

# HOSPITALITY AND TOURISM LAW

## HTM 320 - SPRING 2008

### Updated: January 22, 2008

#### Instructor Information

Laurie Salame, J.D.

*Office hours:* 209B Flint Lab, Tues & Thurs. 1:15-2:15pm no appointment needed; other times may be scheduled by appointment

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#### General Introduction

Welcome to Hospitality and Tourism Law! I hope that you will enjoy this class and pick up some solid legal knowledge. I look forward to our semester together. While it is not likely that many, if any, of you will go on to become lawyers, it *is* likely that many, if not all, of you will need to have some legal knowledge to assist you in your chosen field. The goal of this class is not to turn you all into lawyers, but rather to give you a broad understanding of the law and legal systems, with specific emphasis on those areas of law that you are most likely to encounter during your careers in the hospitality industry.

When you are out in the field, there will be many times when you need to think like a lawyer. Life is *not* like “Court TV” or “Law and Order.” Legal issues are not served up neatly. They often creep up unannounced and are difficult to spot. They are frequently mishandled at the moment they occur. What do you do, as a manager, to limit your organization’s legal liability or exposure? How do you protect your organization’s interest? How do you protect your staff and your guests? How do you think preventively when setting up systems? While what you learn this semester may not definitively answer all of these questions, it will give you the tools you need to look critically at your practices and procedures to “issue-spot” the important legal issues that might arise on the job.

#### Textbook

**IMPORTANT NOTICE: There is a new version of the textbook, however, it is not available until mid-February. Rather than use the old one (which would have no re-sale value for you) I decided we will wait to use the new one. Until it comes out, I have posted electronic versions of the initial chapters we will need on the SPARK site for this course. If it comes out later, I will post new chapters. Sorry for this inconvenience, but it was out of my control. The semester outline (last page) beyond March 4<sup>th</sup> will be posted once I see the textbook. I will keep you posted in class and via SPARK.**

Barth, Stephen, *Hospitality Law: Managing Legal Issues in the Hospitality Industry*, 3rd Ed., John-Wiley & Sons, available in the textbook annex. The textbook is augmented by a Website, <http://www.hospitalitylawyer.com>. Your first homework assignment will have you explore this site. There may be additional readings assigned from time to time which are not listed here. Those readings will either be available on SPARK and/or handed out in class as needed.

#### SPARK (formerly WebCT)

This course is aided by SPARK, access to which is through the UMass servers managed by OIT. You can access the HT-MGT 320 page by going directly to the SPARK homepage. Your UMass/OIT user ID and password are used to access SPARK. I suggest that now, at the beginning of the semester before you get too busy with all your coursework, you explore this site thoroughly. During the semester, I suggest you check it daily for emails, announcements, additional readings, and to stay on top of deadlines. This is what you will find with SPARK:

- Initial textbook chapters

- All homework assignments (they get submitted here as well)
- Emails (I send plenty of them)
- Syllabus, including Semester Outline
- Class Calendar, changes, cancellations
- Your grades on exams and homework
- Hand outs that are needed for IN CLASS group work
- Any additional reading assigned
- Class presentations/PowerPoints, in a format with space for notes, so you will download and print them *prior* to class and then *bring* them to class!

### **Grading**

Grading is based on the following scale: A (94+), A- (90-93.99), B+ (87-89.99), B (83-86.99), B- (80-82.99), C+ (77-79.99), C (73-76.99), C- (70-72.99), D+ (67-69.99), D (60-66.99), F (<60). There will be no curves or rounding up of grades. Extra credit is my way of giving you an extra boost (see below).

### **Evaluation Points and Percentages**

Exams: 80%. There will be four exams. The first three will occur in class, covering material just that portion of the semester. Each of the three exams is equally weighted. The fourth exam will be a comprehensive final exam during finals week. All exams will be a combination of essay, multiple choice, fill-in the blank, and true or false. Your exam grade will be based on *either* the average of your first three exams, or the score on your final exam, whichever is greater. If you are satisfied with your score on your first three exams, you do not need to take the final exam. It is up to you. **Absences from exams must be approved in advance, except in cases of emergencies, and will be approved for compelling reasons only.**

Homework: 10%. The homework assignments can be found on SPARK, Assignments. It must be uploaded on the date listed by 11 am. It may be uploaded for half credit *the next class date by 11 am*. It should be (1) attached as a .doc, 1.5 space, 1" margins, 12 font AND (2) cut and pasted into the SUBMISSION box. There are 11 homework assignments; 1-10 are worth 1% each and 11 is worth up to 2%. So you can earn up to 12%; if you do all 11, the last one will be treated as **extra credit**, otherwise it will just "fill in" points for missing work. The homework will come from the book, the text Website, and/or other readings. Submissions that are incomprehensible or not thorough will receive 0-½ credit.

Attendance/Participation: 10%. These points will be earned just for coming and participating. It is a great way to boost your grade, especially if you don't do so well on the exams. You will be allowed 3 absences at "no charge" and each absence thereafter will result in minus one point. If you feel you have an excused absence, tell me before missing class, or if unable, at the end of the next class you attend or by SPARK email. Excused absences are those allowed under university policy.

My approach to teaching is that while I am responsible for teaching, more importantly, you are responsible for learning. This means that you are present, you are prepared, and you participate. I will be calling on people by name during class to share in discussions; I will also be asking for volunteers. So don't be shy. I do not want to merely stand up front and speak. While much of the format will be lecture, especially at the beginning, I hope that this class will be interactive as well, sharing questions and answers, small group activities with case scenarios and hypothetical situations allowing you to work together in analyzing a situation, and of course, discussions based on the text book and our experiences. I have more fun that way, and I think you will as well.

### **Special Needs**

If you have any special needs or concerns, please bring them to my attention sooner rather than later. I will try my best to meet your needs. If you have any special needs around English as second language, a learning disability, or religious obligations, please see me to discuss how your needs can be accommodated without interruption to your classroom experience. If you have a special need which relates to an exam, please notify me at least 2 weeks prior to the exam.

## Semester Outline

Updated: January 22, 2008

Missing information to be provided once the textbook is available.

<b>Day</b>	<b>Date</b>	<b>Topic</b>	<b>Chapter</b>	<b>Presentation</b>	<b>Homework</b>
Tue	1/29	Introduction			
Thu	1/31	The Legal System, Ethics & Prevention	1	1	1
Tue	2/5	Continued	2		
Thu	2/7	Legal Procedure <b>Print &amp; Bring Materials</b>		2	2
Tue	2/12	Continued			
Thu	2/14	Contracts	4	3	3
<b>Tue</b>	<b>2/19</b>	<b>MON CLASS SCHED</b>			
<b>Thu</b>	<b>2/21</b>	<b>NO CLASS</b>			
Tue	2/26	Continued <b>Print &amp; Bring Materials</b>	5 (1-15, 29-40)		
Thu	2/28	Continued			
<b>Tue</b>	<b>3/4</b>	<b>EXAM 1</b>			
Thu	3/6				
Tue	3/11				
Thu	3/13				
<b>Tue</b>	<b>3/18</b>	<b>SPRING BREAK</b>			
<b>Thu</b>	<b>3/20</b>	<b>SPRING BREAK</b>			
Tue	2/25				
Thu	3/27				
Tue	4/1				
Thu	4/3				
Tue	4/8				
Thu	4/10				
Tue	4/15				
Thu	4/17				
<b>Tue</b>	<b>4/22</b>	<b>NO CLASS</b>			
Thu	4/24				
Tue	4/29				
Thu	5/1				
Tue	5/6				
<b>Thu</b>	<b>5/8</b>	<b>EXAM 3</b>			
Tue	5/13	Wrap up/Final Prep			
TBA		Optional Final Exam			

\* The extra credit homework can be handed in anytime during the semester, but **MUST** be received by 5/6/08. No submission of extra credit homework will be accepted after this date.