



## Course Number and Title: ENT 103 Legal Issues for Entrepreneurs

**Campus Location:**

Georgetown, Dover, Wilmington

**Effective Date:**

2020-51

**Prerequisite:**

ENG 090 or ENG 091 or higher, (ENT 101 or BUS 101), SSC 100 or concurrent

**Co-Requisites:**

None

**Course Credits and Hours:**

3.00 credits

3.00 lecture hours/week

0.00 lab hours/week

**Course Description:**

This course provides the entrepreneur with an understanding of the common legal issues encountered from the perspective of the business owner. Students apply the concepts learned to select their business structure, learn contract law, properly navigate government regulations, and understand legal parameters related to the management of human resources.

**Required Text(s):**

Obtain current textbook information by viewing the [campus bookstore - https://www.dtcc.edu/bookstores](https://www.dtcc.edu/bookstores) online or visit a campus bookstore. Check your course schedule for the course number and section.

**Additional Materials:**

None

**Schedule Type:**

Classroom Course

Hybrid Course

Online Course

**Disclaimer:**

None

**Core Course Performance Objectives (CCPOs):**

1. Illustrate the responsibilities of potential entrepreneurs to their current employer. (CCC 1, 4, 5; PGC 1, 6)
2. Discuss the process for selecting and working with legal counsel. (CCC 1, 4, 5; PGC 1, 4, 7)
3. Analyze the forms of business entities in structuring entrepreneurial ownership. (CCC 1, 2, 4, 5; PGC 1, 4, 7)
4. Examine contracts and leases for application to the entrepreneur's business. (CCC 1, 2, 3, 4, 5; PGC 1, 4, 7)
5. Categorize e-commerce and the sales of goods and services. (CCC 1, 2, 5, 6; PGC 3, 4, 7)
6. Explain human resource management principles for small businesses. (CCC 1, 2, 3, 4, 5; PGC 1, 3, 7)
7. Evaluate the entrepreneur's operational liabilities. (CCC 1, 2, 4, 5; PGC 1, 3, 4, 7)
8. Evaluate intellectual property and cyber law and the legal protections available. (CCC 1, 2, 4, 5; PGC 1, 3, 7)
9. Explain business combinations and exit strategies. (CCC 1, 2, 4, 5; PGC 1, 2, 5, 7)

See Core Curriculum Competencies and Program Graduate Competencies at the end of the syllabus. CCPOs are linked to every competency they develop.

### Measurable Performance Objectives (MPOs):

Upon completion of this course, the student will:

1. Illustrate the responsibilities of potential entrepreneurs to their current employer.
  1. Explain the entrepreneur's restrictions while still employed.
  2. Describe the strategies for leaving an employer on good terms.
  3. Explain post-employment restrictions.
  4. Select employment agreements for the entrepreneurial venture.
2. Discuss the process for selecting and working with legal counsel.
  1. Explain the need for legal counsel.
  2. Identify the factors in choosing an attorney.
  3. Explain attorney-client privilege.
3. Analyze the forms of business entities in structuring entrepreneurial ownership.
  1. Interpret the management structures for legal business entities.
  2. Interpret ownership agreements for application.
  3. Recognize the tax implications of the various legal structures.
  4. Describe equity, shareholder voting agreements, and transfer of shares.
  5. Recognize proprietary information and inventions.
  6. Illustrate employment and non-compete agreements.
4. Examine contracts and leases for application to the entrepreneur's business.
  1. Illustrate the elements of a contract and general contract terms.
  2. Discuss oral contracts and the Statute of Fraud.
  3. Prepare written contract preparation and negotiation.
  4. Interpret lease agreements and contracts for the purchase of property.
5. Categorize e-commerce and the sales of goods and services.
  1. Define *goods* under the Uniform Commercial Code.
  2. Discuss product warranties and liability for defective products.
  3. Explain the Consumer Product Safety Commission.
  4. Discuss advertising, unfair competition, and consumer privacy.
6. Explain human resource management principles for small businesses.
  1. Discuss major employment legislation and the Equal Employment Opportunity Commission.
  2. Interpret employment agreements, including employee privacy, use of health information, employment at-will, and wrongful discharge.
  3. Explain arbitration and employment disputes.
  4. Illustrate employee benefits and equity compensation.
7. Evaluate the entrepreneur's operational liabilities.
  1. Illustrate negligence and the entrepreneur's defenses to negligence.
  2. Interpret intentional torts, toxic torts, and tort remedies.
  3. Solve antitrust violations, environmental liabilities tax fraud, wire and mail fraud, and computer crime as each pertains to small business.
  4. Apply risk management and insurance to mitigate operational liabilities.
8. Evaluate intellectual property and cyber law and the legal protections available.
  1. Use trade secret agreements, copyrights, patents, and trademarks for the entrepreneurial venture.
  2. Interpret licensing agreements and other forms of protection.
  3. Compare the types of protection available to entrepreneurs.
  4. Explain employee proprietary information and inventions agreements.
9. Explain business combinations and exit strategies.
  1. Interpret the forms of business combinations.
  2. Apply business combination strategies to the entrepreneurial venture.
  3. Describe stock purchase and sale.
  4. Explain mergers and the merger process.
  5. Describe the initial public offering process and its use for the new business venture.

### Evaluation Criteria/Policies:

Students must demonstrate proficiency on all CCPOs at a minimal 75 percent level to successfully complete the course. The grade will be determined using the Delaware Tech grading system:

92	-	100	=	A
83	-	91	=	B
75	-	82	=	C
0	-	74	=	F

Students should refer to the [Student Handbook - https://www.dtcc.edu/handbook](https://www.dtcc.edu/handbook) for information on the Academic Standing Policy, the Academic Integrity Policy, Student Rights and Responsibilities, and other policies relevant to their academic progress.

**Final Course Grade:**

Calculated using the following weighted average

Evaluation Measure	Percentage of final grade
Exams (Summative) (Equally Weighted)	60%
Customized Legal Business Forms (Summative) (Equally Weighted)	20%
Formative Assessments (Discussion Boards, Homework Assignments, Quizzes, Participation)	20%
TOTAL	100%

**Core Curriculum Competencies (CCCs are the competencies every graduate will develop):**

1. Apply clear and effective communication skills.
2. Use critical thinking to solve problems.
3. Collaborate to achieve a common goal.
4. Demonstrate professional and ethical conduct.
5. Use information literacy for effective vocational and/or academic research.
6. Apply quantitative reasoning and/or scientific inquiry to solve practical problems.

**Program Graduate Competencies (PGCs are the competencies every graduate will develop specific to his or her major):**

1. Demonstrate entrepreneurial leadership characteristics.
2. Conduct market analysis and opportunity assessment.
3. Perform risk assessment and select risk management strategies.
4. Articulate a business vision and plan that demonstrates value to the marketplace and the investor.
5. Plan capital formation to fund business start-up and operation.
6. Utilize effective marketing, advertising and customer strategies.
7. Integrate personal, professional, ethical and legal standards into business decision-making.
8. Transform innovation into a product or service with sustainable commercial potential.

**Disabilities Support Statement:**

The College is committed to providing reasonable accommodations for students with disabilities. Students are encouraged to schedule an appointment with the campus Disabilities Support Counselor to request an accommodation needed due to a disability. A listing of campus Disabilities Support Counselors and contact information can be found at the [disabilities services - https://www.dtcc.edu/disabilitysupport](https://www.dtcc.edu/disabilitysupport) web page or visit the campus Advising Center.