

SYLLABUS HRMN 5460/6460
HR LEGISLATION FALL 2014
DR. CHARLOTTE SUTTON

INSTRUCTOR: Dr. Charlotte Sutton
443 Lowder Business Bldg., 844-6507
suttocd@auburn.edu
Office Hours: 1-2 pm Mon & 4-5 Wed (But I'm in many other times. Email is always a good means of setting up an appointment.)

COURSE OBJECTIVES: . The purpose of the course is to enhance students' understanding of legislation that impacts the management of human resources within the organization. This course provides future business owners, entrepreneurs, executives, managers and participants in the workforce with an introduction to the law of the workplace. The course examines the various employment laws with which businesses must comply and the legal rights and responsibilities of employees and employers. Emphasis is on laws concerning equal employment opportunity with respect to discrimination and harassment because of sex, race, national origin, religion, sexual orientation, age, disability and other characteristics protected by workforce laws.

PREREQUISITES: Junior standing, MNGT3420 or HRMN3420, Students not satisfying these prerequisites must receive special permission to enroll in the course. That permission must be obtained from the College of Business student advisors in Lowder.

EMAIL: Correspondence with students in the class will use the email address assigned by the university.

TEXT: Employment Law for Human Resource Practice (4th ed) by David J. Walsh. It is published by South-Western Legal Studies in Business.

GRADING:	UG	GRAD
Take Home Test 1	18%	14%
Take Home Test 2	18%	14%
Take Home Test 3	18%	14%
In Class Test 1	18%	14%
In Class Test 2	18%	14%
Participation	10%	10%
Graduate Research Paper		20% (13% written & 7% oral presentation)

Make-up tests will be given only for University excused absences (as outlined in the Tiger Cub), provided **advanced** arrangements are made with Dr. Sutton. Arrangements for makeup tests **must** be made within a week of the absence from the exam. The in-class exam 1 will be given from 2-3:15. Lecture will continue from 3:15-4:00. The in-class exam two will be given during the regularly scheduled final exam period.

LATE ASSIGNMENTS: Assignments, including take-home tests, submitted late will have 10 points per business day deducted from the assignment grade.

TAKE HOME TESTS: Take home tests are due at the beginning of class. Students must submit a paper copy as well as an electronic copy. All work must be the student's own work (not group work.) In addition, students should beware of plagiarism. Answers should be summarized (put in the student's own words) and sources other than the book should be cited.

GRADUATE PAPERS: Graduate students will also draw topics for a graduate research paper. Thirteen percent of the student's final grade will be based on the research paper, which should utilize at least four sources that are noted using APA citations. Seven percent of the final grade will be based on the oral presentation of the graduate paper. Papers should be approximately 6-8 pages in length (double spaced).

GRADUATE STUDENT PRESENTATIONS: Graduate student presentations will be based on the topic of their research papers. Students **will** be evaluated on the speaking ability as well as the clarity and usefulness of the information presented.

CLASS PARTICIPATION: Class participation is particularly important in this class. Therefore, participation will count 10% of the course grade (10% for graduate students). Participation is made up of two factors: 1) participation in class discussions and activities and 2) attendance.

SPECIAL ACCOMMODATIONS: Any student needing special accommodations should contact Dr. Sutton to discuss the "Accommodations Memo" as soon as possible. If you do not have an Accommodations Memo but need special accommodations, contact the Program for Students with Disabilities, 844-5943 (Voice T/O).

ACADEMIC HONESTY: All portions of the AU Honesty Code found in the Tiger Cub will apply to this class. Please note that I feel strongly about academic honesty and do not hesitate to take students before the Academic Honesty Committee when warranted. Academic dishonesty, including plagiarism and working with others when not authorized, may result in an F in the class.

NOTE: This is a tentative schedule that may be modified in the event of extenuating circumstances.