



**MBA Handbook  
2018-2019**

**Note:** The electronic version of the MBA Handbook is available on the University website [www.webber.edu](http://www.webber.edu) under Current Students and is the official and authoritative version of the MBA Handbook.

### Accreditation

Webber International University (including its branch campuses, St. Andrews University and The Sandhills Program) is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award degrees at the associate, bachelor, and master's levels. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097, call 404-6799-4500, or go to <http://www.sacscoc.org> for questions about the accreditation of Webber International University.

Normal inquiries about the University, such as admission requirements, financial aid, educational programs, etc., should be addressed directly to the University, and not to the Commission's office. The Commission is to be contacted *only* if there is evidence that appears to support an institution's significant non-compliance with a requirement or standard.

### Statement of Policy

Academic information in this edition of the Webber International University MBA Handbook supersedes all others. Because the educational process necessitates change, Webber International University reserves the right to alter, without prior notice, the provisions listed in this handbook.

Webber International University admits students of any race, color, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the University. It does not discriminate on the basis of race, color, national and ethnic origin in administration of its education policies, admissions policies, scholarship programs, loan programs, or athletic programs.

That in any advertisement, catalog, brochure, literature, or other material produced by or for this school, any statement which may appear concerning approval for admittance by nonimmigrant students must be limited to the following: "This school is authorized under Federal law to enroll nonimmigrant students."

The University reserves the right to make changes at its discretion and as might seem appropriate in such areas as, but not limited to, procedures, policies, services, requirements, and fee structures, etc. Notification of any such changes will be appropriately circulated. Any such changes will be incorporated into the electronic version of the Academic Catalog, which is the authoritative version of the Catalog.

**Note:** The electronic version of the MBA Handbook is available on the University website [www.webber.edu](http://www.webber.edu) under Discover / Links & Documents and is the official and authoritative version of the MBA Handbook.

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### **Mission Statement of Webber International University**

The University's mission is to offer students an array of business, liberal arts and sciences, and pre-professional programs of study that create a life transforming educational opportunity which is practical in its application, global in its scope, and multi-disciplinary in its general education core. Students will acquire depth of knowledge and expertise in their chosen field of study, balanced by breadth of knowledge across various disciplines. Special emphasis is placed on enhancing oral and written communication, and critical thinking skills.

The University awards degrees at the bachelor and master levels at locations in Florida and North Carolina, as well as at the associate level in Florida. Traditional classroom, online, and hybrid learning environments are available. Opportunities exist for students to draw on the courses and programs of study at both locations through online courses and/or periods of residence at either campus. Webber's programs in Florida focus on the worldwide business environment, and emphasize development of skills in administration and strategic planning, applied modern business practices, and entrepreneurship. The St. Andrews branch campus in North Carolina offers an array of traditional liberal arts and sciences and pre-professional programs of study.

### **Mission Statement of the Graduate School**

The mission of the Webber International University Graduate Program of Business is to provide an MBA Program which focuses on the interdisciplinary nature of business practices. Through the faculty's synthesis of contemporary academic and applied practices that are essential for successful management of limited resources in changing global environments, the program will capitalize on its ability to blend proven traditional methods of teaching with state of the art technologies. These technologies will be oriented specifically toward improving managerial problem-solving capabilities.

## Instruction Methods and Strategies

The Webber International University Graduate School of Business offers an MBA program which focuses on the interdisciplinary nature of business practices. The program capitalizes on the faculty's ability to focus on proven traditional methods of teaching which integrate the various facets of effective business administration, while utilizing information technology to enhance problem-solving skills. The new technologies include electronic sharing of pertinent information (interconnectivity), access to a vast amount of information through the information superhighway, and expertise with business application programs.

With all classes being taught by full-time Webber International University faculty, classes will meet one night a week over the course of a ten-week term. The program will be made available through a four-term format offered annually (Fall, Winter, Spring, Summer). Each class will meet from 6:00pm to 10:00pm, at Webber International University in Babson Park, Florida.

The traditional methods of instruction include course structures that develop analytic skills which stress an interdisciplinary emphasis, participation-based learning through group case studies and exposure to conceptual foundations leading to sound strategies. Online teaching method has also been adopted to allow students far away to be enrolled in the program.

Through the Practicum course(s), students undertake group-based consulting projects under the guidance of faculty members. These projects will provide ample opportunity for students to test theoretical concepts in applied settings. While focusing on the team approach toward solving problems and executing plans, students arrive at optimal solutions to operational and strategic management problems.

The Graduate School seeks to maintain class sizes which are approximately 30 students in number. At this size, there is ample opportunity for the exchange of ideas between students and the faculty.

Students may choose the **Standard MBA** or one of the options below:

### **MBA - Accounting**

The Webber International University Graduate School of Business is pleased to offer a concentration in the area of Accounting. The objective of this concentration is to provide accounting students with a broader and more in-depth degree program than the baccalaureate. Combined with the undergraduate degree, students completing this MBA may meet the requirements to sit for the CPA exam.

### **MBA – Criminal Justice Management**

The Webber International University degree of Masters in Business Administration (MBA) blends a Criminal Justice Management component and produces an exclusive program which provides distinct benefits to graduate students, current law enforcement personnel working in their respective agencies, and law enforcement personnel retiring and about to enter the civilian workforce.

### **MBA- International Business**

The Webber International University concentration in International Business seeks to prepare the graduate with skills important to a career in various international business settings. The student development focus is on theoretical and applied concepts applicable to businesses operating in multinational arenas. This option includes a one week to ten days International Fieldtrip abroad. Students should budget accordingly. This option is only available online.

### **MBA - Sport Business Management**

The Webber International University MBA emphasis in Sport Business Management prepares graduates for leadership

positions in the sport industry. The program incorporates classroom theory with practical strategies from today's professionals in all courses. Students from diverse undergraduate degrees are encouraged to pursue the Sport Business Management MBA, since the industry demand for dynamic leaders is high.

### Admission Standards

#### Information to be Submitted

Admission to the MBA program will be based on both quantitative and qualitative standards.

Applicants should be prepared to submit all of the following documentation for consideration by the Graduate Council for acceptance to the MBA programs:

- Application for admission
- A non-refundable application fee of \$50
- Bachelor's Degree from a regionally accredited college or university (or equivalent preparation for international institutions)
- Official transcripts from all previous undergraduate and graduate work
- The Graduate Management Admission Test (GMAT) *as needed*
- Three (3) letters of recommendation from academic or professional advisors
- A one-page essay (from the list in the application) stressing professional and personal expectations and goals
- Résumé

#### International Applicants

Applicants should be prepared to submit all of the following documentation for consideration by the Graduate Council for acceptance to the MBA programs:

- Application for admission
- A non-refundable application fee of \$75
- Bachelor's Degree from a regionally accredited college or university (or equivalent preparation for international institutions).
- Official transcripts from all previous undergraduate and graduate work
- The Graduate Management Admission Test (GMAT) *as needed*
- Official Test of English as a Foreign Language (TOEFL) scores or an approved substitute for students with undergraduate degrees from universities whose primary language of instruction is not English
- Three (3) letters of recommendation from academic or professional advisors
- A one-page essay (from the list in the application) stressing professional and personal expectations and goals
- Résumé

#### MBA Preparation

Students with non-business undergraduate majors might need to take a few additional courses at Webber or other regionally accredited institutions to enhance their fundamental understanding of business functions before entering the MBA program. The suggested pre-MBA foundation courses are:

- A course in Economics
- Two courses in Accounting
- A course in Algebra or Calculus
- A course in Statistics
- A course in Computer Applications
- A course in Finance

- A course in Social Science

The Graduate School reserves the right to evaluate the applicant's potential by conducting a personal interview in addition to all other requirements for admission, if deemed necessary.

### Admission Standards

Each applicant will be considered for admission to the MBA program based on a combination of qualitative and quantitative information. Letters of recommendation, written essay, résumé and personal interviews will comprise the qualitative criteria used in considering each candidate's application. With respect to quantitative measures, applications to the MBA program are evaluated based on standardized test scores (as applicable) and undergraduate grade point averages of the last 60 college credits attempted.

The applicant's quantitative and qualitative measures are combined into a formula score which serves to categorize the status of each "accepted" applicant as follows:

1. Honors Acceptance
  - a. Need a minimum 3.5 undergraduate GPA
2. Regular Acceptance
  - a.  $\text{GMAT} + \text{Quality Points}^1 \geq 550$   
**or**
  - b.  $(\text{GPA} * 200) + \text{Quality Points}^1 \geq 650$   
**or**
  - c.  $\text{GMAT} + (\text{GPA} * 200) + \text{Quality Points}^1 \geq 1,100$  **or**
  - d.  $\text{GMAT} + \text{Personal Interview} \geq 500$
3. Provisional Acceptance
  - a.  $\text{GMAT} + (\text{GPA} * 200) + \text{Quality Points}^1 = 1,000-1,099$

A student that is "provisionally" accepted into the Graduate School is implicitly already on "probation".

Upon entering the program, this student is required to immediately maintain at least a 3.0 cumulative GPA for the first two terms (if taking classes as a full-time student) or 9 credit hours (if taking classes on a part-time basis) whichever comes first. If the student's cumulative GPA during this immediate probationary period drops below a 3.0, the student is subject to dismissal from the MBA Program, at the discretion of the Graduate Council. Once the student has met the two term / 9 credit hour initial requirement, the student is no longer considered to be subject to the constraints of the "provisional" status. After that point, the "provisionally accepted" student is granted the same opportunity to cure deficiencies as the graduate student under the terms of academic probation. *Acceptance to Webber International University is based upon approval by the Graduate Admissions Committee.*

<sup>1</sup>Quality Points are based on experience, resume, essay and references.

### Transfer Policy

Students who are accepted into the Graduate School may transfer in no more than 6 credit hours from an MBA program from a regionally accredited college or university. The student must have earned a grade of at least "B-" for each of the classes which are requested to be accepted for transfer credit. Additionally, these credits may not take the place of Practicum or capstone (strategy) courses.. Additionally, any MBA course taken away from Webber will not be considered for credit toward the MBA degree if the course was taken more than 7 years from the student's projected graduation date.

### Webber Transient Students

Webber students who attempt to take a course for credit transfer from a regionally accredited and approved Graduate school, must complete a Transient Student form. In addition, the course has to be approved in advance by the Dean of the Graduate School.

### Residency Policy

The last 30 hours of the MBA program must be earned at Webber.

### Student Academic Status

Each student will be evaluated on the following grading system:

Letter	Points	Quality of performance
A	4 points	Superior performance
B	3 points	Average performance
C	2 points	Below average performance
F	0 points	Failure
I	no points	Incomplete
I		Incomplete is indicated on the final grade sheet if all class work has been completed except for a major paper or the final exam has not yet been taken. An Incomplete must be removed by the end of the next term or it will be computed as an "F."
IP		An IP is indicated on the final grade sheet for a course that is still in progress (i.e. Practicum). <i>Students in the practicum I-II sequence who do not achieve a minimum of B in the first practicum receive an IP and must re-register when the course is re-offered.</i>
NC		A grade given for the non-credit courses which indicates that a credit attempt was not acceptable. An NC grade earns no grade points and is not computed in the grade point average.
R		A grade given which indicates that a credit attempt was not acceptable. A "Retake" grade earns no grade points and is not computed in the grade point average.
W		Withdrawal is indicated on the final grade sheet if the student withdrew himself from the class during the designated withdrawal period, completed the required paperwork, and paid the required fee. The grade is not computed in the grade point average.
P		A grade given for transferred credit. No grade points are assigned but hours toward the degree are earned.
WP/WF		Withdraw Passing and Withdrawal Failing may be indicated on the final grade sheet if the designated Withdrawal period is over and ONLY at the discretion of the instructor. No more than one (1) Withdrawal Failing grades is allowed during the MBA program. A WP/WF grade is not computed in the grade point average.

<b>Grade</b>	<b>Range</b>	<b>Quality Points</b>
A	100-90%	4 Grade Points
B	89-80%	3 Grade Points
C	79-70%	2 Grade Points
F	below 69%	0 Grade Points

### **Full-time/Part-time**

A student in the Webber International University Graduate School of Business is considered a full-time student, when he or she is taking two (2) courses (6 credit hours) in a term. Therefore, a part-time student is a student taking one (1) course (3 credit hours) in a term. Each term is ten weeks, with four terms annually.

### **Forgiveness Policy**

It is the policy of the Graduate School, that any student may retake a maximum of one course, in order to establish effective proficiency in that area. After completion, the student may then request grade forgiveness with the academic advisor or the Registrar's Office. The previous course listing will remain on the transcript, but the grade will then change to "R"; thus it will not be computed in the final grade point average. The new grade obtained from repeating the course will be on the transcript and will be used for computing the final G.P.A. if it is higher or the same as the forgiven grade. If the new grade is lower than the first grade, both grades will remain on the transcript and both will be computed into the G.P.A. but only one of the two will be counted toward graduation.

### **Probation**

Students who maintain a minimum of 3.0 cumulative G.P.A. in graduate course work will be classified in "good standing". If a student falls below a 3.0 cumulative G.P.A. or has a course with a grade of "F," he/she will be placed on academic probation. By being classified as on "academic probation", the student is granted the opportunity to raise the cumulative G.P.A. to at least the 3.0 level without an "F" grade, within two terms, 9 credits or the end of the degree requirements, whichever comes first. If the student fails to reach a cumulative G.P.A. of 3.0, he/she will be dismissed from the program at the discretion of the Graduate Council. No more than two courses with a grade of "C" are accepted toward graduation.

### **Dismissal**

Any student receiving an "F" in a course, in the program, is subject to dismissal by the Graduate Council.

Any student whose academic or personal behavior is detrimental to the Webber International University MBA program is subject to dismissal by the Graduate Council.

### **Reinstatement**

Students who have been dismissed from the MBA program will not be allowed to apply for readmission/reinstatement for a period of two years from the date of their dismissal. Such applicants must demonstrate that they have remained current in their field in order to be reinstated.

Previous MBA students who voluntarily left the program in good standing within the past two years may use the following streamlined process for readmission—they must submit an updated application, résumé, transcripts from any university the student may have attended that are not already on file with Webber, and a new Enrollment Agreement. Students who have been absent from the program for more than two years must submit a completely new enrollment package.

All students re-entering the program after an absence are subject to any changes made to the program during their absence and must follow the catalog in effect at the time of re-entry.

## Completion Requirements

To assess overall student achievement, each student, nearing program completion, as part of a group, will complete a capstone course (Strategy Course) which is designed to synthesize knowledge of all business disciplines. In addition to the capstone course, each student will be member of a group assigned the responsibility to develop a comprehensive business consulting report addressing the needs of a particular organization. The academic credit relating to the consulting project is 3 - 6 semester units depending on the option in the MBA program.

Each student must earn a minimum of 36 graduate semester credits (12 classes) of which 30 must be earned at Webber International University with a minimum of 3.00 cumulative GPA which must not consist of more than 2 C's. The degree must be completed within seven years of the date from which the first MBA class is completed at Webber.

## Academic Dishonesty

1. **Academic Dishonesty** – academic dishonesty includes but is not limited to the following:
  - a. Cheating on an examination or in the classroom;
  - b. Plagiarism, or taking and passing off as one's own ideas, writings or work of another, without citing sources;
  - c. Stealing examinations or course materials;
  - d. Falsifying records; or assisting anyone to do any of the above;
  - e. Violation of computer policies
2. **Copyright Compliance**– students must adhere strictly to all laws and guidelines pertaining to copyright; no videos or films may be shown outside the classroom without the appropriate copyright permission.
3. **Plagiarism** – The Winston Dictionary defines plagiarism as "as the act of stealing and using as one's own, the ideas, or the expression of the ideas, of another". Plagiarism includes the paraphrasing of another person's work or idea. Students must state the source of information, if not their own, by the use of footnotes or by citation in the body of the text. Punishment - upon the first offense students will receive an "F" with the numerical value of zero (0) on the assignment. A report of the offense will be made to the Chief Academic Officer. A second offense whether in the same course or another course, will result in an "F" for the course. A third offense will result in expulsion.
4. **Cheating** – Webber International University defines cheating as follows: (1) unauthorized giving or receiving of aid by any means during a test or examination; (2) having another person take an exam in his place, or taking an exam in another person's place; (3) stealing or using, unless authorized, any test, paper, or answer key. Punishment for cheating: Upon the first offense, the student will receive an "F" with a numerical value of zero (0) in that course. A report of the offense will be made to the Chief Academic Officer. A second offense will result in expulsion.
5. **Team Work Responsibility** – It is one of the program's goals to provide the student with team work experience. As a result, almost all of the courses require students to work in teams toward a common goal, similar to the kinds of experiences many students will encounter after graduation in a professional career. Success in these courses is based not only on knowledge of material but also on the ability to work effectively with others and manage a group process. Students should be aware of the responsibility to adjust behavior when appropriate in order to achieve the team objectives.

Team member evaluations will be completed, at the discretion of the instructor, by each team member (after each team effort). The "free rider" phenomena will not be tolerated. Indication that a team member/members failed to contribute to the team effort, will, at the discretion of the professor, have their grade lowered on the assignment by at least one full grade level.

## Academic Review/Grade Challenge

A student may request a review of a final grade within thirty (30) days of assignment of grade. Such a request must be submitted in writing to the Chief Academic Officer and shall state the reason(s) why he/she thinks the grade to be unjust. If the Chief Academic Officer determines that the student has reasonable grounds for requesting a review, he will appoint a committee of faculty members to conduct a review. The Chief Academic Officer will notify the student, in writing, of the final decision.

An Academic Review Committee has the sole responsibility to determine the justness of the disputed grade. It may not properly make any recommendation beyond that point.

The student who requests an academic review of a final grade bears the burden of proof in establishing that the grade was undeserved. Failing to prove by preponderance of the evidence, the grade must stand as assigned by the faculty member. The presumption is always that the faculty member assigned the grade for good cause and without bias.

## Policies Governing University Services

### Education Records and Student's Right to Privacy

Students are the “owners” of their education records, and the institution is the “custodian” of the records. An education record is defined as any record that directly identifies a student and is maintained by the institution, education agency or by a party acting for the institution or education agency. A key distinction of education records is that education records are shared. Education records can exist in any medium including the following handwritten, typed, computer generated, videotape, audiotape, film, microfilm, e-mail, and others.

The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) is a Federal law that protects the privacy of student education records. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education.

Webber International University must have written permission from the eligible student in order to release any information from the student's education record. However, FERPA allows schools to disclose those records, without consent, to the following parties or under the following conditions (34 CFR § 99.31):

- School officials with legitimate educational interest;
- Other schools to which a student is transferring; Specified officials for audit or evaluation purposes;
- Appropriate parties in connection with financial aid to a student;
- Organizations conducting certain studies for or on behalf of the school; Accrediting organizations;
- To comply with a judicial order or lawfully issued subpoena;
- Appropriate officials in cases of health and safety emergencies; and State and local authorities, within a juvenile justice system, pursuant to specific State law.

Webber may disclose, without consent, "directory" information. The Student handbook annually notifies current students of their FERPA rights.

#### **Directory Information:**

Releasable items that are not generally considered sensitive or confidential:

- Student name, Address, E-mail address, Phone number
- Height, weight and photos of athletic team members

- Date and Place of birth (used with caution)
- Major and minor field of study
- Class level
- Dates of attendance
- Enrollment status
- Names of previous institutions attended
- Participation in officially recognized activities and sports
- Honors/awards received
- Degree earned and date earned degrees
- Photographic, video or electronic images of students taken and maintained by the institution

A student may request in writing that Directory Information not be released by contacting the Registrar or the Dean of Student Life. Contact [registrar@Webber.edu](mailto:registrar@Webber.edu) for information or questions. A paper copy of the FERPA policy is available on request.

### **Procedures for Access by Students**

1. The student must provide proper identification verifying that he/she is the person whose record is being accessed.
2. The administrative officer responsible for maintenance of the records shall review the contents of the record with the student at an appointed time.
3. The student shall be free to make notes concerning the contents, but no material shall be removed during this process. Copies of the record shall be provided upon written request and payment of a fee comparable to that normally charged for a transcript, provided that the qualifications for the release of an official transcript are met.

### **Request for Change of Record**

When a student has challenged certain data and has requested deletion or modification of the record:

- a. In the case of obvious error, immediate correction will be made.
- b. In other cases, an administrative review may be requested by the student in writing to the Registrar/Financial Aid Director. The review will be held within 15 days of receipt of the request.
- c. Subsequent to the review, the committee will provide in writing, within 30 days, the decision concerning the request for deletion or modification and offer the student the opportunity to receive an explanation of the decision.
- d. Should the student wish to appeal the decision, the regular University appeal process shall be invoked.

**Student ID Cards** – Each student is required to have a Webber International University ID card. ID cards are made during the night of orientation and on the evening of each of the first night classes. ID cards must be presented at Webber social functions, at the University library, to check out University equipment and to enter the University cafeteria. Security will request a student to present his ID for a number of reasons.

Replacement ID's will be at a cost of \$25.

**Attendance** – Students are expected to attend punctually to all face-to-face class sessions and may be absent only for unavoidable reasons. It is the student's responsibility to inform his instructor of an unavoidable absence.

**Library and Computer Resource Center** – The library staff as well as the computer resource staff reserve the right to inspect book bags and other personal belongings entering and exiting the library and Computer Resource Center.

**Official Holidays**- Labor Day, Thanksgiving, Christmas, New Year's Day, Martin Luther King Day, Spring Break,

Memorial Day, Fourth of July.

**Career Services** – students visit the CAREER SERVICES to find the latest information on job-search skills, such as resume writing and interview techniques. The Career Library provides free pamphlets, directories of employer contacts, and circulating books on career opportunities in all Webber's majors.

Activities sponsored by Career Service include an annual informational job fair in November and workshops throughout the year. Students can also schedule appointments for individual counseling on career options and discovering sources of potential employers.

**Immunization Policy** – All students, full and part time, born after 1956, are required to have appropriate immunization and immunization documents on file in the Health Services Office.

**Required Immunizations** – According to the Florida State Health Department the following immunizations are required prior to entering the school program.

- A. Tetanus - 5 doses required the last of which should be within the past 10 years.
- B. Polio - 4 doses. This is omitted from the required immunizations for people 18 yrs. or older.
- C. MMR - measles, mumps, rubella. 2 doses required. TB - recommended but not required.

Webber International University requires that all students have the Measles, Mumps, and Rubella (MMR) immunization prior to registration and participation in classes. Students who do not provide official immunization documentation of the MMR immunization will be required to have the MMR immunization at their own expense when they arrive on campus.

**On Campus Activities** – Use of University facilities is prohibited on any part of the campus except in an area designated by the proper University authority and subject to any limitations and provisions established by an appropriate University official (i.e., outside speakers, outdoor concerts, student rallies). The University may establish limitations or conditions for a campus activity or event.

## Parking and Traffic Policies

Students are required to park in student-designated spaces only. Webber International University parking and traffic violation fines are to be paid in the Business Office. Ticketed vehicles must be removed within 24 hours or they will accumulate additional fines. Continued parking violations are met with increasing levels of penalty. Parking permits can be obtained from the Webber International University Switchboard located in the Babson Center. Parking decals are billed each term at \$7.50. A student must have a new decal each academic year. All mopeds and motorcycles must be registered. If the student sells or changes vehicles, he or she is responsible for the removal of the University Parking decal. Vehicles which are not owned by a Webber International University student, but have a Webber parking decal, will be ticketed if it is in a designated student space.

Designated parking is as follows:

**RESIDENT:**                      **Only** vehicles with the resident decals are permitted anytime

**COMMUTER:**                      **Only** vehicles with commuter decals are permitted between the hours of 7:00a.m. to 7:00p.m., Monday through Friday

**VISITORS:** **Only** visitors and commuters are permitted between the hours of 7:00a.m. to 7:00p.m., Monday through Friday

**FACULTY AND STAFF:** **Only** faculty and staff with decals are permitted between the hours of 7:00a.m. to 7:00p.m, Monday through Friday

### Traffic/Parking Violations (fines)

The following fines will be assessed for:

1. Parking in an undesignated area.
2. Parking in an area without proper decal.
3. Speeding - Speed limit on campus is 20 mph.
4. Vehicles entering the wrong way on one way streets.

First Offense:	\$50.00 fine
Second Offense:	\$100.00 fine
Third Offense:	\$150.00 fine
Each Offense Thereafter:	\$200.00 fine

Continual offenses may result in on campus parking privileges being revoked. Parking in a designated handicapped space will result in a \$100.00 fine each offense.

## Student Finances

### Financial Policies

Webber International University is a privately endowed non-profit institution. All education and operation income is derived from endowment funds, tuition fees, gifts, foundations, business and philanthropic contributions. The student actually pays only a portion of his/her educational expenses.

#### A. Payment Tuition and Fees

Tuition and fees are payable in full to the Business Office before the beginning of each term. Payments of tuition and fees may be made by cash, check (personal or business), money order, or credit card including Master Card, Visa, Discover, and American Express. Payment may be made by mail or in person in the Business Office between the hours of 8:00 a.m. and 4:30 p.m. Monday through Friday. Credit card payments are also accepted by phone at 863-638-2944.

Fees charged by the University may be adjusted at any time by the Board of Trustees. When practical, advance notice of any change in fees will be given to students through their webber.edu email.

At the time of application for admission, the student (resident or non-resident student) submits an application fee of \$50 (\$75 for International). This fee is a non-refundable service charge to cover a portion of the cost of processing the application. An advance deposit of \$200, which is applicable to tuition, is required. One hundred percent (100%) of the deposit is refundable if written notification of cancellation is received by Webber International University at least thirty days before the start of classes. The housing deposit is non-refundable after 30 days prior to the first day of classes.

All resident (dormitory) students are required to maintain a \$215 security deposit and a \$5 key deposit in the Business Office, prior to their first day of classes, to cover costs of property damage to their assigned rooms. The security/housing deposit refund must be requested in writing by the student within 90 days of the last full term of attendance of the student. After 90 days, if the refund request is not received in writing, the security/housing deposit becomes the property of Webber International University and is non-refundable. There are no exceptions to this policy.

Periodically, campus property will be inspected and damage charges may be assessed. Any student involved will be

billed directly for his/her proportionate share of the damages.

Lab fees are required where applicable and are non-refundable.

## **OFFICIAL NOTICE**

Students are hereby officially notified that the registration and enrollment process is not complete until all tuition, fees and other charges are paid in full. If payment is not made in full, other alternative arrangements must have been made which are accepted and acknowledged by the University. Students personally guarantee and are responsible for all obligations to the University for tuition, fees and other charges.

Any student who has an outstanding balance due the University is officially given notice that the University will withhold granting degrees and issuing grades, and discontinue the release of official transcripts and academic records until all balances are paid in full.

## **B. General Regulations**

Regardless of the method of payment selected by the students, other conditions and requirements which apply to all University bills are as follows:

1. All bills are due and payable at the beginning of each term.
2. If any payments are due to Webber International University, the student will receive no grades; be given no transcripts, degrees, or letters of recommendation; nor will the student be permitted to register for the following term until all financial obligations have been settled in the Business office.
3. Webber International University assumes no responsibility for personal property of the student.

**IF A PAYMENT DUE DATE IS MISSED, A LATE CHARGE OF \$25 WILL BE ADDED TO THE STUDENT'S ACCOUNT.**

## **Student Fees per Term**

Tuition and fees for each class in the MBA program are \$688 per credit hour (Online Program-Technology Fee is an additional \$69.00 per credit hour) for the 2018 - 2019 academic year, with each course worth three credit hours. The 36-hour MBA program is scheduled so that a student who is continuously enrolled can complete the 12 required courses to meet the degree requirement in only 19 months.

Once the student is accepted into the program, an immediate, non-refundable deposit (to be applied toward tuition) of \$200 will be required of the student to secure a place in the class.

## **Technology Fee**

All courses offered via internet are subject to a supplemental \$207 technology fee.

## **Graduation Fee**

A graduation fee of \$322 will be due at the beginning of the student's final term.

## **Incomplete Fee**

A fee of \$25 is required when a student applies for a grade of "Incomplete."

## **Refund Policy**

Registration in the University is considered a contract binding the student for charges incurred.

## **Students Who Receive Federal Title IV Aid**

Federal Funds are awarded to a student under the assumption that the student will attend the institution for the entire

period for which the assistance is awarded. When a student ceases academic attendance prior to the end of that period, the student may no longer be eligible for the full amount of Title IV, HEA program funds that the student was scheduled to receive.

Federal regulations require educational institutions to have a written policy for the refund and repayment of federal aid received by students who withdraw during a term for which payment has been received. These policies are effective only if the student “completely terminates enrollment” or stops attending classes.

### **Repayment of Unearned Title IV Student Financial Aid Policy**

The amount of Title IV aid that a student must repay is determined via the Federal Formula for Return of Title IV funds as specified in Section 484B of the Higher Education Act. This law specifies the pro-rated amount and the order of return of the Title IV funds to the programs from which they are awarded.

The amount of Title IV aid earned is determined by multiplying the total Title IV aid (other than FWS) for which the student qualified by the percentage of time during the term that the student was enrolled, up to 60% of the enrollment period. If less aid was disbursed than was earned, the student may receive a late disbursement for the difference. If more aid was disbursed than was earned, the amount of Title IV aid that must be returned is determined by subtracting the earned amount from the amount that was disbursed.

The responsibility for returning unearned aid is allocated between the school and the student. The post withdrawal calculation is performed to determine the portion of disbursed aid that could have been used to cover school charges and the portion that could have been disbursed directly to the student once school charges were covered. Webber International University will distribute unearned aid back to the Title IV programs as specified by law. Funds will be returned within 30 days of the date the institution becomes aware of a student’s withdrawal. If the student received Title IV aid in excess of the amount earned, the student may owe a refund to the appropriate agency.

### **Webber International University Refund Policy**

The size of the faculty and staff and other commitments of the college are based upon the enrollment at the beginning of the term. The fees collected are used to meet these commitments. After appropriate allocations are made to affected programs, a financial obligation from the student to Webber International University may result, which is payable at the time of the student’s withdrawal. Students who withdraw must notify the Dean of the Graduate School or the Registrar’s Office.

The refund policy for the MBA Program provides for a 50% refund until the end of the drop/add - fee period. A student will receive a 25% refund thereafter through the end of the first 25% of class time. After 25% of the term has passed, no refunds will be made.

**Request of Transcripts** - Student must submit a signed written request for transcripts; each transcript request is \$7.00. The student’s account must be paid in full before a transcript will be released. Students in default of federal student loans will not be issued a transcript until the US Department of Education acknowledges the student has made necessary repayments.

**Withdrawal from School** - Official withdrawal from the University for personal reasons is initiated by the student. The student must contact the Registrar’s Office to obtain an official withdrawal form. An interview is conducted and instructions for subsequent steps to leave in good academic standing are given.

## Student Email

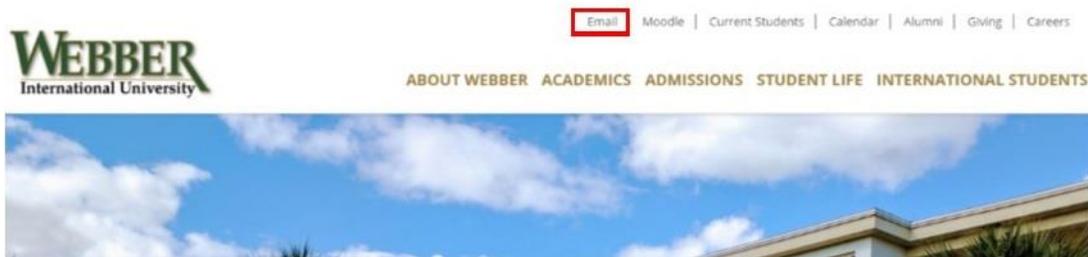
The Webber email URL is: [www.outlook.com/webber.edu](http://www.outlook.com/webber.edu). Each student at Webber has their own school email account. Please check your WIU email on a daily basis as Webber email is the official method of communications at WIU. If you are going to be working from home, please add this address to your Favorites.

You should now have an official (lastname, 1<sup>st</sup> initial, 2<sup>nd</sup> initial)@students.webber.edu email account. Contact the Computer Resources Center ( [Support@Webber.edu](mailto:Support@Webber.edu)) if you do not have an email address. You are expected to have your account at the start of classes.

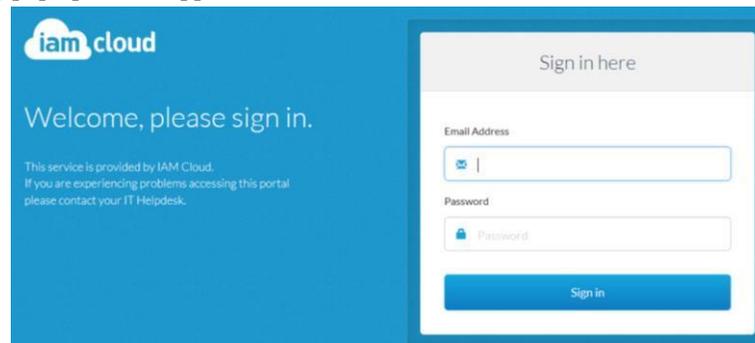
To access your email please follow the steps below:

**Step 1** – Go to [www.webber.edu](http://www.webber.edu)

**Step 2** – Click on the email link at the top of the homepage



**Step 3** – The following pop up should appear:



**Step 4** – Enter your @students.webber.edu.

Username = your last name & first initial & middle initial if you have one **NO SPACES!** (Example: [SmithJR@students.webber.edu](mailto:SmithJR@students.webber.edu))

**Step 5** – Initial password = webberwarriors **NO SPACES!** Change immediately to your individual password.

**Final Step** – Click sign in or hit enter.

**Please note: Your Email password and your CITRIX password are exactly the same. When you change one of**

them, the other one is automatically changed.

### Financial Aid

Applicants may apply for student loans for financial aid by using the Free Application for Federal Student Aid (FAFSA). Federal Direct unsubsidized student loans are available. Contact the Webber International University Financial Aid Office for additional information (863-638-2929).

### Veteran's Benefits

Webber is a military friendly institution and participates in the Chapter 33 Yellow Ribbon Program. Webber makes every effort to work personally with military personnel and family members to certify for benefits once the veteran is approved to receive benefits. Veterans must provide a "Certificate of Eligibility" to the Webber certifying official in the Registrar's Office. Veterans apply for benefits on the VA website-[www.benefits.va.gov/gibill](http://www.benefits.va.gov/gibill). If a student, who is receiving veteran's benefits, is placed on academic probation and fails to reach a cumulative G.P.A. of 3.0 within two terms, 9 credits or the end of the degree requirements, all veteran's benefits will be terminated.

### Academic Advising

#### Registering for Courses

Prior to the start of classes, the MBA Coordinator will register each student for the next term using the MBA course rotation schedule and the student's full-time/part-time status. If the student needs to change their enrollment status between full/part-time, contact the MBA Coordinator as soon as possible. Changing enrollment status will affect an anticipated graduation date.

#### Adding/Dropping Courses

Students may choose to add/drop a course only during the first week of classes. To add/drop a course, please contact the MBA Coordinator for advising. Changing courses may affect an anticipated graduation date.

#### Withdrawing from a Course

After the drop/add period, a student has the option to withdraw if the student cannot continue taking the course for personal reasons. A withdraw will show up as a "W" on the student's transcript. A withdrawal from a class is made with the MBA Coordinator. The Academic Advisor will submit the withdrawal form to the Registrar's Office for processing. A \$10.00 withdrawal fee will be charged to the student's account and the student may choose to pay online, via phone, or in person. A withdraw must be completed prior to the last week of classes. Contact the MBA Coordinator as soon as possible for advising. Withdrawing from a course will affect an anticipated graduation date.

Not attending class does not mean you are withdrawn. Leaving a course without completing a withdrawal form will result in an "F" recorded for the course on the student's transcript.

#### MBA Change of Status

A student who wishes to change their MBA concentration will need to contact the MBA Coordinator to complete an MBA Change of Status form. All international students who are changing their program must see a DSO before a change of status can be approved.

### Summary of Requirements

#### MBA

MBA610	Information Systems Management Decisions
MBA618	Financial Reporting
MBA632	Global Economic Environment
MBA636	Quantitative Research Methods for Business

MBA640	Marketing Philosophy and Management
MBA647	Innovation, New Products & Services, & E-Commerce
MBA650	Topics in Legal and Ethical Environment of Business
MBA662	Financial Decision Making
MBA688	Human Behavior in Organizations
MBA690	Strategic Thinking in Organizations
MBA691	Practicum I: Consulting Project
MBA692	Practicum II

\*Note: This program is a fully face-to-face program.

### **MBA – Accounting\***

MBA610	Information Systems Management Decisions
MBA621	Advanced Accounting Analysis
MBA623	Tax of Corporation & Shareholders
MBA625	Tax Partnerships & Partners
MBA627	Estate, Gift & Trust
MBA632	Global Economic Environment
MBA640	Marketing Philosophy and Management
MBA647	Innovation, New Products & Services, & E-Commerce
MBA662	Financial Decision Making
MBA688	Human Behavior in Organizations
MBA687	Accounting Practicum
MBA690	Strategic Thinking in Organizations

\*Note: In order to enter this option, students must have a Bachelor’s Degree with a major in Accounting, or at a minimum a Bachelor’s Degree and the following courses: Intermediate Accounting I, Intermediate Accounting II, Auditing I, and Cost Accounting.

\*\*Note: This program is a fully face-to-face program.

### **MBA – Criminal Justice Management**

MBA610	Information Systems Management Decisions
MBA618	Financial Reporting
MBA632	Global Economic Environment
MBA636	Quantitative Research Methods for Business
MBA640	Marketing Philosophy and Management
MBA662	Financial Decision Making
MBA652	Criminal Justice Administration
MBA653	Qualitative Methods in Criminal Justice
MBA655	Ethics in Criminal Justice
MBA656	Advanced Victimology
MBA657	Criminal Justice Practicum
MBA659	Strategies in N Criminal Justice

**MBA – International Business (Online)\***

MBA610	Information Systems Management Decisions
MBA618	Financial Reporting
MBA632	Global Economic Environment
MBA636	Quantitative Research Methods for Business
MBA640	Marketing Philosophy and Management
MBA647	Innovation, New Products & Services, & E-Commerce
MBA662	Financial Decision Making
MBA681	International Finance & Investments
MBA682	International Business & Management
MBA683	International Logistics and Supply Chain Management
MBA684*	Travel Experience in International Business
MBA689	Global Strategy

\*Note: MBA684 is an International Fieldtrip course. As such, physical presence is necessary. Students who take this course should be ready to travel to a designated site abroad for one week to ten days. Students contemplating this option should budget accordingly.

**MBA – Sport Business Management**

MBA610	Information Systems Management Decisions
MBA618	Financial Reporting
MBA632	Global Economic Environment
MBA636	Quantitative Research Methods for Business
MBA640	Marketing Philosophy and Management
MBA662	Financial Decision Making
MBA670	Integrative Approaches to Sporting Events
MBA671	Analysis of Theory & Political Aspects of Sport Business
MBA675	Management & Leadership Theory
MBA677	Sport Business Management Practicum I
MBA678	Sport Business Management Practicum II
MBA690	Strategic Thinking in Organizations

\*Note: This program is a fully face-to-face program.

## MBA Course Descriptions

### MBA610

#### INFORMATION SYSTEMS FOR MANAGEMENT DECISIONS

3 Credits

In this course the student will develop or enhance their skills with various office technology software packages, which are fundamental to a computerized information system. The student will learn about the corporate information system and major issues that relate to the information system, such as decision making, security, privacy, ethics, technologies, project management, team skills, etc. Both individual and team projects are stressed. Prerequisite: An introductory computer course in which the student has developed basic file management, word processing, and spreadsheet skills in creating and formatting neat tables, graphs, and documents.

### MBA618

#### FINANCIAL REPORTING

3 Credits

This course integrates accounting, economic theory and empirical research into a framework of financial analysis. It is designed to permit MBA students to understand the process which generates financial statements and to be able to locate and use both published and unpublished financial information. The tools of financial analysis are provided in the context of current financial reporting.

### MBA621

#### ADVANCED ACCOUNTING ANALYSIS

3 Credits

This course integrates accounting analysis, financial analysis, and advanced accounting topics. Topics covered in the course include accounting for inter-corporate investments, mergers and acquisitions, preparation of consolidated financial statements, accounting for multinational transactions, including the effects of exchange rates, the use of derivatives to hedge such transactions, and consolidating foreign subsidiaries, and partnership accounting.

*Prerequisites: Intermediate Accounting II, Auditing I, Cost Accounting.*

### MBA623

#### TAXATION OF CORPORATIONS AND SHAREHOLDERS

3 Credits

This course examines the tax consequences of both corporate and shareholder transactions. The areas included are incorporation, capital structure, operation, dividends, redemption, liquidation, reorganization and consolidated reporting. Coverage will be from both a planning and compliance standpoint.

### MBA625

#### TAXATION OF PARTNERSHIPS AND PARTNERS

3 Credits

This course will examine the tax consequences of various business entities, including corporations, partnerships, and estates. Coverage will be from both a planning and compliance standpoint, incorporating financial reporting for tax purposes, and examining the income taxation of such entities.

### MBA626

#### ENTITY TAXATION & PLANNING

3 Credits

The law with regard to estate, gift and trust taxation, estate planning and compliance reporting is the backbone for this course. Further in-depth coverage is provided into the estate and gift tax, generation skipping transfers, valuation, and the income taxation of trusts and estates.

### MBA632

#### GLOBAL ECONOMIC ENVIRONMENT

3 Credits

Economics helps managers acquire a broader understanding of the factors that influence the demand for a firm's product. A knowledge of economics also equips the manager to deal with events that are external to the firm such as waves of

consumer and business confidence, and changes in monetary, fiscal, and trade policies. Managers who understand how markets work at the firm, industry, and global economy levels are well prepared to make decisions in a dynamic environment.

**MBA636**

**QUANTITATIVE RESEARCH METHODS FOR BUSINESS**

**3 Credits**

Strategic decisions in organizations must be based in part on information that is subject to cross-verification and validation. This course will introduce students to the methods, strategies, and analysis options available to business researchers. Emphasis will be given to methodological foundations of correlative and experimental research designs including hypothesis testing, sampling methods, and statistical analyses.

**MBA640**

**MARKETING PHILOSOPHY AND MANAGEMENT**

**3 Credits**

Marketing has evolved in recent years from a mere function of the organization to a business philosophy permeating all levels of the organization. An important objective of organizations is to satisfy the needs of existing and potential customers by meeting or exceeding expectations. In order to accommodate consumer needs efficiently, an organization must recognize the potential consumer (segmentation and targeting), and tailor the design, price, promotion and placing of offerings to most optimum levels.

**MBA647**

**INNOVATION, NEW PRODUCTS & SERVICES, & E-COMMERCE**

**3 Credits**

The viability of a business entity is based in part on its ability to innovate by marketing new products and/or services to accommodate rapid changes in tastes, technology, competition, and E-Commerce distribution. The innovation concepts will include breaking free from tradition, while thinking outside the box, and the emerging technological trends necessary to be competitive in E-Commerce. Students will also be introduced to the new product processes of idea generation, consumer research and R&D interface, concept and product testing, product launch, and product life-cycle management.

**MBA650**

**TOPICS IN THE LEGAL AND ETHICAL ENVIRONMENT OF BUSINESS**

**3 Credits**

This course examines current topics related to business law and ethics, including international issues. Topics are covered through a discussion of cases, and business situations, including legal, ethical, social, and philosophical aspects. A “big picture” understanding of how legal and ethical issues affect managerial decision-making is stressed.

**MBA/CJM652**

**CRIMINAL JUSTICE ADMINISTRATION**

**3 Credits**

This course is an upper level course which will address the structure and function of the judicial system and the major problems and needs of the judicial segment of the criminal justice system. The course will examine the history, traditions and philosophy of the American court system. Emphasis will be placed on the roles of the prosecutor, the judge, the defense attorney, the jurors, the defendants and the public. The course will focus on the general themes of law on the books, law in action and law in controversy. Major emphasis is placed on the basic concepts of criminal law and administration Course content will include an overview of the structure and operation of the court system with special emphasis on the Florida Court System.

*Prerequisite: Introduction to Criminal Justice*

**MBA/CJM653**

**QUALITATIVE METHODS IN CRIMINAL JUSTICE**    **3 Credits**

This course provides an introduction to qualitative research methods and how they are often applied in the study of

crime and justice. Qualitative methods includes a wide variety of challenging techniques such as participant observation, ethnography, interviewing, field interviews, historical analysis, case studies, and textual analysis. The course will explore these various techniques as well as the uses, strengths and limitations of qualitative research. In addition, the course content will include designing, conducting, and writing up qualitative research. Finally, the process of grounded theory construction is explored.

**MBA/CJM655**

**ETHICS IN CRIMINAL JUSTICE**

**3 Credits**

This course is an intensive examination of different ethical and moral issues/dilemmas that we face within and outside of criminal justice systems when dealing with people who either work for or come contact with the system. Emphasis will be on exploration of ethical/moral issues related to crime, criminal justice practice, education, and research.

**MBA/CJM656**

**ADVANCED VICTIMOLOGY**

**3 Credits**

This course is designed to introduce students to the field of victimology and explores its conceptual boundaries, basic concepts and literature within various subareas. The course will explore policy developments and practical applications which stem from the concern over victims. The progression from a criminal to a victim justice system will be emphasized.

**MBA/CJM657**

**PRACTICUM**

**3 Credits**

Because criminal justice is an applied discipline, an important feature of the program is the three credit ten-week Practicum. This part of the program is designed to give personal and direct experience; it also offers the student opportunity to put his or her theoretical knowledge obtained via the course work from the MBA and CJM courses to work at a criminal justice agency. Students will work on a criminal justice management related problem identified by the administration of a criminal justice agency and provide them with a copy of the final project once completed at the end of the semester. Such placements include, inter alia, federal agencies, police departments, state or county probation/parole offices, state attorney general offices, district courts, juvenile court, district attorneys' offices, public defenders' offices, bail agencies, medical examiners' offices, private security firms, private investigation firms, insurance companies, crime victims' centers, prisons, and detention centers. While the Chair of the CJM program will maintain an Agency Database to assist students in locating an appropriate position, it is the student's responsibility to apply for and obtain employment with an approved criminal justice agency. The CJM program has a detailed Practicum Policy which the student is expected to read and understand, and with which the student must comply. Because the Practicum is a requirement for all criminal justice management majors, students should familiarize themselves with the Practicum requirements before becoming criminal justice management majors.

**MBA/CJM659**

**STRATEGIES IN CRIMINAL JUSTICE**

**3 Credits**

Students will explore the development and design of strategic planning to provide the competence to develop a strategic plan for a criminal justice agency. Strategic planning will be contrasted to tactical planning and intuitive planning. The strategies for future thinking, visioning, organizational values, environmental concerns, stakeholders and forecasting will be studied. Study and research will focus on the philosophy, theory and application of strategic planning in criminal justice agencies.

**MBA 662**

**FINANCIAL DECISION MAKING**

**3 Credits**

This course explores the advanced theoretical concepts and practical applications associated with corporate finance in

general and specifically on capital budgeting and the long-term financing of investment alternatives. Under the assumption of an environment of capital rationing, a particular emphasis is placed on improving decision making through the integrated application of the many aspects of the capital budgeting process to include: forecasting relevant after-tax cash flows, applying a cost of capital to assess project viability and planning to maintain an ideal capital structure while seeking the maximization of shareholder wealth.

**MBA 670**

**INTEGRATIVE APPROACHES TO SPORTING EVENTS**

**3 Credits**

This course is designed to provide students with an understanding of the essential promotion and marketing strategies vital in the competitive business of conducting and managing sporting events. Students will develop comprehensive marketing plans, fundraising campaigns and generate corporate sponsorship proposals utilizing the latest trends and methods used in the business world today. Topics to be covered include: marketing theory and relationship to the sport industry, industry segmentation, marketing mix and strategies, sponsorship, licensing, and marketing research as it applies to marketing to the sport consumer, a sporting venue or sporting event.

**MBA671**

**ANALYSIS OF LEGAL & POLITICAL ASPECTS**

**3 Credits**

To achieve a broad based understanding of what is essential to function in sport business, it is imperative that today's sport manager is cognizant of the legal and political impact in the decision making process. Emphasis will be placed on legal theories, responsibilities, risk management, as well as, the law as it relates to politics and how working with local, state, and federal leaders can affect the structure, development, organization, and delivery of sport facilities, venues, and events.

**MBA675**

**MANAGEMENT & LEADERSHIP THEORY**

**3 Credits**

Effective leadership and management practices are critical to the success of sport business. In this course, students will develop these important skills by examining how leadership styles impact the formulation of effective strategies and policies for sport managers in organizing and directing sport businesses, events, and programs. Special emphasis will be placed on such areas as: policy development, negotiations, labor

**MBA676**

**STRATEGIC MANAGEMENT IN SPORT BUSINESS**

**3 Credits**

This course integrates sport and business concepts from the students' graduate background into applied analysis for developing strategies to meet today's sport business challenges. As sport business management becomes more complex, data-centric, and highly scrutinized managers must be able to formulate strategies, make informed decisions and thoroughly understand the impact of those decisions on the stakeholders within the organizational environment. To better understand the impact management strategy and decision making have on business outcomes, the course incorporates an interactive business simulation.

**MBA677 & 678**

**SPORT BUSINESS MANAGEMENT PRACTICUM I & II**

**6 Credits**

As the market for sport professionals becomes increasingly competitive, practical experience in the professional arena is vital. The Sport Business Management practicum is a special research project or study intended to expose students to a practical and professional career related experience. The practicum is a two term consulting project (not an internship) which provides the opportunity to examine in-depth an aspect or area of sport business that is of interest to the client. The practicum will be considered based upon both student and business needs, and must be approved a term prior to the project. To continue in MBA 678 a minimum grade of "B" is required in MBA 677.

**MBA681****INTERNATIONAL FINANCE & INVESTMENTS****3 Credits**

This course examines the management of financial aspects of a firm in a global environment. Topics to be considered include foundations of international financial management, foreign exchange, purchasing power parity, exchange rate risk management using futures and forwards, management of transaction, economic, and translation exposure, world financial markets and institutions, foreign direct investment, and international capital budgeting. In addition, concepts of international investing will be covered, including theories and instruments used in the development of international investment portfolios.

**MBA682****INTERNATIONAL BUSINESS & MANAGEMENT****3 Credits**

This course provides students with an understanding of the unique and dynamic environment in which international business transactions are negotiated. By stressing the global benefits of international business, students will be able to see how an organization's understanding of the global business environment plays a prominent role in the success of their individual enterprises on an international level. In addition, consideration of the interaction of differing economic systems, government systems and policies, political risks, exchange rate risks, etc. will be considered.

**MBA683****INTERNATIONAL LOGISTICS AND SUPPLY CHAIN MANAGEMENT****3 Credits**

International trade is driven by international logistics and the provision of the global supply chain. The course attempts to help students understand how global supply chain management is linked to the market place, distribution networks, procurement activities and overall ability to operate in a global infrastructure.

**MBA684****TRAVEL EXPERIENCE IN INTERNATIONAL BUSINESS****3 Credits**

Students will gain valuable experience expanding and enriching their skills through a faculty led international travel experience. In addition to the travel component, this course will require students to perform outside research related to business conditions in the country and region which are to be traveled to and provide written reports containing graduate level insights detailing their experiences.

**MBA687****ACCOUNTING PRACTICUM****3 Credits**

An accounting or tax project that provides the students with a professional career-related experience. It is designed to synthesize knowledge and direct it toward the investigation of a specific accounting problem.

The consulting project will be considered and staffed according to student and client needs. This project is chosen from among those provided from accounting and corporate sponsors.

**MBA688****HUMAN BEHAVIOR IN ORGANIZATIONS****3 Credits**

This course examines the principles and practices pertaining to human behavior and organizational development. Motivation and leadership issues are studied as they impact the organization and the individual; in turn, the characteristics of individuals and group dynamics are considered as they impact organizational performance. Specific topics relate to micro and macro organizational behavior.

**MBA689**

**GLOBAL STRATEGY**

**3 Credits**

The competition in a global industry for sources and markets strongly influences the corporate performance of multinational firms. This requires development of global strategy to direct them. The course aims to enhance understanding of how concepts from marketing, finance, logistics, global scale economies and management of diversity, among others, are used to create competitive advantage. (Ideally) The course uses an interactive, international corporate simulation to help the student develop global strategy.

**MBA690**

**STRATEGIC THINKING IN ORGANIZATIONS**

**3 Credits**

Through this capstone course, the student uses a process of strategic planning by drawing together the knowledge from various functional areas of an organization to enhance analysis of business in profit and non-profit settings. The course examines the vast array of strategic management tools that enable managers to evaluate traditional and contemporary strategies in an attempt to develop a strategic planning process. This course emphasizes the interacting and diverse interests of shareholders, managers, customers, employees, and the broader societal stakeholders of the organization. Finally, the role of politics and leadership style are examined in the implementation of strategy.

**MBA691 & 692**

**PRACTICUM I & II: AN INTEGRATED CONSULTING PROJECT**

**6 Credits**

A two term team based project that provides students with professional career-related experience. It is designed to synthesize knowledge and direct it towards the investigation of a specific business problem. This is not an internship but an actual consulting project staffed according to client needs and student skills. Projects are chosen from problems that corporate sponsors request students to solve. To continue in MBA 686 a minimum grade of "B" is required in MBA 685.

## Graduate Faculty

### **Aaron, Thomas (2002), Associate Professor and Chair**

PhD - Florida State University  
 MS - Florida State University  
 BS - University of Evansville

### **Barone, Peter (2013), Associate Professor and Chair**

PhD - Capella University  
 JD - St. Thomas University School of Law  
 MS - St. Thomas University School of Graduate Studies  
 BS - Thomas Edison University  
 AS - County College of Morris

### **Davis, Linda (1998), Assistant Professor**

DBA - Argosy University  
 MBA - Florida Southern College  
 BS - Webber International University

### **Eberle, Jeannette (2000), Professor and Chair**

PhD - University of Missouri-Columbia  
 MS - Texas A&M University  
 BBA - Texas A&M University

### **Farchmin, Elfie (2003), Associate Professor**

PhD - Florida State University  
 MS - Eastern Kentucky University  
 BA - Transylvania University

### **Fening, Fred (2007), Professor and Chair**

DBA - Argosy University  
 MBA - University of Hull, UK  
 MS - Amberton University

### **Logsdon, John (1986), Associate Professor and Chair**

MS - University of Central Florida  
 BS - University of Florida  
 AA - Polk Community College  
 CPA - State of Florida  
 CMA - Institute of Certified Management Accountants  
 CFM - Institute of Certified Management Accountants

### **Murray, Phillip R. (1992), Professor and Chair**

PhD - Iowa State University  
 MS - Iowa State University  
 BA - The University of Pittsburgh

**Muniz, Joanne (2018), Assistant Professor of Accounting**

DBA,	-Northcentral University <i>currently enrolled</i>
MS	-Keller Graduate School of Accounting
BS	-Elizabethtown College
CIA	-Certified Internal Auditor
CMA	-Certified Managerial Accountant
CFE	-Certified Fraud Examiner Licensed

**Orphanoudakis, Nikos (1987), Professor and Dean of Graduate School**

DBA	- Nova Southeastern University
MBA	- Nova Southeastern University
BS	- Florida Institute of Technology

**Welch, Richard (2016), Adjunct Professor**

JD	- Barry University of Law
MA	- Webster University
BS	- Webber International University

**White, Tonya (2017), Assistant Professor**

PHD	- Argosy University
MBA	- Webber International University

## Important Contact Information

### **ACADEMIC AFFAIRS**

Phone: 863-638-2971

[Email: AcademicAffairs@webber.edu](mailto:AcademicAffairs@webber.edu)

### **FINANCIAL AID**

Phone: 863-638-2929

[Email: FinancialAid@webber.edu](mailto:FinancialAid@webber.edu)

### **BUSINESS OFFICE**

Phone: 863-638-2944

[Email: BusinessOffice@webber.edu](mailto:BusinessOffice@webber.edu)

### **STUDENT LIFE**

Phone: 863-638-2926

[Email: StudentLife@webber.edu](mailto:StudentLife@webber.edu)

### **ATHLETIC TRAINER/INSURANCE**

Phone: 863-638-2989

[Email: DesmarteauTJ@webber.edu](mailto:DesmarteauTJ@webber.edu)

### **CAREER SERVICES**

Phone: 863-638-2964

[Email: CareerServices@webber.edu](mailto:CareerServices@webber.edu)

### **ADMISSION'S OFFICE**

Phone: 863-638-2910

[Email: Admissions@webber.edu](mailto:Admissions@webber.edu)

### **REGISTRAR'S OFFICE**

Phone: 863-638-2930

[Email: Registrar@webber.edu](mailto:Registrar@webber.edu)

### **SWITCHBOARD**

Phone: 863-638-1431

[Email: SwitchboardW@webber.edu](mailto:SwitchboardW@webber.edu)

### **SECURITY**

Cell Phone: 863-605-2499

[Email: Security@webber.edu](mailto:Security@webber.edu)

### **MBA COORDINATOR**

Phone: 863-638-1431 Ext: 3150

[Email: LambethL@webber.edu](mailto:LambethL@webber.edu)

### **BOOKSTORE**

Phone: 863-638-2947

[Email: FernandezRuby@webber.edu](mailto:FernandezRuby@webber.edu)

**Academic Calendar**

**Fall Term 2018**

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TBA	Orientation
Aug. 20	Mon Night Classes Begin
Aug. 23	Thur Night Classes Begin
Aug. 24	Last Day Drop/Add – Fee
Sep. 3	Labor Day-Holiday
Oct. 11	No Fall Break
Oct. 25	Final Exam for Thursday Night Classes
Oct. 29	Final Exam for Monday Night Classes

**Winter Term 2018**

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Nov. 5	Monday Night Classes Begin
Nov. 8	Thursday Night Classes Begin
Nov. 9	Last Day Drop/Add - Fee
Nov. 21–24	Thanksgiving Break
Dec. 14–Jan. 2	Christmas & New Year's Break
Jan. 31	Thursday Night Classes Continue
Jan. 7	Monday Night Classes Continue
Jan. 21	Martin Luther King - Holiday
Jan. 31	Final Exam for Thursday Night Classes
Feb. 2	Final Exam for Monday Night Classes

**Spring Term 2019**

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Feb. 11	Monday Night Classes Begin
Feb. 14	Thursday Night Classes Begin
Feb. 15	Last Day Drop/Add - Fee
Mar. 11–16	Spring Break
Apr. 22	Final Exam for Monday Night Classes
Apr. 25	Final Exam for Thursday Night Classes

**Summer Term 2019**

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6-May	Monday Night Classes Begin
9-May	Thursday Night Classes Begin
10-May	Last Day Drop/Add - Fee
*May 27	Memorial Day - Holiday
Jul. 4	Independence Day - Holiday
Jul. 15	Final Exam for Thursday Night Classes
Jul. 18	Final Exam for Monday Night Classes

*\*Monday Night Classes may choose to meet on May 27 and be off on July 18.*

