PEPPERDINE UNIVERSITY
THE GEORGE L. GRAZIADIO
SCHOOL OF BUSINESS AND MANAGEMENT

DR. CHARLES J. HUNT, JR.
ADVANCED LEGAL TOPICS
BSM 593.45
SUMMER 2004

Weekends
MAY 21-22, 2004
JUNE 25-26, 2004

Friday 6:00 PM – 10:00 PM
Saturday 8:30 AM – 5:00 PM

ORANGE COUNTY CENTER

SYLLABUS
ADVANCE LEGAL TOPICS  
BSM 593.45

Weekends: May 21-22, 2004 and June 25-26, 2004  
Location: Orange County Center

Professor: Charles J. Hunt, Jr.  
Office address: Graziadio School of Business Management  
6100 Center Drive, N0.447  
Los Angeles, CA 90045

Telephone: (310) 568-5539 (Office)  
(805) 927-2789 (Home)  
FAX: (310) 568-5778  
E-mail: charles.hunt@pepperdine.edu

Course Description:

This course will explore selected topics in the field of Employment Law, and developing skills in Negotiation and the resolution of disputes without resort to litigation.

Course Objectives:

1. To study Federal Employment law in the following areas: Discrimination under Title VII and the Constitution; Pay Equity and Age Discrimination; Disability discrimination; employment relationships under contract and tort law; and Employee privacy topics.
2. To study Negotiation theory and practice, and Alternative Dispute Resolution.


Grading: This course is 23 hours of classroom work. Attendance is important!! Full scheduled class attendance is essential to succeed in this class. Students who are late or leave early will not get credit for full class attendance. If you miss 4 hours, the highest grade you can get is a B. Miss 6 hours, a C. Miss more than 6 hours and you will receive a failing grade and will get no class credit.

Grades will be based on the following criteria:

Classroom tests: 25%
Quality of Homework: 25%
Simulations: 25%
Classroom Participation: 25%
Attendance
Talk to me!!

- Remember, I am here to help you learn.
- I want you to understand the material and enjoy the study of these topics.
- Remember why you are at this university and in this class: you want to acquire knowledge and enhance your life with it. This material will impact your life and your business career.

Do Not Talk to Classmates During Class!

It is rude and distracting, not only to the professor but to your classmates to talk to each other during class. I know it is tempting, but if it happens I may call you on it in front of the class!

Always bring your name tent and display it. It does help me.

Important Things to Remember:

- YES, I DO CARE IF YOU COME TO CLASS!
- YES, I DO CARE IF YOU COME IN LATE AND LEAVE EARLY! Inform the professor before class of your reason for leaving early.
- YES, I DO CARE IF YOU TALK WHILE I TRY TO TEACH!
- YES, I DO CARE IF YOUR PAGERS BEEP OR YOUR CELLULAR PHONES RING IN CLASS. Please turn off your pagers and phones before coming to class.
- YES, I DO CARE IF YOU SLEEP IN CLASS!
- YES, I DO CARE IF YOU READ A NEWSPAPER IN CLASS!
- You should care too. If you are not willing to give this class your best effort, maybe you should consider taking the class from another instructor. The students in this class want to experience the joy of learning.
Conduct

“The University expects from all of its students and employees the highest standard of moral and ethical behavior in harmony with its Christian philosophy and purposes. Engaging in or promoting conduct or lifestyles inconsistent with traditional Christian values is not acceptable.

The following regulations apply to any person, graduate or undergraduate, who is enrolled as a Pepperdine University student. These rules are not to be interpreted as all-inclusive as to situations in which discipline will be invoked. They are illustrative, and the University reserves the right to take disciplinary action in appropriate circumstances not set out in this catalog. It is understood that each student who enrolls at Pepperdine University will assume the responsibilities involved in adhering to the regulations of the University. Students are expected to respect order, morality, personal honor, and the rights and property of others at all times. Examples of improper conduct for which students are subject to discipline are as follows:

- Dishonesty in any form, including plagiarism, illegal copying of software, and knowingly furnishing false information to the University.
- Forgery, alteration, or misuse of University documents, records, or identification.
- Failure to comply with written or verbal directives of duly authorized University officials who are acting in the performance of assigned duties.
- Interference with the academic or administrative process of the University or any of the approved activities.
- Otherwise unprotected behavior that disrupts the classroom environment.
- Theft or damage to property.
- Violation of civil or criminal codes of local, state, or federal governments.
- Unauthorized use of or entry into University facilities.
- Violation of any stated policies or regulations governing student relationships to the University.

Disciplinary action may involve, but is not limited to, one or a combination of the alternatives listed below:

**Dismissal** - separation of the student from the University on a permanent basis.

**Suspension** – separation of the student from the University for a specified length of time.

**Probation** – status of the student indicating that the relationship with the University is tenuous and that the student’s records will be reviewed periodically to determine suitability to remain enrolled. Specific limitations to and restrictions of the student’s privileges may accompany probation.” See current GSBM Catalog.

Policy on Disabilities

Assistance for Students with Disabilities

“Students with disabilities, whether mental or physical, are encouraged to contact the Equal Opportunity Office before the academic year begins or soon after classes are in session. This office will assist each student by providing general information about campus facilities and available resources. The office will assist in providing reasonable accommodation to students with disabilities pursuant to applicable laws. Inquiries should be directed to equal opportunity officer, Lauren Breeding @ (310) 506-6500. (Students who wish to file a formal grievance should refer to the “Nondiscrimination Policy,” which is listed in the “Legal Notices section of this catalog.”) See current GSBM Catalog.
ASSIGNMENTS:

General Information for both weekends.

YOU MUST READ AND STUDY ALL ASSIGNMENTS BEFORE YOU COME TO CLASS. THERE WILL BE A CLOSED BOOK TEST DURING EACH WEEKEND CLASS.

FIRST WEEKEND EMPLOYMENT LAW TOPICS

1. Study Chapters 11, 13, 14, 15 and 16.
2. With respect to the case summaries within the above chapters (NOT THE CHAPTER QUESTIONS AND PROBLEMS AT THE END OF EACH CHAPTER), choose any five cases in each chapter and submit a written answer to the questions at the end of each case chosen, not to exceed two pages, double spaced, for each five cases chosen per chapter. You will, of course, have a total of 25 cases, and not more than 10 pages. This homework will be due at the beginning of the Friday night class. If later than that a 10% grade penalty will be assessed. No homework will be accepted after 5:00 PM on Saturday night. Each student is expected to do his or her own work.
3. With respect to the other cases in the chapters, read and note for yourselves, and be prepared to recite in class if called on, the answers to the questions at the end of each case. These class responses are part of your participation requirement.
4. Class test.

SECOND WEEKEND; NEGOTIATION AND DISPUTE RESOLUTION

1. Read the text “Getting to Yes”.
2. Prepare a chapter-by-chapter outline of not more than 8 pages total, of the chapters from page 3 through 143. Hand it in at beginning of weekend. 10% penalty if late, no acceptance after 5:00PM Saturday. Each student is expected to do his or her own work
3. There will be class discussions and simulations and role-plays.
4. Class test.