PROPOSAL FOR MINOR IN BUSINESS LAW

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A. Summary of Proposal

A1. Executive Summary

Law is pervasive in all aspects of business and life. For students who have an interest in a legal career, a minor in business law will help them prepare for the rigors of law school. Courses in business law provide the critical thinking, writing, and oral advocacy skills that are essential for success. Students seeking a career in accounting, finance, management, marketing, human resources and other areas of business will benefit by gaining advanced insights into legal institutions and the regulatory environment, as well as the diverse array of substantive legal principles that affect the business setting. In addition, the business law minor is highly appropriate for students who are not interested in a legal or business career, but desire to understand the legal aspects of their selected career fields. Moreover, the minor will enable students to understand the legal consequences of many situations they will encounter in their personal lives, such as the acts of purchasing a home, leasing a car, obtaining insurance coverage, and receiving medical care.

The proposed minor in business law will support the undergraduate major in business administration by increasing enrollment in the business college while additionally offering more course options to students enrolled in other academic programs. The business law minor will enhance the overall educational experience at the University by providing students with the opportunity to interact with classmates from a broader range of academic disciplines. By completing the minor, students will not only add to the marketability of their chosen degree programs, but may also enter graduate study with a necessary understanding of the pertinent legal environment.

Beyond providing students with a practical and well-rounded education, the minor reinforces the University’s commitment to urban social issues through the use of integrated service learning courses. Furthermore, this minor will fulfil the College of Business Administration’s mission by helping graduates to develop analytical and critical thinking skills, teaching self-reflection, encouraging teamwork, and delivering quality service to the community.

The minor in business law is a minimum 18 credit program of study that is open to undergraduate students of any discipline. Due to curriculum overlap, students in the College of Business Administration may not pursue both a concentration in business law and the business law minor. CBA students who are interested in the subject of business law much choose between the concentration and the minor.

With limited exceptions, courses will be taught by full-time faculty with years of hands-on experience in their respective disciplines and actively contribute to scholarship. No additional faculty, staff, facilities or library resources will be required. The College of Business Administration reserves the
right to review and to modify the curriculum for the business law minor through the same procedures that it uses to review and to modify the business administration major.

B. Description of the Business Law Minor

B1. Narrative Description

Law is pervasive in all aspects of work and life. The minor in business law allows students from any academic discipline to learn the skill sets necessary to identify and manage legal issues encountered within personal and professional contexts, including insurance, employment, home ownership, and personal property. For students interested in a career in law, business, or government, the minor will provide a solid understanding of the complex legal issues that exist in today’s regulatory environment.

Business Law Minor Curriculum

<table>
<thead>
<tr>
<th>Course #</th>
<th>Course Name</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUS 2310*</td>
<td>Business Law</td>
<td>3</td>
</tr>
<tr>
<td>BUS 2350*</td>
<td>Law and Popular Culture</td>
<td>3</td>
</tr>
<tr>
<td>BUS 3720*</td>
<td>Sports Law</td>
<td>3</td>
</tr>
<tr>
<td>ACC 4300*</td>
<td>Federal Income Taxation I</td>
<td>3</td>
</tr>
<tr>
<td>BUS 4790*</td>
<td>International Human Rights Law</td>
<td>3</td>
</tr>
<tr>
<td>BUS 3700*</td>
<td>International Business Law</td>
<td>3</td>
</tr>
<tr>
<td>BUS 3520*</td>
<td>Labor Law &amp; Collective Bargaining</td>
<td>3</td>
</tr>
<tr>
<td>BUS 4770*</td>
<td>Insurance Law and Risk Management</td>
<td>3</td>
</tr>
<tr>
<td>BUS 4760*</td>
<td>Legal Environment of Real Estate</td>
<td>3</td>
</tr>
<tr>
<td>ACC 4400*</td>
<td>Federal Income Taxation II</td>
<td>3</td>
</tr>
<tr>
<td>LEGA 2650*</td>
<td>Corporations and Business Organizations</td>
<td>3</td>
</tr>
<tr>
<td>POL 2040*</td>
<td>Tort Law</td>
<td>3</td>
</tr>
<tr>
<td>POL 3460*</td>
<td>Civil Liberties and Equality</td>
<td>3</td>
</tr>
<tr>
<td>BUS 3190*</td>
<td>Ethics, Business Leadership, and Social Responsibility</td>
<td>3</td>
</tr>
</tbody>
</table>

First, take the introductory course:

Then, choose one course from each component area in the list below:

Component Area 1: Law and Society
- BUS 2350* Law and Popular Culture: 3 credits
- BUS 3720* Sports Law: 3 credits
- ACC 4300* Federal Income Taxation I: 3 credits

Component Area 2: Law and Human Relations
- BUS 4790* International Human Rights Law: 3 credits
- BUS 3700* International Business Law: 3 credits
- BUS 3520* Labor Law & Collective Bargaining: 3 credits

Component Area 3: Law and Risk Management
- BUS 4770* Insurance Law and Risk Management: 3 credits
- BUS 4760* Legal Environment of Real Estate: 3 credits

Component Area 4: Special Topics in the Law
- ACC 4400* Federal Income Taxation II: 3 credits
- LEGA 2650* Corporations and Business Organizations: 3 credits
- POL 2040* Tort Law: 3 credits
- POL 3460* Civil Liberties and Equality: 3 credits

Last, take the final course:
- BUS 3190* Ethics, Business Leadership, and Social Responsibility: 3 credits
Total Credits: 18
In order to declare and successfully complete the business law minor, students should take note of the following:

1. A student must declare a major before declaring a business law minor.
2. A student should declare a business law minor by the first semester of his or her junior year. A minor cannot be added after graduation. The minor will be certified at the same time that the student’s major(s) is certified for graduation.
3. A minimum of 18 credits is required for the business law minor.
4. Students must maintain a minimum cumulative GPA of 2.0 in business law minor courses in order for the minor to be posted on the official transcript at the time of graduation.
5. At most, six (6) credit hours within the business law minor may be counted towards both the major and the minor.
6. At least 12 credits (or 4 courses) of the courses required for the minor must be taken at UDM unless the courses are taken as part of a consortium agreement.
7. Where indicated for certain courses in the curriculum (see below) students must complete prerequisite courses before taking the specified course in the business law minor.
8. No course for the business law minor can be taken on a pass/fail basis.
9. A minimum of nine (9) credit hours must come from courses at the 3000- or 4000-levels.
10. Students in the College of Business Administration may not pursue both a concentration in business law and the business law minor.
11. Students completing the business law minor will also be required to submit a portfolio to the business law minor coordinator during their final semester. The portfolio must include one example of written coursework completed by the student from each of the four component areas. In order to document the student’s intellectual development during the course of the minor program, examples of written work must be submitted in chronological order. A student may only submit one example of written work per semester. In addition, the student must submit a 500 word reflective essay addressing how the minor enhanced: (a) his or her understanding of the connection between business law and private life; and (b) his or her understanding of the connection between business law and major field of study. Students will also be asked to share their comments and reflections on the strengths and weaknesses of the minor, as well as offer suggestions for improving the minor.
12. The College of Business Administration reserves the right to review and to modify the curriculum for the business law minor through the same procedures that it uses to review and to modify the business administration major.

B2. All Curriculum Courses for Business Law Minor

Course Descriptions

Course Number: ACC 4300
Course Name: Federal Income Taxation I*  

A study of the basic principles for the determination of taxable income as established by Congress, the Internal Revenue Service and the courts. The areas of gross income, capital gains, adjusted gross

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income, exemptions and both personal and business deductions are emphasized with a primary focus on individual taxation.

Course Number: ACC 4400 *
Course Name: Federal Income Taxation II

An examination of the basic tax principles applying to corporations, partnerships, estates, and trusts. Primary emphasis will be placed on the taxation of corporations and partnerships.

Course Number: BUS 2310*
Course Name: Business Law

A study of the law as it relates to organizational activity. Material covered includes courts and procedures, sources of American law, the Constitution; administrative law, contracts, business torts and crimes, business organizations including partnerships, limited liability companies and corporations. Also included are regulations placed upon business including S.E.C. regulations and anti-trust.

Course Number: BUS 2350*
Course Name: Law and Popular Culture

This course examines the central features of law as a social institution and as a feature of popular culture. This course will focus on a number of related themes, including: concept of justice, relationship between economic status and law, legal education, practice of law, legal ethics, women in law and politics, discrimination and the law, role of mass media in relation to law and politics, and law and social change.

Course Number: BUS 3190*
Course Name: Ethics, Business Leadership, and Social Responsibility

Ethics, Business Leadership and Social Responsibility: Students develop their ability to make ethical judgments, clarify their personal goals and grow in moral maturity. Classical ethical norms are used to address business and personal dilemmas. Also studied are: the strengths and weaknesses of free markets, globalization, sustainability of the planet, transparency with stakeholders, the Global Reporting Initiative (GRI), along with virtue, character and spirituality. Socially responsible leaders are examined, along with their innovative for-profit and social entrepreneurial ventures. Service learning, as a way of widening one’s views and discovering business and personal opportunities, is a part of the course.

Course Number: BUS 4770* (Prerequisite BUS 2310)
Course Name: Insurance Law and Risk Management

This course will prepare students to understand many of the insurance issues that will be encountered in their personal and professional lives. Topics covered will include a study of contracts of insurance, scope of coverage, rights of beneficiaries, and controls on the insurance industry.

Course Number: BUS 4790*
Course Name: International Human Rights Law

The course on international human rights law will allow students to examine the issues, procedures, and advocacy strategies regarding the promotion and protection of human rights at the international level. Examination of the complex relationship between economic globalization, corporate respect for human rights, and international law is a key component of this course. Service learning is a part of this course.

Course Number: BUS 3520* (Prerequisite BUS 3110)
Course Name: Labor Law & Collective Bargaining

An examination of the legal framework within which formalized (unionized) labor-management processes operate (in private and public sectors), including initial organization of labor union representation and subsequent development and management of collective bargaining and grievance processes. Also considered are effects of these processes on organizational effectiveness as it relates to outcomes for stakeholders including labor, management, owners and shareholders, customers or clients and the larger communities within which the organization operates.

Course Number: BUS 3700* (Prerequisite BUS 2310)
Course Name: International Business Law

An examination of the problems confronted in international business including differences in legal systems, the effect of Treaties, Executive agreements, trade agreements, and trade organizations on business problems in the formation of contracts, liability for business torts, sales under international terms, and the problems in the formation of business organizations including joint ventures, corporate subsidiaries and anti-trust.

Course Number: BUS 3720* (Prerequisite BUS 2310)
Course Name: Sports Law

A study of law as it relates to professional sports with some analysis of amateur sports organizations such as the N.C.A.A. Emphasis is placed on the regulation of professional sports from individual contracts to anti-trust considerations. There is discussion of the regulatory structure within professional sports including the power of league commissioners. Because of the mass of material involved, emphasis will be placed on professional baseball, followed by comparison with the other major professional sports.

Course Number: BUS 4760* (Prerequisite BUS 2310)
Course Name: Legal Environment of Real Estate

The Legal Environment of Real Estate provides students with practical teaching regarding the law of real estate transactions. This course covers topics with real-world applicability, including cooperatives, sales and leasebacks, condominiums, leasehold mortgages, FHA and VA financing, tax consequences, title insurance, construction loan agreements, and shopping center leases.

Course Number: LEGA 2650*

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Course Name: Corporations and Business Organizations

A look at forms of business organizations, the sole proprietor, partnerships limited liability company and the corporation, with emphasis on procedures for setting up the corporate entity. Students will learn about the issues that need to be considered when a business entity is formed. Students will also learn about the different business statutes and the process for filing relevant forms with the relevant state authority.

Course Number: POL 2040*
Course Name: Tort Law

A survey of the areas of tort law including intentional, negligence, and strict liability. Topics include assault and battery, false imprisonment, defamation, the right of to privacy, malpractice, duty of care, and product liability.

Course Number: POL 3460*
Course Name: Civil Liberties and Equality

A case law course examines the recent developments and court decisions on the frontiers of civil rights and liberties. Recent cases such as abortion, homosexuality, right-to-die, the limits of protected speech and artistic expression, and the conflict of religious values and state authority are discussed as is the evolving multi-tiered standards of equality under current interpretations of the 14th Amendment.

B3. Delivery Methods

The College of Business Administration would offer the courses in the traditional format on an alternating schedule between day and evening sections. Online delivery is not intended immediately but will be considered in the future.

B4. Academic Integrity and Intellectual Merit

The minor in business law would further the longstanding traditions of academic integrity and intellectual merit that are the hallmark of the College of Business Administration. With few exceptions, the courses in this curriculum would be taught by full-time faculty members who have years of hands-on experience in their respective disciplines and actively contribute to scholarship. All syllabi are rigorous, detailed, and comprehensive. The two required courses in the minor program, BUS 2310 and BUS 3190, are also required courses in the business core curriculum. BUS 3190 satisfies OB6B of the current core, and both courses were accepted for inclusion in the new University core curriculum.

B5. Unique Characteristics of the Business Law Minor

The course offerings in the business law minor were carefully chosen to provide students with an appropriate combination of breadth and depth of study. By requiring students to take 1 class from each track, the business law minor will help students gain a more holistic exposure to the diverse facets of
business law. In addition, the courses offerings in each track build upon fundamental concepts initially introduced in BUS 2310.

The modern manager faces an increasingly complex amount of legal issues in daily business operations and in formulating business policy. Consequently, effective decision-making requires an appreciation of the social, ethical, economic, and political bases of law as it relates to business. Business law courses provide students with fundamental insights into legal institutions, the regulatory environment, and the nature of legal discourse, as well as into an array of substantive legal principles, including contracts, sales, business organizations, and international commercial relationships.

The program would be distinctive, as it serves a legitimate need and has the potential to attract additional students and gain positive attention for the College and University. On the one hand, the minor is designed to provide students interested in legal, governmental, or business careers with an understanding of the complex legal issues that exist in today’s regulatory environment. Courses in business law provide the critical thinking, writing, and oral advocacy skills that are essential for success in these fields.

On the other hand, the benefits of a business law minor extend beyond careers in law, government, or business. The business law minor provides students with the skills, tools, and insights necessary for entering the workforce or starting their own business after graduation. The minor is also designed for students who are not interested in law school but want to understand the legal aspects of their selected career fields, such as the music major interested in independent contracting or the marketing major wanting a better understanding of contracts and sales. All students will be served in learning about their basic legal rights in business and non-business situations alike. The minor will also allow students to understand the legal consequences of situations they will encounter in their personal lives, such as the acts of purchasing a home, leasing a car, obtaining insurance coverage, receiving medical care, and estate planning.

In addition, the academic rigor of the business law minor is on par with the academic integrity requirements of the business administration and accounting majors. By completing a minor in business law, students will not only add to the marketability of their degree programs, but will also be uniquely prepared for further coursework. Students may enter graduate study in their primary fields with a unique understanding of the regulatory environment. Students considering further study in a joint JD-MBA program will come away from the business law minor with a solid foundation and broad perspective of the law’s impact on the global business environment.

B6. Impact on Related Departments and Concentrations

The proposed business law minor will have a positive impact on other departments and concentrations within the University. The minor will support an enhanced educational experience for all UDM students by providing them with increased opportunities to interact with classmates from a broader range of academic disciplines. The minor will contribute to a well-rounded university education by providing students with the legal knowledge necessary to address the legal issues they will encounter in their careers and personal lives.

C. Mission
C1. Fulfillment of College and University Missions

The College of Business Administration prepares diverse students to serve business organizations and society with competence, compassion and conscience. Rooted in the Jesuit and Mercy traditions, the College champions academic excellence and good character by encouraging intellectual, spiritual, ethical, and social growth. We achieve this mission by: encouraging and expecting excellence from students, faculty and staff in all we do; helping students to develop knowledge, analytical and critical thinking, and skills to compete in a dynamic global business environment; teaching students self-reflection, teamwork with diverse peoples, and responsible stewardship for the common good; delivering quality teaching, research, and service to our University, our profession, and our community; and providing quality bachelor and master degree programs.

The proposed minor in business law fulfills the mission of the College of Business Administration in numerous ways. First, business law places a strong emphasis on critical and analytical thinking skills. Courses incorporate use of the Socratic Method, an active learning process that requires students to articulate an analysis, to develop and defend a position, and to engage in critical problem-solving. Second, students in all courses study ethical issues in a business context, with actual topics dependent on current events and course content. Courses emphasize self-reflection through weekly assignments and encourage teamwork with diverse peoples through the use of in-class group critical thinking exercises. Third, students learn to become future leaders and serve the community through the use of service learning.

A business law minor will also help fulfill the University mission by integrating the intellectual, spiritual, ethical, and social development of UDM students. Business students will gain enhanced knowledge of today’s increasingly complex business, employment and regulatory environment. In addition, the business law minor will provides students of other colleges with a better understanding of the legal system in which they all live and work. Beyond providing students with a practical and well-rounded education, the minor reinforces the University’s commitment to urban social issues in line with the Jesuit and Mercy traditions through the integrated use of service learning courses.

D. Objectives, Outcomes and Assessment

D1. Program Objectives and Learning Outcomes

Program Objective 1: Graduates with a minor in business law will be able to think critically in the functional areas of business law.

- Learning Outcome 1: A graduate will show that she/he can apply the basic principles of business law.

Program Objective 2: Graduates with a minor in business law will be able to communicate effectively orally and in writing.

- Learning Outcome 1: A graduate will demonstrate she/he can take part in a successful oral presentation.
- Learning Outcome 2: A graduate will demonstrate she/he can write effectively.
Program Objective 3: Graduates with a minor in business law will be able to articulate their values and make ethical decisions.

- Learning Outcome 1: A graduate will be able to recognize the ethical and socially responsible relationships that businesses have with their stakeholders.
- Learning Outcome 2: A graduate will demonstrate a knowledge of basic ethical norms and the ability to apply them.

D2. Assessment of Learning Objectives and Outcomes

Assessment for the business law minor will be completed through: (1) embedded course assessment; and (2) submission of a portfolio.

1. Embedded Course Assessment Component

<table>
<thead>
<tr>
<th>Program Objective</th>
<th>Learning Outcome</th>
<th>Course(s)</th>
<th>Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduates with a minor in business law will be able to think critically in the functional areas of business law.</td>
<td>1. A graduate will show that she/he can apply the basic principles of business law.</td>
<td>BUS 2310</td>
<td>See Appendix I</td>
</tr>
<tr>
<td>Graduates with a minor in business law will be able to communicate effectively orally and in writing.</td>
<td>1. A graduate will demonstrate that she/he can take part in a successful oral presentation. &lt;br&gt; 2. A graduate will demonstrate that she/he can write effectively.</td>
<td>BUS 2310 BUS 3190</td>
<td>See Appendix II</td>
</tr>
<tr>
<td>Graduates with a minor in business law will be able to articulate their values and make ethical decisions.</td>
<td>1. A graduate will recognize the ethical and socially responsible relationships that businesses have with their stakeholders. &lt;br&gt; 2. A graduate will demonstrate a knowledge of basic ethical norms and the ability to apply them.</td>
<td>BUS 2310 BUS 3190</td>
<td>See Appendix II</td>
</tr>
</tbody>
</table>

Students will begin the business law minor by taking BUS 2310, where the instructor will assess all five learning outcomes using the rubrics provided in Appendix I. Students will conclude the minor by taking BUS 3190, where the instructor will reassess students’ intellectual development in relation to three learning outcomes. Measurement of the two learning outcomes not covered in the BUS 3190 embedded course assessment will occur through the review of students’ portfolio submission (discussed in more detail below). As a result, student learning will be assessed at the start and end of the minor program. Moreover, this assessment structure will facilitate comparisons between CBA students pursuing a business or accounting major and non-CBA students pursuing the business law minor.
2. Portfolio Submission Component

Students completing the business law minor will also be required to submit a portfolio to the business law minor coordinator during their final semester. The portfolio must include one example of written coursework completed by the student from each of the four component areas. In order to document the student’s intellectual development during the course of the minor program, examples of written work must be submitted in chronological order. A student may only submit one example of written work per semester.

In addition, the student must submit a 500 word reflective essay addressing how the minor enhanced: (a) his or her understanding of the connection between business law and private life; and (b) his or her understanding of the connection between business law and major field of study.

Students will also be asked to share their comments and reflections on the strengths and weaknesses of the minor, as well as offer suggestions for improving the minor.

A student cannot graduate with the business law minor unless he or she submits a portfolio with all the components described above. As a result, this non-credit terminal capstone portfolio must be included in the student’s degree evaluation.

E. NECESSARY RESOURCES

As all courses in the proposed minor are already offered by the University, the business law minor does not require any new resources.

APPENDIX I – Course Syllabi

APPENDIX II – Assessment Rubrics