

# Family Enterprise Management

The School of Business Administration offers a Family Enterprise Management minor for undergraduate students with **any** major. This program prepares students to work with family-owned enterprises (their own and others), and professional firms that work with these family-owned enterprises. The focus of the program is to complement the students' academic major and develop skills in two interrelated areas. First, students develop an understanding of family systems and the role that they play in that system. Students then learn to understand how the family system interrelates and can enhance the enterprise system. Skills developed in this minor include self-assessment, character development, analytical thinking, ongoing interaction with professionals, and career development.

Any student enrolled in the minor will have the opportunity to work with family-owned enterprises. The benefits of involvement include increased self-confidence and marketability. Families of students are invited to become involved with the Family Enterprise Center through speakers, course events, and family retreats.

More information can be found online at <http://www.stetson.edu/academics/programs/family-enterprise.php>

## Minor in Family Enterprise Management - 4 units

Code	Title	Units
<b>Required Courses</b>		
FENT 235	Foundations of Family Enterprises	1
FENT 455	Interdisciplinary Research Project in Leadership, Culture, and Family Enterprise	1
<b>Elective Courses</b>		
Select two of the following:		2
FENT 350	Cross-Cultural Negotiation and Conflict Resolution	
FENT 355	Governance and Succession Planning	
FENT 397	Family Enterprise Internship <sup>1</sup>	
<b>Total Units</b>		<b>4</b>

<sup>1</sup> Students must intern with a family-owned enterprise (besides their own), or with a firm that consults specifically to family-owned enterprises.

## Courses

**FENT 190. Special Topics in Family Enterprise. 1 Unit.**

**FENT 235. Foundations of Family Enterprises. 1 Unit.**

The purpose of this course is to introduce students to family enterprises, the most prevalent form of organization around the world. Throughout the class students will develop a general understanding family enterprises, how they are unique, and the different challenges that they face to remain family owned. The emphasis of the course is on the development of a set of tools, vocabulary, knowledge, and skills needed to understand the world of family enterprises, and the challenges inherent in managing, owning, and advising these types of organization. Writing enhanced course.

**FENT 285. Independent Study. 0.5 or 1 Units.**

**FENT 290. Special Topics in Family Enterprise. 1 Unit.**

**FENT 297. Family Enterprise Internship. 0.5 Units.**

A structured work and observation experience with a family-owned enterprise (or a business that works with a family-owned enterprise). Specific guidelines must be followed by students seeking to arrange an internship for academic credit. Students must work 100 hours during the semester at the internship site. Enrollment in an internship course requires students to attend an orientation prior to beginning work at their internship site. For more information regarding internship orientations, please contact Career & Professional Development at [career@stetson.edu](mailto:career@stetson.edu) or 386-822-7315.

**FENT 350. Cross-Cultural Negotiation and Conflict Resolution. 1 Unit.**

This course affords students practical knowledge related to negotiation and conflict resolution. The course focuses on the steps involved in negotiation, cross-cultural communication issues, and persuasion tactics. Students will also participate in mock negotiations and strategies associated with conflict resolution. Prerequisite: FENT 235 or Director approval.

**FENT 355. Governance and Succession Planning. 1 Unit.**

This course provides a fundamental understanding of ownership, stewardship, and succession planning, the goal being preparation of both future leaders as well as business consultants in these areas. Students will also explore legal resources available to support organizations in these areas. Topics include strategic planning, estate planning (e.g., prenuptial agreements and trusts), transfer, and related tax issues. Prerequisite: FENT 235 or instructor approval.

**FENT 360. Case Studies in Family Business. 1 Unit.**

Focusing on a family business context, and utilizing seminal theoretical frameworks in order to 'make sense' of complex and diverse real-life situations, the class is organized around the case study method. Working individually and in teams, participants gain strong analysis, recommendation and presentation abilities. Students who excel in this class are poised to compete at the University of Vermont's annual Global Family Case Competition.

**FENT 385. Independent Study. 0.5 or 1 Units.**

**FENT 390. Special Topics in Family Enterprise. 1 Unit.**

**FENT 395. Teaching Apprenticeship. 0.5 Units.**

Pass/Fail only.

**FENT 397. Family Enterprise Internship. 0.5 or 1 Units.**

A structured work and observation experience with a family-owned enterprise (or a business that works with a family-owned enterprise). Specific guidelines must be followed by students seeking to arrange an internship for academic credit. Students must work 200 hours during the semester at the internship site. Prerequisites: FENT 235; Junior Standing; Major in School of Business Administration; Permission of Instructor. Enrollment in an internship course requires students to attend an orientation prior to beginning work at their internship site. For more information regarding internship orientations, please contact Career & Professional Development at [career@stetson.edu](mailto:career@stetson.edu) or 386-822-7315.

**FENT 455. Interdisciplinary Research Project in Leadership, Culture, and Family Enterprise. 1 Unit.**

This course is a culmination of all the disciplines underscoring family enterprise. It integrates the student's experience and learning in the family, business, and ownership systems. Students will gain a broader and integrated understanding of the family, business, and ownership systems by applying the information learned through their coursework in family enterprise. By the end of the course, students have created a research project that supports their role in the market. Prerequisites: FENT 235, FENT 355 and FENT 397, or instructor approval.

**FENT 485. Independent Study. 0.5 or 1 Units.**

**FENT 490. Special Topics in Family Enterprise. 1 Unit.**