

Fall 2023

## **MGMT 691-851: Legal and Ethical Issues**

Jason Bost

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**Instructor:** Jason Bost, Esq., MBA  
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**Class Time & Location:** online-asynchronous  
**Prerequisites:**  
**Office Hours:** by appointment

Legal & Ethical Issues  
**MGMT 691-851**  
Fall 2023

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### Course Overview

Explores the legal and ethical responsibilities of managers. Analyzes the extent to which shareholders should be allowed to exercise their legitimate economic, legal, and ethical claims on corporate managers; the extent of regulation of a particular industry, individual rights of the employee and various corporate interests, corporate responsibility to consumers, society, conservation of natural resources and the environment, and global intellectual property rights.

### Required Course Materials

- Halbert/Ingulli, *Law and Ethics in the Business Environment*, 9<sup>th</sup>/ed. (2018), Cengage Learning Legal Studies in Business  
ISBN: 978-1-305-97249-0  
\*Hard Copy of required textbook is **on reserve** at NJIT library at the front desk.
- Weekly Additional reading assignments from various links as posted on Canvas.

### Learning Outcomes

Upon successful completion of this course, the student should be able to:

- Recognize the five main theories we studied and utilized throughout the semester and be able to clearly articulate how each theory is applied.
- Identify the relationships between ethical theories, legal theories and business' collective use of both.
- Compare and contrast the various ethical and legal theories as related to a variety of business scenarios both real and hypothetical.
- Explain why one ethical theory might be more appropriately applied to a situation in comparison to another theory which may support a contrary point of view.
- Interpret outcomes of business principles when explored or applied through the use of ethical theories.
- Demonstrate an advanced understanding of the impacts of ethics and legal principles on business outcomes.
- Select the most suitable ethical theory for a given legal and/or business related scenario.
- Digest information from a variety of different sources and apply what is learned from those sources to a common question.

### Expected Learning Outcomes

In addition to content specific course objectives, the course intends to help students develop a wide range of analytical, communication, interpersonal, and technology skills, namely:

- Strengthen the ability to collectively debate subjects using recognizably appropriate sources.
- Develop and actively implement team learning strategies and learning by researching and discussing current topics
- Articulate a position from the point of view of a graduate degree level student

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## Course Website

Please go to CANVAS. The Canvas site is where most course materials are posted. Make sure you have an NJIT UCID and password so that you are able to access Canvas. I will use Canvas to post announcements and supplemental materials throughout the semester, this is also where our entire course will take place, there are NO LIVE CLASS MEETINGS. So, please be sure to check the site ([canvas.njit.edu](https://canvas.njit.edu)) frequently. Please contact helpdesk (973-596-2900) for problems associated with Canvas.

## Course Deliverables/ Final Grade Components

Your grade for this course will be based on the following components:

Canvas: Discussion Assignments	50 pts.
Canvas: Quizzes	25 pts.
Canvas: Final Exam	25 pts.
You will have the opportunity to earn up to 10 additional “bonus” points for consistently participating in live lecture discussions, consistently providing insightful comments/posts on Canvas topics and remaining engaged in both lecture and online discussions. These bonus points will be added to your final grade. Thus, a final grade of 85 (Good) could become a grade of 95 (Excellent) on the Graduate Grade Scale as listed at <a href="https://www5.njit.edu/registrar/policies/grading.php">https://www5.njit.edu/registrar/policies/grading.php</a>  **Late submissions for Discussion posts will result in a maximum grade for that assignment of 60% so get them done on time!!!!	10 pts

**See Canvas Modules for each assignment requirement and details!!**

## Final Grades

Grades are a reflection of the level of understanding of course content. Therefore, to achieve the grade of A or B in this class expect to:

- Be prepared. This means actively participating in discussions, exercises, and activities to further understanding.
- Turn in all course deliverables in a timely and professional manner.
- Demonstrate an in depth understanding of the course materials and questions being asked, not just a surface or basic understanding.
- An A or 100% requires you to go above and beyond what is asked and expected!

With less preparation and participation expect the grade of C or lower.

I have had students be very casual in taking a class for the first part of a term. Then, as the class nears the end, the student realizes a bad grade may be in the future and asks for an extra-credit opportunity or extensions to due dates. This is usually done with a **sad face, a soft voice, and a remorseful heart.**

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Please know now that such opportunities are not fair to the other students. So, the grading system established in this syllabus is final and no other opportunities exists outside of the bonus points for consistent participation and professionalism. This means that each student should take this class seriously from the first week.

**Final course grades will be based on the following scale (there will be NO curve):**

**Grading Scale**

A	B+	B	C+	C	D	F
90%	85%	80%	75%	70%	60%	<60%

**Late Assignments**

Late assignments will not be accepted for grading unless there is a severe illness or an emergency situation. In these cases, **legitimate documentation of the emergency must be presented and approved by the office of the Dean of Students before extensions will be granted.**

**Email Etiquette**

This is a business course, and the expectation is that you will conform to appropriate business letter writing practice in all of your email to me. The following are the basics.

- Put the course name (e.g. course name or course number) in the subject line
- Identify the subject of the e-mail with a brief but descriptive summary of the topic: include a proper salutation and the assignment details such as the title, homework, or test.
- Proofread your e-mail for proper sentence structure, capitalization, spelling and punctuation.
- Conclude the e-mail message with a proper closing (e.g. Regards, Sincerely) and your full name.

(Note: Do not e-mail requests for additional grade points unless there is an error in the grading. Please note that any grade discrepancies must be addressed within 2 weeks of the assignment due date. Grades are not ‘given out’ by the professor; they are ‘earned’ by the student. So, make sure that you ‘earn’ a grade that you can live with.)

**Academic Integrity**

Learning is both an individual and a cooperative experience. Asking for and giving help freely in appropriate settings helps you learn. However, you should present only YOUR work as your own. University rules and standards define and prohibit “academic misconduct” by all members of the academic community including students. You are asked and expected to be familiar with these standards and abide by them.

Academic Integrity is the cornerstone of higher education and is central to the ideals of this course and the university. Cheating is strictly prohibited and devalues the degree that you are working on. As a member of the NJIT community, it is your responsibility to protect your educational investment by knowing and following the academic code of integrity policy that is found at: <http://www5.njit.edu/policies/sites/policies/files/academic-integrity-code.pdf>.

Please note that it is my professional obligation and responsibility to report any academic misconduct to the Dean of Students Office. ***Any student found in violation of the code by cheating, plagiarizing or using any online software inappropriately will result in disciplinary action. This may include a failing grade of F, and/or suspension or dismissal from the university.*** If you have any questions about the code of Academic Integrity, please contact the Dean of Students Office at [dos@njit.edu](mailto:dos@njit.edu).

### Accommodations

Educational access is the provision of classroom accommodations, auxiliary aids and services to ensure equal educational opportunities for all students regardless of their disability. If you are in need of accommodations due to a disability please contact Scott Janz (oars@njit.edu), Associate Director of the Office of Accessibility Resources & Services (OARS), Kupfrian Hall 201, to discuss your specific needs. A Letter of Accommodation Eligibility from the OARS authorizing your accommodations will be required. Accommodations need to be requested in advance and will not be granted retroactively.

### Classroom Policies

I will submit your assignments to Turnitin to check for plagiarism. **Grades are not ‘given out’ by the professor; they are ‘earned’ by the student.** Participation in group discussions is essential for the successful implementation of the course objectives, as such, there will be a heavy emphasis placed on class participation.

### Final Comments

Instructor reserves the right to update or change this syllabus throughout the semester. PLEASE always refer to Canvas for updates and changes. Canvas postings will supersede Syllabus.

### The topics are tentative. Updates will be provided.

#	Week of:	Course Topics	Due
1	Sep 5	<b>Law, Ethics and Business: an introduction to the basics</b>	-Chap 1 (Law & ethics book) -IRAC articles on Canvas *Introduce yourself in Canvas discussion; *Familiarize yourself with our discussion format [] Quiz Chap 1
2	Sep 12	<b>Continues- see Week 1</b> (this is the only week that repeats, giving students an opportunity to make sure they have registered, received their books and are ready to move forward)	
3	Sep 19	<b>The New Economy: Revisioning Work</b>	<b>Required Readings:</b> -Chapter 2 The New Economy, Revisioning Work (Law & Ethics book) -Additional reading as posted on Canvas <b>DISCUSSION POST – (1) Forbes article &amp; (2) Gig economy</b> QUIZ: Chapter 2 quiz (due by 11:59pm Sept 25, 2023)

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			(See Canvas Posting for Detailed Information)
4	Sep 26	<b>Whistleblowers and Duties of Loyalty</b>	<p><b>Required Readings:</b> -Chapter 3 The Duty of Loyalty: Whistleblowing (Law &amp; Ethics book)</p> <p><b>DISCUSSION</b> – (1) Whistleblowers v. snitch &amp; (2) Tryese &amp; Geraldo video discussion</p> <p><b>QUIZ:</b> Chapter 3 quiz (due by 11:59pm Oct 2, 2023)</p>
5	Oct 3	<b>Social Media, Cell phones, smart TV's and You!</b>	<p>Chapter 4 Privacy and Technology (Law &amp; Ethics book)</p> <p><b>DISCUSSION – Privacy v. Comfort</b></p> <p><b>QUIZ:</b> Chapter 4 quiz (due by 11:59pm Oct 9, 2023)</p>
6	Oct 10	<b>Diversity (or the lack thereof) and (un)Equal Justice</b>	<p><b>Required readings:</b> -Chapter 5: Valuing Diversity: Equity and Justice for All (Law &amp; Ethics book) -Additional reading as outlined in Canvas</p> <p><b>DISCUSSION – Changing meaning of affirmative action &amp; video content</b></p> <p><b>QUIZ:</b> Chapter 4 quiz (due by 11:59pm Oct 16, 2023)</p>
7	Oct 17	<b>Health and Safety: Workers Rights as Human Rights</b>	<p><b>Required Readings:</b> <u>Chapter 6</u> of <i>Halbert &amp; Ingulli</i> textbook 9<sup>th</sup> Ed. -additional articles as posted in Canvas</p> <p><b>DISCUSSION</b> – minimum wage &amp; OSHA</p> <p><b>QUIZ:</b> Chapter 6 quiz (due by 11:59pm Oct 23, 2023)</p>
8	Oct 24	<b>Environmental Sustainability: Law and Fairness</b>	<p>Required Readings: <u>Chapter 7</u> -see Canvas for additional reading</p>

			<p><b>DISCUSSION</b> – Covid 19 &amp; the Environment</p> <p><b>QUIZ:</b> Chapter 7 quiz (due by 11:59pm Oct 30, 2023)</p>
<b>9</b>	Oct 31	<b>Are Marketing and Advertisement exploitive?</b>	<p>-See Canvas for additional Reading</p> <p><b>DISCUSSION</b> – Influencers &amp; Kids; &amp; Drugs and advertising</p> <p><b>QUIZ:</b> Chapter 8 quiz on Canvas (due by 11:59pm Nov 6, 2023)</p>
<b>10</b>	Nov 7	<b>When is a product legally “defective”?</b>	<p><b>Required Readings:</b>  <u>Chapter 9</u> of Halbert &amp; Ingulli Textbook 9<sup>th</sup> Ed.  <u>Additional reading in Canvas</u></p> <p><b>DISCUSSION</b> – PLCAA and Guns in America</p> <p><b>QUIZ:</b> Chapter 9 on Canvas (due by 11:59pm Nov 13, 2023)</p>
<b>11</b>	Nov 14	<b>Copyright and Intellectual property</b>	<p><b>-Required Readings:</b>  <u>Chapter 10</u> of Halbert &amp; Ingulli Textbook 9<sup>th</sup> Ed.  <u>Additional reading in Canvas</u></p> <p><b>DISCUSSION</b> – Fair use and 2 Live Crew!</p> <p><b>QUIZ:</b> Chapter 10 on Canvas (due by 11:59pm Nov 20, 2023)</p>
<b>12</b>	Nov 21	THANKSGIVING WEEK--- SEE CANVAS	
<b>13</b>	Nov 28	<b>Intellectual Property: Ownership, Creativity and Innovation (*cont)</b>	<p><b>Required Reading:</b>  <u>Reading posted in canvas</u></p> <p><b>DISCUSSION</b> – <i>Dear Donald and Fair use</i></p>
<b>14</b>	Dec 5	Final exam study and prep	<b>-make sure any missing assignments are turned in before Dec 11 at 11:59PM</b>
<b>15</b>	Dec 12	<b>FINAL EXAM (see Canvas for instructions and time frame)</b>	

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