

MGT320: The Legal and Ethical Environment of Business

Credit Hours: 3

Contact Hours: This is a 3-credit course, offered in accelerated format. This means that 16 weeks of material is covered in 8 weeks. The exact number of hours per week that you can expect to spend on each course will vary based upon the weekly coursework, as well as your study style and preferences. You should plan to spend 14-20 hours per week in each course reading material, interacting on the discussion boards, writing papers, completing projects, and doing research.

Course Description and Outcomes



Course Description:

An introduction to the legal influences upon and within businesses, including statutory, executive, administrative, and case law. Included are the roles and influences of contracts and regulations upon business operations as well as the ethical issues encountered within the business environment and the associated legal implications. Recommended Prior Course: None.

Course Overview:

This course is designed to give you a general understanding of the legal and ethical issues raised in the business environment. The course is an overview of many areas of law that overlap in the business context, with the goal of making the material relevant to both your personal and professional lives. In the first week, you will learn generally about the law, court system, and litigation. The course goes on to discuss alternatives to litigation when a dispute arises, as well as constitutional law, the supreme law of the land. Next, comes a discussion of business ethics, which is a key concept to keep in mind throughout the course. The course then covers "classic" business law material in discussing business entities, their formation, and their characteristics. The course will also cover employment law.

The course then focuses on major areas of law as they overlap in the business world, including contracts, torts, consumer protection, property, and criminal law. Finally, this course discusses antitrust legislation and concludes with an introduction to international business law, emphasizing the ethical issues raised in international business practices.

The class is fairly writing intensive, with four Critical Thinking Assignments during Weeks 3-6 and a Portfolio Project due at the end of Week 8. Through some of these assignments, you will have the opportunity to discuss a personal or professional business experience and relate the legal concepts of the week to your personal life. In other assignments, you will have an opportunity to research a case and explain the legal and ethical issues associated with it.

This course is designed to give you practical application of important legal concepts. Some information will be new, other information you may have been exposed to either personally or professionally. Either way, success in this class will require you to participate early on in class and take the time necessary to complete the work. Keep in mind that this class focuses on two things, law and ethics, so be sure to relate all your work to both topics.

Course Learning Outcomes:

1. Explain the central tenets of legal reasoning and the common law underpinnings of American jurisprudence.

2. Identify common workplace torts, evaluate the standards of care required by law, and explain how courts determine damages to aggrieved parties.
3. Identify the critical concepts in contract law, including contract formation, defenses, and damages.
4. Describe the different types of property, including real, personal, and intellectual, and discuss their role in business.
5. Identify the role of criminal law in the business world and distinguish between white-collar crime and blue-collar crime.
6. Explain the different legal options for creating a business entity and assess the advantages and disadvantages of different corporate entities.
7. Evaluate major federal laws and important Supreme Court cases impacting the relationship between employers and employees.
8. Assess the role of government in the regulation of business entities.
9. Identify the different types of antitrust legislation and explain why such legislation is necessary in ethical business operations.
10. Compare and contrast American business standards with standards practiced in international business.
11. Evaluate ethical dilemmas in the business world.

Participation & Attendance



Prompt and consistent attendance in your online courses is essential for your success at CSU-Global Campus. Failure to verify your attendance within the first 7 days of this course may result in your withdrawal. If for some reason you would like to drop a course, please contact your advisor.

Online classes have deadlines, assignments, and participation requirements just like on-campus classes. Budget your time carefully and keep an open line of communication with your instructor. If you are having technical problems, problems with your assignments, or other problems that are impeding your progress, let your instructor know as soon as possible.

Course Materials



Textbook Information is located in the CSU-Global Booklist on the Student Portal.

Course Schedule



Due Dates

The Academic Week at CSU-Global begins on Monday and ends the following Sunday.

- **Discussion Boards:** The original post must be completed by Thursday at 11:59 p.m. MT and Peer Responses posted by Sunday 11:59 p.m. MT. Late posts may not be awarded points.
- **Opening Exercises:** Take the opening exercise before reading each week's content to see which areas you will need to focus on. You may take these exercises as many times as you need. The opening exercises will not affect your final grade.
- **Mastery Exercises:** Students may access and retake mastery exercises through the last day of class until they achieve the scores they desire.
- **Critical Thinking:** Assignments are due Sunday at 11:59 p.m. MT.
- **Live Classroom:** Although participation is not required, a Live Classroom session will be held during Week 4.

Week #	Readings	Assignments
1	<ul style="list-style-type: none"> • Chapters 1, 2, & 3 in <i>The Legal and Ethical Environment of Business</i> • Chapters 1, 2, & 3 PowerPoint slides from <i>The Legal and Ethical</i> 	<ul style="list-style-type: none"> • Discussion (25 points)

	<p><i>Environment of Business</i></p> <ul style="list-style-type: none"> • USA.gov. (2012). <i>A-Z index of U.S. government departments and agencies.</i> 	<ul style="list-style-type: none"> • Mastery Exercise (10 points)
2	<ul style="list-style-type: none"> • Chapters 4 & 5 in <i>The Legal and Ethical Environment of Business</i> • Chapters 4 & 5 PowerPoint slides from <i>The Legal and Ethical Environment of Business</i> • Cornell University Law School. (n.d.). <i>U.S. Constitution, article 1, section 8.</i> • Hackworth, M., & Shanks, T. (1998). <i>The case of the million-dollar decision.</i> • Karnani, A. (2010, August 22). The case against corporate social responsibility. <i>The Wall Street Journal.</i> 	<ul style="list-style-type: none"> • Discussion (25 points) • Mastery Exercise (10 points) • Career Development (50 points)
3	<ul style="list-style-type: none"> • Chapters 11 & 12 in <i>The Legal and Ethical Environment of Business</i> • Chapters 11 & 12 PowerPoint slideshows from <i>The Legal and Ethical Environment of Business</i> • National Public Radio. (Producer). (2010, March 24). <i>Sikhs regain right to wear turbans in U.S. Army</i> [Audio file]. • Thornton, J. (1997, October 1). Hoots greet the settlement of Hooters sex-bias lawsuit. <i>Chicago Tribune.</i> 	<ul style="list-style-type: none"> • Discussion (25 points) • Mastery Exercise (10 points) • Critical Thinking (75 points)
4	<ul style="list-style-type: none"> • Chapter 6 in <i>The Legal and Ethical Environment of Business</i> • Chapter 6 PowerPoint slideshow from <i>The Legal and Ethical Environment of Business</i> • Beesley, C. (2014.). <i>Contract law – How to create a legally binding contract.</i> U.S. Small Business Administration. • Bick, J. (n.d.). <i>Unconscionable terms prevent enforceability of e-commerce contract clauses.</i> • Dunlap, K. (2010, February 8). <i>Robin Williams’ breach of contract lawsuit tossed out.</i> 	<ul style="list-style-type: none"> • Discussion (25 points) • Mastery Exercise (10 points) • Critical Thinking (75 points) • Live Classroom (0 points)
5	<ul style="list-style-type: none"> • Chapter 7 in <i>The Legal and Ethical Environment of Business</i> • Chapter 7 PowerPoint slideshow from <i>The Legal and Ethical Environment of Business</i> • Comedy Central (Producer). (2011, October 25). Susan Saladoff. [Video webcast] [Television series episode]. In <i>The Colbert Report. Colbert Nation.</i> • Consumer Attorneys of California. (1996). <i>The actual facts about – The Mcdonalds’ coffee case [sic].</i> • Hot Coffee. (n.d). <i>About us.</i> • izzy4real. (2009). <i>Lego law: Palsgraf v. Long Island Railroad</i> [Video file]. • Nolo. (2012). <i>Consumer law and regulations.</i> • Turley, J. (2006, September 17). Give the dead their due. <i>The Washington Post.</i> 	<ul style="list-style-type: none"> • Discussion (25 points) • Mastery Exercise (10 points) • Critical Thinking (75 points) • Portfolio Milestone (worth 30 points of Portfolio Project)
6	<ul style="list-style-type: none"> • Chapters 8 & 9 in <i>The Legal and Ethical Environment of Business</i> • Chapters 8 & 9 PowerPoint slideshows from <i>The Legal and Ethical Environment of Business</i> • Human genes can’t be patented, Supreme Court decides. (2012, March 26). <i>Huffington Post.</i> • Macer, D. R. J. (2000). Ethical issues in patenting scientific research. <i>Proceedings of the International Conference of the Council of Europe on Ethical Issues Arising From the Application of Biotechnology, 2, 173-181.</i> • Posner, R. (2012, July 12). Why there are too many patents in America. <i>The Atlantic.</i> • Rudolf, J. (2009, December 22). Nice home. Where’s the rest of it? <i>The New York Times.</i> 	<ul style="list-style-type: none"> • Discussion (25 points) • Mastery Exercise (10 points) • Critical Thinking (95 points)
7	<ul style="list-style-type: none"> • Chapter 10 in <i>The Legal and Ethical Environment of Business</i> 	<ul style="list-style-type: none"> • Discussion (25 points)

	<ul style="list-style-type: none"> • Chapter 10 PowerPoint slideshow from <i>The Legal and Ethical Environment of Business</i> • Davidson, L., & Beasley, D. (2009, June 18). HealthSouth's Scrusy liable in \$2.88 billion fraud (Update 3). <i>Bloomberg</i>. • Gray, J. W. (2011, May 24). Ethics and rationalization. • Kim, R. (2009, October 16). Couple describes white-collar crime. <i>The Dartmouth</i>. • Loten, A. (2008, January 1). What Enron didn't teach us. <i>Inc</i>. • U.S. Department of Justice. (n.d.). Asset forfeiture program. • U.S. Securities and Exchange Commission. (n.d.). Pyramid schemes. 	<ul style="list-style-type: none"> • points) • Mastery Exercise (10 points)
8	<ul style="list-style-type: none"> • Chapter 13 in <i>The Legal and Ethical Environment of Business</i> • Chapter 13 PowerPoint slideshow from <i>The Legal and Ethical Environment of Business</i> • The Associated Press. (2005, February 12). Wal-Mart settles child labor cases. • Kronenberg, G. (1997, November 3). In deals abroad, grease payments a slippery business. <i>Los Angeles Times</i>. • The New York Times. (2012, April 11). <i>Antitrust laws and competition issues</i>. 	<ul style="list-style-type: none"> • Discussion (25 points) • Mastery Exercise (10 points) • Portfolio (350 points)

Assignment Details



This course includes the following assignments/projects:

Module 1

PORTFOLIO PROJECT REMINDER (0 points)

You have a choice between two Portfolio Projects. Go to the Module 8 folder to read both Portfolio Project descriptions, and pick one. Do not do both projects. The Portfolio Project is due at the end of Week 8.

You may want to view the Portfolio Project grading rubric, which can also be accessed from the Module 8 folder. Note that you will be submitting your topic for approval with tentative policy suggestions and a tentative list of sources in Week 5.

Module 2

CAREER DEVELOPMENT ESSAY – Lifetime Employability (50 points)

In your career development work to date, you have researched careers that interest you, and you have evaluated your strengths and weaknesses, comparing them to those required in the career you want. You may have worked with a mentor or networked with other professionals working in your desired career, and you are developing a resume and honing your interviewing skills. Soon you will apply what you are learning to your job search. This is a good time to also consider the skills and practices required for on the job success. To complete this assignment, refer to your own personal experience. You can also refer to information in the Student Career Center.

Assignment Preparation and Requirements

In the Student Career Center, read *On the Job Success* and *Advanced Topics for Professional Success*. Using a single example or multiple examples from your professional life now and/or in the past, or from your research, answer the following questions in a well-written paper. Be sure to provide detailed responses to these questions using specific examples and integrate your answers into a paper that flows smoothly.

Develop a well-written 2 – 3-page paper, not including the title or references pages, that includes the following:

- How do you use critical thinking in decision making and problem solving in your professional life?

- What are the three most important elements of personal and professional etiquette that you employ in your professional life?
- What are your strengths in communication in your professional life? What are your weaknesses?
- What strategies do you employ to stay on-task and on-time in your professional life? How do you manage your professional goals?

Always follow *CSU-Global Guide to Writing and APA Requirements* style and review the library material concerning APA style before turning in this assignment.

Module 3

CRITICAL THINKING ASSIGNMENT (75 points)

Choose one of the following two assignments to complete this week. Do not do both assignments. Identify your assignment choice in the title of your submission.

Option #1: Ethical Issues in Employment Law

In a well-written paper, relate your professional or personal experience in the business world as an employee or employer and an ethical issue you confronted that falls within the realm of employment law. For example, you could write about your experience working long hours as a minor in violation of federal wage and hour laws.

If you have not personally or professionally confronted an issue, consider an issue that could arise within the realm of employment law and describe it. Be sure that your focus is two-fold: first, on an area of employment law and second, on a potential ethical issue within that area of law.

Address the following in your paper:

- **Identify and clearly define** the relevant law, either defining a legal doctrine, provisions of a law, or elements of a specific cause of action.
- **Apply facts** from your situation to the applicable law, doctrine or cause of action studied.
- **Clearly summarize** lessons learned from the week as they apply to your fact pattern and make links to the readings and/or module.
- **Include new thoughts** or ideas based on the module information; this is your reflection/insight which logically would flow from each information point presented.
- **Identify** any related ethical issues.

Your paper should be 2-3 pages in length, not including the title or references pages. Review the grading rubric, which can be accessed from the Module 3 folder, and make sure to follow CSU-Global APA guidelines. Be sure to reach out to your instructor early in the week if you have difficulty identifying an appropriate topic.

Option #2: Employment Discrimination and the Bona Fide Occupation Qualification

In hiring a prospective employee, there are legitimate reasons for not hiring someone. For example, the prospective employee may not fill legal requirements (e.g., he or she is a minor and cannot complete the tasks of the job based on the young age) or positional requirements (e.g., he or she does not have the required experience or education for the position and the employer demonstrates this requirement as a business necessity).

Neither of these examples are discrimination. However, there are protected classes that cannot be discriminated against. Title VII provides five protected classes that cannot be discriminated against. For review of the protected classes, see Page IV of this week's module. However, Title VII only applies to companies with 15 employees or more.

Further, the bona fide occupational qualification (BFOQ) can be argued as a reason for discrimination by the employer, even of the protected classes. Importantly, though, is that race and color (two of the five protected classes under Title VII) are not on the list of permissible BFOQs.

For this assignment, complete the following:

1. Using the internet, research a case where an individual claimed discrimination in either his or her hiring or firing and the employer argued a permissible BFOQ was the reason behind the failure to hire or behind the firing.
2. Identify and clearly define the relevant law utilized by the court in determining the outcome of the case. This includes defining applicable legal doctrine, provisions of a law, or elements of a specific cause of action.
3. Apply facts from the researched situation to the applicable law, doctrine or cause of action researched.

Then, address the following questions:

4. Should Title VII apply to every company, regardless of number of employees?
5. Should race and color be permissible bona fide occupational qualifications? Or should the BFOQ exceptions to employment discrimination be removed completely?

In answering these questions, be sure to consider the effect on the business world and on society generally. Clearly summarize lessons learned from the week as they apply to your researched case. Identify new thoughts or ideas based on the module information and identify any related ethical issues.

Your paper should be 2-3 pages in length, not including the title or references page. Review the grading rubric, which can be accessed from the Module 3 folder, and make sure to follow CSU-Global APA guidelines. Please be sure to reach out to your instructor early in the week if you have difficulty researching an appropriate case.

Module 4

CRITICAL THINKING ASSIGNMENT (75 points)

Choose one of the following two assignments to complete this week. Do not do both assignments. Identify your assignment choice in the title of your submission.

Option #1: Contract Law Dispute

After reading the U.S. Small Business Administration (SBA) article, "How to Create a Legally Binding Contract" and visiting the Student Career Center's "On the Job Success - Be a Lifelong Learner" section, you will create a professional contract that contains the definite and certain elements as discussed in Chapter 6 of your textbook. Your contract will be written for your family-owned, small business. The agreement will be for employees who wish to further their education while working for your company to sign. Be creative, yet professional. The following components must be present in your contract. For each element you must demonstrate your ability to write clearly, concisely, and with advanced communication skills.

1. Distinguish the type of contract (e.g., bilateral, unilateral) and include the six elements of contract formation.
2. Develop the factors of time, tasks, goals, potential clauses, assignments, and restrictions into the contract.
3. Use and define legal concepts by incorporating the legal terminology from your textbook where appropriate and relevant.
4. Use academic or legitimate news sources, such as *The New York Times*, the *Los Angeles Times*, the *Washington Post*, CNN, MSNBC, etc.
5. Identify any ethical issues that exist in this alleged contract and result.

Your paper should be 2-3 pages in length, not including the title or references pages. Include at least two academic or legitimate sources to support your findings. Review the grading rubric, which can be accessed from the Module 4 folder, and make sure to follow the *CSU-Global Guide to Writing and APA Requirements*. Be sure to reach out to your instructor early in the week if you have difficulty creating an appropriate contract.

Option #2: Contract Law Agreements

After reading the U.S. Small Business Administration (SBA) article, "How to Create a Legally Binding Contract," and visiting and reading the Student Career Center's "Advanced Topics for Professional Success" and under the Conflict Management section, you will create a contract.

In order to develop this contract, you will adopt the role of employee at XYZ Manufacturing. The purpose of this contract is to resolve a conflict between you and one of your co-workers regarding a parking space. The conflict

has become serious and has affected production and morale in the workplace. Your manager has asked you to settle this disagreement by creating a contract, which will be signed by you and your co-worker. Compose an agreement that does the following:

1. Present a summary of your contract in the form of an email communication cover letter to your manager for approval - keeping in mind appropriate and professional email etiquette. (Visit the Career Center and review "Drafting a Cover Letter" for information regarding the development of a cover letter to be sent via email at <https://portal.csuglobal.edu/student/page/view/drafting-a-cover-letter>.) In your email, explain to your manager how this contract would benefit both you and your co-worker. This will represent the first page of your paper (after your title page).
2. Present your contract, which should include the factors of time, tasks, goals, potential clauses, assignments, and restrictions.
3. Use and define legal concepts by incorporating the legal terminology from your textbook where appropriate and relevant.
4. Use academic or legitimate news sources, such as *The New York Times*, the *Los Angeles Times*, *The Washington Post*, CNN, MSNBC, etc.

Your paper should be 2-3 pages in length, not including the title or references pages. Include at least two academic or legitimate sources to support your findings. Review the grading rubric, which can be accessed from the Module 4 folder, and make sure to follow the *CSU-Global Guide to Writing and APA Requirements*. Be sure to reach out to your instructor early in the week if you have difficulty creating an appropriate contract.

Module 5

CRITICAL THINKING ASSIGNMENT (75 points)

Choose one of the following two assignments to complete this week. Do not do both assignments. Identify your assignment choice in the title of your submission.

Option #1: Torts

In a well-written paper, relate your professional or personal experience in the business world to the readings for the week.

- Identify and clearly define the relevant law, either defining a legal doctrine, provisions of a law, or elements of a specific cause of action.
- Apply facts from your situation to the applicable law, doctrine, or cause of action studied.
- Does the result in this suggest a need for tort reform? Why or why not? In answering this question, make an argument for or against tort reform.
- Clearly summarize lessons learned from the week as they apply to your fact pattern and make links to the readings and/or module.
- Include new thoughts or ideas based on the module information. This is your reflection/insight that logically would flow from each information point presented.
- Make sure your experience actually relates to the material for the week.

Sometimes students have difficulty identifying a personal or professional torts case. You may also research a torts case to discuss if you do not have a personal or professional experience to discuss. Be sure to complete all bulleted points above.

In the area of torts we see many causes of action that are comprised of "elements." Define each element and apply facts from your situation to the law or elements. For instance, if you write about a situation involving negligence, you would define negligence stating, "Negligence occurs where a person's conduct falls below the standard of care, resulting in a breach of duty which is the direct and proximate cause of injury to another person or thing. The elements of negligence are 1) duty; 2) breach; 3) causation; and 4) damages."

Your paper should be 2-3 pages in length, not including the title or references pages. Review the grading rubric, which can be accessed from the Module 5 folder, and make sure to follow the *CSU-Global Guide to Writing and APA Requirements*. Please be sure to reach out to your instructor early in the week if you have difficulty identifying an appropriate topic.

Option #2: Medical Malpractice and Tort Reform

Medical malpractice is one area where tort reform is argued most heavily. Some concerns are that caps on damages might result in costs that ultimately fall on the taxpayer; other concerns are the increase in medical expenses for tests ordered before diagnosis by physicians hoping to eliminate a future claim of medical malpractice.

First, research medical malpractice for an understanding of the elements of this cause of action. Then, read the following two articles and answer the questions posed.

Kenney, K. (2009, Aug. 9). Fixing health care reform requires tort reform. Retrieved from http://www.npr.org/blogs/money/2009/08/fixing_health_care_requires_to.html

Doroshow, J. (2009, Nov. 9). Medical malpractice tort reform-we are already suffering and don't need more. Retrieved from http://www.huffingtonpost.com/joanne-doroshow/medical-malpractice-tort_b_350573.html

1. What must the plaintiff prove to prevail in a claim of medical malpractice? Clearly define this legal doctrine, including the element of this cause of action. How does medical malpractice differ from a standard negligence claim?
2. What defenses, if any, exist for a claim of medical malpractice?
3. Evaluate arguments for and against tort reform in the area of medical malpractice. You are encouraged to illustrate your arguments by using real case examples, either researched or from the material provided.
4. Include new thoughts or ideas based on the module information. This is your reflection/insight that logically would flow from each information point presented.

As a helpful explanation, in the area of torts we see many causes of action that are comprised of "elements." For instance, if we discuss a situation involving negligence, we would define negligence stating, "Negligence occurs when a person's conduct falls below the standard of care, resulting in a breach of duty which is the direct and proximate cause of injury to another person or thing. The elements of negligence are 1) duty; 2) breach; 3) causation; and 4) damages." Then, each element would be analyzed, determining whether each one was met. It is imperative that each element of a tort claim is met for the plaintiff to prevail in a suit.

Your paper should be 2-3 pages in length, not including the title or references page. Review the grading rubric, which can be accessed from the Module 5 folder, and make sure to follow the *CSU-Global Guide to Writing and APA Requirements*. Please be sure to reach out to your instructor early in the week if you have difficulty with this topic.

PORTFOLIO MILESTONE: Submit Topic with Tentative Policy Suggestions and Sources (worth 30 points of Portfolio Project)

You have a choice between two Portfolio Projects. Go to the Module 8 folder, read both Portfolio Project descriptions, and pick one. Do not do both projects. This milestone applies to both Portfolio Projects.

This week you will submit your topic for approval with tentative policy suggestions and tentative list of sources.

No points will be assigned for this deliverable, but points will be deducted from your final grade on the Portfolio Project if you fail to submit this in the week required (see the Portfolio Project grading rubric). Additionally, you will be expected to account for any instructor feedback in the final version of the assignment.

Module 6

CRITICAL THINKING ASSIGNMENT (95 points)

Choose one of the following two assignments to complete this week. Do not do both assignments. Identify your assignment choice in the title of your submission.

Option #1: Ethics and Intellectual Property

Discuss a current ethical issue in the business world that arises out of intellectual property. Research and discuss at least one case to illustrate the ethical issue. Some questions to consider include:

- Why is it important to protect intellectual property?
- How can intellectual property be protected?
- Do intellectual protections ever go “too far”?
- What is the proper balance between content producers and the public good?

Your well-written paper should be 3-4 pages in length, not including the title or references pages. Include a minimum of two scholarly sources beyond the textbook. Review the grading rubric, which can be accessed from the Module 6 folder, and make sure to follow the *CSU-Global Guide to Writing and APA Requirements*. Be sure to reach out to your instructor early in the week if you have any questions about the assignment.

Option #2: The Fair Use Doctrine

The Fair Use doctrine is a defense to a claim of intellectual property infringement, specifically against claims of copyright infringement and, in more limited cases, trademark infringement.

Research a case where the Fair Use doctrine was raised as a defense to a claim of intellectual property infringement. Then, write a 3-4 page paper in which you:

- Explain the facts of the case and the legal reasoning relied upon to reach the result in the case.
- Define the Fair Use Doctrine and discuss whether it was successfully raised. (If it was successfully raised, this means the defendant won). Do you agree with the result in the case?
- Do you agree with the defense of Fair Use? In answering this question, please address:
 - Why is it important to protect intellectual property?
 - Why is it important for society to have access to intellectual property?
 - Does the Fair Use Doctrine properly balance the rights of content producers against the public good?

Your well-written paper should be 3-4 pages in length, not including the title or references pages. Include a minimum of two scholarly sources beyond the textbook. Review the grading rubric, which can be accessed from the Module 6 folder, and make sure to follow the *CSU-Global Guide to Writing and APA Requirements*. Be sure to reach out to your instructor early in the week if you have any questions about the assignment.

Module 8

PORTFOLIO PROJECT (350 points)

You have a choice between two Portfolio Projects. Do not do both projects. Identify your Portfolio Project choice in the title of your document. The milestone in week 5 applies to both assignments. Note: both options are scored according to one rubric. Review the Portfolio Grading Rubric in the Module 8 folder.

Option #1: Policy Analysis

The Portfolio Project requires you to write a memorandum to a decision-maker, such as the president of the United States, a member of Congress, a chairperson of the SEC, or a state governor, on how to reform corporate ethics in American business today. As we have seen, legislation such as Sarbanes-Oxley has received considerable media attention, but has not prevented significant catastrophes such as the global economic meltdown of 2008. You should be prepared to propose policies that might help to ameliorate or to prevent corporate ethics lapses that might occur in the future. You have the freedom to select any policy avenues that you think might help to strengthen and fortify corporate ethics. Your memo should cover the following:

- Set forth why your chosen policy pathway is important
- Compare and contrast it to the policy it replaces
- Articulate your ideas on how to remedy the issue of corporate malfeasance
- Proffer some recommendations to the decision-maker about how to improve overall corporate governance

Please note that your prescription for change is not nearly as important as your ability to forecast potential challenges to the corporate boardroom and to predict possible ways the government could intervene to assist not only solid corporate governance, but also the interests of individual shareholders. It is recommended that you

suggest at least two methods and/or policy proposals that critically address the public policy concern. Bring in facts and other data to support the policy issue addressed and make sure each fact is cited to relevant authority. Demonstrate critical thinking by analyzing, evaluating, and interpreting appropriate policy to provide original perspectives to enhance corporate legal and ethical environs.

You are expected to convey complex ideas in a clear, concise, and organized fashion, using the required and recommended readings from the course for analytical support. Although you are encouraged to cite from your textbook, you are required to cite a minimum of four scholarly sources (beyond the textbook) to support your statements.

Your well-written paper should be 8-10 pages in length, not including the title or references pages. Review the Portfolio Project grading rubric, which can be accessed from the Module 8 folder, and make sure to follow CSU-Global APA guidelines. Be sure to reach out to your instructor at any point in the course if you have any questions about the assignment.

Option #2: Employee Use of Internet at Work: Policy Proposals

Your consulting services have been requested by the CEO of a Fortune 500 company. The CEO is concerned about the use of the internet at work and employs your consulting services to discuss her concerns. Primarily, she is concerned that employees might be abusing the internet and is wondering what repercussions the company might face in a variety of legal areas, specifically with respect to the legal environment of business, ethics and human resources issues. She is also concerned with preventing abuse of the internet at all levels, from low-level employees to the board of directors.

She requests a memo from you regarding:

- 1) Possible torts that could be committed by employees who use the internet at work;
- 2) Possible crimes that could be committed by employees who use the internet at work (and indicate whether the crimes are white collar or blue collar);
- 3) Liability of the corporation versus liability of the individual employee through commission of torts or crimes using the internet at work;
- 4) Whether violations of the duty of care or duty of loyalty could exist through use of social media sites at work;
- 5) Employee privacy rights or concerns that exist regarding use of the internet at work; and
- 6) Employment laws that protect the employee or the employer with respect to use of the internet at work.

Identify two policies that this CEO could put in place to curb the potential for abuse of the internet at work, with one policy that addresses low-level employees and one policy that is targeted for the board of directors. Keep in mind the business judgment rule with respect to the latter policy and discuss whether it might ever be invoked to **enforce or ignore** such a policy. Articulate your ideas on how to remedy the issue of corporate malfeasance that occurs through abuse of the internet at work. Proffer some clear recommendations to the CEO about how to improve overall corporate governance by reducing the potential for abuse of the internet at work.

You must also clearly address ethical issues that arise regarding your policies; note that ethical issues might exist on behalf of the employee if your policies are not utilized, but ethical issues might also exist on behalf of the employer if the policies are implemented.

The CEO intends to pass along this memo to other employees in the company who might not have a strong understanding of these concepts. Thus, you are also requested to clearly explain and define the legal concepts you raise. She also is concerned about offending employees with policy suggestions and requests you keep this in mind with your suggested policies.

This issue exists in many companies and corporations so you are encouraged to research outside sources for data supporting policies to reduce abuse of the internet at work. Demonstrate critical thinking by analyzing, evaluating, and interpreting appropriate policies to provide an original perspective to enhance corporate legal and ethical environs as it relates to the use of the internet at work.

You are expected to convey complex ideas in a clear, concise and organized fashion, using the required and recommended readings from the course for analytical support. Although you are encouraged to cite from your textbook, you are required to cite a minimum of four scholarly sources (beyond the textbook) to support your statements.

Your well-written paper should be 8-10 pages in length, not including the title or references pages. Review the Portfolio Project grading rubric, which can be accessed from the Module 8 folder, and make sure to follow CSU-Global APA guidelines. Be sure to reach out to your instructor at any point in the course if you have questions about the assignment.

Course Grading



Discussions	20%	200 Points
Opening Exercises	0%	0 Points
Live Classroom	0%	0 Points
Mastery Exercises	8%	80 Points
Critical Thinking	37%	370 Points
Portfolio Project	35%	350 Points

Grading Scale and Policies

A	95.0 – 100
A-	90.0 – 94.9
B+	86.7 – 89.9
B	83.3 – 86.6
B-	80.0 – 83.2
C+	75.0 – 79.9
C	70.0 – 74.9
D	60.0 – 69.9
F	59.9 or below

In-Classroom Policies

For information on late work and incomplete grade policies, please refer to our [In-Classroom Student Policies and Guidelines](#) or the Academic Catalog for comprehensive documentation of CSU-Global institutional policies.

Academic Integrity

Students must assume responsibility for maintaining honesty in all work submitted for credit and in any other work designated by the instructor of the course. Academic dishonesty includes cheating, fabrication, facilitating academic dishonesty, plagiarism, reusing /re-purposing your own work (see *CSU-Global Guide to Writing and APA Requirements* for percentage of repurposed work that can be used in an assignment), unauthorized possession of academic materials, and unauthorized collaboration. The CSU-Global Library provides information on how students can avoid plagiarism by understanding what it is and how to use the Library and Internet resources.

Citing Sources with APA Style

All students are expected to follow the *CSU-Global Guide to Writing and APA Requirements* when citing in APA (based on the APA Style Manual, 6th edition) for all assignments. For details on CSU-Global APA style, please review the APA resources within the CSU-Global Library under the “APA Guide & Resources” link. A link to this document should also be provided within most assignment descriptions on your course’s Assignments page.

Disability Services Statement

CSU-Global is committed to providing reasonable accommodations for all persons with disabilities. Any student with a documented disability requesting academic accommodations should contact the Disability Resource Coordinator at 720-279-0650 and/or email ada@CSUGlobal.edu for additional information to coordinate reasonable accommodations for students with documented disabilities.

Netiquette

Respect the diversity of opinions among the instructor and classmates and engage with them in a courteous, respectful, and professional manner. All posts and classroom communication must be conducted in accordance with the student code of conduct. Think before you push the Send button. Did you say just what you meant? How will the person on the other end read the words?

Maintain an environment free of harassment, stalking, threats, abuse, insults or humiliation toward the instructor and classmates. This includes, but is not limited to, demeaning written or oral comments of an ethnic, religious, age, disability, sexist (or sexual orientation), or racist nature; and the unwanted sexual advances or intimidations by email, or on discussion boards and other postings within or connected to the online classroom.

If you have concerns about something that has been said, please let your instructor know.

SAMPLE