Business Management (BUS)
Major and Minor in Business Management

College of Business

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Minors or other majors of particular interest to students majoring in Business Management: Applied Mathematics and Statistics (AMS), Computer Science (CSE), Economics (ECO), Information Systems (ISE), Political Science (POL), Psychology (PSY), Technological Systems Management (TSM)

Business Management (BUS)
The College of Business offers undergraduate students a major and a minor in Business Management.

The major program offers students a solid foundation of essential business concepts and applications. In addition to courses in statistics, decision sciences, and general management, students study the fundamentals of seven business functions: accounting, entrepreneurship, finance, international business, marketing, management and operations, and sustainable business. Majors have an opportunity to concentrate in one of these seven business functions. The knowledge gained in the specialization assists students in finding employment in that area of a business.

Requirements for the Major and Minor in Business Management (BUS)
Acceptance to the Major in Business Management

Qualified freshman and transfer students who have indicated their interest in the major on their applications are accepted directly into the major upon admission into the University. Students who did not apply for the major and those who were not accepted into the major when they entered the University may apply to the major provided that their cumulative grade point average (including, for transfer students, college coursework complete at other institutions) is 3.0 or higher. Applications must be submitted to the College of Business Office of Student Services in accordance with the Registrar's deadlines for processing major/minor declaration forms. Application forms are available on the College of Business website.

Requirements for the Major

The major in Business Management leads to the Bachelor of Science degree. Completion of the major requires 49 credits.

Transfer Credit Policy for students in the Business Major
Students may apply a maximum of 21 transfer credits toward the Business Major. Of the total 21 credits, only 6 credits may be used to fulfill an area of specialization.

A. Core Courses

- BUS 115 Introduction to Business for Business Majors
- ACC 210 Financial Accounting
- BUS 215 Introduction to Business Statistics (see Note)
- BUS 220 Introduction to Decision Sciences (see Note)
- BUS 301 Business Communications
- BUS 326 Organizational Behavior
- BUS 330 Principles of Finance or ECO 389 Corporate Finance
- BUS 346 Operations Management
- BUS 348 Principles of Marketing
- BUS 353 Entrepreneurship or BUS 383 Social Entrepreneurship or BUS 441 Business Strategy
- BUS 446 Ethics: Critical Thinking through Film or BUS 447 Business Ethics
- ECO 108 Introduction to Economics (see Note)

Note: MAT 122 Overview of Calculus with Applications satisfies DEC C/QPS and must be completed as a prerequisite for ECO 108, BUS 215 and BUS 220.

B. Area of Specialization

One of the following specializations must be chosen at the start of the junior year. The details are available in the College of Business Office of Student Services.
Choose one specialization from the following areas:

1. Accounting
   a. Required courses
• ACC 214 Managerial Cost Analysis and Applications
• ACC 310 Intermediate Accounting I
• ACC 311 Federal Income Taxation I

Note: For business majors, successful completion of the accounting minor will satisfy the accounting specialization requirement. However, only the accounting minor will be reflected on the student's academic transcript.

b. Select one from the following:
• ACC 313 Intermediate Accounting II
• ACC 314 Federal Income Taxation II
• ACC 315 Accounting for the Small Business Entrepreneur
• ACC 400 External Auditing
• BUS 488 Internship

2. Entrepreneurship (Advisory prerequisite BUS 353 or BUS 383)

a. Required course
• BUS 337 Entrepreneurship Across Countries

b. Select one from the following:
• BUS 364 How to Build a Start-Up
• BUS 369 New Product Development
• BUS 488 Internship

c. Select one from the following:
• BUS 399 Intellectual Property Strategy
• BUS 401 Negotiation Workshop

d. Select one from the following:
• BUS 331 International Finance
• BUS 332 Entrepreneurial Finance
• BUS 336 Mergers and Acquisitions

3. Finance

a. Select four from the following:
• BUS 331 International Finance
• BUS 332 Entrepreneurial Finance
• BUS 336 Mergers and Acquisitions
• BUS 355 Investment Analysis
• BUS 356 Financial Engineering
• BUS 365 Financial Management
• BUS 366 Money and Financial Institutions or ECO 360 Money and Banking
• ECO 383 Public Finance
• BUS 468 Risk Arbitrage
• BUS 488 Internship

4. International Business

a. Select four from the following:
• BUS 331 International Finance
• BUS 337 Entrepreneurship Compared Across Countries
• BUS 362 Principles of International Marketing
• BUS 440 International Management
• BUS 488 Internship

5. Marketing

a. Required courses
• BUS 358 Marketing Research
• BUS 359 Consumer Behavior
• BUS 448 Marketing Strategy
b. Select one from the following:

- BUS 302 Social Media Marketing Strategy
- BUS 334 Consumer Advertising and Promotion
- BUS 335 Business Advertising and Promotion
- BUS 357 Principles of Sales
- BUS 360 Business Marketing
- BUS 361 Retail Management
- BUS 362 Principles of International Marketing
- BUS 363 Brand Management
- BUS 369 Marketing of New Products
- BUS 449 Marketing Client Project
- BUS 488 Internship

6. Management and Operations

a. Required course

- BUS 340 Information Systems in Management

b. Select three from the following:

- BUS 364 How to Build a Start-Up
- BUS 370 Lean Practices in Operations
- BUS 371 Supply Chain Management
- BUS 372 Quality Management
- BUS 393 Principles of Project Management
- BUS 488 Internship

7. Sustainable Business

a. Select four from the following:

- BUS 358 Marketing Research
- BUS 368 Marketing New Sustainable Products
- BUS 370 Lean Practices in Operations
- BUS 373 Supply Chain and Environmental Management
- BUS 374 Environmental Impact of Business
- BUS 448 Marketing Strategy
- BUS 488 Internship

Note: BUS 475, BUS 476 Undergraduate Teaching Practicum I, II, and BUS 487 Independent Research will count toward the total University credit requirement, but not toward the business major.

D. Upper-Division Writing Requirement

BUS 301 contains the necessary writing components which satisfy the Upper Division Writing Requirement for the business major, and also satisfies the Stony Brook Curriculum learning objective WRTD.

Grading

All courses taken to satisfy the business management major requirements must be taken for a letter grade. All students accepted to the business management major in the fall 2005 semester and subsequent must complete all BUS courses, ECO 108, and MAT 122 with a grade of C or higher in order to satisfy the requirements for the major. Students accepted to the business management major prior to fall 2005 must complete the following courses with a grade of C or higher in order to satisfy the requirements for the major: BUS 110, BUS 210, BUS 220 (formerly BUS 249), BUS 340, BUS 346, BUS 347, BUS 348, BUS 440, and BUS 441; AMS 102, ECO 108, MAT 122 or MAT 123, PSY 103 or SOC 105.

Business Research Program

The Business Research Program (BCP) is for high achieving business majors who have an interest in conducting original research on a business topic. Conducting research is helpful for those considering a career in business research and who want to make novel theoretical and applied contributions to the area of business at a graduate (MBA) or doctoral level.

Academic research in business can take many forms. For example, some academic research in business stems from a review of the literature that results in a need to address open critical questions, followed by the statement of hypotheses, collection of data (field or lab data in a controlled study) to test the hypotheses, and conclusions that build or extend the theory. Other research in business may involve the development of new methods or the modification of existing methods to solve important business problems, or perhaps the application of existing methods to novel applications in business. Still other research may rely on analyses from several existing sources, such as financial and accounting databases.
Students who engage in research and write a thesis will graduate with honors, will attend the university honors baccalaureate, and will be designated as such graduation and on their diplomas.

Students in the BRP program work with a PhD faculty member. The business faculty member will serve as an advisor to assist with research design and implementation that is showcased at the Undergraduate Research & Creative Activities (URECA) Campus wide poster symposium.

Eligible Students:

This program requires an overall GPA of 3.3 or higher and students must have successfully completed BUS 115 Introduction to Business and WRT 102 Intermediate Writing Workshop (each with a grade of B or higher). To graduate with honors, students must complete requirements of the BRP program and have a cumulative GPA of 3.3 or better. Students’ progress and performance will be monitored throughout the program. Students who perform poorly (below a cumulative 3.3 GPA) in their academic studies will be counseled and warned that they are in jeopardy of being dropped from the program. Following at least one warning, such students will not be permitted to continue in the program. Students entering as a Business major, either as an existing Stony Brook student or transfer student, will be evaluated under the same criteria for curriculum and admittance to the program.

Required Courses (each 3 credits):

• BUS 380
• BUS 495
• BUS 496

Acceptance: Students must be recommended by a faculty member.

Business Leaders Program

This program is for high achieving business majors who aspire to be entrepreneurs or top executives in established organizations in business, government, or nonprofit sectors.

The students in the BLP program will receive a College of Business Leaders award (certificate) at the College of Business graduation ceremony.

Students in the BLP program partner with a corporate sponsor to design an experiential program for their senior year that promotes the synergies of what they learn in the classroom with the notion of applying these lessons in the context of the corporation with whom they are working. This capstone requires a well thought out project/plan with a reflection piece that is shared with the employer and the COB. Another option allows for students to complete a business plan working with a faculty member on an innovation or social entrepreneurship project. Creating a project that entails leadership on the Stony Brook University Campus requires the use of planning, organizing and orchestrating an idea from conception to a measurable end result. Therefore, this capstone will require a written implementation of a proposal incorporating research, analysis and an implementation plan.

Students in the program will be mentored by the director of the BLP program who will track their progress and arrange for group activities, including guest speakers, visits to organizations, and social action initiatives that represent leadership development opportunities.

Eligible Students:

This program requires an overall GPA of 3.3 or higher and students must have successfully completed BUS 115 Introduction to Business and WRT 102 Intermediate Writing Workshop (each with a grade of B or higher). Students entering as a business major, either as an existing Stony Brook student or transfer student, will be evaluated under the same criteria for curriculum and admittance to the program.

Required Courses (each 3 credits):

• BUS 495
• BUS 496

Acceptance

Applicants must complete the BLP application which includes a 500-750 word essay. The deadline is March 15, however applications will be reviewed on a rolling basis, so you are encouraged to apply at any time prior to March 15.

Requirements for the Minor

The Business Management minor is intended for students pursuing other majors who seek a foundation in business studies. The minor complements their chosen major by introducing them to principles and techniques used in business and management. Students may apply to the BUS minor any time during their academic career provided that their cumulative grade point average is a 3.0 or higher. Applications must be submitted to the College of Business Office of Student Services in accordance with the Registrar’s deadlines for processing major/minor declaration forms. Application forms are available on the College of Business website.

The minor can be completed with 21 to 22 credits, assuming the appropriate prerequisite courses have been taken. All courses must be taken for a letter grade and passed with a grade of C or higher.

Transfer Credit Policy for Students in the Minor

Students may apply a maximum of nine transfer credits toward the Business Minor.

Requirements for the Minor

Stony Brook University: www.stonybrook.edu/ugbulletin
1. BUS 111 or BUS 112
2. Six courses from the following (four courses must be 300 level or higher): ACC 210; BUS 215; BUS 220; BUS 294; BUS 302; BUS 326; BUS 330; POL 319; BUS 331; BUS 332; BUS 333; BUS 336; BUS 337; BUS 340; BUS 346; BUS 348; BUS 351; BUS 353 or BUS 383; BUS 354; BUS 364; BUS 390; BUS 391; BUS 393; BUS 399; BUS 440; BUS 446; ECO 108

Sample Course Sequence for the Major in Business Management
A course planning guide for this major may be found here. The major course planning guides are not part of the official Undergraduate Bulletin, and are only updated periodically for use as an advising tool. The Undergraduate Bulletin supersedes any errors or omissions in the major course planning guides.

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| JUNIOR |
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### SPRING Credits

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#### SPRING Credits

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**NOTE:** Please be aware that it is the responsibility of the student to verify that all course prerequisites have been satisfied prior to registration for a specific course.

This is only a suggested and not a required curriculum plan. Students should make decisions and course selections based upon their specific needs and circumstances. Those students seeking additional guidance should consult their faculty advisor or contact the Office of Student Services, Room 109 Harriman Hall.

**BUS Faculty**

Faculty information for this program can be found at [http://www.stonybrook.edu/commcms/business/people/ft.html](http://www.stonybrook.edu/commcms/business/people/ft.html)
BUS 111: Introduction to Business for Non-Business Majors
Introduces students to major business topics that influence today's business practices. Explores contributions over the last century from Henry Ford to Bill Gates, showing how the Industrial Revolution became the Information Revolution. Provides knowledge of how business works and a perspective on its evolution into the next millennium. Integrates both introduction to business and management principles into one course. This course may not be taken for credit in addition to BUS 112.
Prerequisite: Non Business Majors Only
3 credits

BUS 112: Introduction to Business and Environmental Sustainability
A lecture and applications oriented course that introduces major topics influencing today's business practices relative to environmental sustainability. The evolution of the field over the last century is explored, showing (1) how the Industrial Revolution completely ignored environmental and socially responsible business practices and (2) the somewhat more environmentally friendly atmosphere of the Information Age. The course also examines how businesses work, in view of the global need for sustainable decisions and positioning, and integrates an introduction to business and management principles, public health issues, ethical and socially responsible behavior, and ecological issues. May not be taken for credit in addition to BUS 111.
3 credits

BUS 115: Introduction to Business for Business Majors
Introduces business majors to critical business thinkers who have influenced today's business practices. Allows students to utilize material learned in class to demonstrate their research and writing abilities by tracking specific companies throughout the semester. Written and verbal reports required weekly to show how companies operate in contemporary business environment.
Prerequisite: BUS Major
Pre or co-requisite: WRT 102
3 credits

BUS 195: Business Honors Seminar I
The theme is business leaders. Each student will explore the life and business experience of a major business leader, either current or historical. The student reports on various aspects of the person's life, experiences, and contributions. The student will also find three mentors in their desired field of specialization through the Career Center, CoB Faculty, or personal connections and interview them for a better understanding of business leaders and the reality of their specialization in today's work environment. The student will include both their report on their business leader and a report on their three interviews in his or her e-portfolio.
Prerequisite: Business Honors Program membership and department consent required.
1 credit

BUS 215: Introduction to Business Statistics
The application of current statistical methods to problems in the modern business environment. Topics include probability, random variables, sampling techniques, confidence intervals, hypothesis testing, and regression. Students analyze real data sets using standard statistical software, interpret the output, and write extensively about the results.
Prerequisite: BUS Maj/Min, CME Maj, or ISE Maj. Advisory Prerequisite: BUS 110, 111, 112, 115, and MAT 122 or higher. BUS or ISE Major: BUS 210
3 credits

BUS 220: Introduction to Decision Sciences
Familiarizes students with a variety of quantitative methods applicable in managing both the service and manufacturing sectors. Basic concepts of quantitative modeling are applied and tested in various examples supporting decision making in business settings. Topics include: optimization via linear, integer, and goal programming; simulation; decision and break-even analysis; and forecasting. (Formerly Management Science)
Prerequisite: BUS Maj/Min, MTD, ECO, ISE, or CME major; BUS 110, 111, 112, or 115; BUS 215; MAT 122 or higher
SBC: STEM+
3 credits

BUS 294: Principles of Management
An analysis and application of the basic principles of management. Subjects include management by objectives, supervisory leadership styles, current managerial problems, motivational techniques, organizational problems, communications, planning techniques and management control systems. We will closely examine case studies that focus on real world problems involving major corporations and closely look at the relationships that led to the issues.
Prerequisites: BUS Major or Minor; BUS 110, BUS 111, BUS 112 or BUS 115; U1 or U2 standing or permission of instructor
3 credits

BUS 295: Business Honors Seminar II
The theme is innovations. The student will explore the development and impact of a specific innovation. It could be a technological innovation (the MRI), a service innovation (FedEx), a manufacturing innovation (CAD/CAM), etc. The student will also compare and contrast their chosen innovation with one selected by another student in the class. The student's will add the report on the innovation and the comparison with another student's innovation to his or her e-portfolio.
Prerequisite: Business Honors Program membership and department consent required.
1 credit

BUS 296: Business Honors Seminar III
The theme is business enterprises. The student will explore the history, operations, marketing, financing, etc., of a significant business enterprise, current or historical. This will include a basic strategic analysis (SWOT, for example). The student will also compare and contrast their chosen business enterprise with that selected by another student in the class. The student's will add the report on the business enterprise and the comparison with another student's business enterprise to his or her e-portfolio.
Prerequisite: Business Honors Program membership and department consent required.
1 credit

BUS 300: Writing for Business Management
In order to meet the upper-division writing requirement for the BUS major, the student must complete a portfolio of written work consisting of three documents: his/her resume; a letter of application for a real job advertised in a newspaper or other medium; and a two-page memorandum describing the results of an analysis or similar issue appropriate to a business organization.
Prerequisites: BUS major; U3 standing
0 credit, S/U grading

BUS 301: Business Communications
The purpose of BUS 301 - Business Communications is to provide Stony Brook College of Business undergraduates with a conceptual framework and specific tools for communicating in complex environments.
and accomplishing strategic academic and professional business goals. This core course provides, writing, oral and collaborative skills necessary for future business courses, internships, and professional positions.

Prerequisite(s): BUS major, U3 or U4 standing and WRT 102

SBC: SPK, WRTD

3 credits

BUS 302: Social Media Marketing Strategy

Social Media Marketing Strategy covers theoretical and practical perspectives for developing and implementing social media marketing strategies. The course is designed to expose students to state-of-the-art practices in social media marketing with an emphasis on leveraging insights from social media to inform strategic firm decisions.

Prerequisite: WRT 102, U2 standing or above

3 credits

BUS 325: Legal Environment of Business

Exploring competing interests of buyers and sellers, creditors and debtors, suppliers and consumers. Studies the Uniform Commercial Code from the initiation of a sales contract through financing of transactions, examines the rights of debtors and creditors in bankruptcy, and introduces basic concepts of law and regulation in the areas of securities, environmental protection, employment, and anti-trust.

Prerequisite: ACC Minor

3 credits

BUS 326: Organizational Behavior

As members of many types of organizations throughout our lives, we are all affected at some time or another by their internal dynamics. These dynamics consist of the behaviors of individuals and students as they work and interact together within the organization. To help us better understand and address these issues, the field of organizational behavior has developed as the study of the behavior of individuals and students in organizations.

Prerequisite: BUS maj/min.

Advisory Prerequisite: BUS 110, 111, 112, or 115

3 credits

BUS 330: Principles of Finance

Focus on understanding how firms meet and manage their financial objectives. Today's financial environment, the fundamental trade-off between risk and return, the time value of money, and valuing future cash flows will be discussed. Explanation of financial tools and techniques which can be used to help firms maximize value by improving decisions relating to capital. Bond and Stock valuations are introduced.

Prerequisite: BUS major/minor, AMS, MTD, ISE, or ECO major.

Advisory Prerequisite: BUS 110, 111, 112, or 115, BUS 210

3 credits

BUS 331: International Finance

Course will focus on understanding how firms meet and manage their financial objectives. Today's international financial environment, the fundamental trade-off between risk and return, the time value of money, and valuing future cash flows will be discussed. Explanation of financial tools and techniques, such as international capital budgeting, which can be used to help firms maximize value by improving decisions relating to capital.

Prerequisites: BUS 110 or BUS 111 or BUS 112 or BUS 115; BUS major or BUS minor or AMS or ISE or MTD or ECO major

Advisory Prerequisite: BUS 330

3 credits

BUS 332: Entrepreneurial Finance

Before going public, companies like Facebook, LinkedIn and Zynga relied on venture capital financing to grow. Similar companies are increasingly choosing private market solutions. A focus on the development of secondary markets that provide an alternative to the traditional IPO. This course teaches the necessary tools for investors and entrepreneurs to build and evaluate these early-stage companies.

Prerequisites: BUS Major or Minor

Advisory Prerequisite: BUS 330

3 credits

BUS 333: Introduction to the Business of Real Estate

This foundation course is a multi-dimensional program whose main objective is to provide students with a comprehensive understanding of the real estate profession. The core subjects will include real estate development, legal issues, real estate finance and investment, appraisals, environmental issues, real estate economics and capital markets. Highly qualified guest speakers will be invited for presentations and discussions to provide the student in in depth hands on knowledge and experience in all facets of the real estate profession.

Prerequisites: BUS Major or Minor

Advisory Prerequisite: BUS 330

3 credits

BUS 334: Consumer Advertising and Promotion

Stages and processes involved in developing an integrated marketing communications campaign. A range of marketing activities, including a situation analysis of the company, competition, and business environment, communications audit of a brand and its competitors, budgetary considerations, creative strategy and media planning will be covered. Apply learning to a team project that will walk through various stages of developing an integrated marketing communications campaign.

Prerequisites: BUS major and U3 or U4 standing.

Advisory Prerequisite: BUS 348 or BUS 349

3 credits

BUS 335: Business Advertising and Promotion

Business to business marketing focus with an emphasis on Integrated Marketing Communications. Covering advertising agency and in-house specific issues. Marketing activities include advertising purchase, public relations, trade show promotion, direct marketing, interactive/Internet marketing, and touching upon relationship building through personal selling. Apply learning to a team project that will emphasize a comprehensive trade specific integrated marketing communications campaign.

Prerequisites: BUS major and U3 or U4 standing

Advisory Prerequisite: BUS 348 or BUS 349

3 credits

BUS 336: Mergers & Acquisitions

Corporate mergers and acquisitions continue to play a significant role in many companies' value and growth strategies. This course provides a comprehensive introduction to mergers and acquisitions (M&A) from the perspective of corporate finance. The primary objective of the course is for each student to gain a well-rounded understanding of the major strategic, economic, financial, and governance issues of mergers and acquisitions.

Prerequisites: Business Major, Business Minor or Entrepreneurship Minor

Advisory Prerequisite: BUS 330

3 credits

BUS 337: Entrepreneurship Compared Across Countries

Starting and managing a business is a risky albeit potentially rewarding undertaking. The complexity and challenges (as well as potential
payoffs) facing entrepreneurs and business managers vary across different countries. The origins and development of entrepreneurs and entrepreneurship have similarities and differences across countries. The development of value is common across countries. The way that value is developed differs historically in Great Britain, Europe, Asia, and the Middle East compared to development in the United States. Value is distinguished from financing and taxing.

Prerequisite: Business major, Business Minor or Entrepreneurship minor; BUS 111 or BUS 115
Advisory Prerequisite or Co-requisite: BUS 353
3 credits

BUS 340: Information Systems in Management
An introductory course in management information systems (MIS). Its objectives are to develop a basic understanding of the concepts and techniques needed in analyzing, designing, and managing these systems, and to explore the applications of computers and information technology to improve the efficiency and effectiveness of individuals, groups, and organizations.

Prerequisite: BUS Major/Minor, ISE Major, or CME Major; U3 or U4 standing.
Advisory Prerequisite: BUS 348, BUS 215, and MAT 122
3 credits

BUS 346: Management and Operations
Analysis and design of service and manufacturing systems. Topics include quality management, product and service design, process selection and capacity planning, design of work systems, inventory management, aggregate planning, material requirements planning, scheduling, waiting line model, just-in-time systems, and supply chain management.

Prerequisites: BUS Major/Minor or ISE Major; BUS 110, BUS 111, BUS 112 or BUS 115; BUS 215 or AMS 102 for non-business majors, and BUS 220.
3 credits

BUS 348: Principles of Marketing
Basic marketing concepts and their applications. Issues include strategy, market segmentation, individual consumer behavior, marketing research, promotion, pricing and international marketing. The emphasis is on analysis of the challenges facing business with respect to all relevant constituencies, including the company in general, managerial colleagues across functional areas, consumers, stockholders, and government. This course may not be taken for credit in addition to BUS 349.

Prerequisite: BUS Major/Minor or ISE Major or PSY Major admitted to the marketing concentration.
Advisory Pre or Co-requisite: BUS 110, 111, 112, or 115
3 credits

BUS 349: Principles of Marketing and Sustainable Products and Services
Provides an understanding of marketing principles, including the “4 P’s” of marketing: Products, Promotion, Price and Place (distribution channels), as they relate to new environmentally responsible marketing activities and ways of marketing to environmental sustainability industries. Foci include (1) how real world trends will affect marketing planning and decisions as we moved into a “greener” 21st century global community and (2) how to achieve profitability through customer satisfaction and utilizing environmentally sustainable best practices. Students will be required to demonstrate their understanding of the readings and class discussions via their own analyses of how this information relates to specific marketing issues of their choosing. May not be taken for credit in addition to BUS 348.

Prerequisite: Business Major or Minor
Advisory Prerequisites or Corequisite: BUS 110, BUS 111, BUS 112 or BUS 115
3 credits

BUS 351: Human Resource Management
Major trends in personnel management, including problems and issues faced by organizations and individuals in times of change. Responsibilities of the human resources department and the roles that every manager plays, both as a supervisor and as a client of the human resources department, are studied. Topics include human resources forecasting and planning job design, employee selection, test development and validation, equal employment opportunity laws and judicial rulings, performance appraisal, compensation, benefits, career development, safety, and labor relations.

Prerequisite: BUS Major/Minor or MTD Major.
Advisory Pre or Co-requisite: BUS 110, 111, or 115
3 credits

BUS 353: Entrepreneurship
Entrepreneurship is the study of new venture creation and management and it could occur in a myriad of ways depending on the interactions of entrepreneurs and opportunities. This course provides an overview of issues of creating a business, ranging from opportunity recognition and evaluation to resource acquisitions and management. It is designed to appeal to individuals with strong desires to become entrepreneurs, to join start up companies, or to work in the venture capital industry. The course objectives are threefold: 1) to develop a scientific understanding of entrepreneurship, and the empirical evidence in support of theories; 2) to transform this scientific understanding to practice; and 3) to provide firsthand experience with dealing with uncertainty and managing the start-up process.

Prerequisite: Business majors, Business minors, Entrepreneurship Minors or Engineering majors: U4 Standing
Co-requisite for engineering majors: Enrollment in relevant senior design course
3 credits

BUS 354: Understanding Business Agreements
Provides students with an understanding of legal documents in business and the business transactions behind them. Students review many types of legal documents likely to be encountered in a business career. Includes: agreements between business partners (stockholders and partnership agreements); technology and employment related agreements (confidentiality, employment, and joint development agreements); and commercial transactions (sales, loan, and acquisition agreements).

Prerequisites: U3 or U4 standing; BUS or CEAS major; BUS 110 or 112
3 credits

BUS 355: Investment Analysis
The theoretical and empirical study of financial markets. Topics include portfolio selection, asset pricing, market efficiency, evaluation of fixed income securities, options and futures pricing.

Prerequisite: BUS, AMS, MTD, ISE, or ECO major
Advisory Prerequisite: BUS 330 or ECO 389
3 credits

BUS 356: Financial Engineering
Financial engineering applied to corporations and investments. The financial mathematics of leveraged buyouts, refinancings, mergers and acquisitions. Modeling and investment analysis of stocks, bonds, commodities, foreign futures, options and other derivatives.
Stochastic differential equations for options pricing. Quadratic optimization and portfolio performance attribution.

Prerequisite: BUS, AMS, MTD, ISE, or ECO Major
Advisory Prerequisite: BUS 330 or ECO 389
3 credits

BUS 357: Principles of Sales
Prepares students to be successful in an extremely competitive business sales environment. Includes customer qualification, prospecting, sales message, sales demonstration, handling objections, closing techniques, and telemarketing and customer service activities.

Prerequisite: BUS major
Advisory Prerequisite: BUS 348 or BUS 349
3 credits

BUS 358: Marketing Research
Introduces marketing research tools that aid managers in marketing decision-making and how the marketing research process can be used to collect and analyze data and information to solve marketing problems. A strong applied orientation exposes students to marketing research in traditional areas such as market segmentation, product positioning, product design, brand perception, and sales forecasting, as well as emerging areas including customer satisfaction, customer relationship management (CRM), and on-line marketing.

Prerequisite: BUS major or PSY major admitted to the marketing concentration; U3 or U4 standing; BUS 215 for BUS majors, one of the following for PSY majors: AMS 102, ECO 320, POL 201 or SOC 202.
Advisory Prerequisite: BUS 348 or BUS 349
SBC: ESI
3 credits

BUS 359: Consumer Behavior
Examines the basic concepts underlying consumer behavior with the goal of understanding how these concepts can be applied in analyzing and solving marketing problems.

Prerequisites: BUS major or PSY major admitted to the marketing concentration; U3 or U4 standing
Advisory Prerequisite: BUS 348 or BUS 349
3 credits

BUS 360: Business Marketing
Well over half of our economy flows through business-to-business (B2B) transactions but the nature of marketing from business to different organizations receives less attention than consumer marketing. This course examines marketing from business to businesses, government bodies, educational institutions, and non-profit organizations. Frameworks for understanding organizational needs and demands as well as their buying processes are considered. Customer Relationship Management (CRM) for organizational customers is presented and analyzed for implications into a field team approach to both marketing and sales.

Prerequisite: BUS major
Advisory Prerequisite: BUS 348 or BUS 349
3 credits

BUS 361: Retail Management
This course focuses on the necessary concepts and principles of retailing involved in making retail and wholesale decisions. The course looks at retailing from both a consumer perspective (e.g., why does a consumer shop a particular retail outlet?) and a business-to-business perspective (e.g., how does the retailer decide which supplier to use?) Additionally, the course examines the various methods of retailing (e.g., bricks and mortar, bricks and clicks) and how these methods have evolved and will evolve in the future. The content of the course is useful for students interested in working in the retail industry, as well as for students interested in working for companies that interface with retailers such as manufacturers of consumer products or for students with a general management or entrepreneurial interest.

Prerequisite: BUS Major
Advisory Prerequisite: BUS 348 or BUS 349
3 credits

BUS 362: Principles of International Marketing
Course incorporates functions of the marketing organization whose responsibility is to direct and lead the total international marketing enterprise. It addresses the 4 P's of marketing and other marketing principles and how they apply to global markets.

Prerequisite: BUS Major
Advisory Prerequisite: BUS 348 or BUS 349
3 credits

BUS 363: Brand Management
This course teaches students fundamental and leading-edge concepts in brand management. It will address the strategic importance of branding, provide theories and strategies for building, leveraging, and defending strong brands, and discuss current opportunities and challenges facing brand managers. The student will learn how to manage key relationships and functions that surround the brand, e.g., advertising, promotion, public relations, licensing, product and package design. A capable brand manager has exceptional strategic, quantitative, interpersonal, and presentation skills, and must be comfortable with decision-making and leadership. The course will focus on the development and application of these skills in brand management via in-class learning, case discussion, and project work.

Prerequisites: BUS major
Advisory Prerequisite: BUS 348 or BUS 349
3 credits

BUS 364: How to Build a Startup
Interactive hands-on course immerses students in real-world experience of business startup. Collaborating in interdisciplinary teams, formed before or in class, they learn structured methodology for testing assumptions underlying business ideas to determine viability of profit/not-for-profit business opportunities. Instructors and mentors guide teams to contact prospective customers and others, presenting conclusions each week. Mastery of methodology is key measure; teams forming companies receive post-class support, may compete for cash awards.

Prerequisite: completion of WRT 102; DEC Category C or QPS; U3 or U4 standing
SBC: EXP+
3 credits

BUS 365: Financial Management
Show managers how to interface with accounting and finance departments, understand how firms meet their financial objectives utilizing financial decision-making. Explanation of financial tools and techniques, which can be used to help firms maximize value by improving decisions relating to capital budgeting, capital structure, and working capital management. Other related topics including multinational financial management, risk management, mergers and acquisitions.

Prerequisite: BUS, AMS, ISE, MTD, or ECO Major
Advisory Prerequisite: BUS 330 or ECO 389
SBC: ESI
3 credits

BUS 366: Money and Financial Institutions
The characteristics of money and financial institutions within the financial system. Organization and operations of the Federal Reserve System, U.S. Banks and the U.S. Treasury. Details on how these financial institutions impact on the financial system.
Determination of interest rates. Study of the framework and the management of banking and non-bank financial intermediaries.

**Prerequisites:** BUS 110, BUS 112 or BUS 115; BUS 330 or ECO 389; BUS Major or BUS Minor or AMS or ECO or ISE or MTD Major

### BUS 368: Marketing of New Sustainable Products

The development of new sustainable products and services represents one of the key processes firms can exploit to maintain and expand their market position in today's dynamic, global, environmentally sensitive world. New sustainable products and services are critical to successful growth and increased profits in many industries. In this course, students learn how to use state-of-the-art management and research methods to identify markets, develop new product and service ideas, measure customer expectations and benefits, design profitable products and services, implement market tests, and track the success of new products and services through the life cycle. This course may not be taken for credit in addition to BUS 369.

**Prerequisites:** BUS Major; BUS 210; BUS 348 or BUS 349; BUS 358

3 credits

### BUS 371: Supply Chain Management

Analysis of the activities and mechanics of purchasing and materials management. Emphasizes make vs. buy decisions in the private and public sectors, single vs. multiple sourcing, competitive bidding vs. negotiations, delivery system logistics, purchasing ethics and vendor relations, international purchasing, ISO 9000 and computerized inventory systems. This course may not be taken for credit in addition to BUS 373.

**Prerequisite:** BUS major Advisory **Prerequisite:** BUS 346

3 credits

### BUS 372: Quality Management

The philosophies, tools, and techniques to identify and meet internal and external customer needs. Emphasis on the importance of satisfying the customer's perception of quality as a strategic necessity in Operations Management. Topics include Total Quality Management (TQM), quality control, statistical process control, and Six Sigma.

**Prerequisite:** BUS major Advisory **Prerequisite:** BUS 346

3 credits

### BUS 373: Supply Chain and Environmental Management

The course provides an analysis of the activities and mechanics of purchasing and materials management with emphasis on sustainable practices and their influence on buy-make decisions, including private and public sector and deals with issues of single versus multiple sourcing, competitive bidding versus negotiations, the logistics of delivery systems, purchasing ethics and vendor relations, international purchasing, ISO 9000, ISO 14000 (sustainability standards) and computerized inventory systems, such as radio frequency identification (RFID) and executable internet applications. Sustainability issues include environmental impact in the area of raw material extraction, value-added conversion/treatment, waste management, packaging, distribution, and recycling by the end user/consumer. This course may not be taken for credit in addition to BUS 371.

**Prerequisites:** BUS Major; BUS 346

3 credits

### BUS 374: Environmental Impact of Business

This course provides an overview of standards, methods, and strategies for environmental impact assessment and policy implementation. Areas for analysis include energy consumption, raw materials, recycling, transportation, emissions, waste, and product and service materials and manufacturing processes. Legal requirements and regulation are examined for the U.S. and other countries. Case studies involving leading-edge companies are examined. ISO 14000 standards are discussed, as they provide the basis for corporate environmental impact audit and goal setting.

**Prerequisite:** BUS Major

3 credits

### BUS 380: Honors - Research Methods

Prepares students for business research and the honors research project. Practical business applications drawn from a variety of functional areas including strategic management, marketing, operations, finance, and human resource management. Industries include high technology, retail, banking, and manufacturing. Research methodologies include survey design, interviewing, observational methods, and experimental design. Research process includes problem finding, literature review, and proposal writing.

**Prerequisites:** Admission to the honors program in business management; BUS 110 or BUS 112; BUS 210; BUS 249; and BUS 340

3 credits

### BUS 382: Honors - Organizational Behavior Research

Prepares students for business research and the honors research project. Practical business applications drawn from a variety of functional areas including strategic management, marketing, operations, finance, and human resource management. Industries include high technology, retail, banking, and manufacturing. Research methodologies include survey design, interviewing, observational methods, and experimental design. Research process includes problem finding, literature review, and proposal writing.

**Prerequisites:** Admission to the honors program in business management; BUS 110 or BUS 112; BUS 210; BUS 249; and BUS 340

3 credits

### BUS 383: Social Entrepreneurship

Students explore the concept of social entrepreneurship, including motivation and skills for advocacy, entrepreneurship, and leadership. Topics include forms of social entrepreneurship (private, public, and not-for-profit), venture capital and fund raising.
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market analysis, marketing, communications, human resources, and human relations, including negotiation and conflict resolution methods. Students will explore models of corporate social responsibility, university service to the community, and grass-roots ventures spawned by perceived need and the will to make a difference. Students work in teams to develop a strategic business plan for their own venture and present their proposals to the class.

Prerequisite: BUS Major or BUS Minor
Advisory Prerequisite: BUS 210, BUS 348, or BUS 349
3 credits

BUS 384: Honors - Operations Research and Management

The student writes the Business Honors Program thesis under the supervision of a faculty member thesis advisor and the program director. The thesis advisor will direct and assist the student as he or she develops the thesis topic, formulates the research hypotheses, performs the basic research, writes the thesis, and presents the thesis research. The faculty member will also assist the student in acquiring necessary knowledge in the area of operations research and management as required to perform the thesis research. Students are required to present their thesis at the Undergraduate Research and Creativity (URECA) program in April.

Prerequisite: Business Honors Program membership and department consent required.
3 credits

BUS 389: Honors Research in Marketing

The student writes the Business Honors Program thesis under the supervision of a faculty member thesis advisor and the program director. The thesis advisor will direct and assist the student as he or she develops the thesis topic, formulates the research hypotheses, performs the basic research, writes the thesis, and presents the thesis research. The faculty member will also assist the student in acquiring necessary knowledge in the area of operations research and management as required to perform the thesis research. Students are required to present their thesis at the Undergraduate Research and Creativity (URECA) program in April.

Prerequisite: Business Honors Program membership and department consent required.
3 credits

BUS 390: Special Topics in Business Management

Semester supplements to this Bulletin contain specific description when course is offered. May be repeated as the topic changes.

Prerequisites: BUS major; U3 or U4 standing
3 credits

BUS 391: Management of Sports Organizations

Introduction of fundamental issues pertinent to any business - planning organization, staffing, and controlling. It discusses areas the sports manager is likely to encounter while conducting business, such as federal legislation influencing the sport business, employment related issues, funding and budgeting, risk management, site selection and customer service.

Prerequisites: U3 or U4 standing
3 credits

BUS 393: Principles of Project Management

Anything we do in both our personal and professional lives that delivers something unique within a finite time frame is a project. Applying project management tools and techniques improves the likelihood of success. Beyond schedules and budgets, project managers must demonstrate high emotional intelligence to lead teams, effectively solve problems, and understand the nuances of culture and contracts. In this “get-out-of-your-chair” classroom exercise laden course, students will experience project management concepts. Class discussions will focus on the “real world” application of these concepts. Students will also gain hands-on experience with Microsoft Project.

Prerequisites: BUS Major or Minor
Pre or Co-requisite: BUS 346
3 credits

BUS 399: Intellectual Property Strategy

Concepts and techniques of strategic management are examined and applied to relevant cases involving the management of intellectual property as applied to a wide range of industries and innovations. The course will begin with a brief overview/review of some principals of management strategy. We will then survey the types of intellectual property, and some of the laws that support exclusivity in intellectual property rights. This will provide the foundation for more in-depth discussion of the relevant issues and examination of how companies and individual innovators utilize intellectual property to protect their innovations and profit from them. Course lecture and discussion will focus on the strategic uses of various forms of intellectual property, including patents, trade names, trade secrets, and copyrights. Students will explore the use and importance of intellectual property in building and sustaining a competitive advantage, as well as strategies used to realize the highest value from intellectual property.

Prerequisite: Business majors, Business minors or Entrepreneurship minors, or by permission of instructor; U3 or U4 standing
3 credits

BUS 401: Negotiation Workshop

Real-time "hands-on" experience in bargaining and negotiating. Students develop expertise in applying techniques for collaborative problem solving and resolving conflicts between parties. Topics include analysis of distributive (zero-sum) and integrative (win-win) bargaining situations, ethical and legal considerations, dealing with contentious and "tricky" negotiating tactics, psychological heuristics and biases, verbal and nonverbal communication, roles of agents in negotiation,
BUS 440: International Management

Increasing internationalization of markets is forcing firms to develop global strategies that protect profits and enhance value chains. Various aspects of international business including currency exchange, tariffs, BOP, economic parameters, regional labor practices and international channels of distribution will be discussed. Concepts of cross-border wealth creation and various theories of trade will be reviewed as well as international Product Life Cycle. Socio-cultural components will be discussed with emphasis on management choices. Other topics such as location, topography and climate will be reviewed.

Prerequisite: BUS Major or Minor or ECO or MTD Major; U4 standing

3 credits

BUS 441: Business Strategy

Capstone course that builds on tools and concepts introduced in more specialized business courses and on students' general business knowledge. Includes: methods for analysis of forces driving competition; identification of strengths, weaknesses, opportunities, and threats faced by individual corporations; and practical strategies for enabling new or existing firms to compete successfully within an industry. Case studies and in-class situations challenge students to develop skills in handling multidimensional business problems.

Prerequisite: BUS or ECO or MTD or CME Major; U4 standing

3 credits

BUS 446: Ethics: Critical Thinking through Film

This course combines critical thinking, discussion of moral values, and ethical considerations applied in a business setting. Using narrative film (i.e. a fictional scenario) to depict challenging ethical dilemmas, students will engage in critical thinking, evaluation of moral standards, and display of various ethical positions pertaining to contemporary society and business. A simulated situation as presented in a narrative film and supported by research from the humanities, will add to experiential learning, emphasized in contemporary business education.

Prerequisite(s): BUS Major or BUS Minor, BUS 111 or BUS 115 and U4 standing

SBC: CER, SPK, WRTD

3 credits, Letter graded (A, A-, B+, etc.)

BUS 447: Business Ethics

An introduction to traditional ethical theories and their application to business. A basis for understanding how ethical issues in business arise, and some strategies to control or resolve them, are derived from an examination of the work of philosophers and other writers relating to business ethics. Recent business case studies enable students to develop their own perspectives.

Prerequisites: BUS Major or Minor, or ECO, ISE, or MTD Major; U4 standing

SBC: CER, SPK, WRTD

3 credits

BUS 448: Marketing Strategy

A capstone course for students in the Marketing Specialization in which students apply a wide range of marketing principles to address problems different companies face in areas such as channel distribution, pricing, new product development, communication, promotions, strategic marketing alliances, positioning, and target marketing.

Prerequisite: BUS Major or PSY major admitted to the marketing concentration and U4 Standing; BUS 338

3 credits

BUS 449: Marketing Client Project

An advanced client-based course for students specializing in Marketing. In this course, students apply all concepts and framework learned from prior marketing courses. This course provides an experiential, project-based learning environment in which students will gain a personal feel for the tasks of strategic marketing planning and decision making working for a local business client. Students will address critical decision issues involved in marketing planning at a strategic level, including segmentation and positioning, product development, customer acquisition and retention, brand management, and the use of advertising and promotion.

Prerequisite: BUS Major; U4 Standing; BUS 348 and BUS 358

SBC: EXP+

3 credits

BUS 468: Risk Arbitrage

This course is designed as a practical approach to analyzing, predicting, and investing in the success or failure of mergers and acquisitions (including all change of control transactions). The course will apply basic financial principles and analytical techniques to solve real world problems facing M&A and Investment Professionals.

Prerequisites: BUS Major, BUS 330, and department consent

3 credits

BUS 475: Undergraduate Teaching Practicum I

The continuation on a more advanced level of training in the techniques of organization and management in the teaching of business management courses. Students are expected to assume greater responsibility in such areas as leading discussions, analyzing results of tests that have already been graded, and observing teaching. Students may not serve as teaching assistants in the same course twice.

Prerequisites: Grade of A or A- in the course in which the student is to assist and permission of undergraduate program director

SBC: EXP+

3 credits, S/U grading

BUS 476: Undergraduate Teaching Practicum II

The continuation on a more advanced level of training in the techniques of organization and management in the teaching of business management courses. Students are expected to assume greater responsibility in such areas as leading discussions, analyzing results of tests that have already been graded, and observing teaching. Students may not serve as teaching assistants in the same course twice.

Prerequisite: BUS 475 and permission of undergraduate program director

SBC: EXP+

3 credits, S/U grading

BUS 487: Independent Research

Provides the opportunity for students to undertake a special independent project entailing advanced readings, reports, and discussion, or research on a topic of their own choosing with the guidance of a faculty member. May be repeated.

Prerequisites: Permission of instructor and undergraduate program director

SBC: EXP+

0-3 credits

BUS 488: Internship
BUS 495: Business Honors Program Thesis
The student writes the Business Honors program thesis for two semesters under the supervision of a faculty member thesis advisor and the program director to satisfy the requirements of the Business Honors Program. The thesis advisor will direct and assist the student as he or she develops the thesis topic, formulates the research hypotheses, performs the basic research, writes the thesis, and presents the thesis research. The faculty member will also assist the student in acquiring necessary knowledge in their area of research. Students are required to present their thesis at the Undergraduate Research and Creativity (URECA) program in April. Students receive only one grade upon completion of the sequence BUS 495-496.
Prerequisite: Business Honors Program membership and department consent required.
SBC: EXP+
3 credits

BUS 496: Business Honors Program Thesis
The student writes the Business Honors program thesis for two semesters under the supervision of a faculty member thesis advisor and the program director to satisfy the requirements of the Business Honors Program. The thesis advisor will direct and assist the student as he or she develops the thesis topic, formulates the research hypotheses, performs the basic research, writes the thesis, and presents the thesis research. The faculty member will also assist the student in acquiring necessary knowledge in their area of research. Students are required to present their thesis at the Undergraduate Research and Creativity (URECA) program in April. Students receive only one grade upon completion of the sequence BUS 495-496.
Prerequisite: Business Honors Program membership and department consent required.
SBC: EXP+
3 credits

ACC

ACC 210: Financial Accounting
This course presents an introduction to fundamental financial accounting principles, concentrating on identifying, recording, and communicating the economic events of a business organization. Topics include the accounting cycle, the preparation and presentation of the income statement, retained earnings statement and balance sheet, and an in-depth exploration of the measure and presentation of assets and liabilities.
Prerequisite: Business Major or BUS Minor or ACC Minor or MTD or ECO or ISE Major or SUNY Korea BUS Major. Advisory Prerequisites: BUS 111 or BUS 115
3 credits

ACC 214: Managerial Cost Analysis and Applications
A study of cost concepts, and theories as it relates to cost accumulation systems for product, process and activity based costing, as well as the implementation and evaluation of an accounting system as a source of information for decision making, planning, control, and evaluation of the organization by management. Includes cost-volume-profit analysis, overhead rates, budgeting and variance analysis, statement of cash flows and financial statement ratio analysis.
Prerequisite: BUS major or ACC minor or ISE Major and ACC 210
3 credits

ACC 310: Intermediate Accounting I
This course expands upon the basic financial accounting framework and explores the theoretical and analytical applications of Generally Accepted Accounting Principles (GAAP) in a business environment. The student will gain an understanding of financial reporting criteria and the reliance placed upon financial information by external users. Topics include the measurement and reporting of cash, receivables, inventories, and operational assets, revenue recognition and the preparation of financial statements.
Prerequisite(s): BUS major or ACC minor and ACC 214
3 credits

ACC 311: Federal Income Taxation I
Introduces and explores fundamental income taxation concepts for individuals. Topics include gross income, exclusions, adjusted gross income, deductions, exemptions, tax computations, and credits. Introductory tax concepts, including cash and accrual methods, property acquisitions and dispositions, like-kind exchanges, and passive loss rules are also reviewed. Additionally, students will familiarize themselves with tax planning concepts, the legislative process, and professional responsibilities in tax practice.
Prerequisite(s): BUS major or ACC minor and U3 or U4 standing
3 credits

ACC 313: Intermediate Accounting II
This course is the second in the intermediate accounting sequence (ACC 310). This course continues in the exploration of the financial accounting framework and the theoretical and analytical applications of Generally Accepted Accounting Principles (GAAP). Topics the study of advanced topics including accounting for investments, stockholders equity, pensions, leases, income taxes, bonds, and other contemporary financial accounting issues.
Prerequisite: BUS major or ACC Minor and ACC 310
3 credits

ACC 314: Federal Income Taxation II
Introduces and explores fundamental income taxation concepts for business entities, with a focus on C corporations, S corporations, and partnerships. Topics include the formation, operation, reorganization and liquidation of C corporations, as well as the formation, operation and liquidation of flow-through entities. Students will also
familiarize themselves with specialty topics concerning estates and trusts, transfer taxes and jurisdictional taxation.

**Prerequisite:** BUS Major or ACC Minor and ACC 311

3 credits

**ACC 315: Accounting for the Small Business Entrepreneur**

This course is designed to introduce the student to accounting and other financial concept as that the small business entrepreneur needs to know in order to be successful. The course will reinforce accounting concepts already introduced in the Financial Accounting course with an emphasis on the small business. Students will study and utilize QuickBooks and Peachtree accounting software programs. Other business/financial concerns such as bank reconciliations, payroll preparation, payroll and sales tax compliance, maintenance of installment debt, and utilization of sales and purchase discounts will be reviewed.

**Prerequisites:** BUS Major; BUS 210

3 credits

**ACC 400: External Auditing**

The course is designed to introduce and explore basic auditing principles, concepts and applications within the context of the audit of an annual financial statement. This course will review the audit process and cover the following: planning (identification of the risks of material misstatement); application of procedures (reducing audit risk below an acceptable level); assessment (based upon documented audit evidence); and, reporting (in accordance with generally accepted auditing standards) This course will also examine professional ethical standards and their relevance to the audit process. Other topics will include analysis and testing of internal control, substantive testing, and accounting research.

**Prerequisite(s):** BUS Major or ACC minor and ACC 310

3 credits