engaging in an online discussion
- Submitting an assignment
- Taking an exam
- Participating in online labs
- Initiating contact with faculty member within the learning management system to discuss course content

Note: Logging into the course does not qualify as participation and will not be counted as meeting the attendance requirement.

USE OF TECHNOLOGY

In order to be successful in the online or hybrid environment, 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. Please note that any course with online proctored exams requires 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
1/8	Light Week	Introduction to Course	Course Syllabus	Discussion – Introductions
		Law		
1/15	Module 1	The U.S. Legal System	Chapters 1 and 2	Discussions 1 & 2 Peregrine Leveling Module
1/22	Module 2	Intentional Torts, Negligence, Strict Liability and Product Liability	Chapter 4	Discussions 3 & 4 Paper on Strict Liability
1/29 F2F: 2/2	Module 3	Contracts and Intellectual Property	Chapters 5, 8, 9, and 10	Discussions 5 & 6 Paper based on HBR Article F2F Class Meeting
2/5	Module 4	Employment Law and Antidiscrimination Law	Chapters 16 and 17	Discussion 7 Paper on Employment Relations
2/12	Module 5	Legal Entities	Chapters 18, 19, and 20	Discussion 8 Team Paper based on HBR Article
		Society		
2/19	Module 1	Introducing the Great Debate on CSR	Friedman, CSR and CC Materials	Discussion Reflection
2/26	Module 2	Purpose and Corporations	B Corps, ESOP and SiB readings	Discussion
3/4		Spring Break – No Class or Activities		
3/11 F2F: 3/15	Module 3	Class CSR Debate		CSR Debate Prep CSR Live Debate

3/18	Module 4	Extensions and Applications of CSR	HBR articles on various CSR topics	Discussion Reflection
3/25	Module 5	Unilever and CSR Implementation	Unilever Case	Discussion Unilever Case Submission
	Ethics			
4/1	Module 1	Values and Worldviews	Worldview and Values Materials	Discussion Reflection
4/8	Module 2	Ethical Approaches	Various Articles on Ethical Systems	Discussion Reflection
4/15 F2F: 4/19	Module 3	Ethical Decision Making and the Hosmer Model	Hosmer Assigned Chapters	Discussion Class Participation
4/22	Module 4	Ethics and Organizations	Various Articles	Discussion Reflection
4/29	Module 5	Take your Stand and Final Thoughts		Discussion Take Your Stand Essay