

Seattle University - School of New and Continuing Studies

**ORGL-4050-01: Organizational Law**

**SYLLABUS AND SCHEDULE**

**COURSE DESCRIPTION**

This course is an introduction to the nature, formation and application of law in the U.S. legal system. Topics will include American public law; federal/state/local law governing business and industry; torts and contracts; litigation and arbitration; regulatory law; labor and employment law; compensation law; consumer protection; law as it relates to profit/nonprofit and public/private sector organizations. This course is open to NCS students only.

Note: This course syllabus is for a fully-online 8-week summer quarter course. The syllabus will vary slightly when the course is offered as a hybrid, 10-week course during fall, winter and spring quarters

**COURSE INFORMATION**

- Course code : ORGL-4050-01
- Credit hours : 5
- Location : Online

**INSTRUCTOR INFORMATION**

- Instructor : T. Noble Foster, JD
  - Business Ph. (206) 296-5721
  - Email : tfoster@seattleu.edu
- (Please contact me to arrange appointments.)*

Contact me with course related questions using the messaging (email) function in CANVAS learning management system. You can email me at any time. However, please allow at least 24 hours for a reply.

**REQUIRED e-text:**

Lau, T. & Johnson, L. *The Legal and Ethical Environment of Business*, v 2.0 (2014). v2.0.

Students will need to access the text via this link:

<https://students.flatworldknowledge.com/course?cid=2553072&bid=1231163>

**Additional activities (readings/viewings) are specified in Canvas weekly course modules**

On successful completion of this course (i.e. by *passing* this course), you will be able to:

1. Describe the structure and operation of the state and federal judicial systems.
2. Identify legal and ethical issues that typically arise in business.
3. Describe the important features of the different forms of business organization.
4. Describe the sources, purposes, and major features of international law as it applies to global business.
5. Conduct basic legal research and analysis of cases, statutes, and regulations.

**INSTRUCTIONAL METHODS**

NCS courses, whether hybrid or fully online, are designed to fit the needs of the adult learner within the context of a Seattle University education; corresponding with [Ignatian pedagogy](#) and principles of [adult education](#). As an adult learner, you know that you learning is

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greatest when you are actively involved in making sense of new concepts through reflection of past experiences and application of ideas to real-life situations. Therefore, in this course, we expect you to engage with course materials and to participate in meaningful discussions with each other. Seek clarity from your professor(s) and peers when things seem confusing. Most important of all, strive to find ways to apply new ideas and concepts (from this course and the ORGL program) to your professional and personal lives. Strive to demonstrate:

- Self-initiative; taking command of your own learning
- Creativity - connecting course concepts to personal and organizational experiences. This will enrich your participation in course activities
- Flexibility - willingness to work in virtual dyads, teams, or small groups as required
- Respect - for all members of our learning community, listening objectively to others' ideas. If/when disagreeing, do so respectfully
- Time Management – keep a calendar, plan your days/weeks so that you may effectively meet individual and team assignment deadlines
- Open Communication - with one another and your instructor, ask questions and seek help as needed.

**ONLINE COURSE ETIQUETTE** In an online environment, students will necessarily need to interact using various forms of digital communication tools and programs. At all times, students need to maintain high standards professionalism and civility when posting any online communications. As an online community, we will strive to work together in much the same manner as we would on campus.

**GRADING AND EXAMS:** 200 points total as follows:

**Online Class Participation (50); Midterm (50); Final (100)**

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**ORGANIZATIONAL LAW – 8 Week ONLINE****COURSE TOPICS**

<b>Wk #</b>	<b>Topic</b>
<b>Wk 1</b>	<b>Legal Foundations</b> <ul style="list-style-type: none"> <li>- Welcome and Introductions</li> <li>- Basic functions of law.</li> <li>- Terms and definitions: law, justice, ethics, and morals.</li> <li>- Forms of law: public, private, substantive, procedural, civil, criminal, equitable.</li> <li>- Judicial decisions: research and write a brief of a case.</li> <li>- Case: Wagenseller vs. Scottsdale Memorial Hospital</li> </ul>
<b>Wk 2</b>	<b>Business Organizations</b> <ul style="list-style-type: none"> <li>- Forms of business organizations.</li> <li>- Legal and practical advantages/disadvantages of the forms.</li> <li>- Forms and various types of business enterprises.</li> </ul>
<b>Wk 3</b>	<b>Constitutional Law</b> <ul style="list-style-type: none"> <li>- Video Orientation to Constitutional Law</li> <li>- Principles, sources, limitations and powers of constitutional law in relation to business organizations.</li> <li>- Processes used by the courts to determine the constitutionality of government laws and regulations.</li> <li>- Effects of recent Supreme Court decisions relating to the connections between business and the political process.</li> </ul>
<b>Wk 4</b>	<b>Torts Week</b> <ul style="list-style-type: none"> <li>- Torts as remedies for harm to persons, property, and reputation.</li> <li>- Legal theories: causes of action in contract, intentional torts, negligence, and strict product liability.</li> <li>- Legally recognizable defenses against tort claims.</li> <li>- Presentations: Tort Case Presentations</li> </ul>
<b>Wk 5</b>	<b>Contracts and Uniform Commercial Code</b> <ul style="list-style-type: none"> <li>- Article 2 of the UCC <ul style="list-style-type: none"> <li>o Origins, development, and fundamental principles</li> <li>o Rules of contract formation in Article 2</li> <li>o Key differences in Article 2 regarding warranties.</li> <li>o remedies available for breach of contract under Article 2.</li> </ul> </li> <li>- Statute of Frauds and the Parol evidence rule</li> </ul>

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<b>Wk 6</b>	<b>Intellectual Property</b> <ul style="list-style-type: none"> <li>- Intellectual Property Basics: forms, characteristics, and rights of owners.</li> <li>- Patents, Trademarks, Copyright, Trade Secrets</li> <li>- Intellectual Property Infringement – Case studies</li> <li>- International Protection of IP rights</li> </ul>
<b>Wk 7</b>	<b>Labor and Employment</b> <ul style="list-style-type: none"> <li>- US Employment Law: Origins and historical development.</li> <li>- Current state and federal statutes regulating employment</li> <li>- International dimensions of employment and US immigration law.</li> <li>- Extraterritorial applications of US employment regulations</li> <li>- Theories of Employment Discrimination</li> <li>- EEOC Charge Statistics</li> </ul>
<b>Wk 8</b>	<b>International Law</b> <ul style="list-style-type: none"> <li>- Introduction to International Law</li> <li>- WTO, NAFTA, and ASEAN.</li> <li>- International legal terms (e.g., sovereign immunity, the act of state doctrine, expropriation, and confiscation).</li> <li>- International legal controls on the flow of goods, capital, and labor across borders.</li> <li>- Forms of business used by multinational enterprises.</li> </ul>

### **An Artifact for your E-Portfolio:**

An electronic portfolio “is a digitized collection of artifacts, including demonstrations, resources, and accomplishments that represent an individual, group, community, organization or institution” (Lorenzo & Ittelson, 2005).

Artifacts are evidences that document your competence in each of the six learning goals for the program. Some artifacts that you will include in your ePortfolio will be required assignments from each of your courses. Keep the e-portfolio in mind as you design and complete assignments in your future courses.

### **GRADING SCALE**

A	100–94	Superior	B–	82–80		D+	69–67	
A–	93–90		C+	79–77		D	66–63	Poor
B+	89–87		C	76–73	Adequate	D–	62–60	
B	86–83	Good	C–	72–70		F	59 or less	Failing

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### **ASSIGNMENT SUBMISSION, DEADLINES AND EXTENSIONS**

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All your assignments must be submitted to via the submission link on Canvas by the deadlines. If you are unable to do so (for instance, because you are sick), please email me your assignment BEFORE the due date so that it is marked as being on time.

As with any organizational environment, including the workplace, you are expected to be professional, courteous, well organized, and respectful of others. Behaviors like these exemplify Seattle University (SU) graduates, whose reputation as excellent and reliable colleagues continue to add value to the SU degree, making it even more distinctive in a competitive marketplace. One of the most important ways you will demonstrate these behaviors in class is by ensuring that your work is always on time.

As is expected of all working professionals, you will ensure that your work is submitted by the set deadlines. In turn, I will return your assignments with useful feedback in a reasonable time frame, typically within 5 business days. To ensure that your workload is manageable, please plan ahead, taking into account both personal and professional obligations to ensure that your academic responsibilities are met according to their due dates. I encourage you to take time, before the course starts, to plan for the next ten weeks, blocking out time on your calendar now so that you know exactly when you will be working on assignments for this course. Be sure to allow extra time in case you run into difficulty with an assignment, have a computer problem, or feel unwell. I too will block out times in my own schedule to allow me time to grade your work thoughtfully, and return it to you quickly while the work is still fresh in your minds.

If you are unable to complete course requirements because of extenuating circumstances, please notify me as soon as possible, on or before the date the assignment is due and provide relevant supporting documentation (e.g. doctor's note, note from counselor). Any late work submitted without prior approval from me, will receive a 0% grade.

An agreement to receive an Incomplete "I" grade may be negotiated if your circumstances do not allow you to finish the course on time. The Incomplete Removal Policy of the university is available on the Office of the Registrar web site:

<https://www.seattleu.edu/registrar/Policies.aspx>

### **ATTENDANCE**

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In fully online courses, there are no required face to face sessions, thus, your active engagement in the virtual space is even more critical to foster a sense of presence among yourself and community members. Be sure to log in and participate in the online activities at least several times a week and keep the communication lines open between your cohort mates and your professor.

### **LIBRARY AND LEARNING COMMONS**

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<http://www.seattleu.edu/learningcommons/>

### **Writing Center**

The Writing Center employs undergraduate writing consultants who assist students at all stages of the writing process. Consultants will help students begin writing tasks, organize and develop first drafts, and revise and edit later drafts.

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### **Learning Assistance Programs**

Learning Assistance Programs provide peer tutoring, facilitated study groups, and learning strategy development through scheduled workshops and individual meetings with a learning specialist.

### **Research Services**

Save time by starting with your Research Services Librarian. Contact Felipe Castillo, MLIS and MBA ([Castillo@seattleu.edu](mailto:Castillo@seattleu.edu)), if you need help brainstorming keywords, using SU databases, finding articles and books, or sorting through the information you find on the Internet to do your assignments and research. You can receive help in person, by chat, phone, or email, or by scheduling a consultation.

### **ACADEMIC INTEGRITY TUTORIAL**

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Please view this academic integrity tutorial: <https://www.seattleu.edu/academicintegrity/>

### **GENERAL COURSE AND UNIVERSITY POLICIES**

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#### **Support for Students with Disabilities**

If you have, or think you may have, a disability (including an “invisible disability” such as a learning disability, a chronic health problem, or a mental health condition) that interferes with your performance as a student in this class, you are encouraged to arrange support services and/or accommodations through Disabilities Services staff located in Loyola 100, (206) 296-5740. Disability-based adjustments to course expectations can be arranged only through this process.

#### **Academic Policies on the Registrar Website**

<https://www.seattleu.edu/registrar/academics/performance/>

Be sure that you understand the following university academic policies, posted on the Registrar’s website: \*\*Academic integrity policy, \*\*Academic Grading Grievance Policy