



Course Syllabus

Chaminade University of Honolulu
3140 Waiālae Avenue, Honolulu 96816

Instructor & School & Department Information

Term: Fall 2025

Course Number: ENT 301

Course Title: Entrepreneurship

Department/Division: Hogan Entrepreneurial Leadership Program

Course Credits: 3

Instructors & Office Locations: Mr. Jules Sukhabut, 808-979-5969,
jules.sukhabut@chaminade.edu, Sullivan Family Library 101

Dr. Roy Panzarella, 808-739-4667,
roy.panzarella@chaminade.edu, Kieffer Hall Room 15

Office Hours: By appointment

Class Meetings: Tuesdays, 2:30 pm–5:20 pm

Class Location: Kieffer Hall Room 8

Course Description & Materials

Catalog Course Description

This course provides an overview of the fundamentals of entrepreneurship, the external environments of organizations, the issues which affect entrepreneurial success and the management of entrepreneurial ventures. The course also includes a review of financial statements, business functions, and fundamental business concepts.

Course Description

ENT 301 introduces the terminology, processes, behaviors, philosophies and attitudes that are the cornerstones of entrepreneurial leadership. It combines readings, lectures, case studies, exercises, guest lectures and personal reflection. Students will examine the key characteristics of an entrepreneurial leader. In addition, they will learn how to create a business plan, pitch a start-up business, utilize strategies for vetting business ideas and how to get the resources necessary to launch a business. Students will also focus on developing business and leadership skill sets, such

as networking, teamwork, communication, relationship building and how to plan to achieve goals.

This course is also a laboratory for discovery through experiencing. Students will learn from each other. To simplify learning, a variety of communication skills and styles will be used. Students will be exposed to a wide range of skills, strategies and attitudes that are elements of a successful entrepreneur. They will also increase ability and confidence to pursue future entrepreneurial ventures. Students will work in teams to complete individual and team assignments as well as practice specific communication and teaming skills. In team projects each member of the team will receive the same grade.

Time Allocation

This is a three-credit hour course requiring 135 clock hours of student engagement, per the official CUH Credit Hour Policy. Over the 15 weeks of this course, students will spend 37.5 hours in class, 48 hours researching and writing, 1 hour each week on individual assignments (15 hours total), and 10.5 hours studying for and taking the final exam. There will be an additional 24 hours of work required beyond what is listed here (course readings, homework assignments, etc.) averaging 1.6 hours each week.

Text

Entrepreneurship: The Art, Science, and Process for Success by Charles Bamford and Garry Bruton, 4th Edition (ISBN: 9781260682427)

To prepare for the first class

Please complete the following:

- Purchase the class text - Entrepreneurship: The Art, Science, and Process for Success by Charles Bamford and Garry Bruton, 4th (ISBN: 9781260682427). You can purchase it at Chaminade's bookstore - <https://chaminade.bncollege.com/shop/chaminade/page/find-textbooks> or feel free to call them at 808-735-4798 if you have questions.
- Email me (roy.panzarella@chaminade.edu) and Professor Jules Sukhabut (jules.sukhabut@chaminade.edu) your response to the following questions by Monday, August 25:
 1. A three sentence introduction of yourself,
 2. A list of three objectives you have for this course,
 3. A list of three of your strengths, and
 4. A list of three skills you would like to improve and why(This information will be emailed to you on Monday, August 18, 2025)

Supplemental Materials

Video lectures and PowerPoint presentations as assigned.

Course Website

<https://chaminade.instructure.com/courses/43599>.

Technical Assistance for Canvas Users:

- Search for help on specific topics or get tips in [Canvas Students](#)
- [Live chat with Canvas Support for students](#)
- Canvas Support Hotline for students: +1-833-209-6111
- Watch this [video to get you started](#)
- [Online tutorials](#): click on “Students” role to access tutorials
- Contact the Chaminade IT Helpdesk for technical issues: [Chaminade Help Desk](#) or call (808) 735-4855

Learning Outcomes & Course Activities

Marianist Values

This class represents one component of your education at Chaminade University of Honolulu. An education in the Marianist Tradition is marked by five principles and you should take every opportunity possible to reflect upon the role of these characteristics in your education and development:

1. **Education for Formation in Faith:** Incorporate discussions on the ethical and moral dimensions of sustainability, entrepreneurship, and innovation.
2. **Provide an Integral, Quality Education:** Emphasize the importance of interdisciplinary learning in addressing sustainability challenges. Showcase how various disciplines, such as environmental science, economics, and social justice, intersect in the context of entrepreneurship and innovation.
3. **Educate in Family Spirit:** Foster a collaborative and supportive learning environment where students work together like a family. Promote teamwork, empathy, and mutual respect among participants. Highlight how these qualities can lead to innovative solutions prioritizing collective well-being and community development.
4. **Educate for Service, Justice, and Peace:** Address social inequalities and environmental injustices through the lens of entrepreneurship and innovation. Discuss how sustainable business models contribute to a more just and equitable society.
5. **Educate for Adaptation and Change:** Highlight the dynamic nature of entrepreneurship and innovation, especially in the context of sustainability. Explore how businesses need to adapt to changing environmental and market conditions.

Native Hawaiian Values

Education is an integral value in both Marianist and Native Hawaiian culture. Both recognize the transformative effect of a well-rounded, value-centered education on society, particularly in seeking justice for the marginalized, the forgotten, and the oppressed, always with an eye toward

God (Ke Akua). This is reflected in the ‘Olelo No’eau (Hawaiian proverbs) and Marianist core beliefs:

1. Educate for Formation in Faith (Mana) E ola au i ke akua (‘Ōlelo No’eau 364) May I live by God.
2. Provide an Integral, Quality Education (Na’auao) Lawe i ka ma’alea a kū’ono’ono (‘Ōlelo No’eau 1957) Acquire skill and make it deep.
3. Educate in Family Spirit (‘Ohana) ‘Ike aku, ‘ike mai, kōkua aku kōkua mai; pela iho la ka nohana ‘ohana (‘Ōlelo No’eau 1200) Recognize others, be recognized, help others, be helped; such is a family relationship.
4. Educate for Service, Justice and Peace (Aloha) Ka lama kū o ka no’eau (‘Ōlelo No’eau 1430) Education is the standing torch of wisdom.
5. Educate for Adaptation and Change (Aina) ‘A’ohe pau ka ‘ike i ka hālau ho’okahi (‘Ōlelo No’eau 203) All knowledge is not taught in the same school.

Alignment of Course Learning Outcomes

When you have successfully completed this course, you will have been exposed to some of the skills essential to entrepreneurial work and will have improved your skill development in a variety of areas.

1. Understand and be able to describe: Entrepreneurship, core competencies and skills necessary to launch an entrepreneurial venture; identify and evaluate business opportunities and deliver an effective “pitch.”
2. Understand and be able to describe key concepts and behaviors of effective communication.
3. Understand and be able to describe: Leadership, core competencies and skill sets necessary to lead oneself, teams and small organizations.
4. Evaluate whether you would like to pursue a career as an entrepreneur and/or entrepreneurial leader.

	CLO 1	CLO 2	CLO 3	CLO 4	CLO 5	CLO 6
Marianist Values	2, 3, 4	2, 3, 4	1, 4, 5	4	5	3, 4, 5

The course will include the following:

1. Strategic and creative thinking.
2. Group discussions to explore key elements of assigned readings as well as class experiences.
3. Examination of business, leadership & management situations and strategies.
4. Unannounced quizzes, mid-term & final capstone project and final exam.

Course Requirements

1. Group and individual assignments include creating a Business Plan and Business Pitch.
2. Complete reading assignments.
3. Attend and participate in class, team discussions as well as all other ENT 301 activities.
4. Final Project – The Business Plan and “Pitch” and/or similar capstone leadership project.
5. Course File Folder – bring to each class.

Course Prerequisites

EN102 Expository Writing and Communication 101

Grading

• Assignments	75 points (15%)
• Quizzes	75 points (15%)
• Midterm exam	75 points (15%)
• Participation	75 points (15%)
• Final Capstone Project	100 points (20%)
• Final Exam	100 points (20%)
Total:	500 points (100%)

They are interpreted as follows:

A Outstanding scholarship and an unusual degree of intellectual initiative

B Superior work done in a consistent and intellectual manner

C Average grade indicating a competent grasp of subject matter

D Inferior work of the lowest passing grade, not satisfactory for fulfillment of prerequisite course work
F Failed to grasp the minimum subject matter; no credit given.

Course Policies

Attendance

Students are expected to attend all courses for which they are registered. Students should notify their instructors when illness or other extenuating circumstances prevents them from attending class and make arrangements to complete missed assignments. Notification may be done by emailing the instructor's Chaminade email address, calling the instructor's campus extension, or by leaving a message with the instructor's division office. It is the instructor's prerogative to modify deadlines of course requirements accordingly. Any student who stops attending a course without officially withdrawing may receive a failing grade.

Unexcused absences equivalent to more than a week of classes may lead to a grade reduction for the course. Any unexcused absence of two consecutive weeks or more may result in being withdrawn from the course by the instructor, although the instructor is not required to withdraw students in that scenario. Repeated absences put students at risk of failing grades.

Students with disabilities who have obtained accommodations from the Chaminade University of Honolulu Tutor Coordinator may be considered for an exception when the accommodation does not materially alter the attainment of the learning outcomes.

Federal regulations require continued attendance for continuing payment of financial aid. When illness or personal reasons necessitate continued absence, the student should communicate first with the instructor to review the options. Anyone who stops attending a course without official withdrawal may receive a failing grade or be withdrawn by the instructor at the instructor's discretion.

Student Conduct

Campus life is a unique situation requiring the full cooperation of each individual. For many, Chaminade is not only a school, but a home and a place of work as well. That makes it a community environment in which the actions of one student may directly affect other students. Therefore, each person must exercise a high degree of responsibility. Any community must have standards of conduct and rules by which it operates. At Chaminade, these standards are outlined so as to reflect both the Catholic, Marianist values of the institution and to honor and respect students as responsible adults. All alleged violations of the community standards are handled through an established student conduct process, outlined in the Student Handbook, and operated within the guidelines set to honor both students' rights and campus values.

Students should conduct themselves in a manner that reflects the ideals of the University. This includes knowing and respecting the intent of rules, regulations, and/or policies presented in the Student Handbook, and realizing that students are subject to the University's jurisdiction from the time of their admission until their enrollment has been formally terminated. Please refer to the Student Handbook for more details. A copy of the Student Handbook is available on the Chaminade website under Student Life. For further information, please refer to the Chaminade Catalogue.

Credit Hour

The unit of semester credit is defined as university-level credit that is awarded for the completion of coursework. One credit hour reflects the amount of work represented in the intended learning outcomes and verified by evidence of student achievement for those learning outcomes. Each credit hour earned at Chaminade University should result in 45 hours of engagement. This equates to one hour of classroom or direct faculty instruction and a minimum of two hours of out-of-class student work each week for approximately fifteen weeks for one semester, 10 week term, or equivalent amount of work over a different amount of time. Direct instructor engagement and out-of-class work result in total student engagement time of 45 hours for one credit.

The minimum 45 hours of engagement per credit hour can be satisfied in fully online, internship, or other specialized courses through several means, including (a) regular online instruction or interaction with the faculty member and fellow students and (b) academic engagement through extensive reading, research, online discussion, online quizzes or exams; instruction, collaborative group work, internships, laboratory work, practical, studio work, and preparation of papers, presentations, or other forms of assessment. This policy is in accordance with federal regulations and regional accrediting agencies.

Grades of “Incomplete”

Students and instructors may negotiate an incomplete grade when there are specific justifying circumstances. An Incomplete Contract (available from the Divisional Secretary and the Portal) must be completed. When submitting a grade the “I” will be accompanied by the alternative grade that will automatically be assigned after 30 days. These include IB, IC, ID, and IF. If only an “I” is submitted the default grade is F. The completion of the work, evaluation, and reporting of the final grade is due within 90 days after the end of the semester or term. This limit may not be extended.

Writing Policy

Paper requirements and formatting will be discussed during the course when the assignment is given.

Instructor and Student Communication

Questions for this course can be emailed to me at jules.sukhabut@chaminade.edu. Online, in-person and phone conferences can be arranged. Response time will take place up to 24 hours but response time may be longer on the weekends.

Academic Honesty

Academic honesty is an essential aspect of all learning, scholarship, and research. It is one of the values regarded most highly by academic communities throughout the world. Violations of the principle of academic honesty are extremely serious and will not be tolerated.

Students are responsible for promoting academic honesty at Chaminade by not participating in any act of dishonesty and by reporting any incidence of academic dishonesty to an instructor or to a University official. Academic dishonesty may include theft of records or examinations, alteration of grades, and plagiarism, in addition to more obvious dishonesty.

Questions of academic dishonesty in a particular class are first reviewed by the instructor, who must make a report with recommendations to the Dean of the Academic Division. Punishment for academic dishonesty will be determined by the instructor and the Dean of Academic Division

and may include an “F” grade for the work in question, an “F” grade for the course, suspension, or dismissal from the University.

For the most up to date information, please refer to the [Academic Honesty Policy](#) on the Chaminade University Catalog website.

Title IX and Nondiscrimination Statement

Chaminade University of Honolulu is committed to providing a learning, working and living environment that promotes the dignity of all people, inclusivity and mutual respect and is free of all forms of sex discrimination and gender-based violence, including sexual assault, sexual harassment, gender-based harassment, domestic violence, dating violence, and stalking. As a member of the University faculty, I am required to immediately report any incident of sex discrimination or gender-based violence to the campus Title IX Coordinator.

Nondiscrimination Policy & Notice of Nondiscrimination

Chaminade University of Honolulu does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admission and employment. Inquiries about Title IX may be referred to the University’s Title IX Coordinator, the U.S. Department of Education’s Office for Civil Rights, or both and contact information may be found at the [Chaminade University Title IX Office Contact Information and Confidential Resources website](#). On-campus Confidential Resources may also be found here at [CAMPUS CONFIDENTIAL RESOURCES](#).

The University’s Nondiscrimination Policy and Grievance Procedures can be located on the University webpage at: <https://chaminade.edu/compliance/title-ix-nondiscrimination-policies-procedures/>.

To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to the [Campus Incident Report form](#).

Chaminade University of Honolulu prohibits sex discrimination in any education program or activity that it operates. The NOTICE of NONDISCRIMINATION can be found here: [Notice of Nondiscrimination](#).

CUH Alert Emergency Notification

To get the latest emergency communication from Chaminade University, students’ cell numbers will be connected to Chaminade’s emergency notification text system. When you log in to the Chaminade portal, you will be asked to provide some emergency contact information. If you provide a cellphone number, you will receive a text from our emergency notification system

asking you to confirm your number. You must respond to that message to complete your registration and get emergency notifications on your phone.

Assessment for Student Work

With the goal of continuing to improve the quality of educational services offered to students, Chaminade University conducts assessments of student achievement of course, program, and institutional learning outcomes. Student work is used anonymously as the basis of these assessments, and the work you do in this course may be used in these assessment efforts.

Student with Disabilities Statement

Chaminade University of Honolulu offers accommodations for all actively enrolled students with disabilities in compliance with Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990, and the ADA Amendments Act (2008).

Students are responsible for contacting Kokua Ike: Center for Student Learning to schedule an appointment. Verification of their disability will be requested through appropriate documentation and once received it will take up to approximately 2–3 weeks to review them. Appropriate paperwork will be completed by the student before notification will be sent out to their instructors. Accommodation paperwork will not be automatically sent out to instructors each semester, as the student is responsible to notify Kokua Ike via email at ada@chaminade.edu each semester if changes or notifications are needed.

Kōkua ‘Ike: Tutoring & Learning Services

Chaminade is proud to offer free, one-on-one tutoring and writing assistance to all students. Tutoring and writing help is available on campus at Kōkua ‘Ike: Center for Student Learning in a variety of subjects (including, but are not limited to biology, chemistry, math, nursing, English, etc.) from trained Peer and Professional Tutors. Please check [Kōkua ‘Ike’s](#) website for the latest times, list of drop-in hours, and information on scheduling an appointment. Free online tutoring is also available via TutorMe. Tutor Me can be accessed 24/7 from your Canvas account. Simply click on Account > TutorMe. For more information, please contact Kōkua ‘Ike at tutoring@chaminade.edu or 808-739-8305.

Schedule

This course schedule is a guide and will be followed as closely as possible.

Class	Class topics	Assignment(s)
#1 Aug.26, 2025	<ul style="list-style-type: none"> • Welcome Students! • Welcome Jules Sukhabut! • Ch 1. The Twenty-First Century Entrepreneur • Ch. 2 Individual Leadership and Entrepreneurial Start-Ups 	<ul style="list-style-type: none"> • Fun Exercise-Interview and Entrepreneur • L02-5, Page 36 - Exercise 4 – Chart of Support
#2 Sept. .2, 2025	<ul style="list-style-type: none"> • Ch. 3 Business Idea Generation and Initial Evaluation • (Strategy Evaluation: “Buy Then Build” by Walker Deibel) 	<ul style="list-style-type: none"> • LO3, Page 57, 58 -Review Questions 1, 2, 3, 4, 5, 6, 7, 8, 9 (read these questions only for homework) -Business Plan Development Questions 1, 2, 3, 4 (read these questions only for homework) • Read Ch.4
#3 Sept. 9, 2025	<ul style="list-style-type: none"> • Ch. 4 External Analysis • Discuss Fun Exercise • (Business Analysis: “Buy Then Build” by Walker Deibel) 	<ul style="list-style-type: none"> • LO4, Page 77, 78 -Review Questions 1, 2, 3, 4, 5, 6 (read these questions only for homework) -Business Plan Development Questions 1, 2, 3, 4, 5 (read these questions only for homework) • Read Ch.5, Ch.6
#4 Sept.16, 2025	<ul style="list-style-type: none"> • Ch. 5 Business Mission and Strategy • Ch. 6 Analyzing Cash Flow and Other Financial Information 	<ul style="list-style-type: none"> • LO5, Page 98, 99 -Review Questions 1, 2, 3, 4, 5, 6 (read these questions only for homework) • LO6, Page 120, 121 -Individual Exercises - Questions 1, 2, 3
#5 Sept.23, 2025	<ul style="list-style-type: none"> • Leadership with Dr. Roy Panzarella 	Read Ch.7., Ch.8
#6 Sept.30, 2025	<ul style="list-style-type: none"> • Ch. 7 Financing and Accounting 	LO7, Page 137, 138 -Individual Exercises - Questions 1, 2
#7 Oct. 7, 2025	<ul style="list-style-type: none"> • Ch. 8 Business & Financial Analysis 	<ul style="list-style-type: none"> • LO8 Page 160, 161 -Individual Exercises - Questions 1, 2, 3 • Read Ch.9, Ch.10

#8 Oct. 14, 2025	<ul style="list-style-type: none"> Ch. 9 Legal Issues with New Business (Real World) 	<ul style="list-style-type: none"> LO9, Page 180, 181 -Business Plan Development Questions 1, 2, 3 -Individual Exercises - Questions 1, 2, 3
#9 Oct. 21, 2025	<ul style="list-style-type: none"> Ch. 10 Human Resources Management (Text Book) Midterm Exam/Assignment (In Class = Create Financial Statements of Your Business) Discuss Final Exam/Presentation/Project 	<ul style="list-style-type: none"> LO10, Page 180, 181 -Individual Exercises - Questions 1, 2, 3, 4 Read Ch.11
#10 Oct. 28, 2025	<ul style="list-style-type: none"> Ch. 11 Marketing 	<ul style="list-style-type: none"> LO11-3, Page 213 -Exercise 3 - Questions 1, 2, 3 Read Ch.12
#11 Nov. 4, 2025	<ul style="list-style-type: none"> Ch. 12 Establishing Operations 	<ul style="list-style-type: none"> LO12, Page 239 -Review Questions 1, 2, 3, 4, 5, 6, 7, 8 -Business Plan Development Questions 1, 2, 3, 4 Read Ch.13
#12 Nov. 11, 2025	<ul style="list-style-type: none"> Ch. 13 Exit/Harvest/Turnaround 	<ul style="list-style-type: none"> LO13, Page 260 -Group Exercises - Questions 1, 2, 3, 4, 5 Read Ch. 14
#13 Nov. 18, 2025	<ul style="list-style-type: none"> Ch. 14 Franchising and Purchasing an Existing Business (Review: “Buy Then Build” by Walker Deibel) 	<ul style="list-style-type: none"> Review for Exam/Presentation/Project
#14 Nov. 25, 2025	<ul style="list-style-type: none"> Review for Exam/Presentation/Project 	<ul style="list-style-type: none"> Review for Exam/Presentation/Project
#15 Dec. 2, 2025		