



**UNC
GREENSBORO**
**Bryan School of
Business and Economics**

**Syllabus for Management 330-05
The Legal Environment of Business**

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Spring 2024 – asynchronous

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About UNCG and The Bryan School

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BRYAN SCHOOL'S MISSION STATEMENT

In the Bryan School of Business and Economics, we create and disseminate knowledge about the theory and practice of business. In addition to our courses and research, we accomplish this through hands-on projects, global experiences, and outreach to the community. Our work produces principled leaders and exceptional problem solvers who have a global perspective, an innovative mindset, a broad understanding of sustainability, and a commitment to improve the organizations in which they work and the communities in which they live.

BRYAN SCHOOL'S STUDENT LEARNING GOALS

Each program within the Bryan School has separate learning goals as listed with the degree program. The essential components of a professional education in business (excluding B.A. in Economics and the B.S. in Consumer, Apparel, and Retail Studies) include common courses for breadth and opportunities for advanced work which provide knowledge depth in the various business disciplines. [Click here](#) for the complete list of Bryan School Learning Goals and our Mission Statement.

These core business programs share the following common learning goals:

1. Students will implement the various steps of the critical thinking process, supported by the appropriate use of analytical and quantitative techniques, to formulate recommendations for subsequent decision making.
2. Students will apply appropriate ethical standards when making recommendations for business decision making.
3. Students will evaluate business decisions in the context of sustainability goals, balancing environmental, social, and economic needs, conditions, and potential decision impacts.
4. Students will formulate appropriate strategies, in the context of global and multicultural issues and forces, to improve business performance in the world economy.
5. Students will explain the roles of innovation and innovation management in achieving successful business strategies, decisions, and performance.
6. Students will be able to plan, schedule, contribute to, and lead projects.

UNCG FACULTY AND STUDENT GUIDELINES

Throughout this course, you and I must each uphold the values and expectations expressed in [UNCG's Faculty and Student Guidelines](#).

TITLE IX AND GENDER DISCRIMINATION

UNCG is committed to fostering a safe and productive, learning environment. Title IX and our school's policy prohibit discrimination on the basis of sex. Sexual harassment, which includes gender-based harassment, domestic and dating violence, sexual assault, and stalking, is prohibited.

We encourage anyone who has experienced sexual harassment to speak with someone and get the support and resources they need. Because of my role with the University, I am not required to share information with the University's Title IX Coordinator. Please be aware that if you share a situation related to interpersonal violence with an [Official with Authority](#), they are required to share that information with the University's Title IX Coordinator.

UNCG has confidential staff members trained to support students in navigating campus life, understanding reporting options, accessing health and counseling services, and more. Confidential support services include:

- Campus Violence Response Center (CVRC) located on the ground floor of Gove Student Health Center,
- UNCG's Student Health Services (SHS), Counseling & Psychological Services (336-334-5874), and
- Spartan Well-Being located in the Gove Student Health Center.

About MGT 330

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CREDIT & CONTACT HOURS

3 hours credit. This is an asynchronous course without formal contact hours.

PRE-REQUISITES / CO-REQUISITES

To take this course, you must have sophomore standing and a pre/major in ACCT, BADM, CARS, ECON, ECOS, ENTR, FINC, HTMT, INTB, ISSC, or MKTG. There are no co-requisites.

FOR WHOM PLANNED

As a 300 level law course, MGT 330 is planned for students majoring in a subject offered through the Bryan School of Business and Economics or the Department of Recreation, Tourism, and Hospitality Management. It is also for students of all majors who are interested in learning about the law and its application to business administration.

INSTRUCTOR INFORMATION

Robin Britt, Jr.
crbritt@uncg.edu
336.891.0007

Because I am an adjunct professor and do not have regular office hours, the best way to reach me is by email or text. I am happy to arrange for phone/video calls or meetings as needed.

BULLETIN DESCRIPTION

A survey of the legal, political, and ethical environment in which business decisions are made. Antitrust, employment, and consumer laws included. Federal, state, and international laws are covered.

BRYAN SCHOOL STUDENT LEARNING GOALS

The core business programs within the Bryan School share several [common learning goals](#). Of those, this course addressed the following three:

Critical Decision Making and Knowledge Integration (#1). The course requires students to learn the applicable law and then to apply the applicable law using critical thinking to formulate recommendations for subsequent decision making in a business environment.

Ethical Management (#2). The course devotes one chapter covering ethics. The course reading includes ethics and the role of business sources of ethical issues in business decisions and making ethical decisions.

Global and Multicultural (#4). The course covers one chapter on International law. Included in international law chapter coverage are the following topics: doing business internationally/ regulation of specific business activities internationally/ international dispute resolution and U.S. Laws in a Global context.

UNCG STUDENT LEARNING OUTCOMES

Upon completion of this course you should be able to:

1. Comprehend basics concerning the legal, ethical, and international environment in which business function.
2. Know the basic operation of the Courts, and be able to apply real fact situations to and through the court system while formulating and evaluating possible causes of action and defenses.
3. Analyze the many ways in which business activities are affected by laws and regulations.
4. Identify and apply legal basics concerning: civil law, torts, constitutional law, administrative law, contracts, product liability law, principal/agent law, employment law, antitrust law, securities law, unfair and deceptive trade practices law, landowner liability, and international law.

ACADEMIC ACHIEVEMENT CENTER SUPPORT

This course is one that is supported by the Academic Achievement Center, which provides small group peer tutoring; academic coaching; and help with time management, study strategies and note-taking. Login to go.uncg.edu/trac with your UNCG email and password to set up an appointment.

About This Section of MGT 330

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FOR WHOM PLANNED

This section of MGT 330 is designed for students whose learning style or life circumstances favor or necessitate independent learning on a flexible schedule. The course is rigorous, swiftly moving, reading intensive, and relies in significant part on your ability to express your thinking in writing.

WORK-STUDY

Congratulations on being part of an exclusive work-study! This section of MGT 330 was reserved exclusively for students identified by the Bryan faculty as having an elevated work ethic, an advanced intellect, and a superior business acumen. You made it in, so you must be something special! ¹

Never been in a work-study? Here's how it works. Through a partnership with the UNC School of Law in Chapel Hill (the best law school in the United States) and the NC State Bar (the agency that regulates the practice of law in North Carolina), you have been granted a temporary law license by virtue of your enrollment in this course. This temporary license will allow you to engage in the practice of law in a controlled setting on behalf of a variety of clients. ¹

At the end of the semester, your final grade will not apply to this course but will also earn you educational credits that can be redeemed for some portion (or all) of a law degree from UNC Chapel Hill and, possibly, a permanent law license from the NC State Bar. This could be a huge advantage to your future marketability. ¹

¹ Sorry, but nothing in the "Work-Study" section is true (except that you probably are something special!). For the purposes of this course, however, we are pretending that it all is. :)

Assignments

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CLIENT MEETINGS

Client meetings are the daily fare for a lawyer. So, too, will they be yours. After preparing yourself for each meeting, you will handle the meeting by completing the graded activities in Cengage (one of the two e-learning platforms used in this class). You will have multiple attempts on most (but not all) of the activities in these meetings and they will be untimed.

- You may use your book and your notes for Client Meetings. You may not, however, consult any person or resource beyond those.
- You will notice that some of the Cengage activities are ungraded. These ungraded activities are not required. They are simply available to you for additional practice.
- You may complete client meetings whenever it is convenient for you, so long as you complete them before their deadlines (more on deadlines and pacing, below).
- You may complete client meetings after their deadlines (and before the Final Exam deadline) for a 10% reduction.

PRETRIAL HEARINGS

At three points in the course, you will litigate a case that involves the topics addressed in the client meetings preceding the case. The first step in each case is a pretrial hearing. You will represent your client in these hearings through an online, multiple-choice assessment in Canvas (the other of the two e-learning platforms used in this class). This will be a familiar testing environment in which you will do well if you can simply spot the correct answer hiding among a few incorrect distractors.

- You will get one attempt at each pretrial hearing and each will have a time limit.
- During the hearing, the only resource you may use is the brain inside your own skull – this is about what you know, not what you can find.
- You may complete the hearings whenever it is convenient for you, so long as you complete them before their deadlines.
- You may complete pretrial hearings after their deadlines (and before the Final Exam deadline) for a 2% reduction per day late, up to a maximum reduction of 25%.

TRIALS

After completing the pretrial hearing for each case, it will be time for trial. You will litigate each trial by responding in essay format to a scenario in Canvas.

More information on Trials is provided in Canvas. For now, appreciate that, unlike pretrial hearings, trials will not be a familiar testing environment. Sprawling, fact-laden scenarios; questions where any answer could be right depending on your legal reasoning; and aggressive time limits demand more than there is time to do.

Because a typical student cannot address everything presented in the trials in the time allowed, grading expectations are calibrated to what a *reasonably prepared* student can achieve. Notice the emphasis on “reasonably prepared.” If most of your knowledge about the content of this course lies in resources outside of your skull, you are not “reasonably prepared.”

In the real world, the value of what you learn in this course is having the working knowledge to identify legal issues that are potentially relevant to a business decision. Trials are structured to assess this working knowledge.

Beware: You cannot guess, bull hockey, Google, or Chat GPT your way through this type of assessment. If you are unprepared for a trial, it will result in serious academic injury. If you are unprepared for more than one trial, the injuries may become academically fatal.

Some other things you should know about trials:

- Each trial will have an aggressive time limit.
- Each trial will have a 24-hour completion window (12am to 11:59pm Eastern Time) during which time you must begin and finish the trial.
- During the trial, the only resource you may use is the brain inside your own skull, notes you have constructed yourself, and our textbook. You may not use the Internet or an artificial intelligence tool, though neither is likely to help you. Your response must also be entirely original – you may not copy or directly rephrase language from the textbook, another person, or other sources.
- You may complete either of the first two trials after their deadlines (and before the Part 03 deadline) for a maximum of 40% credit. The third trial may not be completed after its window closes due to the need to prepare final grades.

PROOFREADING FUND

Should you find an error in any of the course materials (gasp!), report it to me by email and I will deposit fractional points to your Proofreading Fund up to the maximum shown in the Grading section. Errors in the textbook, syllabus, Canvas, Cengage, all-class emails from me, etc. are also fair game. Feedback I offer directly to you or to a small group of students via Canvas or email, however, is not eligible for proofreading.

We professional educators never make mistakes, so good luck with this one. Catch me if you can! These points are extra credit, so they do not “count against you” if you do not report any errors. You may submit proofreading errors to me by email from any portion of the course through the deadline shown in Canvas. You may, however, only submit proofreading errors that you find yourself. Submitting errors that another student told you about or telling another student about errors you find is cheating and violates UNCG’s Academic Integrity Policy.

COURSE EVALUATION

Near the end of the course, UNCG will invite you to complete a course evaluation. Once you have done so, you will be presented with a digital certificate of your completion. If you upload this certificate into the assignment for this in Canvas, I will award you extra credit points. Like the Proofreading Fund, these points are extra, so they do not “count against you” if you do not upload a certificate. Your feedback is important to my improvement, however, so every student is expected to complete one – it’s just a question of whether you want the extra points.

Grading

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WEIGHTED AVERAGE

Your overall grade in this course will be a weighted average of the assignment types as shown below.

| Assignment Type | Number of Assignments | Percentage Weight |
|-------------------|-----------------------|-------------------|
| Client Meetings | 21 | 20% |
| Pretrial Hearings | 3 | 30% |
| Trials | 3 | 50% |
| Proofreading | 5 | +1% |
| Course Evaluation | 1 | +1% |

A Note on Client Meetings. Cengage does not include incomplete Client Meetings in your grade until after the deadline for the Client Meeting passes. This means your percentage score in Canvas for Client Meetings is artificially inflated until the final deadline or until all Client Meetings are completed.

LETTER GRADE

Your weighted average will translate into your letter grade as shown below.

| % Grade | Letter |
|---------|--------|
| ≥93 | A |
| 90-92.9 | A- |
| 86-89.9 | B+ |
| 83-85.9 | B |
| 80-82.9 | B- |
| 76-79.9 | C+ |
| 73-75.9 | C |
| 70-72.9 | C- |
| 66-69.9 | D+ |
| 63-65.9 | D |
| 60-62.9 | D- |
| ≤59.9 | F |

MID-TERM GRADES

In keeping with UNCG policy, I will post a midterm grade for you in UNCGenie on the schedule directed by the University. The grade will be based on your weighted average after Part 01.

Your midterm grade will not appear on your transcript or in your GPA calculations. Instead, it is intended to help you understand how you are doing in the course up to that point. If your midterm grade is lower than you hoped, I encourage you to talk with me so we can explore how you can be more successful in the course. If you have a D or an F, we should definitely talk. For more information on midterms, visit [here](#).

Timing, Pacing and Deadlines

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TIMING AND COMPLETION WINDOWS

The time limits and completion windows are designed to incentivize preparation and minimize the profitability and possibility of cheating. I do not assert that YOU would cheat. Trust, however, that I have been around the block enough times to have met a few students who might try if the temptation and opportunity were strong enough. Among other things, it is my job to ensure the integrity of this course and to avoid creating temptations that might lead students to do things they would regret. I take this responsibility seriously. You should too.

While the time limits may be challenging, they will not be a problem if you are prepared. What doesn't kill you makes you stronger and, so far, no students have perished from the time limits. Several have suffered academically, however, from failure to prepare.

Regarding the completion windows for the trials, please take note of these (they are clearly marked in Canvas) and arrange to complete each trial during its window. If you have a no-way-around-it conflict with a trial window, please let me know at the beginning of the term so that we can make alternate arrangements. I'm flexible so long as it does not unduly delay my ability to give feedback on the trials.

PACING / DEADLINES

To preserve the flexibility of your schedule, the entire course will be available on the first day of the term and you may work through the course at the pace you prefer. Whatever pace you choose, however, you must stay ahead of the course deadlines and finish your Trials within their completion windows. These deadlines and completion windows are clearly marked in Canvas.

If circumstances necessitate a change in deadlines and/or completion windows, I will communicate those via an announcement in Canvas as well as with an update to the dates on our landing page in Canvas. Don't snooze and lose – keep up with all announcements.

Attendance Policy

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Because this is an online class completed without synchronous meetings, there is no physical attendance requirement. Instead, you must complete assignments by the deadlines identified in Canvas. In situations where your "attendance" becomes relevant to the University, your activity in Canvas and/or Cengage will be used as a proxy.

Materials Needed

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RELIABLE HARDWARE AND INTERNET ACCESS

In case you missed it, this is an entirely online course. That means crummy technology can create academic pain. Be sure you have reliable hardware, software, and Internet access. Also, be sure you're using a browser that Canvas supports ([here's a list](#)). Completing graded work on a cellphone with a cracked screen over one bar of Wi-Fi that you are skimming from your neighbor is a terrible idea. Do better than that; lots better.

TEXTBOOK & CENGAGE ACCESS

The required materials for this course are below. Instructions for accessing these materials are included in Canvas.

1. *The Legal Environment Today* by Miller/Cross, 10th Edition
2. One-term access to Cengage MindTap.

Communications

We will use a variety of means to communicate during the course.

CANVAS ANNOUNCEMENTS

The primary method I will use to communicate with the whole class is Canvas Announcements. If these are not being routed directly to your email, check them each time you logon to the platform to ensure you are up to date on new news. Don't snooze and lose.

INDIVIDUAL EMAIL AND TEXTS

The best way for you to initiate communication with me is through email or text. Once we connect, I'm happy to schedule a phone or video call with you if that would be more productive. As an adjunct, I have a full-time other job, so I am most likely to see and respond to your messages in the evenings and on weekends.

Unless you and I have established a practice of texting, if I need to initiate communication with you, I will use your UNCG email address. Please be sure your email is working and that you check it regularly.

STUDENT FORUM

The Student Forum in Canvas is a discussion board for you to communicate with other students should the need arise – perhaps to ask a question, arrange for a study group, etc. I will check the forum every now and again and post if needed, but to directly ask me a question, the most efficient method is email or text.

STARFISH

UNCG uses Starfish to signal to you and others on campus when you may need additional support to achieve academic success in your courses. Twice per semester, I am prompted to raise a Starfish flag for you if you are struggling with client meetings, pre-trials, or trials, or if you seem disengaged from class or in distress. I may also refer you to your academic advisor, or another support resource on campus.

Raising flags and connecting you to others at UNCG is important in helping ensure your academic and personal success as a student. Flags do not affect your grade or carry any punitive consequence. They merely signal that your current approach to coursework is not producing happy results.

Please pay attention to these emails and take action by seeking assistance and support from others. Some possible next steps are to meet with me, schedule an appointment with your academic advisor, or sign up for UNCG tutoring or academic skills.

You can access Starfish by logging into starfish.uncg.edu or learn more about the tool [here](#).

Exceptions and Accommodations

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TECHNOLOGY EXCEPTIONS

As this is an all-online course, it is a pre-requisite that you have the technology and know-how to succeed in an online course. You assume the risk that you don't know what you're doing, that your technology will fail, and that either of those could have academic consequences. If you have a technology problem, please refer to [UNCG's Information Technology Services page](#) for how to get help. If the problem is with Cengage, please contact [Cengage support](#). I'm always happy to help, but I am not your first (or second) go-to for tech support.

Recognizing that technology can fail despite the best laid precautions, I offer each student one Technology Exception wherein I give you a very short extension of time to complete a Pre-Trial or Trial when a technology failure prevents you from completing an assignment on time. Please be aware that Technology Exceptions are not automatic, particularly when the real reason for the problem is procrastination or inattention to deadlines. Moreover, these exceptions are limited to one. After the first instance, you are on notice that you need to use some stronger mojo.

MEDICAL EXCEPTIONS

Your health impacts your learning. Throughout your time in college, you may experience a range of health issues that can cause barriers to your learning. These might include physical ailments, illnesses, strained relationships, anxiety, high levels of stress, alcohol/drug problems, feeling down, or loss of motivation.

Student Health Services and The Counseling Center can help with these or other issues you may be experiencing. You can learn about the free, confidential mental health services available on campus by calling 336-334-5874, visiting their [website](#), or visiting the Anna M. Gove Student Health Center at 107 Gray Drive. Help is always available.

While not trivial, most of life's surprises are simply vicissitudes, the response to which is to stay calm and carry on. In the following two circumstances, however, I will grant you an exception to a deadline until you are medically and emotionally fit to complete the work:

1. you experience a serious illness or disabling condition, or
2. an immediate family member (parent, sibling, child) dies or is hospitalized.

If either of those situations arise, please be in touch.

INCLEMENT WEATHER

If we experience severe weather, we will follow the University's guidance as to whether to enforce or extend a deadline. The University will publish its decision on its Adverse Weather Line (336.334.4400) and/or [online](#).

UNIVERSITY SPONSORED EVENTS

If you are a UNCG student-athlete or participate in other university sponsored events, UNCG's policy on university sponsored events applies. That policy is set out below. In the context of our asynchronous course, however, here's the short version. If a university sponsored event will interfere with your ability to meet a deadline, make arrangements with me in advance of the deadline. The life lesson, here, is that you will find it much easier to manage your conflicts if you work ahead.

Here's the full university policy:

The University recognizes the importance of certain extra-curricular and co-curricular activities (including travel days) that enhance student learning, personal development, and professional growth. Instructors will excuse absences of students for participation in University-sponsored events under the following conditions:

1. Students who expect to miss one or more class meetings due to participation in University-sponsored activities should:

a. Notify the instructor(s) at least five class days in advance;

b. Arrange to complete all missed work in advance of the absence whenever practicable as judged by the instructor(s). When missed work cannot be completed in advance, the instructor(s) should provide students with the opportunity to make up the work. Students should be aware, however, that not all kinds of work can be made up. The instructor(s) have the discretion to deny make-up work if (i) alternative assignments place an unreasonable demand on the instructor, (ii) the original assignment is such that not completing it at the originally assigned time impedes student learning

c. Present relevant documentation of participation in a relevant University-sponsored activity to the instructor(s) upon request.

Students who expect to miss more than three class periods of any single course of any kind in a term or more than two consecutive meetings of a laboratory course in order to participate in University-sponsored activities should inform the instructor at the beginning of the course. In the case that the faculty member cannot make reasonable accommodations for make-up work, the student may appropriately be advised to drop the course.

DISABILITY

UNCG seeks to fully comply with the Americans with Disabilities Act. If you request accommodations in this course based on a disability, register that request with the Office of Accessibility Services. That office can be reached at 215 Elliott University Center, 336.334.5440, or [online](#).

RELIGIOUS OBSERVANCES

Reasonable accommodations will be made for students who have conflicts due to religious observances. Please communicate with me ahead of the need for the accommodation. [See here](#) for more information regarding UNCG's Religious Observances policy.

Academic Integrity

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When you are doing any graded work, the work must be your own. In addition to the expectations articulated for each assignment type, above, be aware that communicating with another student about a graded assignment before that student completes the assignment (including students in a future class) is also strictly prohibited.

Please refer also to [UNCG's Academic Integrity Policy](#). Violations of any of these expectations will be prosecuted. Heed the cries of the ghosts of students past who traded their integrity for a grade and lost both. Cheating doesn't pay.

About Me

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To remove the mystery of my unisex name, I am a cisgender male. For those of you who enjoy enigma, I apologize for ruining all the fun!

Over the years, I have contributed a lot to the coffers of the UNC system. From UNC Chapel Hill, I earned a BA in History with a minor in Education, a Juris Doctor (law degree), and a Master of Business Administration. From ECU, I earned a K-12 teaching certificate and, from Appalachian State, I earned a Master of School Administration.

I've used that learning primarily to work on systemic inequity in our education system. That has included working with families in a public housing community, practicing law, founding an educational technology nonprofit, starting a for-profit technology company, working in a variety of roles in K-12 public education, and, of course, teaching here at UNCG. I am currently an elementary school principal because that seems to be the sweet spot for where the most ingredients for change intersect: a broad educational system; a human developmental age where change is the most possible; a boots-on-the-ground ability to rapidly experiment with what works in the current reality; and visibility into the larger community and political structures that influence change at a systemic level.

Not Legal Advice

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BE NOTIFIED that neither this syllabus; the content, materials, or links on Canvas or Cengage; your communications with me; nor any other statement or representation associated with this class constitute legal advice or a legal opinion. I AM NOT YOUR ATTORNEY AND WE ARE NOT IN AN ATTORNEY-CLIENT RELATIONSHIP. None of the items referenced above should be used as a substitute for the advice of your own legal counsel.

The fact that I need to include this statement in a syllabus is evidence enough for why you need this class!