

DOCUMENT N: COURSE AND PROGRAM DEVELOPMENT COVER SHEET

See Course and Program Development Policy and Procedures for Instructions

SCHOOL: LAW <input type="checkbox"/> MSB <input type="checkbox"/> YGCLA <input checked="" type="checkbox"/>	Contact Name: Michele Cotton	Phone: 410-837-5320
DEPARTMENT / DIVISION: Division of Legal, Ethical and Historical Studies		
SHORT DESCRIPTION OF PROPOSAL (State Document N action item from Box 3 below and program name OR course name, code, & number as applicable):		
No. 8 New Course: LEST 609 Employment Law		
PROPOSED SEMESTER OF IMPLEMENTATION: Fall <input checked="" type="checkbox"/> Spring <input type="checkbox"/> Year: 2010		

Box 1: TYPE OF ACTION	ADD(NEW) <input checked="" type="checkbox"/>	DEACTIVATE <input type="checkbox"/>	MODIFY <input type="checkbox"/>	OTHER <input type="checkbox"/>
Box 2: LEVEL OF ACTION	Non-Credit <input type="checkbox"/>	Undergraduate <input type="checkbox"/>	Graduate <input checked="" type="checkbox"/>	OTHER <input type="checkbox"/>

Box 3: ACTION ITEM (check appropriate boxes)		DOCUMENTS REQUIRED (see box 4 below)	IMPACT REVIEWS (see box 5 on back)	APPROVAL SEQUENCE (see box 6 on back)
	1. Experimental Course ¹	N, O, P	a, c, e	AC
	2. Course Title	N, O		ABCD
	3. Course Credits	N, O, (P)		ABCD
	4. Course Number	N, O		ABCD
	5. Course Level	N, O		ABCD
	6. Pre & Co-Requisite	N, O		ABCD
	7. Course Description	N, O, P		ABCDEF
X	8. New Course	N, O, P		ABCDEF
	9. Deactivate a Course	N, O		ABCDEF
	10. Program Requirements	N, O	(b, c, d, e)	ABCDEF
	11a. UG Specialization (24 credits or less)	N, O	a, b, c, d, e	ABCDEF
	11b. Masters Specialization (12 credits or less)	N, O	a, b, c, d, e	ABCDEF
	11c. Doctoral Specialization (18 credits or less)	N, O	a, b, e	ABCDEF
	12. Minor (add or delete)	N, O	a, b, c, d, e	ABCDEF
	13. Closed Site Program	N, O	e	ABCDHIK
	14. Program Suspension	N, O, S	a, e	ABCDEFGIK
	15. Program Reactivation	N, O		
	16a. Certificate Program (ug/g) exclusively within existing degree program	N, O	a, c, e	ABCDEFHIK
	16b. Certificate Program (ug/g) where degree programs do not exist or where courses are selected across degree programs (12 or more credits)	N, O, Q, R, S	a, c, e	ABCDEFHJL
	17. Off-Campus Delivery of Existing Program	N, O, S	a, b, c, e	ABCDHIL
	18a. UG Concentration (exceeds 24 credit hrs)	N, O, S	a, c, d, e	ABCDEFHJL
	18b. Masters Concentration (exceeds 12 credit hrs)	N, O, S	a, c, d, e	ABCDEFHJL
	18c. Doctoral Concentration (exceeds 18 credit hrs)	N, O, S	a, c, d, e	ABCDEFHJL
	19. Program Title Change	N, O, S	a, c, d, e	ABCDEFHJL
	20. Program Termination ²	N, O, S	d, e	ABCDEFHJK
	21. New Degree Program ³	N, O, Q, R, S	a, c, d, e	ABCDEFHJL
	22. Other	Varies	Varies	Varies

Box 4: DOCUMENTATION (check boxes of documents included)					
<input type="checkbox"/>	N. This Cover Sheet	<input type="checkbox"/>	Q. Full 5-page MHEC Proposal	<input type="checkbox"/>	T. Other
<input type="checkbox"/>	O. Summary Proposal	<input type="checkbox"/>	R. Financial Tables (MHEC)	<input type="checkbox"/>	
<input type="checkbox"/>	P. Course Definition Document	<input type="checkbox"/>	S. Other documents as may be required by MHEC/ USM. See http://www.ubalt.edu/downloads/program_approval_Grid-USM-10-07.doc	<input type="checkbox"/>	

¹ Approval of experimental course automatically lapses after two offerings unless permanently approved as a new course.

² See USM Policy on the Review and Abolition of Academic Programs (<http://www.usmd.edu/regents/bylaws/SectionIII/11702.html>) for list of information that must be provided for this action.

³ Letter of Intent is required by USM at least 30 days before a full proposal can be submitted. Letter of Intent requires only the approval of the dean and the provost and is forwarded to USM by the Office of the Provost.

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PROPOSED SEMESTER OF IMPLEMENTATION: Fall <input checked="" type="checkbox"/> Spring <input type="checkbox"/> Year: 2010		

Box 5: IMPACT REVIEW	SIGNATURES (see procedures for authorized signers)	DATE
a. Library X No impact <input type="checkbox"/> Impact statement attached	Director or designee:	
b. OTS X No impact <input type="checkbox"/> Impact statement attached	CIO or designee:	
c. University Relations X No impact <input type="checkbox"/> Impact statement attached	Director or designee:	
d. Admissions X No impact <input type="checkbox"/> Impact statement attached	Director or designee:	
e. Records X No impact <input type="checkbox"/> Impact statement attached	Registrar or designee:	

Box 6: APPROVAL SEQUENCE	APPROVAL SIGNATURES	DATE
A. Department / Division	Chair: <i>Thomas E. Carney</i>	19 Oct 2009
B. General Education (as required for #7, #8)		
C. Final faculty review body within each School	Chair: <i>Deborah Pfeifer per MR.</i>	27 Oct 2009
D. College Dean	Dean: <i>Ray W. Turner</i>	10/27/09
E. Provost and Senior Vice President for Academic Affairs	Provost: <i>Mary C. Weir for Joseph Wood</i>	11/02/09
F. Curriculum Review Committee (UFS subcommittee)	Chair:	
G. University Faculty Senate (UFS option)	Chair:	
H. University Council ⁴	Chair:	
I. President	President:	
J. Board of Regents – notification only		
K. Board of Regents – approval		
L. MHEC – notification only		
M. MHEC – approval		
N. Middle States Association notification	Required only if the mission of the University is changed by the action	

⁴ University Council *review* (for a recommendation to the President or back to the Provost) shall be limited to curricular or academic policy issues that may potentially affect the University's mission and strategic planning, or have a significant impact on the generation or allocation of its financial resources.

UNIVERSITY OF BALTIMORE

DOCUMENT O: SUMMARY PROPOSAL

See Course and Program Development Policy and Procedures for Instructions

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No. 8 New Course: LEST 609 Employment Law		
PROPOSED SEMESTER OF IMPLEMENTATION: Fall <input checked="" type="checkbox"/> Spring <input type="checkbox"/> Year: 2010		

O-1: Briefly describe what is being requested:		
We would like to add a new course, LEST 609 Employment Law, to the LEST course list and catalogue.		
For new courses or changes in existing courses (needed by Registrar)		
OLD Title:	Course # / HEGIS Code:	Credits:
NEW Title:	Course # / HEGIS Code:	Credits:

O-2: Set forth the rationale for the proposal:
Employment Law has been taught as a "topics in law" course or "special topics" course in the LEST program at least three times in the last ten years. The course is one that has proven useful to and popular with our students, and it raises the kinds of concerns that are relevant to a program in legal and ethical studies. Further, we have the faculty qualified to teach it. Therefore, we would like to add it to our catalogue as a regular course.

University of Baltimore

DOCUMENT P: Required Format for Course Definition Document

See Course and Program Development Policy and Procedures for Instructions

1. Date Prepared: October 1, 2009
2. Prepared by: Michele Cotton and Robert Pleasure
3. Department/Division: Division of Legal, Ethical and Historical Studies
4. Course Number: LEST 609
5. Course Title: Employment Law
6. Credit Hours: 3
7. Catalog Description (Paragraph should reflect general aims and nature of the course)

LEST 609. Employment Law (3). The law of employment in its social, ethical, and historical context. The course examines common law principles of employment contracts, the employment at will doctrine, and a wide range of regulatory regimes governing work. The class will consider leading cases covered in depth, in their economic, social and historical context. In addition, the class will consider employment law in its practical and principled applications by taking up the ethics of human resources and industrial relations.

8. Prerequisites: None
9. Course Purpose: Satisfaction of program requirements for Principles in Action courses.
10. General Education area, if applicable (i.e., social sciences, humanities, science, etc.): NA
11. Course Type: Lecture
12. Faculty qualified to teach the course: Robert Pleasure (adjunct professor)
13. Content Outline

In the first two-thirds of the course, the students read a text that provides them with the social and legal background of important employment law cases, and also read the cases themselves. In the last third of the class, the students read a text on the ethical aspects of employment regulation.

The work of the class focuses on discussion and analysis of the texts and cases. Thematic concerns include how common law principles apply to employment contracts, particularly as default rules; the scope and evolution of employment law; and the broader social, economic, and historical context of employment law and its role in a democratic society, as well as the ethical implications of human resource and industrial relations practice.

14. Learning Goals

Students will be expected to:

1. Recognize and predict the application of common law principles to employment contracts.
2. Understand the scope of employment law and its evolution into a more general law of work.

3. Discuss employment law in the broader social, economic, and historical context.
4. Evaluate the ethical implications of human resource and industrial relations practice.

These objectives are derived from the Learning Goals established for the LEST program, particularly Goals 3 and 5, Differentiate among the institutions and processes in the United States that create and control primary areas of law at an advanced level, and Recognize legal principles as they apply to fact patterns encountered in contemporary professional, civil, and personal life at a moderate to advanced level.

15. Assessment Strategies

Students will be assessed based on class participation (including any quizzes), a midterm paper, and a final paper. The papers will be on subjects consistent with an evaluation under the learning goals described above.

16. Suggested Text(s) and Materials

Samuel Estreicher and Gillian Lester (eds.), *Employment Law Stories* (2007)

John W. Budd and James G. Scoville (eds.), *The Ethics of Human Resources and Industrial Relations* (2005)

Cases downloaded from legal databases.

17. Suggested class size: 20

18. Lab Fees (when applicable): NA