

- undergrad HR class target population, although grad students of HR class may benefit from learning how decentralized business model interferes with HR decisions.
- author may add to pedagogy section "what groups have rights that are affected by case?" Divide students into groups and present argument to EEOC (prof. of class)

Discusssant #1

Case: well use of secondary sources. Add perspective in cross-disciplinary way (e.g. legal perspective).

→ consider not narrowing perspective

- no need to add to structure or information. Good flow.
- consider additional example - "what if someone showed up in wheelchair?"

- no need for actual numbers / financial info

* → appears aimed for case; if CI note, leave out public relations section

Discusssant #2

Case: are there cases that have been resolved w/ disparate impact?

Examples of cases that have been resolved by adverse impact.

- Students may have had parents who experience age discrimination (as a way to make the link or more relatable)

- well enough to be submitted as CI instead of embryo.

Constraint of 3 pages may be severe.

* may have 2 separate pieces (e.g. public relations topic - more development into own paper)

Chair

- may need to include history of restaurant first, what its market like.

Teaching notes

- discussed in teaching notes but not addressed in text of case. May need series of questions and references (e.g. McDonalds).
- in hearing Obj, don't break down - maybe first 6 questions could be more geared toward undergrads but don't need to break down students.
- consider adding legal perspective in terms of identifying legal cases of adverse impact
- don't specifically talk about HR cultural issues.
- Discussant #1 went case note and recommended expanding teaching notes and questions. Consider attending summer workshop to gain more feedback.

Discussant #2

- add examples of legal cases of disparate impact. (Ex. not hiring tobacco users.)
- linking specific behaviors of HR and managerial decisions.
- Expand on strategic HR role (ref. of Enron but not mentioned in Teaching note)

Chair - put Youtube links in teaching notes (not case).

Teaching wire - start class with link.

- a woman under 40 filed for age discrimination who was aerobics instructor fined for someone - 20 yrs old