

BUS 431  
LEGAL & ETHICAL ENVIRONMENT OF BUSINESS

Winter 2024

**Time:** TR 2:30-3:50PM    **Place:** LJCSE 169

## 1 Instructor information

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**Name:** Dr. Brian Beadle  
**Email:** [bbeadle@northland.com](mailto:bbeadle@northland.com)  
**Office location:** Mead 132  
**Office hours:** MTWR 11:00AM-12:00PM and by appointment, in person or via Zoom  
**Office phone:** 715.682.1482

## 2 Course information

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**Course description:** Students survey the legal and ethical environments in which businesses operate. The course provides students with an overview of statutory and judicial efforts to regulate business activity, as well as an introduction to ethical theory and decision-making models. Topics include regulation of commerce and competition, labor management relations, torts and crimes, contracts, consumer protection, environmental protection, social responsibility, formation of businesses, mergers, and acquisitions.

This is a three credit course that meets for two, 80-minute class periods each week during the 15-week semester.

**Prerequisites:** Junior standing.

**Readings:**

- Lao, T. & Johnson, L. (2011). [The Legal and Ethical Environment of Business](#). Saylor Foundation. ISBN 13: 9781936126583
- Lecture slides

**Learning objectives:**

- Become familiar with general concepts and principles of law and ethics.
- Learn the basic functions and operations of the law, legal contracts, the court system, and the constitution.

- Understand key legal concepts such as torts, intellectual property, employment discrimination, and criminal law.

### Course expectations

- Complete assigned readings before class
- Turn in assignments on time
- Actively and respectfully participate in class

**Grading Policy:** This will be a group-based class comprised of a series of quizzes, a mid-term exam, and a final exam. Groups are established at the beginning of the semester, and all activities will be conducted within group.

Every week, we will have a short quiz (4-5 questions). Students will take the quiz individually first, then repeat the quiz as a group. The score for each quiz will be an equally weighted average of the individual and group components. There are 11 quizzes overall, and the lowest score will be dropped from the final grade.

Exams will take place on eLearning. **Every student is required to submit their own exam;** however, working in the assigned groups to complete the exams is allowed.

Please refer to the following table outlining the tasks for the semester, as well as the tentative deadlines and points awarded for each task.

Format	Topic(s)	Points	Due Date
Quizzes	Various	$4 \times 10 = 40$	-
Exam #1	Chapters 1-7	30	02.29.24
Exam #2	Chapters 8-13	30	04.18.24

The final grade is an aggregation of the quizzes and take-home exams. Letter grades are assigned using the following scale:

Grade	Points	Grade	Points
A	93–100	C	73–76
A–	90–92	C–	70–72
B+	87–89	D+	67–69
B	83–86	D	63–66
B–	80–82	D–	60–62
C+	77–79	F	0–59

### 3 General policies

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**Academic integrity policy:** The Northland College faculty value academic integrity as a guiding principle for the fair and respectful intellectual inquiry and communication that are central to the academic program of the college. When faculty and students participate in these scholarly activities, they are expected to act with honesty and integrity by acknowledging when they have incorporated the work of others. The faculty serve as mentors and coaches to guide students in understanding these scholarly conventions. Students are expected to learn and follow these conventions and to remain accountable for their work.

Academic misconduct includes, but is not limited to: cheating, plagiarism, fabricating information, assisting others in acts of academic misconduct, and actions indicating a general disregard of institutional policies regarding scholarly activities. Depending on the severity and number of offenses, the penalties for academic misconduct range from a warning up to expulsion. For a complete explanation of definitions, consequences, and procedures for academic misconduct, please see the Northland website [here](#).

**Sexual and Gender-Based Misconduct, Title IX Statement:** In accordance with Title IX and other local, state, and federal laws, Northland College is committed to providing an environment free of all forms of discrimination, including sex and gender-based discrimination. This includes, but is not limited to sexual violence, sexual harassment, dating violence, and stalking. If you or someone you know has been affected or is currently being affected by these types of behaviors that are limiting their ability to participate in this course or any other Northland College sponsored program or activity, please know that there are options, and resources are available. I am not a confidential resource. As a faculty member, I am considered a mandatory reporter and am required to report incidents of sex and gender-based discrimination and sexual misconduct to the [Title IX coordinator](#), as we want to ensure that you are connected with the campus support resources offered by the College. You can also make a report by contacting the Title IX coordinator directly. To learn more, please visit the Northland College [Title IX page](#).

**College Accommodations Statement:** Northland College is committed to creating an inclusive learning environment that meets the needs of its diverse student body. If you anticipate or experience any barriers to learning in this course, please contact me to discuss your concerns and possible solutions. If you have a disability, or think you may have a disability, I encourage you to meet with the College's Academic Accommodations & Success Specialist, who may be reached at [djonesilsley@northland.edu](mailto:djonesilsley@northland.edu) or 715-682-1280. The Accommodations Specialist can help you determine if you should request official accommodations for this course and guide you through the process.

The Academic Accommodations & Success Specialist ensures that support for students with disabilities is compliant with the Americans with Disabilities Act of 1990, with the amendments of 2008, with sections 504 and 508 of the Rehabilitation Act of 1973, and with other applicable laws. You may find additional information about the College's accommodations services on My Northland via [this link](#).

**Tutoring and Academic Coaching Services Statement:** Peer tutoring is available in the Center for Science and the Environment (CSE). The Tutoring and Writing Center is located on the CSE 2nd floor, near the top of the stairs. See My Northland for the current tutoring schedule or email [tutoring@northland.edu](mailto:tutoring@northland.edu) to make an appointment with a tutor. Professional, academic coaches can connect you with campus resources and help with motivation, time management, study skills, reading comprehension, and communicating with professors. To make an appointment with an academic coach, email [djonesilsely@northland.edu](mailto:djonesilsely@northland.edu).

## 4 Tentative course schedule

The following table provides an overview of the planned schedule for the semester. This schedule may change depending on time availability and student interests. For a list of other important dates (e.g. deadlines for registering/dropping, holidays, etc.), please find Northland's academic calendar [here](#).

Week	Day	Date	Topic
1	TH	01.11	Course introduction
2	T TH	01.16 01.18	Chapters 1 & 2: Introduction to Law, The Court System
3	T TH	01.23 01.25	Chapter 3: Litigation
4	T TH	01.30 02.01	Chapter 4: Alternative Dispute Resolution
5	T TH	02.06 02.08	Chapter 5: The Constitution
6	T TH	02.13 02.15	Chapter 6: Contracts
7-8	T	02.20	<b>No in-person classes in weeks 7 &amp; 8</b>
	TH	02.22	<b>Quiz and exam will be online</b>
	T	02.27	<b>Chapter 7: Torts, quiz due Thursday, Feb 22 at 11:30pm</b>
	TH	02.29	<b>Mid-term exam due Thursday, Feb 29 at 11:30pm</b>
Spring break			
10	T TH	03.12 03.14	Chapters 8 & 9: The Property System, & Intellectual Property
11	T TH	03.19 03.21	Chapter 10: Criminal Law
12	T TH	03.26 03.28	Chapter 11: Business Organizations

Week	Day	Date	Topic
13	T	04.02	Chapter 12: Employment Discrimination
	TH	04.04	
14	T	04.09	Chapter 13: Business in the Global Legal Environment
	TH	04.11	
15	T	04.16	Review
	TH	04.18	<b>Final exam due Thursday, April 18 at 11:30pm</b>