PROFESSOR INFORMATION:
Dianne H.B. Welsh, Ph.D.
Hayes Distinguished Professor of Entrepreneurship and Founder, Entrepreneurship Programs
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Office Phone: 336-256-8507
Cell Phone: 336-404-4922 (before 9 pm)
Fax: 336-334-5580
E-mail: dhwelsh@uncg.edu

Office hours: Between 7:00pm-7:05pm but no later than 7:15pm Tuesday (in Canvas Zoom) or by appointment. Students must join the Zoom conference no later than 7:15 pm so I know that you’re joining the meeting. If there are no participants by 7:15 pm, the Zoom will close. If you are unable to join in person, you can view the recordings up to 4 weeks later.

CREDITS: 3

PREREQUISITES/COREQUISITES: ENT/FIN 200 or ACC 201 plus a working knowledge of online courses, including uploading videos and files. Basic computer competency is expected. If you have any technical issues, please contact 6-tech@uncg.edu. If you need assistance with digital media, please go to the Digital Media Commons in the library (library.uncg.edu/spaces/dmc/). Also, exam dates are fixed (not subject to change for individuals) and you need to be sure that you are available during exam dates which are; Sep. 13 12:00pm-6:00pm, Oct. 4 12:00pm-6:00pm, and Dec. 1 12:00 pm-6:00 pm (YOU MUST ENTER THE EXAM BY 4:30 PM). If you are not available during these dates, please drop the class.

FOR WHOM PLANNED: This course gives entrepreneurial minded students with global franchising aspirations a chance to learn how to evaluate and embark on a new venture. This course combines independent flexible study modules and team projects.

COURSE DESCRIPTION: Introduces the student to opportunities in franchising around the world, including becoming a franchisee, franchisor, or working with a franchise company. Students evaluate global franchise opportunities. This course counts as an approved GL course.

STUDENT LEARNING OUTCOMES:
1. Recognize franchising principles, including how franchises differ from independent businesses.
2. Discriminate between the roles of the franchisors and franchisees in successful franchise systems.
4. Evaluate franchise opportunities worldwide.
5. Evaluate ethical perspectives on the role of women, religion, and legal issues within a global franchising framework.
6. Examine environmental, historical, social, economic, political and/or cultural factors relevant to understanding franchising within the global framework.
REQUIRED TEXT:
Available in paperback and online. I have left a copy on 2-hour reserve in the library, but you need a text to do well in the class. Also, you can rent through Cengage Learning for about $35.00, through Amazon’s streaming service, or the bookstore. Please get the textbook before class starts so you don’t get behind and miss assignments.

SUPPLEMENTAL READINGS:
Cases provided by the professor and posted on canvas. These include, “Franchise Relations in the Gulf Region of the Middle East: The Case of the Elegant Shoplifter” by Dianne H.B. Welsh and “To Market to Market: An Independent Luxury Hotels Battle for Survival in Germany” by Udo Schlentrich and Margaret Naumes. Also, articles to supplement the textbook for currency, including a chapter by Dianne H.B. Welsh, “The Importance of Family Businesses to Worldwide Franchising,”, sample Franchise Disclosure Document from Dunkin’ Donuts Franchising, LLC, State of California website for Franchise Disclosure Documents, “Introduction to Franchising,” by Barbara Beshel, and “Franchising Business Outlook for 2015” by the International Franchising Association.

EVALUATION AND GRADING POLICY:

| Activity Points |  
|-----------------|---|
| Exam 1          | 100 |
| Exam 2          | 100 |
| Exam 3          | 100 |
| Franchise Project | 70 (40 points written Business Model, 10 points financials, 5 points Porter’s Five Forces, 5 points Competitive Analysis Grid, 10 points Power Point Slides. |
| Video Presentation | 30 (using PowerPoint slides, you cannot pass the class without completing the video presentation) |
| Case Studies    | 33 (3 cases x 11 points=33 points) |
| Meet and Greet  | 3 |
| Class Discussion | 66 (11 classes x 6 points=66 points) (Discussion on Canvas weekly min. plus 3 detailed posts) |
| Surveys         | 3 (Entrepreneur Propensity Survey and PsyCap-Must take both surveys at the beginning and at the end of the class to earn points.) You must post screenshots of both with your name to get credit at beginning and end of the course. |
| Business Model  | 10 |
| Idea Approval   | 10 Feedback on your classmates’ videos |

Total Points 525

Extra Credit: You can earn up to 35 points extra credit by taking Practice Quizzes on the videos each week. Each quiz is worth a maximum of 5 points. You must do the practice quiz the week it is due (7 classes X 5 points=35 extra credit)

<table>
<thead>
<tr>
<th>Grade</th>
<th>Minimum Score</th>
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<tbody>
<tr>
<td>A</td>
<td>488-525</td>
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<tr>
<td>A-</td>
<td>473-487</td>
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<tr>
<td>B+</td>
<td>462-472</td>
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<tr>
<td>B</td>
<td>447-461</td>
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<tr>
<td>C</td>
<td>432-446</td>
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<tr>
<td>C-</td>
<td>417-431</td>
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<tr>
<td>D+</td>
<td>357-367</td>
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<tr>
<td>D</td>
<td>342-356</td>
</tr>
<tr>
<td>F</td>
<td>0-341</td>
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Global Perspectives Student Learning Outcomes

1. Find, interpret, and evaluate information on diverse cultures.
2. Describe interconnections among regions of the world.
3. Use diverse cultural frames of reference and alternative perspectives to analyze issues.

<table>
<thead>
<tr>
<th>Assignments</th>
<th>Coverage</th>
<th>Possible Points</th>
<th>Details</th>
<th>Percentage of Total Points</th>
<th>GL Student Learning Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Case Study - Gulf Region of the Middle East</td>
<td>11</td>
<td>Individual</td>
<td>2.45%</td>
<td>SLO 1, 2, 3</td>
<td></td>
</tr>
<tr>
<td>Case Study - Int’l Hotel in Germany</td>
<td>11</td>
<td>Individual</td>
<td>2.45%</td>
<td>SLO 1, 2, 3</td>
<td></td>
</tr>
<tr>
<td>Case Study - Subs by Design - Family Business Franchise</td>
<td>11</td>
<td>Individual</td>
<td>2.45%</td>
<td>SLO 1, 2, 3</td>
<td></td>
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Description of Case Studies:

- **Gulf Region of the Middle East by Welsh, D.H.B., Raven, P., and Al-Bisher, F.:** The case involves a woman shoplifting from a retail franchise showroom in Kuwait. Shoplifting is on the rise in the Gulf Region and has become a major problem for retailers. The reader must consider the given issue to decide about how the shoplifting by a woman would be handled by management; what are the rights and responsibilities of the companies considering local law, cultural and religious rights, and the utilization of trained security.

- **To Market, To Market – An Independent Luxury Hotel’s Battle for Survival by Sch lentrich, U. A., Naumes, M. J.:** The case was developed to give students the opportunity to evaluate global entrepreneurship marketing strategies that an independent luxury hotel could employ to achieve maximum market penetration and profitability. In view of the strong competition from international branded hotel chains and the changes that were taking place in the external environment, the management of the Nassauer Hof Hotel felt that new ‘out of the box’ thinking was required to ensure the viability of their property.

- **Subs by Design – The Case of a Family Business in Transition by Fuller, B.K.:** This case focuses on the growth of a family-owned franchise from its inception in 1987 to 12 stores in 2008. The case first concentrates on the issue of growth by providing students with an opportunity to develop a profit and loss
statement for a new store offered to the franchisee. All the key figures available to the entrepreneur are provided allowing students to put themselves into the role of the decision-maker.

VERY IMPORTANT NOTE: YOUR WEEKLY ASSIGNMENTS AND DUE DATES ARE SPECIFIED IN THE CANVAS SITE. ALL ASSIGNMENTS ARE DUE SUNDAY 11:59 PM UNLESS SPECIFIED BELOW ON THE CALENDAR. EXAMS ARE USUALLY SUNDAY 12-6 PM (ENTER BY 4:30 PM). IT IS YOUR RESPONSIBILITY TO CHECK THE CANVAS SITE AND DO YOUR ASSIGNMENTS ON TIME.

Late Work Penalty

Assignments may not be submitted late. Exceptions will be granted only in rare circumstances and be evaluated on a case-by-case basis. If an exception is granted, there will be a 25%-point subtraction for each day the assignment is handed in late.
<table>
<thead>
<tr>
<th>Week of</th>
<th>Topics</th>
<th>Assignments</th>
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</thead>
<tbody>
<tr>
<td>Week 1</td>
<td><strong>Introduction to Global Franchising</strong>&lt;br&gt;Class Overview, Introductions, In-Class Networking&lt;br&gt;Ch. 1, 2&lt;br&gt;<strong>America's Best and Worst Food Franchises / Top Franchises 2016</strong>&lt;br&gt;Video – Introduction to Franchising – Building a Franchise – The SUBWAY Model</td>
<td>• Complete the ENT Propensity and PsyCap surveys (<strong>must take at the beginning and end of class to earn points</strong>)&lt;br&gt;• Read syllabus thoroughly&lt;br&gt;• Read Ch. 1 &amp; 2&lt;br&gt;• Review Power Point Slides&lt;br&gt;• Complete the Discussion Board assignment + 3 detailed posts&lt;br&gt;• Complete Practice Quiz&lt;br&gt;• Discussion Introduce yourself is due August 20</td>
</tr>
<tr>
<td>Aug 18-23</td>
<td><strong>The Franchise Business Plan &amp; Market Process</strong>&lt;br&gt;Ch. 3, 4, 5</td>
<td>• Read Ch. 3, 4 &amp; 5&lt;br&gt;• Review Power Point Slides&lt;br&gt;• Complete the Discussion Board assignment + 3 detailed posts&lt;br&gt;• Complete Practice Quiz</td>
</tr>
<tr>
<td>Week 2</td>
<td><strong>See Library Guide for the class</strong>, Running a Franchise Globally Ch. 8 &amp; 9&lt;br&gt;Review for Exam</td>
<td>• Read Ch. 8 &amp; 9&lt;br&gt;• Review Power Point Slides&lt;br&gt;• Complete the Discussion Board assignment + 3 detailed posts&lt;br&gt;• Complete Franchisor Business Model idea&lt;br&gt;• Complete Practice Quiz</td>
</tr>
</tbody>
</table>
| Week 4          | GUEST SPEAKER: Gary Fly, Former Waffle House Franchisee, Marketing Consultant | Watch Guest Speaker Video  
|                |                                | Complete Discussion Board assignment questions + 3 detailed posts  
|                |                                | Ch. 1, 2, 3, 4, 5, 8, & 9  
| Sep 7-13       |                                | EXAM 1 Sunday 12:00pm-6:00pm  
|                |                                | Must enter by 4:30 pm |
| Week 5         | Franchise Legal Documents, Protecting & Financing a Franchise  
| Sep 14-20      | Ch. 13 & 14  
|                | Answer Questions at the end of the Case and Discuss on Discussion Board | Read Ch. 13 & 14 and the Case, “Franchise Relations in the Gulf Region: The Case of the Elegant Shoplifter”  
|                |                                | Review Power Point Slides  
|                |                                | Complete the Discussion Board assignment + 3 detailed posts  
|                |                                | Complete Practice Quiz |
| Week 6         | Managing a Franchise Globally  
| Sep 21-27      | Ch. 15, 16, 17 | Read Ch. 15, 16, & 17  
|                |                                | Review Power Point Slides  
|                |                                | Complete the Discussion Board assignment + 3 detailed posts  
|                |                                | Complete Practice Quiz |
| Week 7         | GUEST SPEAKER: Andy Strand, Subway Franchisee  
| Sep 28-Oct 4   |                                | Watch Guest Speaker Video  
|                |                                | Complete Discussion Board assignment questions + 3 detailed posts  
|                |                                | Ch. 13, 14, 15, 16 & 17 & Class Materials  
<p>|                |                                | EXAM 2 Sunday 12:00pm-6:00pm |</p>
<table>
<thead>
<tr>
<th>Week 8</th>
<th>Marketing &amp; Franchise Support, Social Responsibility in International and Domestic Markets Ch. 18, 19, &amp; 20 Answer Questions at the end of the Case and Discuss on Discussion Board</th>
</tr>
</thead>
</table>
| Oct 5-11| Must enter by 4:30 pm  
|         | • Read Ch. 18, 19, & 20  
|         | • Review Power Point Slides  
|         | • Read the Case, “Subs by Design”-Family Business Franchising  
|         | • Complete the Discussion Board assignment + 3 detailed posts  
|         | • Complete Practice Quiz |
| Week 9  | Oct 12-18 | Class Team Exercise: Answer Questions at the end of the Case and Discuss on Canvas  
**GUEST SPEAKER:** Mary Beth Ebert, owner, Friendly Pets  
Former Franchisee and now Independent Business Owner | • Read the Case, “To Market, to Market” German Franchise Hotel Case  
• Watch Guest Speaker Video |
|---|---|---|
| Week 10 | Oct 19-25 | Business Ethics Differences Globally & International Franchising  
Ch. 21 & 22 | • Read Ch. 21 & 22  
• Review Power Point slides  
• Appendices to Business Model, Financials, Porter’s Five Forces, Competitive Analysis Grid, Appendix of Your Choice  
• Complete Discussion Board assignment questions + 3 detailed posts  
• Complete Practice Quiz |
| Week 11  | Oct 26-Nov 1 | Franchise Business Model | • Complete the Franchise Business Model with Appendices  
• Complete Discussion Board Assignment questions +3 detailed posts |
| Week 12  | Nov 2-8 | Power Point Slides and Presentations | • Power Point Slides and Video Presentations **due Thursday Nov 5 11:59 pm**  
• Detailed posts on feedback on 3 others’ Power Point slides and videos **due Nov 8 1:59 pm** NOTE: You must use your Power Point slides in your Video Presentation (requirement) |
Week 13  
Nov 9-15  
Review for Exam  
Chapters 18, 19, 20, 21 & 22 & Class Materials

Week 14  
Nov 16-Nov 22  
• Complete the ENT Propensity and PsyCap Surveys  
  (must take both at beginning and end of class to earn points)

THANKSGIVING BREAK  
Nov 25-27

Have Fun!

Week 15  
TUESDAY, Dec. 1  
EXAM 3  
12:00pm-6:00pm  
Must enter by 4:30 pm

NOTE: ALL ASSIGNMENTS ARE DUE SUNDAY AT 11:59 PM OF EACH WEEK UNLESS OTHERWISE NOTED ON THE SYLLABUS. ALL EXAMS ARE SUNDAY 12:00 NOON-6:00 PM WITH ENTRY NO LATER THAN 4:30 PM EXCEPT THE 3RD EXAM THAT IS ON TUESDAY, DEC. 1 BECAUSE OF THANKSGIVING BREAK. NO EXTENSIONS OR CHANGES WITHOUT A WRITTEN MEDICAL EXCUSE AND PRIOR ARRANGEMENT.

*IF YOU ARE TAKING 2 OF THE FOLLOWING CLASSES AND HAVE AN EXAM ON THE SAME DAY, LET ME KNOW AND I WILL CHANGE ONE OF THE EXAM DATES FOR YOU: ENT/BUS 206, 300, 337, 338.

Academic Integrity Policy:  
Students are expected to know and abide by the Honor Code in all matters pertaining to this course. Violations of this code will be pursued in accordance with the code. The link to UNCG’s academic integrity policy is:  

Assignment Questions: All answers to questions must include a sentence or two with the page number of the textbook in references (example: p. 81). This includes videos of guest speakers. All assignment answers must include the information from the textbook for complete answers to earn full points and the three posts must be detailed.

Religious Observances:

1. The University allows for a limited number of excused absences each academic year for religious observances required by the faith of the student.
2. Students must notify the instructor of absences two weeks in advance of the date of the religious observance. Also, it is required that the nature of the religious observance is specified and the student's participation be confirmed in writing by an official of the religious organization.
3. When appropriate notice is given above as specified under point two above, the student will be granted at least two excused absences under this policy and will be allowed to make up
work and tests missed due to these specific absences. Any test or other assignment that a
student would miss due to notice of a required religious observance, the student is required
to complete the test or assignment in advance of the originally scheduled date of the test or
assignment. Beyond the minimum terms and limits of this policy, the instructor maintains
authority to establish and enforce the attendance policy for this course.
4. The requirement for students to make such requests for excused absences applies only to
days when the University is holding class.

Accessibility Policy (Distance Learning)
http://ods.uncg.edu/policies-procedures/distance-learning/

Academic Recourses
http://uncg.libguides.com/ent338

Faculty and Student Guidelines:
Please familiarize yourself with the Bryan School’s Faculty and Student Guidelines. These guidelines
establish principles and expectations for the administration, faculty, staff, and students of the Bryan School
of Business and Economics. The link for this document is:

Technical Support
If you have a different system than UNCG computer system, we suggest to change with a system which is
compatible with UNCG’s system. Also, when you have technical difficulties you have to report to 6-TECH
for assignments and test taking.
https://its.uncg.edu/services

Links to Surveys
https://uncg.qualtrics.com/jfe/form/SV_cO3o3IOr7yBNX (Links to an external site.)
https://uncg.qualtrics.com/jfe/form/SV_8wb5BNRkGeWeAct (Links to an external site.)

Health and Wellness
Your health impacts your learning. Throughout your time in college, you may experience a range of
health issues that can cause barriers to your learning. These might include physical ailments, illnesses,
strained relationships, anxiety, high levels of stress, alcohol/drug problems, feeling down, or loss of
motivation. Student Health Services and The Counseling Center can help with these or other issues you
may be experiencing. You can learn about the free, confidential mental health services available on
campus by calling 336-334-5874, visiting the website at https://shs.uncg.edu/ or visiting the Anna M.
Gove Student Health Center at 107 Gray Drive. Help is always available.

Academic Accommodations
The University of North Carolina at Greensboro respects and welcomes students of all backgrounds and
abilities. If you feel you will encounter any barriers to full participation in this course due to the impact
of a disability, please contact the Office of Accessibility Resources and Services (OARS). The OARS
staff can meet with you to discuss the barriers you are experiencing and explain the eligibility process for
establishing academic accommodations. You can learn more about OARS by visiting their website
at https://ods.uncg.edu/ or by calling 336-334-544 or visiting them in Suite 215, EUC.
As always, please contact us if there is anything we can do in Student Affairs to help you support our students. We share the goal of student success.

**COVID-19 University Policy**

As UNCG returns to face-to-face course offerings in fall 2020, the campus community must recognize and address concerns about physical and emotional safety. As such, all students, faculty, and staff are required to uphold UNCG’s culture of care by actively engaging in behaviors that limit the spread of COVID-19. Such actions include, but are not limited to, the following:

- **Wearing a face covering that covers both nose and mouth**
- Observing social distance in the classroom
- Engaging in proper hand washing hygiene when possible
- Self-monitoring for symptoms of COVID-19
- Staying home if you are ill
- Complying with directions from health care providers or public health officials to quarantine or isolate if ill or exposed to someone who is ill.

Instructors will have seating charts for their classes. These are important for maintaining appropriate social distance during class and facilitating contact tracing should there be a confirmed case of COVID-19. Students must sit in their assigned seat at every class meeting and must not move furniture. Students should not eat or drink during class time.

A limited number of disposable masks will be available in classrooms for students who have forgotten theirs. Face coverings will also be available for purchase in the UNCG Campus Bookstore. Students who do not follow masking and social distancing requirements will be asked to put on a face covering or leave the classroom to retrieve one and only return when they follow these basic requirements to uphold standards of safety and care for the UNCG community. Once students have a face covering, they are permitted to re-enter a class already in progress. Repeated issues may result in conduct action. The course policies regarding attendance and academics remain in effect for partial or full absence from class due to lack of adherence with face covering and social distancing requirements.

For instances where the Office of Accessibility Resources and Services (OARS) has granted accommodations regarding wearing face coverings, students should contact their instructors to develop appropriate alternatives to class participation and/or activities as needed. Instructors or the student may also contact OARS (336.334.5440) who, in consultation with Student Health Services, will review requests for accommodations.

By signing the statement, I acknowledge that I have read the syllabus with the due dates and will be prepared to complete all work, including exams, on the assigned due dates. Therefore, I will arrange my other activities (work, sports, etc.) around the exam time. If I forget to take the exam, it is a 0.

**Sign and acknowledge**