

MANAGEMENT: B.S.

Overview For Students Matriculated Before January 2022

The Bachelor of Science (B.S.) in Management (<https://www.esc.edu/degrees-programs/bs-management/>) is a 124-credit program designed to serve students who are interested in pursuing future careers in management. The program provides the foundation of core competencies, theoretical and technical body of knowledge in the content areas of management, business, and SUNY liberal arts and general education (<http://catalog.esc.edu/undergraduate/earning-undergraduate-degree/liberal-arts-sciences-studies/>) requirements. Students will have the option of completing their coursework in a variety of delivery modes: online, blended and/or face-to-face study. The program give students the option to pursue a degree program in Management that provides the option to individualize their degree through their selection of electives.

Students enrolled in 16 credits per semester, two semesters per year, could expect to complete this program in four years. SUNY Empire State College also offers a summer term in an array of management and management related courses. It permits course transfers based on the college's policy (<https://www.esc.edu/policies/?search=cid%3D40463>), up to 93 total upper and lower level credits of same listed courses/topics or equivalent courses.

For additional information about this degree program, please visit the B.S. in Management web page (<https://www.esc.edu/degrees-programs/bs-management/>).

Admission

The admissions requirements for the B.S. in Management are the same as current undergraduate admissions requirements (<https://www.esc.edu/admissions/associate-bachelors/>), which include proof of high school completion and the ability to pursue college-level work as demonstrated through an essay, which is submitted with the admissions application.

Overview For Students Matriculated On or After January 2022

The B.S. in Management is a 124-credit program, listed with SUNY and New York State Education Department as a registered bachelor of science degree program in management. It is designed to serve students who are interested in pursuing future careers as managers or small business owners. The program provides the foundation of core competencies, theoretical and technical bodies of knowledge in the content areas of management, business, as well as SUNY liberal arts and general education requirements. Students will have the option of completing the degree program through various delivery modes: online, blended, and/or face-to-face study.

The Bachelor's Degree Program in Management is organized around a core of set of knowledge and skills (competencies) that can be demonstrated through studies, course work and/or prior learning assessment. These competencies encompass a wide range of topics within the fields of management history and theory, the social sciences, quantitative and analytical business skills, globalization, leadership, organizational behavior, human resources and strategic management. A well-designed, comprehensive degree program will, in turn, address each of these through the key learning outcomes. A capstone study will help

provide the student with the opportunity to synthesize several different studies into a final learning experience.

Guidelines for Students Matriculated Before January 2022

The B.S. in Management prepares students with the competitive knowledge and skills necessary in for-profit and nonprofit organizations, to achieve success in their professional careers and to advance to graduate studies. The program's course work is fully aligned with SUNY's general education curriculum, resulting in graduates who are able to draw upon a foundation in the liberal arts, as well as business courses. Fulfillment of the SUNY general education requirements will provide both breadth of learning and a solid foundation in disciplinary theory.

Additionally, the program supports an understanding of communication skills, information management, economics, ethical and social responsibility, quantitative skills and an understanding of people and organizational contexts.

Together, these concepts and frameworks may prove helpful in understanding and applying organizational and management theory and practices. Supported by an outstanding faculty who draw upon decades of academic and business experience, the B.S. in Management combines academic rigor and experiential applications in developing essential leadership and management knowledge and skills.

Managers filling a variety of roles and functions coordinate human, physical and financial resources to accomplish organizational goals. Processes such as decision making are essential in all forms of organizations, including businesses, government agencies and nonprofit groups. Since managers work with individuals, small groups and whole organizations, students developing a concentration in management will benefit from giving special attention to human behavior, including behavior grounded in cultures other than their own. Managers have to understand systems, morality, people and geography. Increasing globalization requires additional capacity and understanding of the complexities of working in a global environment.

The rapid evolution in management knowledge has enhanced organizations' effective marshaling of human, physical and financial resources in widely distributed geographical locations. In light of changes in the environments in which both public as well as private-sector organizations operate, students must understand such factors as technology, ethics, globalization, sustainability and diversity.

Organization of the Program

The B.S. in Management is organized around a core of recommended knowledge and skills that can be demonstrated through studies, course work and/or prior learning assessment. The program encompasses a wide range of topics within the fields of management history and theory, the social sciences, quantitative and analytical business skills, globalization, leadership, organizational behavior, human resources and strategic management. A capstone study, while not required, will help provide the student with the opportunity to synthesize several different studies into a final learning experience.

Learning Outcomes

Broad-based Knowledge of Management Fundamentals

Students will demonstrate the ability to identify, analyze, understand and resolve management-related issues or challenges by integrating a foundation in the liberal arts with knowledge of management theory, history and practice while examining management from individual,

institutional and societal perspectives. Examples of relevant subjects would include fundamentals of management, principles of management, history of management, management theory, leadership theory and managerial leadership. The exact studies a student may elect will vary according to the relevance of the course to a particular degree program and more than one course may be required to provide sufficient knowledge in this topic.

Specific Knowledge of Management Practice

Students will define, differentiate and properly understand management roles, functions, methods, processes and technologies while demonstrating the ability to apply them to a variety of organizations in local and global-management contexts. Examples of relevant subjects would include accounting, finance, marketing, leadership theory, managerial leadership, operations management and project management. The exact studies a student may elect will vary according to the relevance of the course to a particular degree program and more than one course may be required to provide sufficient knowledge in this topic.

Critical Thinking and Applied Learning Skills

Students will construct coherent and viable positions based on an understanding of best management practices and principles; conceptualize, design and communicate the effective use of the management function in support of organizational development in highly competitive, diverse markets. Examples of relevant subjects would include organizational behavior, psychology, statistics and studies in human resources management. The exact studies a student may elect will vary according to the relevance of the course to a particular degree program and more than one course may be required to provide sufficient knowledge in this topic.

Ethical and Globally Responsible Learning

Students will develop an understanding of justice, equality, sustainability and the importance of becoming ethical, morally responsible and effective business leaders and of the cultural and ethical complexities of conducting business on a global scale, while developing the skills and perspective needed for effective leadership in a multicultural environment. Examples of relevant subjects would include studies in business ethics, cross-cultural management, diversity, globalization and international business. The exact studies a student may elect will vary according to the relevance of the course to a particular degree program and more than one course may be required to provide sufficient knowledge in this topic.

Capstone Study

While not required, a capstone study will provide the student with the opportunity to synthesize several different studies into a final learning experience. Examples of capstone studies include strategic management, small business management, organizational development and change, or nonprofit management. The exact capstone study a student may elect will vary according to the relevance of the study to a particular degree program.

Guidelines for Students Matriculated On or After January 2022

The specific guidelines for Management program are to follow.

Students may demonstrate knowledge of each outcome through the following courses at Empire State College. Alternatively, in consultation with their primary mentor, students may demonstrate their knowledge

through transcript credit, individualized prior learning assessment (iPLA), professional learning evaluation (PLE), and/or credit by examination.

Foundation #1: Broad-based Knowledge of Management Fundamentals

Learning outcome: Students will be able to identify, analyze, and resolve management-related challenges.

As a student progresses in the program, other advanced level management courses will provide deeper and broader understanding of specific management functions.

Foundation #2: Specific Knowledge of Management Practice

Learning outcome: Students will define and evaluate management roles, functions, methods, processes and technologies while demonstrating the ability to apply them to a variety of organizations in local and global-management contexts.

Foundation #3: Critical Thinking and Applied Learning Skills

Learning outcome: Students will evaluate the effective use of the management function in support of organizational development in highly competitive, diverse markets.

Foundation #4: Ethical and Globally Responsible Management

Learning outcome: Students will be able to evaluate justice, equality, sustainability and ethical standards for effective leaders who conduct business in culturally and ethically complex global environments.

Capstone Study

Learning outcome: Building on all prior management learning, students will be able to apply management knowledge to real life case studies.

Program Requirements For Students Matriculated Before January 2022

Code	Title	Credits
Lower Division		
<i>Core Management Courses</i>		
MGMT 1005	Principles of Management	4
MRKT 1005	Marketing Principles	4
ACCT 1005	Accounting for Decision Makers	6
ECON 2015	Macroeconomics	4
ECON 2020	Microeconomics	4
BUSN 1025	Legal Environment of Business I	4
BUSN 2010	Business Statistics	4
BUSN 2020	Legal Environment of Business II	4
<i>SUNY General Education</i>		
	Mathematics (Statistics)	4
	Basic Communication	4
	Select 12 credits from the following Gen Ed categories:	12
	Natural Science	
	American History	
	Western Civilization	
	Other World Civilization	

The Arts

Foreign Language

Upper Division*Core Business Administration Courses*

BUSN 3010	Business Ethics	4
MGMT 3020	International Cross Cultural Management	4
HRMS 3015	Human Resource Management	4
FSMA 3010	Corporate Finance	4
MGMT 3060	Organizational Behavior	4
HRMS 3010	Diversity in the Workplace	4
MGMT 3025	Leadership	4
BUSN 3122	Management Information Systems	4
MGMT 4035	Strategic Management	4

Foundation #4: Ethical and Globally Responsible Management**Required advanced level courses, competencies, or equivalents**

Code	Title	Credits
BUSN 3010	Business Ethics	4
HRMS 3010	Diversity in the Workplace	4
MGMT 3020	International Cross Cultural Management	4

Capstone Study**Required advanced level course, competency, or equivalent**

Code	Title	Credits
MGMT 4035	Strategic Management	4

Program Requirements For Students Matriculated On or After January 2022**Foundation #1: Broad-based Knowledge of Management Fundamentals****Required introductory courses, competencies, or equivalents**

Code	Title	Credits
MGMT 1005	Principles of Management	3,4
(or equivalent through PLA or accepted transcript credit from another college)		
BUSN 2010	Business Statistics	4
or		
MATH 1065	Statistics	3-4

Foundation #2: Specific Knowledge of Management Practice**Required introductory level courses, competencies, or equivalents**

Code	Title	Credits
ACCT 1005	Accounting for Decision Makers	6
(or Introductory Accounting 1 & 2)		
ECON 2015	Macroeconomics	4
and		
ECON 2020	Microeconomics	4
BUSN 1025	Legal Environment of Business I	4
MRKT 1005	Marketing Principles	4

Required advanced level courses, competencies, or equivalents

Code	Title	Credits
FSMA 3010	Corporate Finance	4
HRMS 3015	Human Resource Management	4

Foundation #3: Critical Thinking and Applied Learning Skills**Required advanced level courses, competencies, or equivalents**

Code	Title	Credits
MGMT 3060	Organizational Behavior	4
BUSN 3122	Management Information Systems	4
MGMT 3025	Leadership	4