

# LAW - STUDIES IN LAW (M.S.L.)

Wayne State University Law School's online Master of Studies in Law (M.S.L.) (<https://law.wayne.edu/msl/>) degree is specifically designed for professionals to expand their knowledge of legal principles and the U.S. legal system, through one of two concentrations:

1. Human Resources
2. Health Law

The M.S.L. degree requires the satisfactory completion of 30 credits of online coursework. The program is offered on a part-time basis but the requirements must be completed within six years. The curriculum includes required, core courses and electives meant to introduce students to law, practical applications of law, best practices and current topics. All coursework must be completed in accordance with the regulations of the Graduate School (<http://bulletins.wayne.edu/graduate/general-information/academic-regulations/>) and the Law School (<https://law.wayne.edu/msl-regulations/>) governing graduate scholarship and degrees.

*Please note that the M.S.L. degree does not qualify one to take a bar exam or practice law.*

## **MSL 8900 Working with Lawyers Cr. 3**

Offers an introduction to the language of the law and the basic structure of the legal system. Teaches legal research and writing for non-lawyers, with a focus on producing investigative reports. Deals with the non-lawyer professional's interface with legal counsel, both within and outside the organization. Includes instruction regarding the types of activities non-lawyers can handle and what activities should be reserved for lawyers, emphasizing the relevant ethical constraints. Offered Yearly.

**Restriction(s):** Enrollment limited to students in the Master of Studies in Law program; enrollment is limited to Graduate level students.

## **MSL 8901 Survey of the Common Law Cr. 3**

Provides an overview of torts, contracts, and property. Includes an introduction to basic legal concepts, especially those likely to be encountered in the business world, including agency, vicarious liability, the differences between civil and criminal liability, and how rights are enforced through legal remedies. Offered Yearly.

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## **MSL 8902 Civil Procedure and Introduction to Dispute Resolution Cr. 3**

Teaches how legal disputes unfold, from demand letters, pleadings, and service of process through discovery, trial, and appeal. It addresses both formal courtroom process – the life-cycle of a lawsuit – and informal processes such as negotiation, mediation, and arbitration. The course touches upon due process issues and includes an overview of evidence principles. Offered Yearly.

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## **MSL 8903 Government Organization and Regulation Cr. 3**

Introduces the structures of government. Covers the key concepts of our constitutional system, including the enumerated powers of the federal government, separation of powers, federalism, the role of the judiciary in constitutional interpretation, and criminal procedure. It also addresses the processes of legislation and administrative law. Offered Yearly.

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## **MSL 8905 Administrative Law for Non-Lawyers Cr. 3**

This course introduces students to the function of administrative law in the United States. Administrative law impacts multiple sectors of life, for example health and environment, and understanding how it works is important for those who wish to understand or influence policy. This course will provide information on what agencies do, how they fit into our governmental system, and how their power is limited. Students will leave the course with a better understanding of how administrative law impacts multiple sectors of public life in the United States and how they can interact with and influence the administrative process. Offered Yearly.

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## **MSL 8910 Employment Law: Legal Obligations Cr. 3**

Key topics cover wages and hours, hiring and termination, performance evaluation, employee rights (including safety, privacy, use of social media, and whistle-blowing), unemployment compensation, and workers' compensation. It includes an introduction to employment-related legislation, including the WARN Act, Fair Labor Standards Act, Occupational Safety and Health Act, non-compete and nondisclosure agreements, trade secrets, and employment-related immigration. Offered Yearly.

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## **MSL 8911 Employment Law: Workplace Management Cr. 3**

This course covers topics such as recruiting employees, assembling an application pool, the application and interview process, pre-employment testing and screening, performance management, severance and post-employment obligations, arbitration agreements, and restrictive covenants. Offered Fall, Winter.

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## **MSL 8912 Employment Discrimination Cr. 3**

Discrimination based on race, religion, sex, national origin, sexual orientation, age, and disability, including the role of the Equal Employment Opportunity Commission. Includes diversity and inclusion, affirmative action, unconscious bias, and disability accommodations. Offered Yearly.

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## **MSL 8913 Labor Law and Practice Cr. 3**

This course teaches about the right to organize, engage in collective bargaining, strike, and pursue grievances under the National Labor Relations Act and other labor laws. It addresses the role of labor unions and other organizations in both the private and public sectors, and includes treatment of collective bargaining agreements, unfair labor practices, and labor arbitration. The course may include some comparative content, such as European works councils. Offered Yearly.

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## **MSL 8914 Employee Benefits for Human Resource Specialists Cr. 3**

Addresses employment-based retirement plans, health plans, short-term and long-term disability insurance, executive compensation, and fringe benefits. Features coverage of relevant statutes, including the Employee Retirement Income Security Act, Internal Revenue Code (as applicable to benefits), COBRA health insurance coverage, Health Insurance Portability and Accountability Act, and Family and Medical Leave Act. Offered Yearly.

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**MSL 8915 Dispute Resolution in Employment Cr. 2**

This course consists of a context-based survey of the dispute resolution processes most often used in employment, including negotiation, mediation, arbitration, and hybrid processes, as well as human resources investigations, interaction with governmental regulators, and termination agreements. It gives consideration to emotionally volatile interactions, and includes some hands-on simulation. Offered Yearly.

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**MSL 8930 Healthcare Organizations and Administration Cr. 3**

This course provides an introduction to healthcare organizations in the United States and legal issues impacting their administration. The course will provide information on types of healthcare organizations, operation of healthcare organizations, and major policies impacting these organizations. Students will leave the course with an overview of the foundational information needed for those who lead in a healthcare organization. Offered Yearly.

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**MSL 8931 Regulating the Conduct of Healthcare Providers Cr. 3**

This course introduces students to the complex set of federal and state regulations which govern the work of healthcare providers. Students will learn about licensing, scope of practice, and discipline of healthcare providers. They will also learn about medical malpractice as it relates to providers. This course seeks to provide those who work in leadership roles in healthcare organizations a survey of the information needed to understand the specialized regulatory landscape impacting those who work in the healthcare system. Offered Yearly.

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**MSL 8932 Patient Privacy and Control of Patient Medical Records Cr. 3**

This course introduces students to legal issues applicable to health information privacy. The sensitive and personal nature of health information and the expansion of modern digital technologies raise important concerns related to how this information is handled, protected, and utilized, particularly in healthcare settings. This course will examine how law governs the uses of health information. Offered Yearly.

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**MSL 8933 Health Insurance and Healthcare Fraud Cr. 3**

The course offers a survey of the myriad legal rules that govern health insurance and healthcare fraud in the United States, primarily on the federal level. Key statutes discussed include the Patient Protection and Affordable Care Act, Medicare, Medicaid, the False Claims Act, the Anti-Kickback Statute, Stark laws, and the Employee Retirement Income Security Act. Offered Yearly.

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**MSL 8934 Legal Issues in Public Health Cr. 3**

This course introduces students to the importance of law and policy as a critical component of public health. The course will provide key information regarding the difference between population based public health and health care and the tensions it can create between private rights and public good. It will provide an overview of the variety of types of laws which are commonly encountered in public health, and it will provide students with an overview of tools non-lawyers may use to understand and/or influence public health policies in their work. Offered Yearly.

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**MSL 8935 Legal Issues in Bioethics Cr. 3**

This course introduces students to legal issues in bioethics. Bioethics is a discipline that examines ethical and social issues that arise from developments in medicine, biological sciences, emerging technologies, and public health. This course will address the legal and policy implications of bioethics in our modern society. Offered Yearly.

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**MSL 8995 Capstone Experience Cr. 3**

This course represents the culmination of a student's course of study leading to the Master of Studies in Law (MSL) degree. It requires students to draw upon and synthesize what they have learned from their other courses and apply that knowledge in a way that demonstrates mastery of the subject matter. Offered Every Term.

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