MANAGEMENT AND INTERNATIONAL BUSINESS

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Omid Nodoushani, Professor
Robert Page, Professor
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Robert Smith, Assistant Professor
Carol Stewart, Associate Professor
Alison Wall, Assistant Professor
Zheni Wang, Assistant Professor
Chulguen Yang, Professor

The Management and International Business department offers concentrations in two business disciplines: management and international business.

CONCENTRATION IN MANAGEMENT

The management concentration allows ample flexibility, from an individual career viewpoint, for students to obtain foundation knowledge and skills that are suitable for operating a small business or advancing into a wide variety of middle and upper level management positions within corporations and not-for-profit organizations. The concentration also helps students prepare for graduate study in business and law. By highlighting successful organizational processes and practices, this concentration helps students understand a wide variety of managerial concerns as well as analytical and administrative techniques commonly used to address them.

CONCENTRATION IN INTERNATIONAL BUSINESS

The B.S. degree in business administration has a concentration in international business that is designed to provide students with a global perspective.
The department offers the following:

Business Administration, B.S. - Concentration: International Business
Business Administration, B.S. - Concentration: Management
Business Administration, B.S. - Concentration: Public Utilities Management
Minor in Management
BUSINESS ADMINISTRATION, B.S. - CONCENTRATION: INTERNATIONAL BUSINESS

Students must take a minimum of 50 percent of the Business Administration Requirements, and at least 50 percent of the Concentration Requirements at Southern Connecticut State University.

Although optional, students in this program are encouraged to attend one summer school session in a foreign country. A semester abroad would be even better preparation for a career in international business.

120 Overall Credits Required

LIBERAL EDUCATION PROGRAM AND WRITING REQUIREMENTS

Liberal Education Program

45 Credits Required

Students must complete a comprehensive three-tiered Liberal Education Program (LEP). View all requirements of the tiers on the Liberal Education Program.

While the choice of courses that fulfill the requirements is generally left up to students, some departments require that students select specific courses to complement their major. This major has specific Tier requirements/restrictions for the following:

Tier 1 - Quantitative Reasoning (select one):
MAT 125 - Applied Business Mathematics
MAT 150 - Calculus I

Tier 1 - Technological Fluency:
CSC 200 – Information Management and Productivity Software

Tier 2 - Global Awareness:
ECO 101 – Principles of Microeconomics

Tier 2 - Social Structure, Conflict, and Consensus:
ECO 100 – Principles of Macroeconomics

Tier 3 - Capstone
MGT 460 - International Business
Writing Requirements (“W-Courses”)

Three W-courses are required. These may not be taken until after a student has passed ENG 112 — Writing Arguments. W-courses may count toward LEP, major, or cognate requirements, as well as free electives. Course sections that meet this requirement are designated by section numbers ending in “W”.

Transfer students who enter with 60 to 89 credits are required to pass two W-courses, while transfer students who enter with 90 credits or more must pass one W-course.

MAJOR REQUIREMENTS

51 Credits Required

Business Administration Requirements
27 Credits Required
('C' or better required)

ACC 200 – Principles of Financial Accounting
ACC 210 – Managerial Accounting
ECO 221 – Statistics for Economics and Business
FIN 300 – Corporate Finance
MGT 240 – Legal Environment of Business
MGT 305 – Organizational Behavior
MGT 450 – Business Policy and Strategy Seminar
MIS 370 – Business Information Systems
MKT 200 – Principles of Marketing

International Business Concentration
18 Credits Required
('C+' or better required)

Select 4 courses with 4 distinct prefixes from:

• ACC 424 – International Accounting
• ECO 303 – Development Economics
• ECO 350 – International Economics I: Trade
• ECO 440 - Regional Economic Integration
• FIN 347 – International Financial Management
• MGT 430 – Management of Multinational Corporations
• MIS 400 – Global Information Systems
• MKT 420 – Global Marketing

Select 2 courses from:

• ACC 370 - Accounting Information Systems
• MGT 400 - Business and Society
• MGT 425 - Managing for People, Planet, and Profit
• MIS 360 - Supply Chain Management
• MKT 361 - Consumer Behavior on the Internet
• MKT 341 - Digital Marketing
• Special Topics Classes (when appropriate)
• Independent Study

**Business Elective**
6 Credits Required

Select 2 courses outside of concentration

**COGNATE REQUIREMENTS**

6 Credits Required

6 credit cognate in cultural studies selected with approval of an advisor. Cognate would be drawn from departments of ANT, IDS, PSC, HIS, WLL, ART, LIT, or GEO and would serve as cultural exposure to a foreign country or region.

**FREE ELECTIVES**

Remaining credits to reach Overall Credits Required (listed above).

Although 6 of these credits may be taken within the School of Business, students are encouraged to take all their free electives outside the School of Business.
BUSINESS ADMINISTRATION, B.S. - CONCENTRATION: MANAGEMENT

Students must take a minimum of 50 percent of the Business Administration Requirements, and at least 50 percent of the Concentration Requirements at Southern Connecticut State University.

120 Overall Credits Required

LIBERAL EDUCATION PROGRAM AND WRITING REQUIREMENTS

Liberal Education Program

45 Credits Required

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MAT 150 - Calculus I

Tier 1 - Technological Fluency:
CSC 200 – Information Management and Productivity Software

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MGT 460 - International Business

Writing Requirements (“W-Courses”)

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Transfer students who enter with 60 to 89 credits are required to pass two W-courses, while transfer students who enter with 90 credits or more must pass one W-course.

**MAJOR REQUIREMENTS**

57 Credits Required

**Business Administration Requirements**

27 Credits Required

' C ' or better required

ACC 200 – Principles of Financial Accounting
ACC 210 – Managerial Accounting
ECO 270 - Applied Business Statistics
FIN 300 – Corporate Finance
MGT 240 – Legal Environment of Business
MGT 305 – Organizational Behavior
MGT 450 – Business Policy and Strategy Seminar
MIS 370 – Business Information Systems
MKT 200 – Principles of Marketing

**Management Concentration**

30 Credits Required

‘ C+ ’ or better required

MGT 200 - Managerial Communication
MGT 300 - Management and Organization
MGT 385 - Human Resources Management
MGT 400 - Business and Society
9 additional credits of MGT
6 additional credits of business courses (may include MGT)
3 additional credits of business, excluding MGT courses

Students are encouraged to direct their selections to an area of specialization. Please speak with your advisor regarding options.

- Leadership
- Human Resources
- Small Business Entrepreneurship
- Sustainability

**COGNATE REQUIREMENTS**

This program does not require any cognates.

**FREE ELECTIVES**
Take remaining credits to reach Overall Credits Required (listed above).

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BUSINESS ADMINISTRATION, B.S. - CONCENTRATION: PUBLIC UTILITIES MANAGEMENT

Students must take a minimum of 50 percent of the Business Administration Requirements, and at least 50 percent of the Concentration Requirements at Southern Connecticut State University.

120 Overall Credits Required

LIBERAL EDUCATION PROGRAM AND WRITING REQUIREMENTS

**Liberal Education Program**

45 Credits Required

Students must complete a comprehensive three-tiered Liberal Education Program (LEP). View all requirements of the tiers on the Liberal Education Program.

While the choice of courses that fulfill the requirements is generally left up to students, some departments require that students select specific courses to complement their major. This major has specific Tier requirements/restrictions for the following:

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Tier 3 - Capstone
MGT 460 - International Business

**Writing Requirements (“W-Courses”)**

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MAJOR REQUIREMENTS

57 Credits Required

**Business Administration Requirements**
27 Credits Required
'C' or better required

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- ACC 210 – Managerial Accounting
- ECO 270 - Applied Business Statistics
- FIN 300 – Corporate Finance
- MGT 240 – Legal Environment of Business
- MGT 305 – Organizational Behavior
- MGT 450 – Business Policy and Strategy Seminar
- MIS 370 – Business Information Systems
- MKT 200 – Principles of Marketing

**Public Utilities Management Concentration**
30 Credits Required
'C+' or better required

- MGT 200 - Managerial Communication
- MGT 300 - Management and Organization
- MGT 385 - Human Resources Management
- MGT 400 - Business and Society

Select 18 credits from:

- ACC 401 - Not-for-Profit & Government Accounting
- GEO 460 - GIS II
- MGT 335 - Business Law
- MGT 398 - Special Topics
- MGT 415 - Developing Team Managerial Skills
- MGT 498 - Advanced Special Topics
- MIS 398 - Special Topics
- MIS 430 - Project Management
- MGT 497 - Internship OR
  - MIS 497 - Internship

**COGNATE REQUIREMENTS**

This program does not require any cognates.

**FREE ELECTIVES**
Take remaining credits to reach Overall Credits Required (listed above).

Although 6 of these credits may be taken within the School of Business, students are encouraged to take all their free electives outside the School of Business.
COURSES

MGT 105 - Managerial Communication
Students practice written and oral communication and respond appropriately with a focus on organizational communication (e.g. report writing, executive summaries, memos, and email), identifying target audiences, and persuading and influencing others. Students create effective and memorable multi-media professional presentations. Prerequisite(s): Business and Pre-Business majors. Last Offered: Summer 2015
3 credits

MGT 200 - Managerial Communication
Students practice written and oral communication and respond appropriately with a focus on organizational communication (e.g., report writing, executive summaries, memos, and email), identifying target audiences, and persuading and influencing others. Students create effective and memorable multi-media professional presentations. Prerequisite(s): Business or Pre-Business majors. Last Offered: Spring 2020
3 credits

MGT 240 - Legal Environment of Business
An overview of basic legal principles, explores how the law impacts business relationships among key stakeholders. Topics include: A review of the U.S. legal system, relevant topics in international law, dispute resolution, administrative law and regulation, business organizations, corporate ethics, securities law, antitrust law, contract law, agency law, employment law, intentional torts, negligence, product liability, cyber law and environmental law. Prerequisite(s): Sophomore status. Last Offered: Spring 2020
3 credits

MGT 300 - Management and Organization
Management functions of planning, organizing, leading, and controlling. Establishes frameworks for understanding the nature of managerial work and human behavior in task groups as well as large, complex organizations. Prerequisite(s): Sophomore status. Last Offered: Spring 2020
3 credits

MGT 301 - Entrepreneurship and Small Business Development
The process of developing a small business from the conception of an idea to a viable growth business. Growth strategies, professional management, creative ideas, feasibility studies, franchising, venture plan and entrepreneurship. Prerequisite(s): ACC 200, MGT 240, MGT 300 or MGT 305 or departmental permission. Last Offered: Spring 2020
3 credits

MGT 305 - Organizational Behavior
The roles of the individual, group, and organizational patterns. Organizational theory, behavior in organizations, role relationships, impact of personality and leadership styles on morale and development of healthy and cohesive organizations. Prerequisite(s): Junior or senior status. Last Offered: Spring 2020
3 credits
MGT 335 - Business Law
An advanced course in Business Law, examines legal principles affecting business organizations and transactions. Additionally, explores legal trends in business law that influence: Corporate governance, common law contracts, UCC contracts, secured transactions, suretyship, creditors' rights, bankruptcy, personal and real property, intellectual property, bailment, financial regulation, common corporate crimes, negotiable instruments including commercial paper and documents of title.
Prerequisite(s): MGT 240
Last Offered: Spring 2020
3 credits

MGT 345 - Real Estate Law
Law of real property, transfers, deeds, leases, title insurance, escrow, land contracts, foreclosures, recordings and law as it effects brokers and salespersons.
Prerequisite(s): MGT 240
Last Offered: Fall 2019
3 credits

MGT 361 - Operations Management
Deals with management processes that design, supply, produce, and deliver goods and services to customers. Topics include product/process innovation, process structures, quality management, inventory control, lean systems, logistics, and demand planning. Special emphasis on supply chain management.
Prerequisite(s): ECO 221.
Last Offered: not yet offered
3 credits

MGT 385 - Human Resources Management
Emphasis on effective human resources practices and requirements from the point of view of the operating manager.
Prerequisite(s): Junior or senior status.
Last Offered: Spring 2020
3 credits

MGT 398 - Special Topics in Management
Examination of developments, issues, and current ideas in the field of business administration, which are pertinent to management.
Last Offered: Fall 2018
3 credits

MGT 400 - Business and Society
Examines competing views of the proper purpose and role of business within society, as well as the interrelationship of business and other institutions. Topics include stakeholder vs. shareholder views of the corporation; environmental and social sustainability; social entrepreneurship and other emerging governance frameworks; and the role of governments and NGOs in influencing business behavior.
Prerequisite(s): ECO 100 and ECO 101; MGT 240 and MGT 305; MKT 200, 6 of 8 Tier 2 complete (Honors Coll.: 15 cr. HON or 45 cr. total), and prior or concurrent completion of all Tier 1 (Honors Coll.: TIMC and T1QR only).
Last Offered: Spring 2020
3 credits

MGT 402 - Managing Diversity
Provides students with an understanding of the growing diversity of the workforce that managers face, as well as the challenges, emerging issues, and opportunities. Explores the impact and value of the primary and secondary dimensions of diversity and examines the contextual elements that influence diversity, such as laws and media.
Prerequisite(s): MGT 305.
Last Offered: Summer 2018
3 credits
MGT 405 - Employment Law
Introduction to laws that apply to the employer/employee relationship. Examines a broad range of issues that arise in employment law such as the employment relationship, hiring, arbitration, aspects of employment discrimination law including Title VII and other Civil Rights laws, affirmative action, family and medical leave, and the regulation of employment.
Prerequisite(s): MGT 240
Last Offered: Spring 2020
3 credits

MGT 410 - Business Bankruptcy Law
Surveys bankruptcy law and its impact on small and large businesses with a focus on Chapters 7, 11, and 13 of the U.S. Bankruptcy Code. An overview of liquidation and the proper dissolution of business operations is reviewed. Business restructuring and the manager’s role in developing a plan of reorganization and the continued management of business operations under the supervision of the bankruptcy court, are emphasized. Creditors’ rights, entrepreneurial perspectives, interdisciplinary issues, cross-border insolvency cases, and the ethics of business bankruptcy are analyzed.
Prerequisite(s): MGT 240 and junior or senior status.
Last Offered: Fall 2019
3 credits

MGT 414 - Creativity and Innovation
Understanding and practicing various techniques for improving an individual’s ability to be creative in organizations.
Prerequisite(s): Junior status.
Last Offered: Spring 2020
3 credits

MGT 415 - Developing Team Managerial Skills
Experiential classroom environment designed to practice the personal and interpersonal skills required of managers. Discussions directed at integrating experience with theory, and at enhancing professional growth and development.
Prerequisite(s): MGT 305.
Last Offered: Spring 2020
3 credits

MGT 412 - Diagnosing Management Problems
Learning to recognize and handle typical problems managers face through survey research and with various problem solving techniques.
Prerequisite(s): [ ECO 221 or ECO 270] and MGT 300.
Last Offered: Spring 2020
3 credits

MGT 418 - Negotiation and Conflict Resolution
Introduction to the fundamentals of negotiation and conflict resolution. Topics include integrative vs. distributive negotiations, best alternative to negotiated agreement, reservation point, barriers to reaching an agreement, cognitive biases, building and assessment trust, and forms of alternative dispute resolution.
Prerequisite(s): Junior or senior status.
Last Offered: Spring 2020
3 credits

MGT 425 - Managing for People, Planet, and Profit
Examines (1) how companies can advance the "triple bottom line" of people, planet, and profit and (2) more broadly, how the tools of business may be used to address environmental and social challenges. Topics include pollution prevention, product stewardship, sustainable development, the triple bottom line, and systems thinking.
Prerequisite(s): Junior status.
Last Offered: Spring 2020
3 credits
MGT 430 - Management of Multinational Corporations

Focuses on the nature, functions and activities of the multinational firm. Explores the strategies and structures of multinational corporations and the challenges of managing in multiple countries and markets. Examines the allocation of resources and the role or strategic alliances as an important element of global strategy. These factors are analyzed in the context of the economic, political, social, legal, and technological constraints faced by managers of multinational corporations.

Prerequisite(s): MGT 300 and MGT 305

Last Offered: Spring 2020

3 credits

MGT 440 - Mindful Leadership

Introduction to mindfulness and its practices to develop self-awareness and emotional skills for the cultivation of mindful leadership. In addition to the theoretical investigation of mindfulness and emotional intelligence, various hands-on experiential learning activities of contemplative practices are actively utilize to enhance self-management and professional development skills.

Prerequisite(s): MGT 305.

Last Offered: Fall 2019

3 credits

MGT 450 - Business Policy and Strategy Seminar

Capstone course for business majors, integrating concepts learned in previous business courses. Readings and case studies deal with formulation, implementation and evaluation of managerial strategies and plans for ongoing organizational survival and success. Appreciation for general management perspectives stressed in written and oral analyses.

Prerequisite(s): ACC 200, [ACC 210 or ACC 220], FIN 300, MGT 240, MGT 305, MKT 200, and MIS 370.

Last Offered: Spring 2020

3 credits

MGT 460 - International Business

Examines the influence of political, economic, sociocultural, technological, and legal environments on international business operations and management. Factors that influence management decision-making and strategies for dealing with them are covered. Other topics include national culture, country differences, emerging markets, trade and investment, global monetary system, international business strategy, and corporate social responsibility.

Prerequisite(s): MGT 240 and MGT 300 or MGT 305, 6 of 8 Tier 2 complete (Honors Coll.: 15 cr. HON or 45 cr. total) , and prior or concurrent completion of all Tier 1 (Honors Coll.: T1MC and T1QR only).

Last Offered: Spring 2020

3 credits

MGT 497 - Internship

A supervised internship in business or government with the application of management to problems of enterprise administration. Bi-weekly reporting to the faculty supervisor required.

Prerequisite(s): Senior status and departmental permission.

Last Offered: Spring 2018

3 credits

MGT 498 - Advanced Special Topics in Management

Examination of developments, issues, and current ideas in the field of business administration, which are pertinent to management.

Prerequisite(s): Junior status; majoring in Business or minoring in Management.

Last Offered: Spring 2020

3 credits
MGT 499 - Independent Study
An approved topic of specialized interest that leads to a well-researched management paper of professional quality. Bi-weekly reporting to faculty supervisor required.
Prerequisite(s): Overall cumulative GPA of at least 3.0, senior status in Management concentration, and departmental permission.
Last Offered: Fall 2015
1 to 3 credits