

New/Revised Course Proposal Form

Instructions:

- Prepare your proposal according to the following outline.
 - Attach a proposed syllabus and/or course guidelines that include a list of measurable student learning outcomes and how they will be assessed.
 - Have your proposal reviewed by the appropriate department and school/college committee.
 - Submit the signed proposal to the Office of Academic Affairs. All forms must be completed in full with appropriate signatures. You will be contacted by the Curriculum Committee Coordinator with a date and time to present the proposal.
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Form information:

1. Department: Management

2. Program: _____

3. Course Information: New Revised _____

Law _____ MNGT / 3280 Introduction to Business

Prefix Number Title

3 / _____ / _____

Credit Hours Prerequisites

4. Catalog Description for the catalog: (This description should briefly describe the basic content of the course as it will be offered.)

This course introduces students to legal concepts that influence business relationships, decisions, and practices. Topics introduced include: structuring business transactions by contracts; legal forms of business organizations; legal aspects of financial transactions ; laws related to property (including intellectual property); business-related torts (civil liability only); and business related crimes. These topics are approached from a "law for managers" perspective.

5. May students repeat this course for credit? No
If there are limits, please explain? _____

6. What is the Rationale for the new/revised course?

This single course will replace the current two-course sequence in Business Law-- I (3290) and II (3300). As areas of emphasis have been added to the standard Management curriculum specialized law courses have been added, often in place of MNGT 3300. Thus, this course is now only required for those in the Management curriculum that has no area of emphasis. We also have a Legal Environment of Business course required in some programs. This course has some similar elements to the proposed new course, but has a somewhat different focus.

The department faculty after a review of this course in the context of the entire UG curriculum in the Management Department has determined the interest of the students will be best served by a single Introduction to Business Law class to replace the current Business Law I and II courses as well as the Legal Environment of Business course.

Other specialized law classes (such as International Business Law and Health Law) will remain.

7. Should this new course be considered for General Education coding? No
If yes, attach the Application for General Education Coding Form.
8. Staffing requirements:
- a. Qualifications necessary for instructor: JD degree
 - b. What staffing changes, if any, will be necessary to offer this additional course? We have a number of excellent faculty who taught the current courses (MNGT 2900, 3300, 3310. We will draw on these faculty for the new course.
9. When will this course be initiated? Fall 2010
10. How often will it be taught? Each semester in the daytime and in the evening several times each academic year.
11. What campus(es) are likely to offer this course? This will be offered at each of the St Louis area campus locations and any extended campus that offers the BA in Management.
12. Does this course affect degree requirements in your, or any other department/program's major, emphasis, minor or certificate? Yes In the Business Department (correction attached)
- I have discussed this with Business Department Chair, and they will modify their core curriculum to include this new course and delete the existing course.
- In Management Department This change will increase the MNGT elective from 6 to 9 hours, with at least 3 of those hours being 3xxx or above
13. List any existing University course(s), which are similar in title and/or subject matter and explain how this course differs. We do not believe there is any similar course.

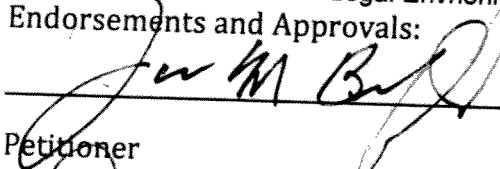
14. Are University resources adequate to support this course? (Library holdings, space, specialized, equipment, etc.) Yes
If not, what additions are necessary? _____

15. Will any course be dropped as a result of this new course? Yes

If so, please list what course(s).

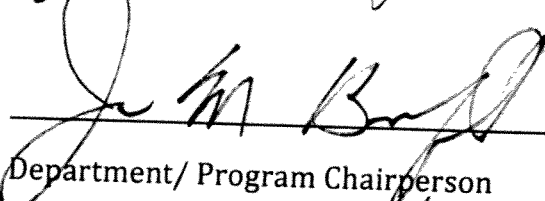
3290
MNGT-2900 Business Law I
MNGT 3300 Business Law II
MNGT 3310 Legal Environment of Business

Endorsements and Approvals:



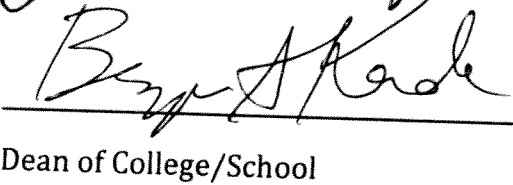
Petitioner

2/11/10
Date



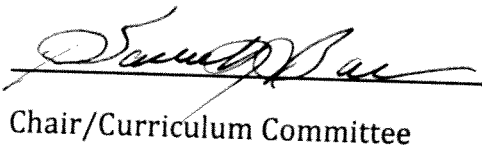
Department/ Program Chairperson

2/11/10
Date



Dean of College/School

2/10/10
Date



Chair/Curriculum Committee

2-16-10
Date

Course Outline for MNGT 3280: Introduction to Business Law

Course Name and Number

MNGT 3280: Introduction to Business Law

Catalog Description

This course introduces students to legal concepts that influence business relationships, decisions, and practices. Topics introduced include: structuring business transactions by contracts; legal forms of business organizations; legal aspects of financial transactions ; laws related to property (including intellectual property); business-related torts (civil liability only); and business related crimes. These topics are approached from a “law for managers” perspective.

General Course Objectives

The primary purpose of this new introductory business law course is to sensitize undergraduate students, who are assumed to have no knowledge of business law, to legal concepts that influence business relationships, decisions, and practices from the perspective of a business manager. In addition to sensitizing students to relevant legal issues, instructors should teach some topics, such as contract law, in more depth given the importance of certain legal topics or content areas. Instructors must balance in-depth coverage of some legal areas, concepts and topics with relatively fast overviews of other legal areas or topics. There is a large amount of material that needs to be covered in a relatively short time period, so the emphasis will need to be more on overviews than on in-depth treatments. In the course, students will be taught to think about the law from the perspective of managers, not lawyers. This “law for managers” perspective emphasizes showing students how legal issues and concepts relate to and influence business relationships, decisions, and practices.

Primary Learning Objectives (Outline of Mandatory Topics)

The overarching objective for this course is for students to learn basic knowledge relating to legal areas, concepts, topics, and issues important for managers of businesses. Accordingly, the learning objectives for this course are for students to be able to define and recognize the concepts relevant to each of the topics listed below, as well as comprehend key principles or concepts. A secondary objective is to improve students' analytic thinking skills by having them analyze situations that have important legal implications. Specifically, students in this course should develop their abilities to analyze and apply relevant theories and principles to factual situations. However the course is not intended to teach students legal research and writing skills, such as in-depth case analyses. Finally, although this is not a course on international law, instructors should emphasize that this course focuses on American law and that laws differ in important ways in different countries. Some illustrations of differences would be useful, but not essential.

The emphasis on managerial business decisions also creates good opportunities to discuss issues that influence business decisions with legal implications. Trust, integrity and honesty, relative power, values, and ethics all influence such decisions, as well as the laws themselves, and can be fruitfully discussed in this course. For example, when and how should managers or organizations enter into contracts with parties they do not know or do not trust? Can contracts cost effectively minimize risks in these situations, and if so, how should they be structured? What are the economic vulnerabilities associated with different forms of organization, such as partnerships? What values and ethical issues are relevant to breaches of contracts or fiduciary duties, especially when the breaching party has more power? Such issues do not need to dominate the course, but they are relevant and should be discussed, much as a lawyer might discuss them with a client. This integration of general managerial topics further differentiates the proposed course from traditional business law courses.

The outline below shows the content areas or legal topics that should be discussed in the proposed course, although other topics can also be added at the instructor's discretion. The order of the topics can be changed if the instructor prefers a different order. Although an overview of the American legal system was purposely omitted from the outline of topics, instructors should weave into the classes the different sources of law and court systems. For example, in the area of employment relationships instructors should highlight the fact that there are federal, state, and local laws, as well as different government agencies and courts that interpret and enforce the laws.

Given the relatively large number of topics, obviously every topic cannot be discussed in depth. One key objective of this course is to sensitize business students to the large number of legal issues that are important considerations in business relationships and transactions. On the other hand, instructors are also encouraged to expand on topics and areas in which they are experts (i.e., "teach from your strengths") to give students a sense of the complexity of a few of the legal topics. The topic outline below applies to both 8-week and 16-week courses, although the depth of coverage for certain topics should be greater in the 16-week format.

- 1) **Legal considerations when using contracts to structure business transactions**
 - a) Fundamentals of contract formation (offer and acceptance, consideration, mistakes, misrepresentations, statute of frauds and exceptions), contract modification, contract breaches and waivers, and discharge of contract
 - b) Remedies for breach of contract, including liquidated damages and injunctive relief
 - c) Uniform Commercial Code and commercial contracts (discuss relationship to contract law in general and the objectives of the following chapters)
 - i) Sale of goods (including statute of frauds in UCC, cure and cover, express and implied warranties, and damages for breach of contract)
 - ii) Negotiable instruments (commercial paper) (basic only)
 - iii) Secured transactions (basic)
 - iv) Leases of goods (optional)
 - d) Public policy and contracts, including contracts that are illegal, void, or voidable

- 2) **Legal forms of business organizations** (discuss how forms differ in structure and the advantages and disadvantages of different forms; explain that sole proprietorship is the simplest, most basic business entity)
 - a) Partnership forms (general partnerships, limited partnerships, limited liability partnerships (LLP), limited liability companies (LLC), limited liability limited partnership (LLLP))
 - i) Fiduciary duties of partners; principal-agent and agency concepts
 - b) Corporate forms (C corporations, S corporations, non-profit corporations)
 - i) Fiduciary duties of board members and top management to the corporation and shareholders, including fair treatment of minority shareholders, self-dealings and loans, insider trading, mail and wire fraud (including scope of "honest service" theory after US Supreme Court rulings this term), and the Sarbanes Oxley Act (SOX)

- c) Franchising to structure for business relationships (define and discuss advantages and disadvantages for franchisor and franchisee)
 - d) Using strategic alliances, joint ventures, mergers, and acquisitions to structure joint business relationships (discuss the definitions of these different forms of joint business relationships, and the advantages and disadvantages of different arrangements)
 - i) Antitrust issues (cartels and monopolization, market allocation, collusion, price-fixing and bid-rigging)
 - ii) Racketeer Influenced Corrupt Organization Act (RICO) issues (e.g., “associations in fact” enterprises and criminal and civil liability)
- 3) **Legal aspects of financial transactions** (including relevant state and federal securities laws and UCC provisions)
- a) Bonds and debt financing
 - b) Stocks and equity financing (including different classes of stock and venture capital investments, securities laws, initial public offerings)
 - c) Letters of credit and lines of credit
 - d) Bankruptcy (definitions and advantages and disadvantages of different forms of bankruptcy, strategic reasons for filing or not filing)
 - i) Chapter 7 liquidation
 - ii) Chapter 11 reorganization
 - e) Legal and ethical issues regarding management’s public statements, misrepresentations, and fraud to creditors and shareholders, including securities fraud, Sarbanes-Oxley (SOX) requirements, and internal auditing and investigations
- 4) **Laws relating to employment relationships** (*Note that many of these topics are also covered in the undergraduate courses “Personnel Law” (MNGT 4400) and “Human Resource Management (MNGT 3400), but not all students will be required to take either of these courses so all topics should be discussed to some extent.*)
- a) Employment at will and exceptions (contracts and handbooks, good faith, just cause, and due process issues)
 - b) Employment discrimination laws
 - i) Discuss all federal laws and give examples of state and local laws that supplement federal laws)
 - ii) Regulations and regulatory agencies (e.g., EEOC, DOL)
 - c) Public sector protections and laws (civil service laws, constitutional protections)
 - d) Liability for acts of agents and employees

- e) Pensions and Benefits
 - i) Legally-required employer payments (Social Security, Medicare/Medicaid, Workers Compensation, Unemployment)
 - ii) Employee Retirement Income Security Act (ERISA) and penalties for violations
 - iii) Proposed health care laws and the employer
- f) Labor-management relationships (public and private sector laws and practices)
- g) Employee health protections (workers compensation, Occupational Safety and Health Act, laws related to hazardous materials such as Hazard Communication Standard and Material Safety Data Sheets)
- h) Whistle-blower and retaliation protections

5) Laws relating to property

- a) Laws relating to intellectual property and other intangible personal property (note the problem with international enforcement of intellectual property rights)
 - i) Patents (include in discussion if and when software, algorithms, and business methods can be patented after the US Supreme Court rules on the Bilski case)
 - ii) Trademarks
 - iii) Copyright and digital protection
 - iv) Trade secrets
- b) Real property (real estate)
 - i) Land and improvements to real estate
 - ii) Deeds
 - iii) Mortgages, liens, and foreclosures
 - iv) Recording and priorities
- c) Tangible personal property (chattels or movable property)
 - i) Possession and ownership
 - ii) Security for debts (security interest)(includes UCC)
 - iii) Registration laws and formal title
 - iv) Import / export laws and tariffs

6) Business-related torts (civil liability only)

- a) Negligence and consumer protection laws
- b) Fraud and misrepresentations (including mail and wire fraud, accounting fraud, and defamation)
- c) Unfair and Deceptive Trade Practices
 - i) Proposal for new Consumer Protection Agency
 - ii) Subprime mortgages and deceptive loans

- d) Other intentional torts (e.g., theft of intellectual property, industrial or corporate espionage, invasion of privacy, malware and spyware, tortious interference with contract, bribery, tax evasion, civil liability for criminal acts, civil RICO claims)
 - i) Punitive damages and attorneys' fees for intentional torts
 - e) Intellectual property issues (trademark, copyright, trade secrets, and patent infringement)
 - f) Product liability
 - g) Environmental protection laws and hazardous materials liability (including "Superfund" (CERCLA) liability issues)
 - h) Privacy issues (employees' and customers' privacy, including database privacy laws, fair credit disclosures, pending privacy laws (e.g., Personal Data Privacy and Security Act of 2009), European Union privacy laws)
- 7) **Business-related crimes** (discuss the similarity between business-related torts and crimes and how improper business actions may have both civil and criminal ramifications)
- a) Criminal fraud and intentional torts (including accounting fraud, mail and wire fraud (including scope of "honest service" theory after US Supreme Court rulings this term), and filing false claims with government, such as claims by health care providers and government contractors)
 - b) Securities and criminal law, including Sarbanes-Oxley (SOX) and securities fraud
 - c) Racketeer Influenced and Corrupt Organizations Act (RICO) and conspiracies (including money laundering)
 - d) Criminal antitrust laws (e.g., restraint of trade, cartels and monopolies, market allocations schemes, collusion, bid-rigging and price-fixing conspiracies)
 - i) Complex issue when international or multinational organizations are involved
 - e) Theft of intellectual property (including criminal industrial or corporate espionage)
 - f) Criminal tax offenses
 - g) Criminal violations of the Environmental Protection Act
 - h) Obstruction of justice issues (disclosure requirements and misrepresentations)
 - i) Foreign Corrupt Practices Act (FCPA) (the Act also has civil sanctions)

Suggested Discretionary Topics

The instructor may elect to introduce additional, discretionary topics into the course, such as those listed below or other relevant topics. However, given the time constraints in an 8

week course, this may be difficult. On the other hand, discussion of news stories about important business-related legal issues can be usefully be incorporated into the class.

Prerequisite Courses

None

Suggested Waiver Policy

There will not be any waivers for this course, but credits earned for “introduction to business law” courses taken at other colleges may be transferred to replace this 3-credit course.

Instructor Qualifications

Required: A law degree from an accredited law school is required.

Desirable: Significant legal work or consulting experience in one or more of the areas taught in the class is desirable, particularly work or experience that involved advising business managers.

Note: This introductory business law course covers a very wide range of legal areas and topics. Accordingly, it is unlikely any instructors will be experts in all of the content areas and topics. Therefore, instructors should not be expected to have legal expertise in all of areas. This is not a problem because most areas and topics should not be covered in great depth or complexity. Moreover, once an instructor has become familiar with the areas and topics, the number of areas and topics should not present significant problems for instructors who are lawyers.

Recommended Textbooks

Teaching law from a managerial perspective and limiting the use of legal opinions may make it difficult to find a perfect textbook, but most, if not all textbooks presently used to teaching business law courses for undergraduates can be used for this course. Some textbooks still use relatively long excerpts from legal opinions to teach legal concepts. These textbooks can be used for the course, but instructors will need to help students understand the key points in opinions. In addition, if the textbook does not have a

managerial orientation, then the instructor will need to explain how the legal concepts are relevant to managers.

Suggested Supplemental Readings

During the course, undoubtedly there will be many news articles reporting on current events that involved business law issues. Instructors should try to incorporate these into the course when appropriate. Reading full legal opinions is probably not desirable because of the jargon, complexity of the analyses, and their length. However, occasional longer excerpts of opinions may be valuable additions to the textbook. There are also specialized practitioner-oriented legal and academic articles that may be useful in adding depth to the course.

Suggested Assessment Methods

Given the course's focus on developing broad-based declarative or conceptual knowledge, an appropriate assessment method would probably include multiple choice and/or short answer examinations to assess the degree to which students comprehend the important business law terminology, concepts and principles. In terms of application of their knowledge, students should also be assessed in terms of their ability to recognize and discuss legal issues in relatively simple scenarios. Class discussions, research papers, and class presentations may be valuable means of assessing a student's knowledge and ability to apply that knowledge. Integration of different legal concepts is not an learning objective for this introductory course, and thus there is no need to assess students' ability to integrate information. This does not mean, however, that instructors should not illustrate how concepts can be integrated.

Sample Syllabus (<i>Sample only, syllabi will vary</i>)

MNGT 3280: Introduction to Business Law

Instructor	
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Office Location	
Office Phone	
E-mail	
Required Text	

COURSE DESCRIPTION AND OBJECTIVES

This Introduction to Business Law course provides an overview of important legal issues relevant to managers. In this course, students will be taught to think about the law from the perspective of managers, not lawyers. This “law for managers” perspective emphasizes how legal issues and concepts relate to and influence business relationships, decisions, and practices. The objective of the course is to sensitize students, who are assumed to have no knowledge of business law, to legal concepts that influence business relationships, decisions, and practices from the perspective of a business manager. In addition to sensitizing students to a broad range of legal issues, this course will teach contract law in more depth.

CATALOG DESCRIPTION

This course introduces students to legal concepts that influence business relationships, decisions, and practices. Topics introduced include: structuring business transactions by contracts; legal forms of business organizations; legal aspects of financial transactions ; laws related to property (including intellectual property); business-related torts (civil liability only); and business related crimes. These topics are approached from a “law for managers” perspective.

PREREQUISITE COURSES

None

BASIC LEARNING OBJECTIVES

Because it is an introduction to business law, this course focuses primarily on teaching students the legal terminology, concepts, and issues that arise in business contexts. Therefore, students will be expected to show they can remember and understand the terminology, concepts and legal issues taught in this course.

A secondary learning objective is to teach students how to analyze business situations. Specifically, students will be expected to be able to identify basic legal issues in business-related situations and then correctly apply the relevant legal terminology, concepts and principles in the analysis of the situation.

COURSE CONTENT AND TESTING

Class time will be spent on lectures, group discussions, and analyzing scenarios or situations. Individual exercises will be assigned, and usually they will be completed outside class. Any group exercises will be completed during class. If you miss a class, you will still be responsible for completing the out-of-class exercises on-time. Of course, in-class group exercises cannot be made up if you missed the class.

There will be a midterm examination and a final examination, which may be take-home examinations, in-class examinations, or some combination of take-home and in-class examinations. Most of the questions in the final examination will be on material covered after the midterm, but some questions may require knowledge of information taught before the midterm examination. The examinations will consist primarily of answering multiple choice and short-answer questions that test whether you know the meaning of employee benefits concepts. In addition, there may be essay questions where you analyze an employee benefit plan or a situation where benefits are a problem. The examinations will cover all of the assigned textbook reading, even if the material was not covered in the class lectures. In addition, the tests may also cover information not in the textbook, but which was covered in lectures or additional readings.

GRADES

Your final grade will be based on the examinations, individual and group exercises, the paper, and assignments, weighted as follows:

Midterm Examination	35%
Final Examination	35%
Assignments	30%

The follow table shows the grade associated with each of the different ranges of total possible weighted points.

A	85% or above
A-	78-84.9%
B+	71-77.9%

B	64-70.9%
B-	57-63.9%
C	50-56.9%
F	Less than 50%

ACADEMIC DISHONESTY (CHEATING AND PLAGIARISM)

Cheating and plagiarism are types of academic dishonesty, and thus violate the code of conduct for Webster University students. The Student Handbook and Calendar describes the possible sanctions for academic dishonesty in the Policies and Procedures section. (The Webster University Graduate Studies Catalog also briefly describes the possible sanctions for plagiarism.)

TENTATIVE CLASS SCHEDULE (MAY BE CHANGED AT THE INSTRUCTOR'S DISCRETION)

Week	Topic	Chapters	Assignments
1	Introduction to Business Law course overview Legal considerations when using contracts to structure business transactions		TBA
2	Legal forms of business organizations (how legal forms of organization differ in structure and the advantages and disadvantages of different forms)		TBA
3	Legal aspects of financial transactions (including relevant state and federal securities laws and UCC provisions)		TBA
4	Midterm		TBA
5	Laws relating to employment relationships		TBA
6	Laws relating to property (focus on intellectual property)		TBA
7	Business-related torts & white-collar crimes		TBA
8	Final Exam		

February 11, 2010

TO: Dean Akande, SBT

FROM: SBT Curriculum Committee


RE: Management Department's Proposal to Make Changes in the Undergraduate MNGT Curriculum

Attached is a proposal from the Management Department to create a new course, MNGT 3280 – Introduction to Business Law. This new course is a 3 credit hour course that will introduce students to important legal issues associated with managing a business, and it will replace three existing courses:

MNGT 3290 – Business Law I
MNGT 3300 – Business Law II
MNGT 3310 – Legal Environment of Business

Because MNGT 3310 is part of the core curriculum for some programs within the Business Department, the Management Department Chair has discussed this change with the Business Department Chair, and she has agreed that the department will modify their core curriculum to include this new course and delete the existing course.

The SBT Curriculum Committee recommends that this proposal be approved and forwarded to the University Curriculum Committee.


John H. Robinson, Chair
SBT Curriculum Committee

Attachment: Proposal Package – MNGT Department Curriculum Change

cc: Run Niu
J.P. Wang

Memo

To: John Robinson, Chair SBT Curriculum Committee & Committee Members
From: Jim Brasfield, Chair Management Department
Date: February 8, 2010

Re: MNGT Department curriculum change

The Department of Management has in recent months conducted a review of its undergraduate core program curriculum requirements. As a result of the review, the Department faculty on January 26, 2010 approved the following change:

Creation of a new course MNGT 3280 Introduction to Business Law

Elimination of three existing courses:

MNGT 3290 Business Law I
MNGT 3300 Business Law II
MNGT 3310 Legal Environment of Business

The new course will be a one semester, 3 credit hour course that will introduce students to important legal issues associated with managing a business.

Rationale

Presently, there are two undergraduate business law courses (Business Law I (MNGT 3290) and Business Law II (MNGT 3300)) offered by the Management Department. In the past, one or more of the Business Department's undergraduate programs required both business law courses and the Management Department's undergraduate degree with no emphasis also required both law courses. However, several years ago the Business Department stopped requiring the two business law courses, replacing the two-course sequence with one law course entitled "Legal Environment of Business" (MNGT 3310). There were two key problems with this situation.

First, Business Law II (MNGT 3300) is only required for the Bachelor of Management degree, without any emphasis. This leads to low enrollments for this second business law course, so it is offered infrequently and too often cancelled, which in turn creates scheduling problems for students and the department. This enrollment problem suggests that the two-course business law sequence should be replaced with one course that covers essential legal concepts relevant to business and management students.

Second, the Legal Environment of Business (MNGT 3310) course was not intended to substitute for either Business Law course, much less the two courses in business

law. This is reflected in the catalog's course description for the Legal Environment of Business:

“Studies the relationship between business and federal, state, and local governments. Covers regulation of business activity, including antitrust, labor-management, and consumer protection legislation.”

Given this description, the content areas of contract law, forms of business organization, tort law, criminal law, and property law should not be covered in this class. These are content areas were intended to be covered in the two business law courses (MNGT 3290 and MNGT 3300). This has led to confusion about the course content in the Legal Environment of Business” and is simply not a good academic practice.

To address these problems, the Management Department proposes to create a new introduction to business law course. This course “Introduction to Business Law,” is designed to provide students with no knowledge of business law an overview of a subset of the content areas presently taught in Business Law I (MNGT 3290) and Business Law II (MNGT 3300). Obviously, replacing two business law courses with one course will require tradeoffs in the depth and breadth of coverage. The new course description and faculty guide (attached) reflect the main content areas envisioned.

If approved by the curriculum committee, we will move to offer the Introduction to Business Law in the Fall 2010 semester and beyond instead of the three other courses. New students will be required to complete Introduction to Business Law. Current students will be allowed to substitute either MNGT 2900 or MNGT 3310 for MNGT 3280.

If approved, the department will readjust transfer guidelines, especially the articulation agreements with various community colleges to reflect this change. We anticipate transfer students, including new transfer students, will continue to be able to transfer a business law course from the previous institution as a substitute for the new MNGT 3820 requirement.

Specialized law courses such as: health care law and international business law remain unchanged.

Before action was taken by the department faculty on this proposal, notice of the possible change was sent to both existing adjunct faculty teaching these courses in St. Louis, and to the extended US campuses offering undergraduate Management. There is a different and unchanged law requirement at international campuses.

Business

Business

Majors and Degrees Offered

Accounting (B.S.)
Business Administration (B.S.)
Economics (B.A.)
Finance (B.S.)

Minors Offered

Business
Economics
Finance

A minor requires a minimum of 18 credit hours of formal coursework from the University curriculum completed at Webster University. Courses used to fulfill a major may not also be used to fulfill a requirement for a minor.

Certificate Offered

Accounting (offered in Geneva only)

Double Majors

Students who wish to double major within Accounting and Finance may do so. The student will complete the following Business Core Curriculum plus the specific requirements beyond that for each major. It is not necessary to make substitutions for the Business Core Curriculum. However, substitutions will be required for common required courses that are specific to the majors in question. Students may not have a double major of Business Administration with Accounting or Finance.

Students who wish to double major with Economics and either: Accounting, Finance or Business Administration may do so. These students will not need to substitute for MATH 1430, ECON 2010, ECON 2020, and BUSN 2750 reducing the required hours for the second major by 12 hours. Substitutions will be required for common required courses beyond these four.

Students who wish a double major in Accounting, Finance, or Business Administration along with a Bachelor of Arts in Management may do so. These students will not need to substitute for ACCT 2010, ACCT 2025, ECON 2010, ECON 2020, and MNGT 2100, reducing the required hours for the second major by 15 hours. Substitutions will be required for common required courses beyond these five.

Students who wish to double major in Economics along with a Bachelor of Arts in Management may do so. These students will not need to substitute for ECON 2010 and ECON 2020 reducing the required hours for the second major by 6 hours. Substitutions will be required for common required courses beyond these two.

Special Study Opportunities

Students in the School of Business & Technology have opportunities to study abroad at one of Webster University's international campuses. Students also can choose to participate in internships and practicum.

Webster University also offers upper-division degree-completion programs in business and management for adults with professional work experience and the equivalent of two or more years of previous college-level work at its metropolitan campuses in Kansas City, Missouri; Orlando, Florida; and San Diego, California; Charleston, Columbia, and Greenville, South Carolina; and at its Weekend College Program at Marymount College in Los Angeles, California. These students must complete general education requirements.

Special Requirements

Transfer students must complete a minimum of 18 credit hours of academic work in the Departments of Business and Management at Webster University. The accounting degree requires a minimum of 18 credit hours of accounting courses taken at Webster University. These courses may be part of the residency requirement.

No more than one course completed with a grade of D may count toward fulfilling the specific requirements of the major.

At the international campuses, MNGT 3320 Business Law: International may substitute for MNGT 3310 Legal Environment of Business.

Business Core Curriculum

The business core curriculum is designed to provide business students with a common core of courses that represent the "foundation" which provides all Business Department majors (economics excluded) with the basic skills and tools necessary to compete successfully in today's business environment. Building on this foundation will be the additional coursework necessary to develop the specific knowledge and skills defined by each major area of study.

Business Core Curriculum Requirements (42 credit hours)

MATH 1430 College Algebra	3 hours
ACCT 2010 Financial Accounting	3 hours
ACCT 2025 Managerial Accounting	3 hours
BUSN 2750 Introduction to Statistics	3 hours
MNGT 2100 Management Theory and Practice	3 hours
ECON 2010 Principles of Macroeconomics	3 hours
ECON 2020 Principles of Microeconomics	3 hours
FINC 3210 Principles of Finance	3 hours
CSIS 3410 Information Analysis	3 hours
MNGT 3310 Legal Environment of Business <i>3280 B-LA</i>	3 hours
MNGT 3450 Organizational Behavior	3 hours
MNGT 3500 Marketing	3 hours
BUSN 4110 Operations Management	3 hours
BUSN 4990 Business Policy	3 hours

Business Core For Accounting Majors

ACCT 2010 Financial Accounting	3 hours
ACCT 2025 Managerial Accounting	3 hours
BUSN 2750 Introduction to Statistics	3 hours
BUSN 4110 Operations Management	3 hours
ECON 2010 Principles of Macroeconomics	3 hours
ECON 2020 Principles of Microeconomics	3 hours
FINC 3210 Principles of Finance	3 hours
MNGT 2100 Theory and Practice	3 hours
MNGT 3450 Organizational Behavior	3 hours
MNGT 3500 Marketing	3 hours
MATH 1430 College Algebra	3 hours

Business Administration

Degree Requirements

27 general education credit hours
42 business core curriculum credit hours
9 upper-level School of Business & Technology credit hours
50 elective credit hours

The bachelor of science (B.S.) in business administration covers the breadth of business-related disciplines as defined in the business core curriculum. The major does not provide a specific specialization but rather exposes the student to various business functions. This major is ideally suited to the new or transfer upper-division business student or for the student interested in concurrently pursuing another area of study. In addition to the business core curriculum, BS in business administration students will choose any 3 upper-level 3000-4000 courses (9 hours) from the School of Business & Technology.

Program Learning Outcomes

1. Students use information, analytical tools, and problem-solving skills to make well-reasoned business decisions, considering both quantitative factors and qualitative factors such as ethical consider-

Business

ations.

- a. Students can perform statistical and quantitative analysis.
 - b. Students make decisions accounting for risk and qualitative factors.
 - c. Students can evaluate the impact of business decisions on a firm's stakeholders.
2. Students can perform financial analysis.
 - a. Students can prepare financial statements and reports.
 - b. Students can analyze financial information and evaluate the affect of decisions on the firm's financial performance.
 3. Students can develop strategies addressing the legal, ethical, economic and global environment in which the enterprise operates.
 - a. Students can analyze the impact of pricing and production decisions considering market structure.
 - b. Students can analyze the impact of macroeconomic events on the economic environment in which business operates.

Core Curriculum

MATH 1430 College Algebra	3 hours
ACCT 2010 Financial Accounting	3 hours
ACCT 2025 Managerial Accounting	3 hours
BUSN 2750 Introduction to Statistics	3 hours
MNGT 2100 Management Theory and Practice	3 hours
ECON 2010 Principles of Macroeconomics	3 hours
ECON 2020 Principles of Microeconomics	3 hours
FINC 3210 Principles of Finance	3 hours
CSIS 3410 Information Analysis	3 hours
MNGT 3310 Legal Environment of Business	3 hours
MNGT 3450 Organizational Behavior	3 hours
MNGT 3500 Marketing	3 hours
BUSN 4110 Operations Management	3 hours
BUSN 4990 Business Policy	3 hours

Accounting

Degree Requirements

- 27 general education credit hours
- 33 core business curriculum credit hours
- 19 accounting major required credit hours
- 29 elective credit hours

The bachelor of science (B.S.) in accounting is designed to provide students with the core knowledge, skills, and tools necessary to successfully enter the profession of accounting. The accounting curriculum will allow students to explore and appreciate the career opportunities in public accounting, corporate accounting, and other related areas.

The program is also designed to offer the student a general, diversified business background that is significantly important to the accounting professional in today's technology driven, global business environment. However, the emphasis of the Webster University accounting program is to prepare students for the Certified Public Accounting examination. The degree requires a total of 128 credit hours. Transfer students must take at least 18 credit hours of accounting at Webster University to earn this degree.

Program Learning Outcomes

1. Accounting graduates demonstrate fundamental accounting knowledge relating to financial statement preparation and disclosure.
 - a. Students can manually prepare a complete set of financial statements.
 - b. Students can apply audit techniques to determine whether financial statements are prepared in accordance with Generally Accepted Accounting Principles (GAAP).
 - c. Students recognize appropriate ethical conduct in the practice of accounting.

2. Accounting graduates display effective financial statement analysis and decision-making skills.
 - a. Students can analyze a set of financial statements using financial ratios, trends, and industry benchmarks.
 - b. Students can use financial statement data to make decisions about the allocation of financial resources of an enterprise.
3. Accounting graduates have an understanding of the legal and regulatory environment of business.
 - a. Students can manually prepare a personal tax return (Form 1040).
 - b. Students can manually prepare a corporate tax return (Form 1120).
 - c. Students demonstrate an understanding of how the legal environment affects the accounting and business profession.
4. Accounting graduates are able to utilize technology in solving accounting problems.
 - a. Students can develop and retrieve financial data from a database system.
 - b. Students can set up an accounting system and prepare financial statements using an approved accounting software package.

Required Courses

Business Core Curriculum for Accounting Majors

ACCT 2010 Financial Accounting	3 hours
ACCT 2025 Managerial Accounting	3 hours
BUSN 2750 Introduction to Statistics	3 hours
BUSN 4110 Operations Management	3 hours
ECON 2010 Principles of Macroeconomics	3 hours
ECON 2020 Principles of Microeconomics	3 hours
FINC 3210 Principles of Finance	3 hours
MNGT 2100 Theory and Practice	3 hours
MNGT 3450 Organizational Behavior	3 hours
MNGT 3500 Marketing	3 hours
MATH 1430 College Algebra	3 hours

Accounting Course Requirements

ACCT 3025 Advanced Managerial and Cost Accounting	3 hours
ACCT 3030 Intermediate Accounting I	3 hours
ACCT 3040 Intermediate Accounting II	3 hours
ACCT 3045 Intermediate Accounting III	3 hours
ACCT 3075 Federal Tax Accounting: Personal	3 hours
ACCT 3080 Federal Tax Accounting: Corporate	3 hours
ACCT 4090 Government and Not for Profit	3 hours
ACCT 3800 Accounting Information Systems	3 hours
ACCT 4100 Advanced Financial Accounting	3 hours
ACCT 4220 Financial Statement Analysis	3 hours
ACCT 4900 Auditing I	3 hours
ACCT 4910 Auditing and Professional Responsibilities	3 hours
ACCT 4990 Accounting Seminar	3 hours

Economics

Degree Requirements

- 38 required credit hours
- 27 general education credit hours
- 63 elective credit hours

The bachelor of arts (B.A.) in economics provides the student with a solid foundation in the discipline of economics. The major is designed as preparation for additional graduate education in economics, public administration, and law but is limited enough in size to allow students to pursue an additional area of study.

Program Learning Outcomes

1. Students demonstrate an understanding of macroeconomics.
 - a. Students understand basic macroeconomic concepts.

Business

- b. Students understand how changes in macroeconomic policy impact the economy.
- 2. Students demonstrate an understanding of microeconomics.
 - a. Students understand basic microeconomic concepts.
 - b. Students can apply microeconomic concepts to real-world settings.
- 3. Students can apply economic principles to specialized topic areas in economics.
 - a. Students can apply macro and micro theories to discussions of international trade and finance.
 - b. Students can apply macro and micro theories to discussions of money and banking.
 - c. Students can apply macro and micro theories to labor economics.
 - d. Students demonstrate a historical perspective of where today's economic principles first originated.

Required Courses

ECON 2010 Principles of Macroeconomics	3 hours
ECON 2020 Principles of Microeconomics	3 hours
ECON 3010 Intermediate Macroeconomics	3 hours
ECON 3020 Intermediate Microeconomics	3 hours
ECON 3200 Money and Banking	3 hours
ECON 3410 Labor Economics	3 hours
ECON 4720 International Trade and Finance	3 hours
ECON 4900 History of Economic Thought	3 hours
BUSN 2750 Introduction to Statistics	3 hours
MATH 1430 College Algebra	3 hours
MATH 1440 Trigonometry	3 hours
MATH 1610 Calculus I	5 hours

Finance

Degree Requirements

- 27 general education credit hours
- 42 core business curriculum credit hours
- 21 finance major required credit hours
- 38 elective credit hours

The field of finance blends economics, accounting, and other business disciplines with the goal of making sound business financial decisions. Financial tools and methodologies are of crucial importance for both small and large businesses. Important areas of finance include raising capital, making investments, and understanding the financial markets in which businesses operate.

In addition to completing the core business curriculum requirements, students taking a major in finance will study the three general areas of finance: corporate finance, investments, and financial institutions and markets. Students will also complete at least one advanced course in each area after completion of the principles-level course. After completion of the finance core, students have choices to tailor their program according to their interests and career outlook. All finance majors will complete the business school's common core capstone course.

Program Learning Outcomes

- 1. Students can apply time value of money techniques to security valuation.
 - a. Students can solve time value of money problems.
 - b. Students can determine the value of fixed income securities.
 - c. Students can determine the value of stock.
- 2. Students can evaluate the financial decisions of corporations.
 - a. Students can evaluate corporate projects based on NPV and IRR.
 - b. Students can explain the impact of capital structure decisions on risk and profitability.
- 3. Students understand the risk-return relationship and can estimate appropriate rates of return.
 - a. Students can identify determinants of interest rates and specify how they affect required returns of securities.

- b. Students can estimate required rate of return.

Core Business Curriculum

MATH 1430 College Algebra	3 hours
ACCT 2010 Financial Accounting	3 hours
ACCT 2025 Managerial Accounting	3 hours
BUSN 2750 Introduction to Statistics	3 hours
MNGT 2100 Management Theory and Practice	3 hours
ECON 2010 Principles of Macroeconomics	3 hours
ECON 2020 Principles of Microeconomics	3 hours
FINC 3210 Principles of Finance	3 hours
CSIS 3410 Information Analysis	3 hours
MNGT 3310 Legal Environment of Business	3 hours
MNGT 3450 Organizational Behavior	3 hours
MNGT 3500 Marketing	3 hours
BUSN 4110 Operations Management	3 hours
BUSN 4990 Business Policy	3 hours

Required Finance Courses

FINC 3600 Financial Management	3 hours
FINC 3800 Financial Markets and Institutions	3 hours
FINC 4210 Investments	3 hours
Elective Options	12 hours

Four courses must be selected from the following list. Two of the four courses (6 credit hours) must be FINC prefix courses.

FINC 4220 Financial Statement Analysis	3 hours
FINC 4300 International Finance	3 hours
FINC 4610 Advanced Investments	3 hours
ECON 3010 Intermediate Macroeconomics	3 hours
ECON 3020 Intermediate Microeconomics	3 hours
ECON 3200 Money and Banking	3 hours
ACCT 3030 Intermediate Accounting I	3 hours
ACCT 3040 Intermediate Accounting II	3 hours
ACCT 3075 Federal Tax Accounting: Personal	3 hours
ACCT 3080 Federal Tax Accounting: Corporate	3 hours
ACCT 4600 Business Valuation	3 hours

Certificate Program: Accounting

Available in Geneva only

38 credit hours; 33 required and 6 requisite

This program is designed primarily for practitioners and users of accounting in industrial, commercial, and financial organizations. Emphasizing international practices, the curriculum offers specialized courses in financial accounting, management accounting, auditing, and taxation, as well as courses in finance and investment.

In addition to the 11 required courses (33 credit hours), students must have two requisite courses in financial and managerial accounting. The 11 core courses must be completed in residence at Webster University. A certificate in accounting is issued on successful completion of the program with a C or better in all courses and an overall GPA of 2.5.

A student may complete both a bachelor of science (B.S.) degree in accounting and a certificate in accounting.

Required Courses

Requisite Courses

These courses may be taken at Webster University, transferred, or waived for students with demonstrated competence.	
ACCT 2010 Financial Accounting	3 hours
ACCT 2025 Managerial Accounting	3 hours

Management

Majors and Degrees Offered

- Management (B.A.)
- Management (B.A.) with an emphasis in:
 - Health Care Administration
 - Human Resource Management
 - International Business
 - Marketing

Minor Offered

Management
 A minor requires a minimum of 18 credit hours of formal coursework from the University curriculum completed at Webster University. Courses used to fulfill a major may not also be used to fulfill a requirement for a minor.

Certificates Offered

- Marketing
- Entrepreneurship

Special Study Opportunities

Management is the art and science of effectively coordinating people and resources to achieve the goals of an organization. It includes the administration of commerce and industry, banking, insurance, health, communications, government, and various facets of culture, education, and the arts. Students study principles and institutions through accounting, management, and economics, as well as the humanities, mathematics, and political and social sciences. The Department of Management prepares students for graduate studies, law school, and business careers.

The Department of Management at Webster University has been designed to meet the needs of younger students as well as mature adults who have had business and professional experiences before completing their academic careers.

The goal of the school is to provide the student with the foundation and perception necessary for leadership positions in the dynamic areas of industry, commerce, government, and institutional administration. To this end the program is offered on campus as well as at a number of locations in close proximity to the workplaces of prospective students. Moreover, the Department of Management makes extensive use of part-time faculty members with experience and skills in business and government.

Webster University management courses are also offered at Webster's international campuses, providing an opportunity for Webster University students to study with faculty members and students from various parts of the world.

Webster University also offers upper-division degree-completion programs in management for adults with professional work experience and the equivalent of two or more years of previous college-level work at its metropolitan campuses in Kansas City, Missouri; Orlando, Florida; and San Diego, California; and at its Weekend College Program at Marymount College in Los Angeles, California. These students must complete general education requirements. Degree-completion programs at campuses in Charleston, Columbia, and Greenville, S.C.

Special Requirements

Students are required to complete at least 36 credit hours in management courses, including MNGT 2100 Management Theory and Practices, MNGT 3400 Human Resource Management, courses in accounting, law, and economics, as well as an overview. The required minimum distribution of coursework varies, depending on the emphasis selected by the student.

Transfer students must complete a minimum of 18 credit hours of academic work in the Departments of Business and Management at Webster University.

Required courses must be completed at Webster University once the student begins to matriculate at Webster University. Transfer courses taken prior to enrollment at Webster University may be used to substitute for required courses if accepted by the chair.

No more than one course completed with a grade of D may count toward fulfilling the specific requirements of the major.

At the international campuses, MNGT 3320 Business Law: International may substitute for MNGT 3290 Business Law I and MNGT 3300 Business Law II.

Program Learning Outcomes

- Graduates will explain the important terminology, facts, concepts, principles, analytic techniques, and theories used in management.
- Graduates will be able to identify and apply appropriate terminology, facts, concepts, principles, analytic techniques, and theories used in management when analyzing moderately complex situations.
- Graduates will be able to synthesize and integrate important concepts, principles, and theories used in management into solutions to moderately complex management problems.

Management

Degree Requirements

- 36 required credit hours
- 27 general education credit hours
- 65 elective credit hours

Required Courses

ACCT 2010 Financial Accounting	3 hours
ACCT 2025 Managerial Accounting	3 hours
ECON 2010 Principles of Macroeconomics	3 hours
ECON 2020 Principles of Microeconomics	3 hours
MNGT 2100 Management Theory and Practices	3 hours
MNGT 3290, 3300 Business Law I, II <i>INTRO. B.LAW 3280</i>	6 hours
MNGT 3400 Human Resource Management	3 hours
MNGT 3500 Marketing	3 hours
MNGT 4900 Managerial Policies and Strategies (Overview)	3 hours
Electives from the management (MNGT) curriculum	9 hours
<i>(MUST BE 3444 OR ABOVE)</i>	

Management with an emphasis in Health Care Administration

Degree Requirements

- 36 required credit hours
- 27 general education credit hours
- 65 elective credit hours

Required Courses

ACCT 2010 Financial Accounting	3 hours
ACCT 2025 Managerial Accounting	3 hours
ECON 2010 Principles of Macroeconomics	3 hours
MNGT 2100 Management Theory and Practices	3 hours
MNGT 3400 Human Resource Management	3 hours
MNGT 3420 Labor-Management Relations	3 hours
MNGT 3800 Health Care Organizations	3 hours
MNGT 3820 Health Care Administration	3 hours
MNGT 3840 Health Care Budgeting and Finance	3 hours
MNGT 3860 Social and Economic Issues in Health Care	3 hours
MNGT 4800 Health Care Law	3 hours
MNGT 4850 Health Care Administration Overview	3 hours