

# **The International Legal Environment of Management MANA 7343, Summer II, 2022**

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## **Course Objectives**

The primary purpose of this course is to familiarize students with legal issues that arise when conducting business internationally. Using the EU as an illustration, we will take a comparative approach to examining legal systems, forms of business organization, contractual agreements, competition, intellectual property, dispute resolution, and employment law.

## **Academic Honesty**

The University of Houston Academic Honesty Policy is strictly enforced by the C.T. Bauer College of Business. No violations of this policy will be tolerated in this course. A discussion of the policy is included in the University of Houston Student Handbook which can be found at <http://www.uh.edu/dos/hdbk/acad/achonpol.html>. Students are expected to be familiar with this policy.

## **Accommodations for Students with Disabilities**

The C.T. Bauer College Business would like to help students who have disabilities achieve their highest potential. To this end, in order to receive academic accommodations, students must register with the Center for Students with Disabilities (CSD) (telephone 713-743-5400), and present approved accommodation documentation to their instructors in a timely manner.

## **Instructor Evaluations**

The C.T. Bauer College of Business has a policy that requires all of its instructors to be evaluated by their students. The results of these evaluations are important to provide feedback to instructors on how their performance can be improved. In addition, these evaluations are carefully considered in promotion, salary adjustment, and other important decisions. We openly encourage students to provide feedback to the instructors and to the C.T. Bauer College of Business through the evaluation process.

## **UH CAPS**

Counseling and Psychological Services (CAPS) can help students who are having difficulties managing stress, adjusting to college, or feeling sad and hopeless. You can reach CAPS ([www.uh.edu/caps](http://www.uh.edu/caps)<<http://www.uh.edu/caps>>) by calling 713-743-5454 during and after business hours for routine appointments or if you or someone you know is in crisis. No appointment is necessary for the "Let's Talk" program ([http://www.uh.edu/caps/outreach/lets\\_talk.html](http://www.uh.edu/caps/outreach/lets_talk.html)), a drop-in consultation service at convenient locations and hours around campus.

## **Blackboard**

Blackboard will be used in this class as a course management tool. Specific options for this class are described below. To access Blackboard, please obtain a Blackboard ID and login at: <http://www.uh.edu/webct>. If you have questions about Blackboard or need technical assistance, you can click on the "get help" link on the Blackboard website, call the help-line at 713-743-1411 (M-F 8am-8pm). Contact me for any course-related questions.

- **Discussion Board**  
The discussion board tool will be used for weekly discussions on topics presented by student groups.
- **E-Mail**  
Use the e-mail option to e-mail me or your classmates within Blackboard. Outside e-mail addresses are not needed. Simply select your recipient(s) using the "Browse" function.
- **Assignments Drop Box**  
A list of all individual written assignments for this class can be found in the Assignments drop box. Please pay close attention to instructions and due dates/times. All assignments must be submitted through this drop box in Microsoft Word format. Late assignments will not be accepted.
- **Grades**  
Use this tool to access your grades for this class including assignments, presentations, and the final course grade. Grades for weekly assignments will typically be posted the Wednesday after each assignment's due date.

## **Student Evaluation**

### (1) Participation

#### Berlin (50 points)

The trip to Berlin is an important part of this course. While in Berlin, students are expected to represent the University of Houston in a positive and professional manner, and to participate in all required events. As students enrolled in courses offered by the C.T. Bauer College, you are expected to adhere to the ethical principles described in the Bauer Code of Ethics and Professional Conduct (Bauer Code), in addition to those required by the UH Student Handbook. You may review the Bauer Code by clicking on the following link -

<http://www.bauer.uh.edu/BCBE/BauerCode.htm>. You may obtain a copy of the UH Student Handbook from the Dean of Students Office located in room 252 of the University Center, or by visiting the publications webpage on the Dean of Student's website at <http://www.uh.edu/dos/pub.html>. Students can earn up to 50 points for participation during the Berlin trip based upon the following:

- Timely arrivals and departures – It is expected that you arrive on time and be prepared to depart on any excursions on time. Further, it is expected that you be at the designated meeting place to return to the hotel on time.
- Attention during lectures and visits – It is expected that you participate and provide your full attention during tours, lectures and company visits. This means that you should avoid unnecessary discussions with fellow students; taking photographs, read newspapers or magazines; or other activities that may be disruptive. You should also make sure that you get enough sleep the previous evening, so that your attention is not impaired during program activities.
- Unauthorized use of cell phones or other media during trip activities – Please turn your cell phones and other media off before coming to any course activities. If you find it necessary to keep your phone turned on, please put it on vibrate mode.
- Respect for hosts, guest lecturers, other students, and other hotel guests – Students should treat hosts, guest lecturers, other students, and other hotel guests in a respectful manner.

- Harassment – Making harassing or obscene comments or gestures to other students, faculty, guest lecturers, or hosts will not be tolerated. This includes sending harassing or obscene email or voice messages to others.

(2) Discussion Board (10 points)

All class members are expected to participate in the discussion board each week during Summer II. Since the Berlin trip is in week 1, we will not have a discussion board in the first week. On Monday of Week 2, an introductory discussion board will be posted. On Monday of Weeks 3 and 4, PowerPoint presentation will be available under the “Group Presentations” icon and discussion boards will open. Students can earn up to 10 points for discussion board participation based upon the quantity and quality of postings each week.

(3) Pre-trip Questions (10 points)

During orientation, students will be give the name of three companies we will be visiting in Berlin. Each student should research these companies and for each of the three provide me with 1) a one paragraph summary of the company; and 2) three questions that would be appropriate to ask a company representative. The questions should show considerable thought, a basic knowledge of the company, and be course related. **At least one question should be related to some legal aspect of doing business in Germany. Your one question can also be related to legal strategies involved when doing business in the Germany.** These questions can be the same questions you use for MANA 7353. You should just have a mix of legal and business-related questions. Questions that can be answered in one word (or a short sentence), that are not course related, and questions that might be embarrassing to company employees are not appropriate. In such cases, students may be asked to submit new questions so that they can still get full credit for the next assignment (post-trip answers). These 3 paragraphs and 9 questions are due by 5:00pm, CST Monday, May 9th. The questions are worth 10 points, with 1 point off for every day late. To avoid duplication, you can turn your questions into Dr. Werner at [swerner@uh.edu](mailto:swerner@uh.edu).

(4) Post-trip Answers (10 points)

Students should seek the answers to their questions during our Berlin trip. The questions should be thoroughly answered. If you cannot find the answer to your specific questions from company representatives, research the issue and answer it for Eastern European companies in general. The nine questions and their answers in word format should be turned in on Blackboard (assignments) by 5:00pm, CST June 20th. The answers are worth 10 points, with 1 point off for every day late.

(5) Group Presentations and Discussion Board Leaders (20 points)

Presentation groups will be formed at the orientation. Each group will select a current international law topic and prepare a PowerPoint presentation addressing how the issues are affecting business today. Discussion questions for the week's discussion board should be identified at the end of the presentation. These discussion questions will drive the BB discussions for the week. The presentations are worth 20 points each, with each group member getting the same number of points. The following criteria will be used to evaluate presentations: business application, accuracy, organization, timeliness/importance of the legal issue, and the extent to which the presentation intellectually inspires the audience. The PowerPoint presentation should consist of at least 25 slides. An "A" presentation will 1) follow the above requirements, 2) be consistent across slides, 3) be free of typos, grammar, and punctuation errors, 4) be well-referenced (sources of the material should be specified in the presentation), 5) be well-organized (with agenda and summary slides), 6) be well-written, 7) thoroughly cover the topic, 8) look visually appealing and 9) include thoughtful discussion questions. Groups will also be evaluated on their role in leading the discussions on their topics. This grade will be calculated through discussion board participation and responses to postings by class members.

Due dates are indicated in the schedule at the end of the syllabus.

**Grade Distribution**

Grades for this class will be determined by the total number of points that you earn during the semester based on the following scale:

A	100-93	C+	79-77
A-	92-90	C	76-73
B+	89-87	C-	72-70
B	86-83	D	69-60
B-	82-80	F	59- 0

## Class Schedule

Orientation: **April 8th 6:00pm-10:00pm**

Pre-Trip Questions Due May 9th by 5:00pm. (for convenience email the questions to [swerner@uh.edu](mailto:swerner@uh.edu))

Week 1: Sunday 5/14 - Friday 5/21 Trip to Berlin

Week 2: Monday 6/6 – Friday 6/10

- Group 1 presentation due by 9:00am CST 6/6
- Groups 1 discussion boards opens at 10:00 am CST 6/6
- Group 1 discussion boards close at 11:59 pm CST 6/6

Week 3: Monday 6/13 – Friday 6/17

- Group 2 presentations due by 9:00am CST 6/13
- Group discussion boards opens at 10:00 am CST 6/13
- Group 2 discussion boards close at 11:59 pm CST 6/13

Week 4: Monday 6/20 - Friday 6/24

- Group 3 presentation due by 9:00am CST 6/20
- Groups 3 discussion board opens at 10:00am CST 6/20
- Group 3 discussion boards close at 11:59 pm CST 6/20

Week 5: Monday 6/27 - Friday 7/1

- Group 4 presentation due by 9:00am CST 6/27
- Groups 4 discussion board opens at 10:00am CST 6/27
- Group 4 discussion boards close at 11:59 pm CST 7/1