

SYLLABUS (Spring 2018)

Legal Issues in HRM

Course #: 52:533:370:40:14039

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Course Description and Objectives

Overview

This course is designed to give students a broad look at the legal side of Human Resources management. We will examine Federal and New Jersey laws impacting discrimination in the workplace, harassment, employee selection, wage and hour issues, leaves of absence and terminations among others.

In this course, you will:

- Learn about the laws that affect most employees in the workplace today.
- Share your own experiences with the legal side of Human Resources.
- Have the opportunity to ask questions of HR professionals and lawyers working in the employee/labor relations fields.

Required Materials

Text: Human Resources Law (5th Edition), Authors: Remington, Heiser, Smythe and Sovereign. Publisher: Prentice Hall, ISBN-13:9780132568890

Course Requirements and Grading

This course will require your full participation as an individual. Your learning in this course will come from assigned readings, internet use, lecture, discussion, and business-related news publications, e.g., WSJ, NYT, SHRM Magazine, etc. You are expected to complete all assignments and be prepared for each class session. You should be prepared to contribute to class discussions and in-class activities. Final grades are based on the sum of points earned through four exams, an individual paper and class participation. Total points possible (210) are distributed as follows:

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|------------------------------|-----------------------|
| • Class Participation | Note 1 |
| • Exams (Best 3 of 4) | 180, Note 2 |
| • Individual paper | 30 max, Note 3 |

Note 1: It is assumed that the student will come to class prepared and ready to participate in class discussions and other activities. Two (2) points will be deducted from the student's total score for each class missed where a guest speaker is present.

Note 2: There will be four exams during the semester. I will drop your lowest exam grade and each of the remaining exams will be worth 60 points maximum. Please note that anyone who scores below 60% on exams cannot pass the course regardless of other points accumulated. If you miss an exam for any reason, that exam will be the one exam that you will be allowed to drop. Unless there is a medical emergency there will be no makeup exams.

Note 3: The individual paper will be on a topic of your choice regarding legal HR issues, or a topic chosen from paper ideas list. Papers will be graded using the attached rubric. Length is a maximum three pages, not including references cited, 1.5 line spacing, and due on the following dates with the maximum points to be earned as shown below.

Paper turned in:	Max points
1/30/17	30
2/27/17	25
3/27/17	20

Course Grades

Grades will be assigned as follows:

184 – 200 points	----A
174 – 183	-----B+
160 – 173	-----B
150 – 159	-----C+
140 – 149	-----C
120 – 139	-----D
< 120	-----F

Rutgers University Academic Integrity Policy

Consistent with Rutgers Academic Integrity Policy, your exams must be solely your own work. Any attempt to represent the work of others as your own without giving proper credit to the original source, will reviewed for compliance with current University policies for plagiarism. Penalties determined by this committee range from academic penalties/sanctions to probation to expulsion.

A requirement in this class during test taking is that all communication devices, e.g., I-phones, cell phones, PDAs, Bluetooth devices, etc. must be turned off during the taking of tests. Violators will automatically fail the test - NO EXCEPTIONS! Questions regarding the Rutgers Academic Integrity Policy should be directed to the Rutgers website: <http://academicintegrity.rutgers.edu> or to the RSBC Academic Services Office, 856.225.6216.

DISABILITY SERVICES

Rutgers University welcomes students with disabilities into all of the University's educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation:
<https://ods.rutgers.edu/students/documentation-guidelines>.

If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you with a Letter of Accommodations. Please share this letter with your instructors and discuss the accommodations with them as early in your courses as possible. To begin this process, please complete the Registration form on the ODS web site at:
<https://ods.rutgers.edu/students/registration-form>.

*Rutgers-Camden Disability Services: Rutgers-Camden Learning Center
Armitage Hall, Room 240
311 North Fifth Street
Camden, NJ 08102-1405*

Web page: <http://learn.camden.rutgers.edu/disability-services>

Phone: 856.225.6442 Fax: 856.225.6443 E-mail: tpure@camden.rutgers.edu

Important Administrative Dates

January 23rd – Last day to drop a class without a “W”.

March 10-18th – Spring break

April 2nd – Last day to withdraw from one or all classes with a “W”.

May 1st – 2nd – Reading Days

May 8th – Final Exam Period