Business Administration
Course Number: 22:135:702
Course Title: DBA Seminar II in Survey of Finance

LEARNING GOALS AND OBJECTIVES

This course introduces doctoral students to financial markets, research in finance and financial applications. We will refer to some texts and also use seminal papers to address different finance topics. This course is designed for DBA students to build a foundation for their future research work.

Modules: There are two modules for the course. The first Module is five weeks long and introduces finance fundamentals, seminal papers on corporate finance and asset pricing. The second module is also five weeks long and introduces key empirical methodologies related to studies on corporate finance and asset pricing.

COURSE MATERIALS

Some suggested textbooks, journal articles and working papers. Please note that the reference list for both Modules I and II is suggestive, so that you can use it in your subsequent research; this is to give you ideas from classical papers to read and are not necessarily required readings for the course and we do not expect you to read all these papers before or after class. Most readings will be posted on Canvas. Additionally, some suggested texts are as follows:

- Andrew Ang, **Asset management - a systematic approach to factor investing.** (https://www.amazon.com/Asset-Management-Systematic-Investing- Association/dp/0199959323

- John Y. Campbell, Andrew W. Lo, A. Craig MacKinlay, Andrew Y. Lo, **The Econometrics of Financial Markets** 2nd ed. Edition. (https://www.amazon.com/Econometrics-Financial-Markets-John-Campbell/dp/0691043019)

- John Cochrane, Asset Pricing. (https://www.amazon.com/Asset-Pricing- John-H-

- Cochrane/dp/8122431240/ref=sr_ l
_4?crid=2X9H8KZHEWGCT&keywo
rds=Asset+pricing+by+John+Cochrane&qid=1706282771&s=book
s&spr efix=asset+pricing+by+john+cochrane%2Cstripbooks%2C l
62&sr=1-4)

- Edwin J. Elton, Martin J. Gruber, Stephen J. Brown and William N. Goetzman:
Modern Portfolio Theory and Investment Analysis, 9th edition, 2013, Wiley.
- James C. Van Horne, **Financial Markets Rates and Flows,**
Prentice Hall, 6th edition, 2000.

- John Hull, **Options, Futures and Other Derivatives,** 11th ed., Pearson

- Zvi Bodie and Alex Kane and Alan Marcus, **Investments,** 12th edition, McGraw Hill , 2021

- Supplementary readings and selected current event articles will be posted on the course CANVAS site.

Class lectures and discussions will be based on the slides/notes as well as articles. Please refer to CANVAS for additional information.

The first part of each lecture will build theoretical foundations. The second part of each lecture will be devoted to discussion/presentation of articles.

ACADEMIC INTEGRITY

I do NOT *tolerate cheating*. Students are responsible for understanding the RU Academic Integrity Policy (http://academicintegrity.rutgers.edu/). I will strongly enforce this Policy and pursue *all* violations. On all examinations and assignments, students must sign the RU Honor Pledge, which states, “On my honor, I have neither received nor given any unauthorized assistance on this examination or assignment.” [I will screen all written assignments through *SafeAssign* or *Turnitin*, plagiarism detection services that compare the work against a large database of past work.] Don’t let cheating or plagiarism destroy your hard-earned opportunity to learn and advance. See business.rutgers.edu/ai for more details.

Guidance on the use of AI at Rutgers

As noted in Rutgers Academic Integrity Policy 10.2.13, the principles of academic integrity require that students make sure that all submitted coursework be “the student’s own and created without the aid of impermissible technologies, materials, or collaborations.”

ATTENDANCE POLICY

Attendance is mandatory and you need to be m the classroom on time and leave on time. Attendance will be taken each class.

COURSE REQUIREMENTS AND GRADING

Grade and Course Requirements of Module 1: There is one take-home exam at the end of the Module 1 which accounts for 40% of the grade, and a literature review (topics will be provided) worth 40% of the grade. Group presentations of **selected articles** and Assignments will account for 20%.

Grade and Course Requirements of Module 2: Students should at the very least review the abstract and conclusion section of the assigned papers ahead of class and be prepared to discuss them during class. Students apply what they are learning in class by designing and executing mini slides (80% of grade, group assigm11ent). In the last class, students present their ideas for studies they can conduct related to any of the methodologies (or papers) discussed during any of the classes (20% of the grade).

Grade for the Course: 50% of the final grade from Module I and 50% of the final grade from Module II.

93-100%A	*90-92.9%A-*	
87-89.9% B+	*84-86.9% B*	*80-83.9% B-*
77-79.9% C+	*74-76.9%* C	*70-73.9%* C-
65-69.9% D+	*60-64.9% D*	*Below60% F*

COURSE CONTENT

Module I **-- In all sessions, the lecture slides will cover the main features. The article list is updated regularly.**

I. **Modern Finance Theory - (Lecture 1 &2)**
Lecture slides. See readings on Canvas.
References for the Theory of the Firm:

Jensen, M, and W., Meckling, 1976, Theory of the Firm, Managerial Behavior, Agency Costs and Ownership Structure, Journal of Financial Economics.

Hart, O., and J. Moore, 1990, Property Rights and the Nature of the Firm, Journal of Political Economy.

Jensen, M., 1986, Agency Costs of Free Cash Flow, Corporate Finance and Takeover, American Economic Review.

Hirshleifer, D., 2015, Behavioral Finance, Annual Review of Finance and Economics 7: 133-159.

II. **Risk and Rate of Return, and Risk Management (Lecture 3)**
Lecture Slides. Applied journal articles will be placed on Canvas. Seminal references for Portfolio Theory and Capital Asset Pricing Model:

Markowitz, H., 1952, Portfolio selection, Journal of Finance 7, 77-91.

Sharpe, W. F., 1964, Capital asset prices: A theory of market equilibrium under conditions of risk, Journal of Finance 19, 425-442.

Franko Modigliani and Gerald A. Pogue, An introduction to Risk and Return, Financial Analyst's Journal, 1979, Pp. 68-78.

Fama, E.F. and K. French, 1996, Multifactor explanations of asset pricing anomalies, Journal of Finance 51, 55-84.

Fama, E.F., and J. MacBeth, 1973, Risk, return, and equilibrium: Empirical tests, Journal of Political Economy 81, 607-636.

David W. Mullins, Does the Capital Asset Pricing Model Work, Harvard Business Review, 1982.

J. Linter, The Valuation of Risk Assets and the Selection of Risky Investment in Stock Portfolios and Capital Budgeting, Review of Economics and Statistics 49, Feb. 1985, Pp. 13-37.

James C. Van Home, An Application of the Capital Assets Pricing Model to Divisional Required Returns, Financial Management, 1989, Pp. 14-19.

F. Black, Beta and Returns, Journal of Portfolio Management 20, Fall 1993, Pp. 8-18.IV

III. **Efficient Capital Markets (Lecture 4)**
Lecture slides. Applied journal articles will be placed on Canvas. Seminal references for Efficient Capital Markets:

E.F. Fama, Efficient Capital Markets: A review of Theory and Empirical Work, Journal of Finance 25 (1970), Pp. 382-417.

E.F. Fama, Efficient Capital Markets II, Journal of Finance 26(5), 1991, Pp. 1575-1617.

E. Fama and K. French, The Cross-Section of Expected Stock Returns, Journal of Finance 47, June 1992, Pp. 427-466

IV. Funding and Capital Structure (Lecture 5)

Lecture slides. Applied journal articles will be placed on Canvas. Seminal references for Capital Structure:

F. Modigliani and M. Miller, The Cost of Capital, Corporation Finance and the Theory of Investment, American Economic Review 48(3), 1958, Pp. 261-297.

Myers, S., 1977, Detern1inants of Corporate Borrowing, Journal of Financial Economics.

S. Myers and N. Majluf, 1984, Corporate financing and investment decisions when firms have information that investors do not have, Journal of Financial Economics, 13, 187- 221.

M. Miller, The Modigliani-Miller Proposition after Thirty Years, Journal Of Economic Perspectives, 1988, Pp. 99-120.

F. Modigliani, MM-Past, Present and Future, Journal of Economic Perspectives, 1988, Pp. 149-158

M. Harris and A. Raviv, The Theory of Capital Structure, Journal of Finance 46, 1991, Pp. 197-355.

H. Leland, Agency Cost, Risk Management, and Capital Structure, Journal of Finance 53(4), 1998, Pp. 1231-1242.

E. Fama and K. French, Testing Tradeoff and Packing Order Predictions about Dividends and Debt, Review of Financial Studies 15(1), Pp. 1-33.

M. Miller, Debt and Taxes, Journal of Finance 32, 1977, Pp. 261-275.

Thomas R. Piper and Wolf A. Weinhold, How Much Debt is Right for Your Company, Harvard Business Review, 1982.

Graham, John and Mark Leary, 2011, A Review of Empirical Capital Structure Research and Directions for the Future, Annual Review of Financial Economics, 2011.

Module II

Empirical research in financial economics

I. Anomalies and behavioral finance (Lecture 6)
Lecture slides. Applied journal articles will be placed on Canvas. Seminal references on anomalies and behavioral finance

Size effect in stock returns

Banz, R. (1981), "The relationship between return and market value of common stock", Journal of Financial Economics 9:3-18.

Booth, D. G., and D. B. Keim (2000), "Is there still a January effect?" in: D B Keim and W T Ziemba, eds, Security Market Imperfections in Worldwide Equity Markets (Cambridge University Press, Cambridge) pp 169-178.

Weekend effect in stock returns

French, K. R. (1980), "Stock returns and the weekend effect", Journal of Financial Economics 8:55-69.

Keim, D. B., and R. F. Stambaugh (1984), "A further investigation of the weekend effect in stock returns", Journal of Finance 39:819-835.

Value effect in stock returns

Basu, S (1977), "Investment performance of common stocks in relation to their price- earnings ratios: a test of the efficient market hypothesis", Journal of Finance 32:663-682.

Basu, S (1983), "The relationship between earnings' yield, market value and return for NYSE common stocks: further evidence", Journal of Financial Economics 12:129-156.

Daniel, K., and S. Titman (1997), "Evidence on the characteristics of cross-sectional variation in stock returns", Journal of Finance 52:1-33.

Fama, E. F., and K. R. French (1993), "Common risk factors in the returns on stocks and bonds", Journal of Financial Economics 33:3-56.

Fama, E. F., and K. R. French (1996), "Multifactor explanations of asset pricing anomalies", Journal of Finance 51:55-84.

Momentum

Fama, E. F., and K. R. French (1996), "Multifactor explanations of asset pricing anomalies", Journal of Finance 51:55-84.

De Bondt, W. E., and R. Thaler (1985), "Does the stock market overreact?" Journal of Finance 40: 793-805.

Jegadeesh, N., and S. Titman (1993), "Returns to buying winners and selling losers: implications for stock market efficiency", Journal of Finance 48:65-91.

Predictability of stock returns

Fama, E. F., and G. W. Schwe1i (1977), "Asset returns and inflation", Journal of Financial Economics 5:115-146.

Keim, D. B., and R. F. Stambaugh (1986), "Predicting returns in the stock and bond markets", Journal of Financial Economics 17:357-390.

Campbell, J. Y. (1987), "Stock returns and the term structure", Journal of Financial Economics 18: 373-400.

Interest rates and stock market

Fama, E. F., and G. W. Schwert (1977), "Asset returns and inflation", Journal of Financial Economics 5:115-146.

Fama, E. F. (1975), "Sho1i-tenn interest rates as predictors of inflation", American Economic Review 65:269-282.

Schwert, G. W. (1990), "Indexes of United States stock prices from 1802 to 1987 " Journal of Business 63:399-426.

Dividends and stock returns

Goyal, A., and I. Welch (1999), "Predicting the equity premium with dividend ratios", manuscript (Yale University).

Fama, E. F., and K. R. French (1998), "Value versus growth: the international evidence", Journal of Finance 53:1975-1999.

Cowles, A. (1939), Common Stock Indexes, 2nd Edition, Cowles Commission Monograph 3 (Principia Press, Inc, Bloomington, IN).

Individual investors

Odean, Te1Tance. "Do investors trade too much?" American economic review 89, no. 5 (1999): 1279-1298.

Barber, Brad M., and Terrance Odean. "Trading is hazardous to your wealth: The common stock investment perforn1ance of individual investors." The journal of Finance 55, no. 2 (2000): 773-806.

Barber, Brad M., and Terrance Odean. "Boys will be boys: Gender, overconfidence, and common stock investment." The quarterly journal of economics 116, no. 1 (2001): 261-292.

Institutional investors

Cowles, A. (1933), "Can stock market forecasters forecast?" Econometrica 1:309-324.

Closed end funds

Thompson, R. (1978), "The information content of discounts and premiums on closed- end fund shares", Journal of Financial Economics 6:151-186.

Lee, Charles M.C., Andrei Shleifer, and Richard H. Thaler. "Investor sentiment and the closed-end fund puzzle." The journal of finance 46, no. 1 (1991): 75-109.

Pontiff, J. (1995), "Closed-end fund premia and returns: implications for financial market equilibrium", Journal of Financial Economics 37:341-370.

Mutual funds

Hendricks, Danyll, Jayendu Patel, and Richard Zeckhauser. "Hot hands in mutual funds: Short-run persistence of relative performance, 1974-1988." The Journal of finance 48, no. l (1993): 93-130.

Malkiel, Burton G. "Returns from investing in equity mutual funds 1971 to 1991." The Journal of finance 50, no. 2 (1995): 549-572.

Carhart, Mark M. "On persistence in mutual fund performance." The Journal of finance 52, no. 1 (1997): 57-82.

Limits to arbitrage

Shleifer, A., and R. W. Vishny (1997), "The limits of arbitrage", Journal of Finance 52:35-55.

Pontiff, J. (1996), "Costly arbitrage: evidence from closed-end funds", Quarterly Journal of Economics 111:1135-1151.

Long run returns

DeBondt and Thaler (1985)
Ball, Kothari and Shanken (1995)

II. **Event studies (Lecture** 7)
Lecture slides. Applied journal articles will be placed on Canvas. Seminal references on event studies

Aktas, Nihat, Eric de Bodt, and Richard Roll, 2003, Market Response to European Regulation of Business Combinations, Journal of Financial and Quantitative Analysis, 51, 1, 113-137.

Ball, R., and Brown, P., 1968, "An Empirical Evaluation of Accounting Income Numbers", Journal of Accounting Research 6, 159-178.

Ball, R., and Brown, P., 2019, "Ball and Brown (1968) After Fifty Years", Pacific-Basic Finance Journal 53, 410-431.

Brown, Stephen J., and Jerrold B. Warner, 1980, Measuring Security Price Performance, Journal of Financial Economics 8, l (March), 205-258.

Brown, Stephen J., and Jen-old B. Warner, 1985, Using Daily Stock Returns: tl1e Case of Event Studies, Journal of Financial Economics 14, l (March), 3-31

Dowdell, T., Govindaraj, S., and Jain, P.C., 1992, "The Tylenol Incident, Ensuing Regulation, and Stock Prices", Journal of Financial and Quantitative Analysis 27, 283- 301.

Fama, E., Fisher, L., Jensen, M., and Richard Roll, 1969. "The Adjustment of Stock Prices to New Information", International Economic Review 10, 1-21.

MacKinlay, A.C., 1997, "Event studies in Economics and Finance", Journal of Economic Literature 35, 13-39.

Kothari, S.P., and Warner, J., 2007, "Chapter 1: Econometrics of Event Studies", Handbook of Empirical Corporate Finance, 3-36.

Kruger, P., 2015, "Corporate Goodness and Shareholder Wealth", Journal of Financial Economics 115, 304-329.

Lyon, John D., Brad M. Barber, and Chih-Ling Tsai, 1999, Improved Methods for Tests of Long-Run Abnormal Stock Returns, Journal of Finance 54, 1 (February), 165-201

Nguyen, B.D., and Nielsen, K.M., 2014," What Death Can Tell: Are Executives Paid for Their Contribution to Firm Value?", Management Science 60, 2859-2885.

Dimitrov, V., and Jain, P.C., 2011, "It's Showtime: Do Managers Report Better News Before Annual Shareholder Meeting?", Journal of Accounting Research 49, 1193-1221.

III. Difference in difference (Lecture 8)

Lecture slides. Applied journal articles will be placed on Canvas. Seminal references on differences in differences

Aggarwal, V. A., & Hsu, D. H. (2014). Entrepreneurial exits and innovation. Management Science, 60, 867-887.

Flanuner, C., & Kacperczyk, A. (2016). The impact of stakeholder orientation on innovation: Evidence from a natural experiment. Management Science, 62, 1982-2001.

Flammer, C. (2015). Does product market competition foster corporate social responsibility? Strategic Management Journal, 38, 163-183.

Iyer, R., Peydr6, J. L., <la-Rocha-Lopes, S., & Schaar, A. (2013). Interbank liquidity crunch and the firm credit crunch: Evidence from the 2007-2009 crisis. Review of Financial Studies, 27, 347-372.

Khwaja, A. I., & Mian, A. (2008). Tracing the impact of bank liquidity shocks: Evidence from an emerging market. American Economic Review, 98, 1413-1442.

Kumar, A., Bezawada, R., Rishika, R., Janakiraman, R., & Kannan, P. K. (2016). From social to sale: The effects of firm-generated content in social media on customer behavior. Journal of Marketing, 80, 7-25.

Lemmon, M., & Roberts, M. R. (2010). The response of corporate financing and investment to changes in the supply of credit. Journal of Financial and Quantitative Analysis, 45, 555-587.

Schnabl, P. (2012). The international transmission of bank liquidity shocks: Evidence from an emerging market. The Journal of Finance, 67, 897-932.

Adhikari, Binay K. "Causal effect of analyst following on corporate social responsibility." Journal of Corporate Finance 41 (2016): 201-216.

Denien, Francois, and Ambrus Kecskes. "The real effects of financial shocks: Evidence from exogenous changes in analyst coverage." The Journal of Finance 68, no. 4 (2013): 1407-1440.

Fang, Vivian W., Xuan Tian, and Sheri Tice. "Does stock liquidity enhance or impede firm innovation?" The Journal of finance 69, no. 5 (2014): 2085-2125.

Bennedsen, Morten, Elena Simintzi, Margarita Tsoutsoura, and Daniel Wolfenzon. "Do firms respond to gender pay gap transparency?" The Journal of Finance 77, no. 4 (2022): 2051-2091.

Bose, Udichibarna, Stefano Filomeni, and Sushanta Mallick. "Does bankruptcy law improve the fate of distressed fim1s? The role of credit channels." Journal of Corporate Finance 68 (2021): 101836.

Chen, Zhihong, Yuan Huang, Yuanto Kusnadi, and KC John Wei. "The real effect of the initial enforcement of insider trading laws." Journal of Corporate Finance 45 (2017): 687- 709.

Meng, Qingbin, Xinyu Li, Kam C. Chan, and Shenghao Gao. "Does short selling affect a firm's financial constraints?." Journal of Corporate Finance 60 (2020): 101531.

Akey, Pat, and Ian Appel. "The limits of limited liability: Evidence from industrial pollution." The Journal of Finance 76, no. 1 (2021): 5-55.

Kong, Dongmin, Ying Zhao, and Shasha Liu. "Trust and innovation: Evidence from CEOs' early-life experience." Journal of Corporate Finance 69 (2021): 101984.

An, Zhe, Chen Chen, Vic Naiker, and Jun Wang. "Does media coverage deter firms from withholding bad news? Evidence from stock p1ice crash risk." Journal of Corporate Finance 64 (2020): 101664.

Cornaggia, Kimberly, John Hund, Giang Nguyen, and Zihan Ye. "Opioid crisis effects on municipal finance." The Review of Financial Studies 35, no. 4 (2022): 2019-2066.

Rodnyansky, Alexander, and Olivier M. Dan11ouni. "The effects of quantitative easing on bank lending behavior." The Review of Financial Studies 30, no. 11 (2017): 3858-3887.

Schmeiser, Maximilian, Christiana Stoddard, and Carly Urban. "Student loan inforn1ation provision and academic choices." American Economic Review 106, no. 5 (2016): 324-
328.

Fuest, Clemens, Andreas Peichl, and Sebastian Siegloch. "Do higher corporate taxes reduce wages? Micro evidence from Gern1any." American Economic Review 108, no. 2 (2018): 393-418.

Fisman, Raymond. "Estimating the value of political connections." Ame1ican economic review 91, no. 4 (2001): 1095-1102.

Cheng, Ing-Haw, Sahil Raina, and Wei Xiong. "Wall Street and the housing bubble." American Economic Review 104, no. 9 (2014): 2797-2829.

McIntosh, Molly Fifer. "Measuring the labor market impacts of Hurricane Katrina migration: Evidence from Houston, Texas." American Economic Review 98, no. 2 (2008): 54-57.

IV. Natural experiments in finance (Lecture 9)

Lecture slides. Applied journal articles will be placed on Canvas. Seminal references on anomalies and behavioral finance

Colombo, Jefferson A., and Joao F. Caldeira. "The role of taxes and the interdependence among corporate financial policies: Evidence from a natural experiment." Journal of Corporate Finance 50 (2018): 402-423.

Xiong, Jiacai, Caiyue Ouyang, Jamie Yixing Tong, and Feida Frank Zhang. "Fraud commitment in a smaller world: Evidence from a natural experiment." Journal of corporate finance 70 (2021): 102090.

An, Zhiyong. "Taxation and capital structure: empirical evidence from a quasi-experiment in China." Journal of Corporate Finance 18, no. 4 (2012): 683-689.

Gropp, Reint, Thomas Mask, Steven Ongena, and Carlo Wix. "Banks response to higher capital requirements: Evidence from a quasi-natural experiment." The Review of Financial Studies 32, no. 1 (2019): 266-299.

Hsieh, Chang-Tai. "Do consumers react to anticipated income changes? Evidence from the Alaska permanent fund." American Economic Review 93, no. 1 (2003): 397-405.

Metrick, Andrew. "A natural experiment in "Jeopardy!". The An1e1ican Economic Review (1995): 240-253.

Anagol, Santosh, and Hugh Hoikwang Kim. "The impact of shrouded fees: Evidence from a natural experiment in the Indian mutual funds market." American Economic Review 102, no. 1 (2012): 576-593.

Damm, Anna Piil, and Christian Dustmann. "Does growing up in a high crime neighborhood affect youth criminal behavior?." American Economic Review 104, no. 6 (2014): 1806-1832.

Shenglan, Chen, and Liu Xiaoling. "How does corporate investment respond to the Belt and Road initiative? Evidence from a quasi-natural experiment." Journal of Finance and Economics 44, no. 04 (2018): 20-33.

Hartzmark, Samuel M., and Abigail B. Sussman. "Do investors value sustainability? A natural experiment examining ranking and fund flows." The Journal of Finance 74, no. 6 (2019): 2789-2837.

Lepori, Gabriele M. "Air pollution and stock returns: Evidence from a natural experiment." Journal of Empirical Finance 35 (2016): 25-42.

Koudijs, Peter. "The boats that did not sail: Asset price volatility 111 a natural experiment." The Journal of Finance 71, no. 3 (2016): 1185-1226.

Doidge, Craig, and Alexander Dyck. "Taxes and corporate policies: Evidence from a quasi natural experiment." The Journal of Finance 70, no. **1** (2015): 45-89.

Fan, Yaoyao, Yuxiang Jiang, Mao-Feng Kao, and Frank Hong Liu. "Board independence and firm value: A quasi-natural experiment using Taiwanese data." Journal of Empirical Finance 57 (2020): 71-88.

Isakov, Dusan, Christophe Perignon, and Jean-Philippe Weisskopf. "What if dividends were tax-exempt? Evidence from a natural experiment." The review of financial studies 34, no. 12 (2021): 5756-5795.

Keloharju, Matti, Samuli Kntipfer, and Juhani Linnainmaa. "Do investors buy what they know? Product market choices and investment decisions." The Review of Financial Studies 25, no. 10 (2012): 2921-2958.

Giroud, Xavier. "Proximity and investment: Evidence from plant-level data." The Quarterly Journal of Economics 128, no. 2 (2013): 861-915.

V. Presentation of ideas and feedback (Lecture 10)

SUPPORT SERVICES

If you need accommodation for a ***disability***, obtain a Letter of Accommodation from the Office of Disability Services. The Office of Disability Services at Rutgers, The State University of New Jersey, provides student-centered and student-inclusive programming in compliance with the Americans with Disabilities Act of 1990, the Americans with Disabilities Act Amendments of 2008, Section 504 of the Rehabilitation Act of 1973, Section 508 of the Rehabilitation Act of 1998, and the New Jersey Law Against Discrimination. More information can be found at ods.rutgers.edu.
[Rutgers University-New Brunswick ODS phone (848)445-6800 or email dsoffice@echo.rutgers.edu]
[Rutgers University-Newark ODS phone (973)353-5375 or email ods@newark.rutgers.edu]

If you are ***pregnant***, the Office of Title IX and ADA Compliance is available to assist with any concerns or potential accommodations related to pregnancy.
[Rutgers University-New Brunswick Title IX Coordinator phone (848)932-8200 or email jackie.moran@rutgers.edu]
[Rutgers University-Newark Office of Title IX and ADA Compliance phone (973)353-1906 or email TitleIX@newark.rutgers.edu]

If you seek ***religious accommodations***, the Office of the Dean of Students is available to verify absences for religious observance, as needed.
[Rutgers University-New Brunswick Dean of Students phone (848)932-2300 or email deanofstudents@echo.rutgers.edu]
[Rutgers University-Newark Dean of Students phone (973)353-5063 or email DeanofStudents@newark.rutgers.edu]

If you have experienced any form of ***gender or sex-based discrimination or harassment***, including sexual assault, sexual harassment, relationship violence, or stalking, the Office for Violence Prevention and Victim Assistance provides help and support. More information can be found at http://vpva.rutgers.edu/.
[Rutgers University-New Brunswick incident report link: http://studentconduct.rutgers.edu/concern/. You may contact the Office for Violence Prevention and Victim Assistance at (848)932-1181]
[Rutgers University-Newark incident report link: https://cm.maxient.com/reportingform.php?RutgersUniv&layout_id=7 . You may also contact the Office of Title IX and ADA Compliance at (973)353-1906 or email at TitleIX@newark.rutgers.edu. If you wish to speak with a staff member who is confidential and does **not** have a reporting responsibility, you may contact the Office for Violence Prevention and Victim Assistance at (973)353-1918 or email run.vpva@rutgers.edu]

Bias incidents: an act – either verbal, written, physical, or psychological that threatens or harms a person or group on the basis of actual or perceived race, religion, color, sex, age, sexual orientation, gender identity or expression, national origin, ancestry, disability, marital status, civil union status, domestic partnership status, atypical heredity or cellular blood trait, military service or veteran status.
Bias incidents can be reported online at:
New Brunswick Bias Incident Report Form
Newark Bias Incident Report Form

If students who have experienced a temporary condition or injury that is adversely affecting their ability to fully participate, you should submit a request via https://temporaryconditions.rutgers.edu .

If you are a military ***veteran*** or are on active military duty, you can obtain support through the Office of Veteran and Military Programs and Services. http://veterans.rutgers.edu/

If you are in need of ***mental health*** services, please use our readily available services.
[Rutgers University-Newark Counseling Center: http://counseling.newark.rutgers.edu/]
[Rutgers Counseling and Psychological Services–New Brunswick: http://rhscaps.rutgers.edu/]

If you are in need of ***physical health*** services, please use our readily available services.
[Rutgers Health Services – Newark: http://health.newark.rutgers.edu/]
[Rutgers Health Services – New Brunswick: http://health.rutgers.edu/]

If you are in need of ***legal*** services, please use our readily available services:
http://rusls.rutgers.edu/

Students experiencing difficulty in courses due to ***English as a second language (ESL)*** should contact the Program in American Language Studies for supports.
[Rutgers–Newark: PALS@newark.rutgers.edu]
[Rutgers–New Brunswick: eslpals@english.rutgers.edu]

If you are in need of additional ***academic assistance***, please use our readily available services.
[Rutgers University-Newark Learning Center: http://www.ncas.rutgers.edu/rlc
[Rutgers University-Newark Writing Center: http://www.ncas.rutgers.edu/writingcenter]
[Rutgers University-New Brunswick Learning Center: https://rlc.rutgers.edu/]

[Optional items that many faculty include:
- Students must sign, date, and return a statement declaring that they understand the RU Academic Integrity Policy.
- Students must sign, date, and return a statement declaring that they understand this syllabus.]

CODE OF PROFESSIONAL CONDUCT

[If you prefer to direct students to the conduct policy online instead, please use the following link and place it beneath the header above:
https://myrbs.business.rutgers.edu/students/code-professional-conduct]

Rutgers Business School is recognized for its high-quality education. To that end, maintaining the caliber of classroom excellence, whether in person or online, requires students to adhere to the same behaviors expected in professional career environments. These include the following principles:

Discussion and Correspondence

- Each student is encouraged to participate actively in class discussions and exercises. Substantive dialogue requires a degree of mutual respect, willingness to listen, and tolerance of opposing points of view. Disagreement and the challenging of ideas must happen in a supportive and sensitive manner. Hostility and disrespectful behavior will not be tolerated.

- In correspondence and in the classroom, students should demonstrate respect in how they address instructors. Students should use proper titles unless there is an explicit understanding that the instructor accepts less formal alternatives. Similarly, appropriate formatting in electronic communication and timely responsiveness are all expectations in every professional interaction, including with instructors. Everything said and written should demonstrate respect and goodwill.

Punctuality and Disruption

- Class starts and ends promptly at the assigned periods. Students are expected to be in their seats or present online and ready to begin class on time.
    - Take your responsibility to attend class seriously. Your attendance is a critical element of the learning experience for in-person classes. Failure to show up disrupts your learning and signals disrespect to your peers and instructors. (Of course, illness is a legitimate exception requiring advanced reporting to the University and your instructors.)
    - Barring emergencies and within reason, students are expected to remain in their seats for the class duration. In person, packing belongings before the end of class disturbs both other students and the instructor. Online, attending to other tasks is distracting. In addition, even if webcams are not required in your course, your attention is fundamentally lacking if you are engaged in multiple tasks simultaneously.

Technology

- The use of technology is sanctioned only as permitted by the course instructor. As research on learning shows, peripheral use of technology in classes negatively impacts the learning environment in three ways:
    1. Individual learning and performance directly suffer, resulting in the systemic lowering of grades earned.
    2. In the classroom, one student's use of technology automatically diverts and captures other people's attention, thus impeding their learning and performance. Moreover, even minor infractions have a spillover effect and result in others doing the same.
    3. Subverting this policy (e.g., using a phone during class, even if hidden below the table or out of sight from your webcam; tapping on a smartwatch; using a laptop for non-course related matters) is evident to the course instructor and offensive to the principles of decorum in a learning environment.
- Networking, computing, and associated resources in the trading rooms, advanced technology rooms, and general classrooms are to be used in the manner intended.
- Sharing links to private online classes, attempting to join an online class you are not enrolled in, or posting disruptive content during these sessions are strictly prohibited and may lead to disciplinary action.
- For more instructions on information technology resources at Rutgers University, please refer to the Acceptable Use Policy for Information Technology Resources.

Misappropriating Intellectual Property

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