COURSE OUTLINE

Course Number
BUS 108  
Course Title
Business Law II  
Credits
3

Hours:
Lecture/Lab/Other
3 Lecture, 0 lab

Pre-requisite Course
none

Implementation
sem/year
Spring semester 2019

Catalog description (as it appears in 2014-2015 edition):
The law of agency and employment and labor-management relations. Regulation of business organizations: sole proprietorships, partnerships, and corporations. Addresses property law, bailments, personal property, intellectual property, real property, landlord-tenant relationships, wills, estates and trusts, and the evolving role/impact of the global business environment. 3 credit hours

Is course New, Revised, or Modified? [Modified courses are those which have a new prefix or course number] No

Revision date:  
This outline was updated  
Spring 2019

Course coordinator:  
Erin Rybicki, JD., M.Ed.  
(609) 570-3649  
rybickie@mccc.edu

Information resources:  (Describe the primary information resources that support the course, including books, videos, journals, electronic databases, websites, etc. To request new materials for your course, use the library request form at: www.mccc.edu/student_library_course_form.shtml)

Supplemental Materials:
All materials should be provided to the students via their Blackboard course. This course is
offered in an online delivery option. Therefore, supplemental materials are supplied online and students are expected to submit assignments through Blackboard.

**Other learning resources:** (Describe any other student learning resources that are specific to this course, including any special tutoring or study group support, learning system software, etc.)
N/A

**Course Competencies/Goals:**
*The student will be able to:*
- **Course Competency One:** Students can identify the different types of business organizations and explain the legal benefits and legal burdens of each type of business organization.
- **Course Competency Two:** Students understand a variety of business law doctrines, and can apply the appropriate business law concepts to practical business law scenarios.
- **Course Competency Three:** Students can apply federal and state workplace discrimination prevention laws to realistic business and employment scenarios.
- **Course Competency Four:** Students can recognize and apply the basic law and legal doctrine relating to real property, intellectual property and personal property.

**Units of study in detail**
**Unit I Understanding Business Organizations**

**Learning Objectives**
*The student will be able to…*
- Explain the legal definitions of business organizations, including sole proprietorships, partnerships, limited partnerships, Limited Liability Companies (LLC) and corporations. (CG 1)
- Explain the benefits and burdens of each type of business organization, including sole proprietorships, partnerships, limited partnerships, Limited Liability Companies (LLC) and corporations. (CG 1)
- Explain the reason for selecting corporate status and the process to form a corporation. (CG 2)
- Explain the process of maintaining corporate formalities on an annual basis. (CG 2)
• Explain the process of piercing the corporate veil and how this affects officers and agents of the corporation. (CG 1, 2)
• Explain the concepts of shareholders’ rights. (CG 1)
• Explain the process of selecting a name for a business, and the legal relevance. (CG 1)
• Explain why business owners must have a valid will that addresses their ownership interests. (CG 1)

Unit II Understanding Equal Employment Opportunity Law and Related Employment Laws

Learning Objectives

The student will be able to…

• Describe the concept of employment at will. (CG 3)
• Describe the concept of workers’ rights, including contractual employment and union-related workers’ rights. (CG 3)
• Identify the legal basis for a discrimination claim. (CG 3)
• Apply and analyze issues under Title VII of the Civil Rights Act of 1964. (CG 3)
• Apply and Analyze issues under the Americans with Disabilities Act. (CG 3)
• Identify the appropriate processes for businesses to prevent workplace discrimination and unlawful employment processes. (CG 3)
• Provide an accurate analysis of realistic employment scenarios by applying state and/or federal anti-discrimination laws. (CG 2, 3)

Unit III Understanding the Law of Principal-Agent Relationships & Employer Liability

Learning Objectives

The student will be able to…

• Explain the elements and application of strict liability. (CG 2)
• Understand the ethical implications of vicarious liability, in a variety of applications.(CG 2)
• Explain the elements and examples and ethical implications of vicarious liability, and analyze vicarious liability in hypothetical scenarios. (CG 2)
• Identify the circumstances in which an employer may be vicariously liable for the acts of an employee or an independent contractor. (CG 2)
• Define the concept of a principal and provide an example. (CG 2)
• Define the concept of an agent and provide an example. (CG 2)
• Explain the concepts of implied and actual authority. (CG 2)
• Distinguish between an employer-employee relationship and an employer-independent contractor relationship. (CG 2)
• Identify the exceptions to the bailor non-liability rule and related expectations. (CG 2)

**Unit IV Understanding Property Law (Personal Property, Intellectual Property & Real Property)**

**Learning Objectives**

The student will be able to…

• Define personal property and bailments and provide examples. (CG 4)
• Define intellectual property and provide examples. (CG 4)
• Distinguish between a trademark, a trade secret, a patent and a copyright. (CG 4)
• Analyze the rules of personal property ownership, and apply the rules of conversion. (CG 4)
• Explain the rules of ownership for mislaid and lost personal property. (CG 4)
• Explain why businesses should seek intellectual property protection for certain parts of their business. (CG 4)
• Read and understand selected portions of federal law, which may include administrative code. (CG 4)
• Explain the concept of real property and provide examples. (CG 4)
• Explain the legal issues affecting real estate ownership, as it applies to business. (CG 4)
• Explain the landowner’s liability risks, and the laws impacting property ownership. (CG 4)
• Explain the landowner’s responsibilities for various types of real property. (CG 4)
• Understand the basic land use and environmental concerns for businesses and property owners. (CG 4)

**Course-specific Institutional Learning Goals (ILGs)/General Education Goals.**

**Institutional Learning Goal 1. Written and Oral Communication in English.** Students will communicate effectively in both speech and writing.
**Institutional Learning Goal 4. Technology.** Students will use computer systems or other appropriate forms of technology to achieve educational and personal goals.
Institutional Learning Goal 5. Social Science. Students will use social science theories and concepts to analyze human behavior and social and political institutions and to act as responsible citizens.


Institutional Learning Goal 10. Information Literacy: Students will recognize when information is needed and have the knowledge and skills to locate, evaluate, and effectively use information for college level work.

Institutional Learning Goal 11. Critical Thinking: Students will use critical thinking skills understand, analyze, or apply information or solve problems.

Students with Disabilities
Any student in this class who has special needs because of a disability is entitled to receive accommodations. Eligible students at Mercer County Community College are assured services under the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973. If you believe you are eligible for services, please contact Arlene Stinson, the Director of Academic Support Services. Ms. Stinson’s office is LB221, and she can be reached at (609) 570-3525.

Academic Integrity Statement
This course is entirely compliant with the academic integrity standards of the college. This course specifically covers the implications of plagiarism and academic integrity, and covers how students can ethically embark on legal research tasks and the use of technology in the online classroom and beyond. Students are required to read, review, and follow the standards set forth in the Mercer County Community College Student Handbook academic integrity standards before submitting any assignment. Academic Dishonesty will result in failure of this course.

Equal Opportunity Policy
Mercer County Community College is committed to equal opportunity and affirmative action. Discrimination on the basis of race, creed, color, national origin, ancestry, age, gender, affectional or sexual orientation, marital status, familial status, liability for service in the Armed Forces of the United States, nationality, political views, religion, disability unrelated to job or program requirements or any other characteristic protected by law is prohibited. Questions regarding the equal opportunity policy and compliance statement may be directed to the Affirmative Action Officer, West Windsor Campus, (609) 586-4800, ext. 3270.