



Syllabus: MGMT 3623
Strategic and Human Management of Nonprofit Organizations
Online – Fall Semester 2023, August 28 – December 10, 2023

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Response Policy: I always try to respond within 24 hours to an email or phone message. If you contact me after 5pm on Friday, do not expect a reply until Monday; for scheduled University Holidays, I do not look at email and will respond on the next workday.

Office Hours

Office hours are designed for you, providing a private environment where we may talk about your work, performance in class, etc. If you cannot see me during my office hours, do not hesitate to make an appointment to see me at a different time. I will be available to meet with you in person or via Zoom if you need to discuss an assignment or the course.

Mondays: 3:30 pm to 5:00 pm; Tuesdays: 8:30 am to 10:30 am; Wednesdays: 8:30 am to 10:30 am; or by appointment.

This is an online course, so I cannot see if you understand me when I lecture or provide feedback on homework. Therefore, it is up to you to contact me if you do not understand something or have questions about grading, instructions, or the course.

Recommended Material

LaPiana, D., Gowdy, H., Olmstead-Rose, L., Copen, B. (2012). *The Nonprofit Business Plan: The Leader's Guide to Creating a Successful Business Model*. Nashville, Tennessee: Turner Publishing Company. ISBN: 978-1-61858-006-1 (paperback).

Additional readings and materials may be posted to D2L.

Required Hardware and Software

Hardware: Computer, laptop, or Ipad with webcam, microphone, and speakers to access Virtual Classroom, Skype, Zoom, Respondus Monitor and Lockdown Browser, etc. **Chromebooks should not be used.** They are incompatible with Lockdown Browser. Please visit the [MSU Texas website](#) to review the most up-to-date technology requirements.

Software: Students can get access to Office 365 web edition for free. Students should contact the helpdesk at 940-397-4680 or helpdesk@msutexas.edu to get more information about accessing the software. Please note that the D2L learning management system does not handle Pages or other Apple Mac software well. PLEASE convert your homework assignments to Word documents before submitting them to avoid late submissions or no submission penalties.

It is required that students use **Grammarly** software or a similar spelling/grammar software for all assignments. If you do not have a subscription to Grammarly, the Dillard College of Business Administration (DCOBA) provides FREE paid-version subscriptions for its students. Please let me know if you need access to Grammarly so I can assist you.

Browser: You should use the following browsers for the best experience: Mozilla Firefox, Google Chrome, or Apple Safari.

Course Description

Overview of the role, scope and contribution of the nonprofit sector. Introduction to the financial and human strategies nonprofits use. Introduction to assessment methods used to measure program outcomes. Advanced study of nonprofit business and strategic planning which requires the development and presentation of a detailed nonprofit business plan.

Specific Learning Goals

Upon successfully completing this course, the student should have completed a nonprofit business plan and refined their understanding of real-world nonprofit business planning.

1. Identify and describe best practices of nonprofit strategic planning, business planning, human resource management, and evaluation methods;
2. Analyze, evaluate, and interpret theories and processes and then apply them to a simulated “real-world scenario/situation” by creating a fictional nonprofit;
3. Create a written business plan and prospectus for a nonprofit idea;
4. Understand and apply best practices, theories, and principles of social enterprise and earned income for nonprofits;

This course aims to train students to identify and understand the theories and best practices that guide successful and ethical nonprofit management. Students

will learn to develop and write a nonprofit business plan. They will also learn to articulate their business plan and present their idea in a professional presentation.

General Learning Goals

1. Students will demonstrate problem solving and decision making abilities through the critical analysis, evaluation and interpretation of business and nonprofit information.
2. Students will demonstrate competency in writing for common business scenarios.
3. Students will utilize technology for business applications.
4. Students will demonstrate ethical reasoning skills within a business and nonprofit environment.
5. Students will understand the influence of multicultural issues on business activities.

These general learning goals are among those the Dillard College of Business Administration established. General learning goals represent the skills graduates will carry into their careers. While assessing student performance in obtaining these general learning goals, Dillard College is assessing its programs. The assessments will assist us as we improve our curriculum and curriculum delivery.

Online Goals

1. Students will demonstrate the capability to use devices to communicate with other systems to access data, upload, and download.
2. Students will demonstrate proficiency with e-mail to create, send, respond, and use attachments.
3. Students will demonstrate the ability to use presentation graphics such as PowerPoint to create slides, displays, and presentations.
4. Students will demonstrate the ability to use word processing. This includes converting documents to the appropriate/required version for submission. Students must submit homework assignments as Word documents. Other formats are not acceptable.
5. Students will demonstrate the capability to navigate a learning system such as D2L/Brightspace and the internet.

Course Grade Weights

Activities	Points
Individual homework assignments (6 at 50 points each)	300 pts
Group homework assignments (4 at 100 points each)	400 pts
Written business plan (group grade)	150 pts
Group Presentation of business plan (group grade)	150 pts
TOTAL	1000 pts

Actual Points	Letter Grade
899 and above	A
799-898	B
699-798	C
599-698	D
Below 598	F

Brief Description of Graded Activities

Homework Activities (Individual and Group):

Six individual homework activities and four group homework activities will be assigned over the semester to assess students' comprehension of lectures, reading assignments, and assigned videos covered in the course. Each assignment is posted in the respective module and is due on the Friday of the week assigned (see syllabus calendar for assignment due dates). Assignments are due in D2L. Each assignment is due by 11:59 on Friday unless otherwise noted in the syllabus. Each individual homework assignment is worth 50 points, and group assignments are worth 100 points.

- **Peer evaluation and contribution to group projects:** The instructor will assign individuals to groups. Each group member must assess all the members' contributions to the group work. **I expect an honest assessment of each member and your contributions.** If multiple peer evaluations consistently assess an individual unfavorably, **their** grade could be lowered by up to a letter grade for the group project.
- **Removal of an individual from a group:** If there is a significant issue with any individual's contribution to the group which impedes the group from being successful and submitting their best effort, it is the **group's** responsibility to bring it to the instructor's attention. Simply completing an unfavorable peer evaluation and turning it in is not proper notification or sufficient evidence to remove an individual from a group. The group (not one individual, but multiple group members) must bring the situation to me by requesting a meeting with the instructor. **If there is a problem, I expect to be notified immediately so that it can be resolved.** If I see the need to remove a person from a group, the person removed will be responsible for submitting the remaining assignments as an individual, and the remaining group members will proceed as a group.

These assignments contribute to your overall building and creation the final business plan. Each activity is assessed and reported back to the individual student or group. The assignments will contain comments and recommendations that the student(s) may want to incorporate into the final Nonprofit Business Plan. **You should keep your research and notes while completing these assignments and keep the feedback from me when I return the assignments back to you.** Again, these COMPLETED assignments will provide content for your final written business plan and final presentation.

Nonprofit Strategic Business Plan (ideaMSU)

The Nonprofit Strategic Business Plan will evaluate your **individual** and **group** understanding of key concepts, principles, and best practices discussed in lectures, covered in assigned text readings, and applied through class assignments. The plan should reflect and demonstrate a basic understanding of key nonprofit strategic theories, best practices, principles, and ethics.

- **SPRING SEMESTER GUIDELINES:** The written business plan will follow the guidelines for the ideaMSU business competition during the SPRING semester **only**. In the Spring semester, each group will be **required** to submit their business plan to ideaMSU held each Spring at the Dillard College of Business Administration (DCOBA). Submitting to ideaMSU is a **requirement** of the course. If selected for the competition, it is a requirement to participate in the final presentation.
- **FALL SEMESTER GUIDELINES:** During the FALL semester the business plan will adhere to the format provided by the instructor and posted on D2L. Students who take this class in the Fall are eligible to submit their business plan as a group or individual to ideaMSU in the Spring semester following taking the course in the Fall, as long as they are still a student at MSU.

Nonprofit Business Plan Pitch/Presentation FINAL: The group must create a business plan pitch presentation that follows ideaMSU guidelines and submit it to the instructor via D2L. Groups may present in person, via Zoom or submit a pre-recorded presentation. Regardless of the mode in which the presentation is made, all group members must participate in the presentations.

- **Spring semester:** If a group's business plan is accepted into the ideaMSU finals, the group is **required** to participate and the participation will count as their final grade which will be an automatic A.
- **Fall semester:** Each group must present to the instructor. All students must be visible in the presentation and have a speaking part. The group can choose to present via Zoom, in person, or pre-record the presentation and submit as a video link.

Extra Credit

There may be an opportunity to gain extra credit points. More information about this opportunity will be available and posted on D2L as the option approaches.

Policies

Academic Integrity

Academic integrity involves upholding ethical standards in all academic activities. This encompasses originality in work, proper attribution of sources, and honesty in assessments and assignments.

Concerning academic honesty, students are referred to the "Student Honor Creed" in the undergraduate catalog. Academic dishonesty (cheating, collusion, and plagiarism) is taken seriously and will be investigated. **Please understand that integrity is very**

important to me. Instances of academic dishonesty will be handled quickly and severely. Cutting and pasting text from the internet without citing the source, including AI generating tools, constitutes plagiarism (ChatGPT, 2023). Cheating (using old assignments, using original thoughts/words from another source) on a written assignment is considered academic dishonesty. Copying or using other people's work, including AI tools, is considered academic dishonesty in this course (ChatGPT, 2023). I use plagiarism software and AI detection software to identify instances of using uncited and unattributed sources.

While AI-based tools can aid in research and learning, it is crucial to understand the limits and appropriate use of such tools. Students are encouraged to leverage AI tools for tasks like data analysis, language translation, and correcting spelling and grammar (such as Grammarly). Learning to use AI responsibly and ethically is an important skill in today's business community. However, using AI tools to generate content submitted as your original work, and not citing or attributing AI as a source, is a breach of academic integrity and constitutes plagiarism in this course.

Plagiarism and Attribution

Plagiarism, which includes using someone else's work, ideas, or AI-generated content without proper acknowledgment (ChatGPT-4, 2023), is strictly prohibited. When using other's ideas or content, including AI-generated ideas, students must clearly attribute the contribution of sources used (ChatGPT, 2023). When integrating AI-generated content or insights from AI tools and any other sources, students must provide appropriate citations and references to relevant sources (ChatGPT-4, 2023). Failure to properly cite any sources, including AI tools, will be considered a violation of academic integrity. For example, I used ChatGPT-4 when crafting these specific syllabus policies on AI tools and I have appropriately cited that source in my text, as well as including the full reference below:

ChatGPT-4. (2023, August 21). "Write a syllabus policy about the academic integrity of students using ai-based tools." Generated using OpenAI.
<https://chat.openai.com/>

If you as a student need guidance on how to cite and reference AI sources I have provided the following resource: <https://apastyle.apa.org/blog/how-to-cite-chatgpt>

Turnitin or Similar Detection Tools

This course may utilize plagiarism or AI detection tools to evaluate assignments. **If you are found to have more than 25% of similarity or AI detection, and/or you fail to disclose the use of AI or cite any sources properly, you may be at risk of academic dishonesty and plagiarism** which will be dealt with as explained in the Academic Misconduct and Penalties section below.

Academic Misconduct and Penalties

If I discover that a student has engaged in academic dishonesty (cheating, collusion, unauthorized use of AI software, or plagiarism) on any work for this course, at a

minimum, they will receive a failing grade for that assignment and at the maximum failure of the course. All instances of academic dishonesty will be reported to the Dean of Students.

Americans with Disabilities Act

If a student has an established disability as defined by the Americans with Disabilities Act and would like to request an accommodation, the student should first contact Disability Support Services at 940-397-4140 in room 168 Clark Student Center. Once that office has determined the accommodation, the student should contact me as soon as possible with the documentation.

As an instructor, I cannot grant accommodations without guidance or recommendations from the Office of Disability Support Services.

Assignment Submissions

All assignments should be submitted through D2L. Please only submit typed **Word documents** unless otherwise specified. If you use Pages (or another word processor), please convert your document first. If you fail to submit your document in the correct format, and I cannot open or read your document, your homework will be considered late, and I will NOT accept the assignment. **Submissions by e-mail will not be accepted.**

Attendance / Participation

This is an online course, so attendance is not taken like in a face-to-face course. However, participation is critical to your success in this class, and I will monitor how frequently and how long you log into the course. Your follow-thru on assignments and service-learning requirements will be essential to your success in the class. This is also why no late assignments will be accepted (see late work policy below). Hence, you are responsible for logging in to D2L regularly to check for announcements or messages from me regarding the course. If you miss two or more consecutive assignments and/or are not regularly logging into the D2L learning management system or responding to my emails, you may be dropped from the class, with an F, for failure to attend/participate.

Concealed Carry

For information regarding campus carry, please refer to the University's webpage on [Campus Carry Rules and Policies](#).

Course Syllabus

This syllabus is a guide for the course and is subject to change. Syllabus changes will be communicated via D2L, e-mail, and announced in class.

Course Communication

I will provide all course content, updates, readings, handouts, and other communication using D2L. Students may also check their grades via D2L. Students must log in to D2L regularly to stay current with the class. I will provide feedback on homework assignments via D2L. If you have any questions or need help, the best way to reach me is via e-mail. I will communicate with the class through D2L and student MSU e-mail.

Ensure your e-mail settings are set up so you receive communications via D2L. It is your responsibility to manage your settings.

You are responsible for logging in to D2L regularly to check for announcements or messages from me regarding the course. If you miss more than one assignment and are not regularly logging into the system, you may be dropped from the class for failure to attend/participate.

- **E-mail Communication Guidelines:** I expect upper-division students (which you are!) to be able to communicate professionally. Occasionally, you may have to communicate with me. **When communicating with me via e-mail, always include your first and last name and the course name in the subject line.** Be sure to have a proper salutation in your e-mail to me. You can address me as Ms. White, Instructor White, or Professor White. Do not address me by my first name or leave out the salutation, as that is not considered professional or appropriate. Your e-mail should have proper spelling, punctuation, and capitalization. Your e-mail should also have a "signature," including your first name, last name, and M#. If your e-mail does not follow these guidelines, **I MAY NOT ANSWER YOUR E-MAIL.** All of these guidelines reflect business-appropriate and professional e-mail communication standards. Many of you use your phones to send emails, so you may have to adjust your typical responses to reflect a more professional tone. You are expected to communicate via e-mail and in person with a nonprofit of your choice as part of the requirements for this course. When communicating with your nonprofit, you should follow the same professional guidelines, such as proper salutation, spelling, punctuation, and capitalization. Your e-mail should also have a signature with your first and last name. I have provided sample e-mail templates for communicating with your nonprofit and a letter from me that you can attach to your e-mails.

Grades

Grades will be entered into the grade book on D2L. It is the student's responsibility to keep copies of submitted assignments. Any request to change a grade must be made to the Instructor via e-mail within one week after the grade was posted to D2L.

To help students keep track of their progress toward course objectives, the Instructor will provide a Midterm Progress Report through each student's WebWorld account. The Instructor will review each student's current average at the mid-semester point. Midterm grades are not reported on transcripts, nor will be calculated in the cumulative GPA. They give the student an idea of where they stand at the semester's midpoint. Students earning below a C at the midway point should schedule a meeting with Ms. White to discuss ways to improve performance.

Grade Appeals

See the MSU Student Handbook for University policy on grade appeal.

Late Work

Assignments are due on the specified day and time in the syllabus. Since this is an online course and I do not take attendance, your timely submission of assignments is one of the primary ways I assess that you are participating. Therefore, I am not inclined to accept late assignments. Late assignments are a reflection of your professionalism or lack thereof. By definition, professionals are not late with their work. Assignments are all posted and you have all due dates in advance, so you should plan accordingly to avoid late assignments.

At the Instructor's discretion, an assignment MAY be accepted late under very specific circumstances considered "valid and documented" (see definition below). Excuses that are not valid include: having deadlines in other classes or at work, having a bad day, oversleeping or running late, not feeling well, roommate issues, internet issues, computer issues, etc.

- Valid, documented excused absences fall in the following categories: *medical, legal, or a serious personal issue beyond your control (e.g., relative's death or severe illness; jury duty; car accident)*. A valid, documented excuse must be documented. Understand that you will be expected to provide appropriate documentation, such as a doctor's note, insurance or police reports, hospital admission paperwork, obituary, travel documentation, etc. Additionally, with a valid, documented excuse, a late submission is not automatic. The student must communicate with the professor so that an agreed upon time-frame for when the assignments will be accepted. Late penalties may apply.

IF (and that is a BIG if) I agree to accept an assignment late (that means I have agreed to re-open the folder so you can submit it), it may incur the following penalties: up to 24 hours late, receiving a 20% deduction from the final grade; 24-48 hours late, receive a 35% deduction from the final grade; and after 48 hours, there is a 50% deduction from the final grade. **The Instructor is not obligated to accept late work at all.**

If a student has an excused absence for a university-sanctioned event, such as an athletic or academic competition, you must provide written documentation before the event. In most circumstances, since this is an online course, students with excused absences for university-sanctioned events can meet homework assignments and due dates on time. If this is not possible, the student MUST discuss alternative arrangements with me before the due date.

I intentionally plan that all homework assignments are due on the same day and time each week, Friday by 11:59 pm, so students can plan accordingly and in advance if necessary. If a homework assignment deviates from this expected date/time, I will post a reminder on the newsfeed in D2L. Always check the syllabus for exact due dates and the newsfeed on D2L for any changes.

Zoom Etiquette

If you and I are meeting via Zoom or live stream, my expectations of you are as follows:

1. I expect you will be in the Zoom live stream at the designated start time, and I will allow you into the meeting when I am ready to meet.
2. I expect your Zoom video to be turned on at all times during the meeting;
3. I expect that you will be visible in the video at all times and pay attention;
4. I expect that you are proficient at muting and unmuting your microphone, as I expect to interact with you.
5. I expect you to be attired just as you would if sitting in the classroom or during live office hours.

Important Dates

Change of schedule or late registration: **August 28-31, 2023.**

Deadline to file for December graduation: **September 25, 2023**

The last day for students to drop with a grade of "W": is **by 4:00 p.m., October 30, 2023.** Drops after this deadline will receive grades of "F"

Thanksgiving Holidays begin: **10:00 p.m., November 21, 2023**

Last day of classes: **December 8, 2023**

Final examinations begin: **December 9, 2023**

Commencement: **December 16, 2023**

Module	Topics	Read	Watch	Assignments Due
Week 1 Aug 28-Sep 3 Start Here! Module;	Course Introduction; Nonprofit overview	D2L: Start Here and Module 1 <i>Syllabus;</i> <i>Nonprofit Profile Sheet</i> <i>Nonprofit Minor Degree Plan</i> <i>Nonprofit Minor Brochure</i>	Video lectures: <i>Video Lecture Course</i> <i>Introduction</i> <i>Nonprofit Profile</i> <i>Nonprofit Management as a Career</i>	HW Syllabus Acknowledgement Form AND Syllabus Review & Student Info Sheet Individual HW grade #1 Due by 11:59 pm on Friday, 9/1/2023
Week 2 Sep 4-10 Labor Day Holiday Sep 4, 2022 Start Here! Module Module 1	Nonprofit Start-up	D2L: Module 1 <i>Nonprofit Checklist</i> <i>Nonprofit Profile Sheet</i> <i>Geraldine McDowell</i> <i>Endowment</i> <i>Nonprofit Start-up Checklist</i>	Video Lectures: Nonprofit Start-up Part 1 Nonprofit Start-up Part 2 Watch YouTube Video: The Spring – The Charity Water Story	Individual HW #2-Geraldine McDowell Endowment Due Friday, 9/8/2023, by 11:59 pm
Week 3 Sept 11-17 Module 2	Mission, Vision and Need	D2L Module 2: Prospectus Examples D2L Standards for Excellence Module: "SFX Mission Vision & Planning"	Video Lectures: Transforming Problems into Social Change Watch YouTube Video: The Strategic Planning Process	Assigned to groups: Each group must turn in a SIGNED team contract Due Friday, 9/15/2023, by 11:59 pm (Group grade)
Week 4 Sep 18-24 Module 2	Mission, Vision and Need	D2L Module 2: Prospectus Examples D2L Standards for Excellence Module: "SFX Mission Vision & Planning"	Video Lectures: Mission & Vision Mission Strategy & Evaluation	Each group must schedule a Zoom meeting with the instructor before 9/27/2023
Week 5 Sep 25 – Oct 1 Module 2	Mission, Vision and Need	Textbook: p.45, Business Planning for a New Venture; Preface, Chapter 1, and Chapter 2.	<i>YouTubeVideos:</i> How to write a Mission Statement; How to write a Vision Statement; Overview of the Strategic Planning Process	GROUP ASSIGNMENT #1 Purpose & Pain-Points Due Friday, 9/29/2023 by 11:59 pm. (Group grade) Peer Evaluation for Group Assignment #1 Due Saturday 9/30/2023 by 11:59 pm (individual HW grade #3)
Week 6 Oct 2-8 Module 3	Market Analysis	D2L Module 3: Who is Your Greatest Competition? By Suzanne Smith	Video Lecture: Market and Competitive Analysis	Each group must schedule a Zoom meeting with the instructor before 10/11/2023 to discuss feedback and the next group assignment.

Module	Topics	Read	Watch	Assignments Due
		Textbook: Chapter 4 Researching Your Market		
Week 7 Oct 9-15 Module 3	Market Analysis	D2L Module 3: Who is Your Greatest Competition? By Suzanne Smith Textbook: Chapter 4 Researching Your Market	Video Lecture: <i>Best Practices</i> YouTube Videos: <i>Best Practices Examples</i>	GROUP ASSIGNMENT #2: Positioning and Place Due Friday, 10/13/2023 by 11:59 pm. (Group Grade) Peer evaluation for Group Assignment #2 Due Saturday 10/14/2023 by 11:59 pm (individual HW grade #4)
Week 8 Oct 16-22 Module 3	Human Resources for Nonprofits - Managing Volunteers & Staff	D2L Standards for Excellence: <i>Standards for Excellence, Personnel Policies, Volunteer Policies, and DEI; The Board and Executive Partnership</i> D2L Module 4: Sample/Template of Nonprofit By-laws; Org Charts Textbook: Chapter 5 Developing Your Plan	Video Lectures: Staff & volunteers, Part 1 Staff & Volunteers, Part 2 Watch YouTube Video: <i>Executive Leadership; How Gen Z will Transform the Workplace; How to Recruit & Retain Volunteers</i>	Optional: Each group may schedule a meeting with the instructor before the next group assignment is due.
Week 9 Oct 23-29 Module 4	Human Resources for Nonprofits - Managing Volunteers & Staff	D2L: Standards for Excellence <i>Board Member Responsibilities; Board Member Composition</i> D2L Module 4: Sample/Template of Nonprofit By-laws; Org Charts	Video Lectures: Leadership: Board Part 1 Leadership: Board Part 2 Watch YouTube Video: How to Be an Awesome Board Member	GROUP ASSIGNMENT #3: People and Product Due Friday 10/27/2023 by 11:59 pm (Group grade) Peer evaluation for Group Assignment #3 Due Saturday, 10/28/2023 by 11:59 pm (individual HW grade #5)
Week 10 Oct 30-Nov 5 Module 5	Measurement & Evaluation	D2L Module 5; <i>SMART Goals Worksheet; Logic Model Template; Logic Model Sample</i>	Video Lectures: SMART Goals and Goal Setting;	Each group must schedule a Zoom meeting with the instructor before 11/10/2023 to discuss feedback and the next group assignment.
Week 11 Nov 6-12 Module 6	Fundraising & Financials	D2L Module 5: Sample budget template; Textbook Chapter 6: Projecting the Future with Business Plan Financials	Video Lecture: Business Plan Financials: Multi-year budget;	

Module	Topics	Read	Watch	Assignments Due
Week 12 Nov 13-19 Module 6	Fundraising & Financials	D2L Module 5: Nonprofit revenue streams The Geraldine McDowell Endowment Textbook: Chapter 3, Assessing Your Current Business Model	Video Lecture: <i>Resource Development; Elements of a Healthy Fundraising Program; Grant Writing</i>	GROUP ASSIGNMENT #4: Performance and Projections Due Friday 11/17/2023 at 11:59 pm. (Group grade) Peer evaluation for Group Assignment #4 Due Saturday 11/18/2023 by 11:59 pm (individual HW grade #6)
Week 13 Nov 20-26 THANKSGIVING BREAK Nov 22-24		D2L Module 6: ideaMSU Business Plan guidelines; ideaMSU presentation guidelines		Work on writing business plans, which are due 12/1/2023
Week 14 Nov 27-Dec 3 Module 7	Business Plans	D2L Module 6: ideaMSU Business Plan guidelines; ideaMSU presentation guidelines		Written business plans, due Friday, 12/1/2023, by 11:59 pm
Week 15 Dec 4-10 Module 7	Business Plan pitches	D2L Module 6: ideaMSU Business Plan guidelines; ideaMSU presentation guidelines	Video Links: Writing the Business Plan Creating Your Business Plan Presentation	Final Group Presentation: due before or by 12/10/2023 by 5:00 pm.
FINAL December 10 Module 7	Business Plan pitches			Each group must arrange with the instructor to present on or before the due date: in person, by Zoom, or by submitting a prerecorded presentation. All presentation documents should be submitted in the D2L folder before or by your scheduled presentation or the deadline, whichever is earlier.