

Schools and Academics

School of Business

Message from the Dean -

Greetings and welcome to the dynamic high-tech, exciting world of U.S.C's School of Business. We are a community of scholars, actively engaged in the learning, teaching, practice and development of a wide range of business programs.

At the School of Business you can receive degrees in Accounting, Finance, Human Resource Management, Management, and Marketing, along with several minors in a setting where faculty and students work together in an atmosphere of creative exploration. You will find caring teachers and passionate students hard at work. Moreover, students will find life-enriching opportunities in our student clubs and internship opportunities.

Our Business Advisory Board plays key roles in helping the school identify strategic initiatives, develop ties with business partners, keep its curriculum current and relevant, and strengthen student and faculty relationships with current business practice.

We can say with certainty, that the opportunities you will find here are unmatched and the calibre and quality of students, faculty and alumni unparalleled. I hope you will accept the challenge of becoming a student and graduate of the School of Business. You will be limited only by your imagination and your willingness to work hard and engage in the many opportunities we offer. The School of Business can get you where you want to be, whether you are a first time freshman, a transfer student, or a working professional exploring graduate degree options.

Best Wishes
Evelyn Tucker
Dean, School of Business

About Us

Mission Statement

The mission of the School of Business is to ensure a world-class business education to our international, national and local communities by maintaining high academic standards, superior teaching, quality research, significant service, and the effective use of technology. We will actively facilitate economic development and adhere to the core values of continuous improvement, the highest ethical standards, and diversity in the educational environment.

The School of Business will provide high quality undergraduate and graduate business education and specialized business training to support the educated labour force needs of Trinidad and Tobago business, non-profit, and government employers. The School of Business will participate in the global community of scholars through applied and basic intellectual contributions and internationally focused academic programs and course work. The School of Business, its faculty, and students will support the economic development of Trinidad and Tobago through the provision of data, applied research, and other professional services.

Vision

The School of Business of the University of the Southern Caribbean will strive to provide the best business education opportunities to our local, national, and international communities. We will be recognized for the excellent quality of our programs and the superior faculty that make them possible. We will develop and support strong global relationships. We will enhance, expand, and promote our strongest graduate programs at a regional, national, and international level. We will continue to incorporate state-of-the-art technologies into our classroom and research activities. We will concentrate on the development of research and service centres of excellence that will have local and regional impact, as well as national recognition. We will be committed to growth, development, and improvement of the quality of life and general well-being of our students, faculty, staff, and the communities around us. We will be acknowledged as a school whose strengths are our commitment to excellence, our responsible stewardship, our unflagging quest for continual improvement in the creation and dissemination of knowledge, and our desire to enhance and enrich the lives of all of our stakeholders. We will support and maintain high ethical standards for our faculty, staff, and students, and will demand a commitment and sensitivity to a culturally diverse educational environment that adheres to principles of human dignity and fairness.

Goals & Directions of the School of Business

If we seek to reach a destination, we must follow a map and refer to it often. The School of Business' Goals and Directions serve as a roadmap to ensure that we stay on the right path and never lose sight of our missions in teaching, research and service.

- The School of Business will continually design and deliver a business education that has a deep social context.
- We acknowledge that the most pressing problem facing the world today is poverty, and from poverty flows many of the world's ills. We will teach and conduct research and outreach programs in sustainable and socially responsible business practices that will help lift people and communities out of poverty and into prosperity.
- We will give our students the knowledge they need to be successful, while maintaining and instilling core values.
- We will construct our teaching programs with a global perspective to ensure our students are able to compete and succeed in a global economy.
- We will give our students the tools they need to reach their highest potential academically and professionally.
- We will provide our students with invaluable advice and insight derived from our real-world experience and rigorous research.
- We will develop the entrepreneur in each of our students, because through their creativity and determination new ideas will emerge to solve old problems.
- We will assist our graduates in reaching their professional goals, while helping organizations match their specific needs with our students' individual talents.
- We will develop and support faculty members to ensure they are able to succeed both as teachers and creators of new knowledge.
- We will be among the national and international leaders in developing and teaching sustainable business practices.

The School of Business, through its missions of teaching, research and service, will work to create social justice and equal opportunity in business, education, healthcare, agriculture, housing, and sustainable living.

Departments

Department of Accounting and Finance

The Accounting and Finance Department provides students with skills essential to managing and developing the framework underlying the measurement, analysis, interpretation and communication of economic data.

The undergraduate Accounting Option prepares students for a career in accounting and for certification exams, such as CPA, as well as entrance to our Master of Science in Accounting program. The undergraduate Finance Option exposes students to all three major branches of finance: investments, corporate, and financial institutions. It also helps students planning to sit for the CFA exam. The department has two concentrations or specializations in order to excel in their respective fields.

The Department of Accounting & Finance currently offers two specialized minors for students majoring in fields other than business: The minors include: Accounting and Finance.

Programs Offered

Bachelor of Science in Economics

Bachelor of Science Accounting

Bachelor of Business Administration – Finance

Minors

Bachelor of Science in Economics



It has been our aim to purposefully design a curriculum that will provide our majors with one of the best undergraduate programs in Economics in the country. A degree in Economics provides you with the ability to apply economic principles and models to a wide range of issues whilst understanding the wider driving forces shaping social policy.

All bachelor's degrees in the School of Business require a minimum of 136 semester hours comprised of:

General Education Requirements	55
Business Core Courses	39
Major Requirements	30
Cognates and Internship	12
Total	136

BUSINESS CORE:

ACCT	121-122	Principles of Accounting	6
MKTG	201	Principles of Marketing	3
ECON	225	Principles of Macroeconomics	3
ECON	226	Principles of Microeconomics	3
HRMN	250	Human Resource Management	3
MGMT	255	Principles of Management	3
FNCE	217	Principles of Finance	3
MGMT	202	Business Communication	3
MGMT	341	Business Law	3
MGMT	345	Business Ethics	3
MGMT	475	Operations Management	3
MGMT	495	Strategic Management	3
		TOTAL	39

MAJOR REQUIREMENTS:

ECON	330	Intermediate Macroeconomic Analysis	3
ECON	335	Intermediate Macroeconomic Analysis	3
ECON	425	Caribbean Economic issues and Challenges	3
ECON	430	Public Finance	3
ECON	435	Business Cycles and Forecasting	3
ECON	440	International Economics	3
ECON	445	Foreign Exchange Markets	3
ECON	450	Economic Developments	3
ECON	455	Comparative Economic systems	3
ECON	460	Econometrics	3
		TOTAL	30

COGNATES AND INTERNSHIP:

Courses		Credits
MATH 182	Calculus with Applications	3
INFS 215	Information Systems Theory and Applications	3
STAT 285	Elementary Statistics or	3
MGMT 301	Business Statistics	3
ACCT 499	Internship	3
	TOTAL	12
	Overall Total --	136

Bachelor of Science in Accounting

The Accounting Program shares with the University its fundamental mission to make student learning its central focus. Our goal is to develop superior students who will be sought for their skills, integrity, and professional attitude. We fulfill this mission through our involvement in several academic programs in which we strive to impart the accounting knowledge and ethical values that students in these programs need to understand and use accounting information in their professional business careers. We facilitate our students' transition from the academic community to the professional community by promoting accounting internships, and events that encourage student interaction with practicing accountants.

All bachelor's degrees in the School of Business require a minimum of 136 semester hours comprised of:

General Education Requirements	55
Business Core Courses	39
Major Requirements	30
Cognates and Internship	<u>12</u>
Total	136

BUSINESS CORE:

ACCT	121-122	Principles of Accounting	6
MKTG	201	Principles of Marketing	3
ECON	225	Principles of Macroeconomics	3
ECON	226	Principles of Microeconomics	3
HRMN	250	Human Resource Management	3
MGMT	255	Principles of Management	3
FNCE	217	Principles of Finance	3
MGMT	202	Business Communication	3
MGMT	341	Business Law	3
MGMT	345	Business Ethics	3
MGMT	475	Operations Management	3
MGMT	495	Strategic Management	3
		TOTAL	39

MAJOR REQUIREMENTS:

ACCT	221-222	Intermediate Accounting	6
ACCT	330	Cost Accounting	3
ACCT	361	Taxation	3
ACCT	455	Accounting for Non-Profit Organizations	3
ACCT	456	Advanced Accounting	3
ACCT	465	Auditing	3
ACCT	476	Accounting Information Systems	3
ACCT	480	Management Accounting	3
ACCT	485	Accounting Theory and Practice	3
		TOTAL	30

COGNATES AND INTERNSHIP:

Courses		Credits
MATH 182	Calculus with Applications	3
INFS 215	Information Systems Theory and Applications	3
STAT 285	Elementary Statistics or	3
MGMT 301	Business Statistics	3
ACCT 499	Internship	3
	TOTAL	12
	Overall Total --	136



Bachelor Of Business Administration - Finance

The mission of the Finance program is to educate our students, at the undergraduate and graduate levels, to serve their organizations and society. We do that by teaching the concepts and tools necessary to understand the role of finance within organizations and society.

All bachelor's degrees in the School of Business require a minimum of 136 semester hours comprised of:

General Education Requirements	55
Business Core Courses	39
Major Requirements	30
Cognates and Internship	<u>12</u>
Total	136

BUSINESS CORE:

ACCT	121-122	Principles of Accounting	6
MKTG	201	Principles of Marketing	3
ECON	225	Principles of Macroeconomics	3
ECON	226	Principles of Microeconomics	3
HRMN	250	Human Resource Management	3
MGMT	255	Principles of Management	3
FNCE	217	Principles of Finance	3
MGMT	202	Business Communication	3
MGMT	341	Business Law	3
MGMT	345	Business Ethics	3
MGMT	475	Operations Management	3
MGMT	495	Strategic Management	3
		TOTAL	39

MAJOR REQUIREMENTS:

FNCE	321	Money and Banking	6
FNCE	381	Investments	3
FNCE	401	Analysis of Financial Statement	3
FNCE	411	Real Estate Finance	3
FNCE	426	International Money and Finance	3
FNCE	430	Public Finance	3
FNCE	436	Management of Financial Institutions	3
FNCE	481	Security Analysis and Portfolio Management	3
FNCE	486	Global Finance	3
		Business Elective	3
		TOTAL	30

COGNATES AND INTERNSHIP:

Courses		Credits
MATH 182	Calculus with Applications	3
INFS 215	Information Systems Theory and Applications	3
STAT 285	Elementary Statistics or	3
MGMT 301	Business Statistics	3
ACCT 499	Internship	3
	TOTAL	12
	Overall Total --	136

Minors Offered

Undergraduate Minors for Non-College of Business Majors

Students majoring in fields other than business (e.g. Theology, Social Science, Education, etc.) at The University of Southern Caribbean can minor in business while completing their undergraduate degree in another school. Students interested in pursuing the MBA degree are able to waive out of some of the foundation courses through completion of selected courses in the general minor. Our more specialized minors are great options for students that may or may not be interested in the MBA, but are seeking business knowledge to make them more marketable in the job and internship search.

The Department of Accounting & Finance currently offers two specialized minors for students majoring in fields other than business:

The **minors** include: **Accounting and Economics**

Requirements for an Accounting Minor

Courses	Title	Credits
ACCT 121	Fundamentals of Accounting I	3
ACCT 122	Fundamentals of Accounting II	3
ECON 221	Intermediate Accounting I	3
ECON 330	Cost Accounting	3
ACCT	Electives	3
MGMT 226	Principles of Microeconomics	3
MKTG 255	Principles of Management	3
	TOTAL	21

Requirements for Economics Minor

Courses	Title	Credits
ACCT 121	Fundamentals of Accounting I	3
ECON 226	Principles of Microeconomics	3
ECON 227	Principles of Macroeconomics	3
FNCE 330	Intermediate Microeconomic Analysis	3

ECON 335	Intermediate Microeconomic Analysis	3
ECON	Elective	3
ECON 255	Principles of Management	3
	TOTAL	21

Requirements for a Finance Minor

Courses	Title	Credits
ACCT 121	Fundamentals of Accounting I	3
ACCT 122	Fundamentals of Accounting II	3
ECON 226	Principles of Macroeconomics	3
ECON 227	Principles of Macroeconomics	3
FNCE 217	Principles of Finance	3
FNCE 401	Analysis of Financial Statements	3
FNCE	Elective	3
	TOTAL	21

Course Descriptions

Finance



FNCE217 Principles of Finance 3

Prerequisites: ACCT122, and MATH165.

A managerial approach to financial analysis, planning, and control. Management of working capital, long-term assets, and long-term financing.

FNCE321 Money and Banking 3

Prerequisites: ECON225, 226.

Commercial banking, the operation and controls of the Federal Reserve System, a central bank money and credit in circulation, and the effect of monetary policies.

FNCE381 Investments 3

Prerequisites: FNCE321

This course is a survey of the organization and regulation of security markets; security analysis and valuation; and principles of portfolio management from the viewpoint of the individual investor.

FNCE401 Analysis of Financial Statements 3

Prerequisites: FNCE 321 w/ "C" or better, Senior standing

An in-depth study of current financial reporting practices; analysis and interpretation of corporate financial statements, utilizing text and selected cases.

FNCE 411 Real Estate Finance 3

Prerequisites: FNCE 321 and MATH 285

Principles of real estate financing with emphasis on residential markets, economics, governmental and location factors, financing, and real estate transactions.

FNCE 426 International Money and Finance 3

Prerequisite: ECON 225 and 226, Junior or Senior standing

This course covers the basics of the foreign exchange market, the balance of payments, parity conditions in

international finance, foreign exchange risk and forecasting, the financing of international activities, and international capital flows. The course will focus on the financial management of the multinational firm.

FNCE430 Public Finance 3

Prerequisites: ECON-225 and ECON-226

An investigation of the theoretical and practical economic effects of governmental activities. The major types of taxes and expenditures are considered. In addition, intergovernmental fiscal relations and fiscal policy are discussed. The course will emphasize & compare governmental institutions.

FNCE436 Management of Financial Institutions 3

Prerequisites: FNCE321 and senior standing

The purpose of this course is to provide an integrated approach for the financial management of financial institutions. With this objective, the course concentrates on providing the theoretical framework and techniques of financial management, recognizing the rapid changes taking place in the institutional environment.

FNCE481 Security Analysis and Portfolio Management 3

Prerequisites: FNCE 321 with "C" or better, FIN 426 w/ "C" or better, senior standing

This course is designed to provide students with a comprehensive understanding of security analysis and portfolio management. The focus of the course is on selecting the appropriate securities and managing the portfolio to meet the investor's objectives.

FNCE486 Global Finance 3

This course examines financial issues in the global environment from the perspective of both domestic and multinational organizations. Students will analyze the international business environment and will apply financial concepts and practices to a global market to maximize value. They will use financial concepts to make informed international investment and financing decisions, including those involving e-business and technology. Areas of emphasis include: the environment of global finance, foreign exchange and derivatives markets, global risk management, financing foreign operations, and foreign investments.

FNCE499 Internship 3

Supervised field work in selected business, social and governmental organizations; supplemented by written reports. Prerequisites: junior or senior standing in School of Business and permission of internship coordinator. (S/U grading)

Economics



ECON225 Principles of Macroeconomics 3

Prerequisite: MATH 182

Analysis of national income and expenditures according to current theories. Inflation, economic growth, and unemployment are examined, as well as modern banking and the money supply. Applicable toward General Education requirements in the social sciences.

ECON226 Principles of Microeconomics 3

Prerequisite: MATH 182

Explores theories currently used to explain how people choose what to consume and produce. This analysis is expended to well-defined groups such as business firms. It also explores the phenomenon called "market" with its prices and the way people react to them. Algebra is used extensively. Prerequisite: MATH 182

ECON330 Intermediate Microeconomic Analysis 3

Prerequisite(s): ECON 225 and ECON 226, and Junior standing.

Designed to provide an intensive study of contemporary microeconomic theory. Topics include consume demand; market structure; production theory; the nature and behaviour of costs; the pricing and allocation of productive resource; and the distribution of income. Emphasis is given to the use of these tools in business decision making.

ECON335 Intermediate Macroeconomic Analysis 3

Prerequisite(s): ECON 225 and ECON 226

Theories of long-term growth and short-term fluctuations in national economies, with emphasis on the macroeconomic implications of government policy. Topics include the national income accounting, long-run economic growth, unemployment, inflation, interest rates, exchange rates, international trade and investment, alternative theories of the business cycle, monetary policy, and fiscal policy.

ECON425 Caribbean Economic Issues 3

Prerequisite(s): ECON 225 and ECON 226, and junior standing.

Focuses on the use of economic tools to analyze the key intraregional markets-land and housing, transportation, labor and public services-and examines their public policy implications. Also examines interregional relationships, the growth and decline of cities, and the economics of urbanization. An analysis

of the issues involved in the economic transformation of the Caribbean economies. The role theory and significance of the major sectors of the economies in the development process.

ECON499 Internship 3

Prerequisites: junior or senior standing in School of Business and permission of internship coordinator.

Supervised field work in selected business, social and governmental organizations; supplemented by written reports. Students must complete 240 hours of internship work. (S/U Grading)

Accounting



ACCT121, 122 Fundamentals of Accounting 3, 3

Emphasis upon understanding the accounting cycle and the content and preparation of financial statements. Cost and managerial concepts examined.

ACCT221, 222 Intermediate Accounting 3, 3

Prerequisite: ACCT122.

Accounting theory and problems in the classification of transactions, asset and liability valuation, income determination, and presentation and interpretation of financial statements. Study of generally accepted accounting principles. A grade of C or higher in ACCT221 is required admission to ACCT222.

ACCT330 Cost Accounting 3

Prerequisite: ACCT122.

Cost Accounting treats accounting and managerial aspects in cost concepts including job order, process cost systems, flexible budgets, joint by-product costs, break-even points, differential cost, etc. Problems and practice projects are basis for study. It also involves principles and procedures with emphasis on problems of cost.

ACCT350 Management Accounting 3

Prerequisite: ACCT222.

Management Accounting uses accounting information for managerial decision making to aid in planning, controlling and evaluation activities by managers in business enterprises. Topics include methods for determining the costs of products and services, for assessing product and project profitability, and for budgeting and monitoring of costs and profit.

ACCT 361 Individual Taxation 3

Prerequisite: ACCT122

A study of taxation of individuals, of business expenses, and of property transactions.

ACCT455 Accounting for Non-Profit Organizations 3

Prerequisite: ACCT222.

The study of the fundamental accounting systems used by governments, hospitals, schools, and other not-

for-profit organizations. Topics include the budgeting process, and the analysis and interpretation of non-profit financial statements.

ACCT456 Advanced Accounting 3

Prerequisite: ACCT222.

The study of accounting for business combinations and the preparation of consolidated financial statements; foreign currency transactions and the translation of foreign currency financial statements: SEC reporting.

ACCT465 Auditing 3

Prerequisite: ACCT222.

Internal and external auditing; current professional standards, ethics of the auditor with emphasis on internal control, and evidence gathering.

ACCT476 Accounting Information Systems 3

Planning and operation of electronic data-processing systems in accounting and the use of the information generated for financial reporting and control. Prerequisite: ACCT122 and junior class standing.

ACCT485 Accounting Theory & Practice 3

Prerequisite: ACCT222

Accounting Theory and Practice is a comprehensive and wide-ranging course. It provides a theoretical framework for the understanding of accounting, and an appreciation of the purpose of various accounting practices. Topics include A theoretical framework, Financial accounting practice, Periodic measurement, Financial reporting for alternative valuation and extension of disclosure of accounting information.

ACCT499 Accounting Internship 3

Prerequisites: junior or senior standing in School of Business and permission of internship coordinator. Supervised field work in selected business, social and governmental organizations; supplemented by written reports. Students must complete 240 hours of internship work. (S/U Grading)

Graduate Programs

Masters of Business Administration in Economics and Finance

Master of Business Administration in Finance and Accounting

Masters of Business Administration in Economics & Finance



The Masters of Business Administration with an emphasis in Economics and Finance has been designed to emphasize the practical application of economics to a variety of business issues, while providing research training that is relevant to the pursuit of a higher degree. Modules in modern economic theory and quantitative methods are key components of this degree program. Whether you plan to manage investment portfolios, design a government's trade and financial policies, or oversee a company's finances, you will need to understand the forces driving the global economy and the operations of capital markets. It is an innovative, two-year degree that targets these skills; it's timely and practical, designed to help you succeed. It provides depth in finance and economics. Unlike an economics degree, it's applied rather than theoretical.

Curriculum

- ECON 510 Modern Microeconomics
- ECON 520 Contemporary Macroeconomics
- ECON 530 Firm Organization and Innovation
- ECON 540 Management of International Finance
- ECON 550 Financial Economics
- ECON 560 Econometric Methods
- ECON 570 Economic Forecasting
- ECON 580 Financial Econometrics
- ECON 590 Labor and Personnel Economics
- ECON 610 Modern Finance
- ECON 640 Financial Instruments and Markets
- ECON 670 Development Finance
- ECON 699 Master's Thesis

Economics and Finance

COURSE DESCRIPTIONS

ECON 510 - Modern Microeconomics

Modern Microeconomics provides students with a firm understanding of modern microeconomic theory. Special emphasis is given to game theory and the way in which agents make decisions when there is private and hidden information. Attention is also drawn to the results of experimental evidence in microeconomics.

ECON 520 - Contemporary Macroeconomics

To provide students with an understanding of recent developments in macroeconomic theory and their implications for macroeconomic policy.

ECON 530 - Firm Organization and Innovation

To provide students with an understanding of recent developments in the economic analysis of the internal organization of firms and the processes of R & D, innovation and diffusion of new technologies.

FMCE 540 - Management of International Finance

This module aims to endow students with an in-depth knowledge of International Finance. This is not only crucial to the management of large corporations but equally to smaller companies operating in an international environment. Particular emphasis is placed on financial risk analysis and risk management. Multinational opportunities in finance and investment are considered in order to raise the awareness of students.

FNCE 550 - Financial Economics

Financial Economics provides students with knowledge of modern portfolio theory, decision-making under uncertainty and risk and asset pricing. The module also supplements financial theory with empirical evidence and familiarizes students with practical analysis of financial data.

ECON 560 – Econometric Methods

Econometric Methods' aim is to provide students with both a theoretical and practical knowledge of econometric techniques. Practical examples are used to illustrate the concepts involved and real data is used to test theoretical models and obtain parameter estimates of models.

ECON 570 – Economic Forecasting

Economic Forecasting aims to familiarize students with key concepts used in forecasting. The module

exposes students to both the practical and theoretical aspects of economic forecasting, dealing with the Box-Jenkins ARIMA methodology in some detail.

FNCE 580 – Financial Econometrics

Financial Econometrics provides students with knowledge of the essential econometric techniques used in modern empirical finance. Emphasis is placed on the modern aspects of time-series models and their application to financial data.

ECON 590 – Labor & Personnel Economics

Labor and Personnel Economics aims to provide students with an in-depth knowledge of the ways in which labor market issues affect the nature and scope of business activity. In particular, the module is concerned with explaining the structure of a firm's employment contract and why firms choose to pay workers what they do. Compensation systems are considered from both a theoretical and empirical perspective.

FNCE 610- Modern Finance

The aim of this module is to introduce some of the main principles of modern finance. This is an analytical module which reflects the quantitative nature of the subject and each topic is developed from first principles. The topics covered include: the time value of money and its applications; risk return and diversification; introduction to portfolio selection; the capital asset pricing model (CAPM) and its use; the efficient markets hypothesis and an introduction to the role of utility theory in finance. The coursework essay gives students the opportunity to investigate an issue of importance from either a theoretical or empirical standpoint.

FNCE 640 – Financial Instruments and Markets

This module builds on ECON 610 Modern Finance and introduces other instruments that are commonly available in major financial markets. The module covers the basic asset pricing models which are in use for bonds, futures, foreign exchange and options. This is an analytical and quantitative module and each topic is developed from first principles. The topics covered include: risk management using forwards and futures, hedging foreign currency risks; an introduction to bonds and interest rates, options pricing including the Black Scholes Merton model; binomial asset pricing and use of The Greeks. The course work essay gives students the opportunity to investigate an issue of importance from either a theoretical or empirical standpoint.

FNCE 670 – Development Finance

This Module aims to develop the skills necessary to analyze the main sources of financing for development and the manner in which they may optimally contribute to the development process.

The module will explore the changing pattern of development finance; global capital flows and their interrelationship; international capital markets, instability and possible counter-measures. The module will

also cover public sector finance; patterns of government sector financing; efficiency, equity and stabilization issues in LDC, tax policy; new tax sources; tax revenue; aid governance; user charges; optimal fiscal policy. The module will also review private sector finance; the banking and company sector in LDCs; patterns of corporate finance; relation between global bond and equity markets: finance for the SME sector; micro-financial services. Finally, the model will analyze the inter-linkage between public and private finance; problems posed by the weakness of the private sector (Africa and S. Asia); and international organizations.

ECON 699 - Thesis

A *master's thesis*, demonstrating that the candidate has the ability to independently work on a selected topic using the scientific research methods is required. It has to be written in English under the supervision of a professor of the faculty. The time limit for the preparation and submission of this thesis in its final form is four months. The master's thesis must be submitted for evaluation before the deadline has elapsed.

Master of Business Administration in Finance & Accounting

The Master of Business Administration with an emphasis in Finance & Accounting prepares students for a larger role in managing a company's fiscal policy operations – while developing expertise in key financial areas, as well as integral business and leadership skills.

FOUNDATIONAL COURSES: (Please refer to p.2)

Curriculum

MBAA 610	Health Care Policies
MMBAA 611	Investment & Portfolio Management
MBAA 612	Case Studies in Management Accounting
MBAA 613	Case Studies in Financial Management
MBAA 614	Special Topics in Auditing
MBAA 615	International Financial Management
MBAA 699	Master's Thesis

Finance and Accounting

COURSE DESCRIPTIONS

MBAA 610 - Interpreting Accounting Information (3 credits)

Focuses on the understanding of financial statement analysis from a managerial perspective. Presents standard accounting analysis and modern developments in a practical, intuitively accessible fashion. Emphasizes cash-flow analysis and the cash-flow consequences of business activity.

MBAA 611- Investment & Portfolio Management (3 credits)

Provides an understanding of the kinds of analysis and techniques used by individual investors and professional money managers to decide on investment objectives and select possible investment alternatives.

MBAA 612 - Case Studies in Management Accounting (3 credits)

Develops students' management accounting techniques and skills needed to make ethical profit-maximizing decisions. Emphasizes data selection, analysis, decision-making and evaluation of results in complex,

realistic situations.

MBAA 613 - Case Studies in Financial Management (3 credits)

Students apply the principles of business finance to business decision-making using the case method of instructions.

MBAA 614 – Special Topics in Auditing (3 credits)

An in-depth examination of Generally Accepted Auditing Standards (GAAS), as well as standards for attestation and other services. Alternative audit models are evaluated for both their practical relevance as well as their theoretical justification as informed by current research and emerging information technology. The use of Computer-Assisted Auditing Techniques (CAAT) and other computer related technology for obtaining evidence is evaluated in terms of effectiveness and suitability in diverse audit environments.

Methods of evaluating internal control are considered in light of the risks encountered in new ways of conducting business, such as e-commerce. Professional ethical and legal responsibilities, as shaped by the contemporary professional, legal, and regulatory environments, are examined as they relate to audit risk, risk assessment, and audit program planning. The use of audit reports and other services as tools to support management control and decision making are considered.

MBAA 615 – International Financial Management (3 credits)

This course will cover issues related to both international financial markets and the financial operations of a firm within the international environment. The first part of the course will examine issues related to the international markets, including international commercial policy, international investment, foreign exchange markets, the Euromarkets, and currency derivative markets. The second part of the course will consider financial issues associated with the operation of a firm in the international environment.

Specifically, this part of the course will focus on the identification, measurement, and management of the impact of exchange rates on the firm; issues related to the taxation of international income; the implications of political risk on project evaluation and financial structure, firms' cost of capital for international projects; financing decisions in a global market; and methods for evaluating the performance of foreign operations. While the course discusses theoretical basis on the various issues, it relies on both empirical evidence and discussion of firms' real world activities.

MBAA 699 - Master's Thesis (6 credits)

A *master's thesis*, demonstrating that the candidate has the ability to independently work on a selected topic using the scientific research methods as required. It has to be written in English under the supervision of a professor of the faculty. The time limit for the preparation and submission of this thesis in its final form is four months. The master's thesis must be submitted for evaluation before the deadline has elapsed.

Department Marketing & Management

Both fields of study deal with the aspect of management which generates revenues, involves planning, managing, analyzing, and controlling all activities concerned with creating high levels of customer service and satisfaction.

In addition to the high level of formal education the Marketing & Management Department offers, students receive hands-on experience through internships, symposiums, and workshops. Our majors are designed to examine people as either employees or consumers, to increase our understanding of how companies operate, and to provide new and creative ways to enhance performance.

Marketing and management majors acquire the knowledge and skills that are necessary to improve their own lives and those of their places of employment.

Programs Offered

Bachelor of Business Administration in Hospitality and Tourism Management

Bachelor of Business Administration – Marketing

Bachelor of Business Administration – Management

Bachelor of Business Administration – HRM Concentration

Minors Offered

Bachelor of Business Administration in Hospitality & Tourism Management



The HTM program is one of seven undergraduate degrees offered in the School of Business. We aspire to be the premier business education and research program in Hospitality and Tourism Management. In all of our programs, we provide students with a first class business education taught by an internationally recognized faculty who are actively engaged in research and professional practice. USC's incomparable HTM program offers a curriculum that is both practical and visionary, which ensures students graduate with a strong business foundation and a real understanding of industry complexities and demands.

All bachelor's degrees in the School of Business require a minimum of 136 semester hours comprised of: general education requirements, the business core courses, and major requirements.

General Education Requirements	55
Business Core Courses	39
Major Requirements	30
Cognates and Internship	12
Total	136

BUSINESS CORE:

MKTG	205	Advertisement and Sales Promotion	3
MKTG	342	Service Marketing	3
MKTG	343	Consumer Behaviors	3
MKTG	350	Sales Management	3
MKTG	414	Retail Marketing	3
MKTG	415	Marketing Research	3
MKTG	418	Introduction to E-commerce	3
MKTG	445	International Marketing	3
MKTG	490	Special Topics in Marketing	3
		Business Elective	
		TOTAL	39

MAJOR REQUIREMENTS:

FDNT	230	Nutrition	3
HSTM	115	Introduction to Hospitality and Tourism	3
HSTM	120	Sanitation	3
HSTM	150	Fundamentals of Tourism	3
HSTM	200	Mgmt. of Computers in Hospitality Industry	3
HSTM	443	Food/ labor Cost Control	3
OFBT	250	Organizational Communication	3
HSTM	400	Front Office Management	3
HSTM	440	Hospitality Sales and Marketing	3
		TOTAL	30

COGNATES AND INTERNSHIP:

Courses		Credits
MATH 182	Calculus with Applications	3
INFS 215	Information Systems Theory and Applications	3
STAT 285	Elementary Statistics or	3
MGMT 301	Business Statistics	3
ACCT 499	Internship	3
	TOTAL	12
	Overall Total --	136

Bachelor of Business Administration - Marketing



The mission of the Marketing program is to educate students in the marketing process; namely, to collect, analyze, and evaluate information from and about customers and the marketing environment relative to a specific marketing problem or opportunity, and to facilitate a solution that produces enhanced marketplace success and satisfies the organization's stakeholders.

All bachelor's degrees in the School of Business require a minimum of 136 semester hours comprised of:

General Education Requirements	55
Business Core Courses	39
Major Requirements	30
Cognates and Internship	12
Total	136

BUSINESS CORE:

MKTG	205	Advertisement and Sales Promotion	3
MKTG	342	Service Marketing	3
MKTG	343	Consumer Behaviors	3
MKTG	350	Sales Management	3
MKTG	414	Retail Marketing	3
MKTG	415	Marketing Research	3
MKTG	418	Introduction to E-commerce	3
MKTG	445	International Marketing	3
MKTG	490	Special Topics in Marketing	3
		Business Elective	
		TOTAL	39

MAJOR REQUIREMENTS:

HRMN	255	Human Relations & Development	3
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HRMN	330	Compensations and Benefits	3
HRMN	343	Employment Law	3
HRMN	400	Motivation and Work Behavior	3
HRMN	406	Collective bargaining	3
HRMN	415	Organizational Behavior	3
HRMN	434	Negotiation and Conflict Resolution	3
HRMN	450	International Human Resource Management	3
HRMN	460	Staffing Organizations	3
HRMN		Elective	3
		TOTAL	30

COGNATES AND INTERNSHIP:

Courses		Credits
MATH 182	Calculus with Applications	3
INFS 215	Information Systems Theory and Applications	3
STAT 285	Elementary Statistics or	3
MGMT 301	Business Statistics	3
ACCT 499	Internship	3
	TOTAL	12
	Overall Total --	136

Bachelor Of Business Administration - Management



The mission of the Management Program is to advance knowledge and practice in management, organizational design, and organizational strategy--with a special focus on producing ethical leaders for the global, highly technical environment of Trinidad & Tobago and for the greater good of society.

The Program teaches undergraduate and master's level business school courses that provide students with a theoretical and practical understanding of organizations, of individual and group behaviour within organizations, and of strategic ways of positioning organizations in their industrial, social, legal, and international environments.

All bachelor's degrees in the School of Business require a minimum of 136 semester hours comprised of:

General Education Requirements	55
Business Core Courses	39
Major Requirements	30
Cognates and Internship	12
Total	136

BUSINESS CORE:

MGMT	101	Introduction to Business	6
MGMT	210	Small Business management	3
ACCT	330	Managerial Accounting	3
MGMT	365	International Environment of Business	3
MGMT	400	Managerial Decision Making	3
HRMN	400	Motivation and Work Behavior	3
MGMT	401	Analysis of Financial Statements	3
MGMT	415	Organizational Behavior	3
FNCE	345	Negotiations and Conflict Resolution	3
MGMT	475	Leadership Organizational Climate	3
		TOTAL	39

MAJOR REQUIREMENTS:

HRMN	255	Human Relations & Development	3
HRMN	330	Compensations and Benefits	3
HRMN	343	Employment Law	3
HRMN	400	Motivation and Work Behavior	3
HRMN	406	Collective bargaining	3
HRMN	415	Organizational Behavior	3
HRMN	434	Negotiation and Conflict Resolution	3
HRMN	450	International Human Resource Management	3
HRMN	460	Staffing Organizations	3
HRMN		Elective	3
		TOTAL	30

COGNATES AND INTERNSHIP:

Courses		Credits
MATH 182	Calculus with Applications	3
INFS 215	Information Systems Theory and Applications	3
STAT 285	Elementary Statistics or	3
MGMT 301	Business Statistics	3
ACCT 499	Internship	3
	TOTAL	12
	Overall Total --	136

Bachelor Of Business Administration – HRM Concentration



The mission of the Human Resource Management program is to educate students to gain a firm understanding of different aspects and issues related to Human Resource Management in the workplace and professional organizations.

The bachelor's degrees in the School of Business require a minimum of 136 semester hours comprised of:

General Education Requirements	55
Business Core Courses	39
Major Requirements	30
Cognates and Internship	12
Total	136

BUSINESS CORE:

ACCT	121-122	Principles of Accounting	6
MKTG	201	Principles of Marketing	3
ECON	226	Principles of Microeconomics	3
ECON	227	Principles of Macroeconomics	3
HRMN	250	Human Resource Management	3
MGMT	255	Principles of Management	3
FNCE	217	Principles of Finance	3
MGMT	202	Business Communication	3
MGMT	341	Business Law	3
MGMT	345	Business Ethics	3
MGMT	475	Operations Management	3
MGMT	495	Strategic Management	3
		TOTAL	39

MAJOR REQUIREMENTS:

HRMN	255	Human Relations & Development	3
HRMN	330	Compensations and Benefits	3
HRMN	343	Employment Law	3
HRMN	400	Motivation and Work Behavior	3
HRMN	406	Collective bargaining	3
HRMN	415	Organizational Behavior	3
HRMN	434	Negotiation and Conflict Resolution	3
HRMN	450	International Human Resource Management	3
HRMN	460	Staffing Organizations	3
HRMN		Elective	3
		TOTAL	30

COGNATES AND INTERNSHIP:

Courses		Credits
MATH 182	Calculus with Applications	3
INFS 215	Information Systems Theory and Applications	3
STAT 285	Elementary Statistics or	3
MGMT 301	Business Statistics	3
ACCT 499	Internship	3
	TOTAL	12
	Overall Total --	136

Minors Offered



Requirements for the Business Administration Minor (General)

Courses	Titles	Credits
ACCT 121	Fundamentals of Accounting I	3
ACCT 122	Fundamentals of Accounting II	3
ECON 225	Principles of Microeconomics	3
ECON 226	Principles of Macroeconomics	3
FNCE 317	Principles of Finance	3
MGMT255	Principles of Management	3
MKTG 201	Principles of Marketing	3
	TOTAL	21

Human Resources Management Minor

Courses	Titles	Credits
ACCT 122	Fundamentals of Accounting II	3
MGMT 415	Organizational Behavior	3
HRMN250	Human Resource Management	3
HRMN255	Human Relations Development	3
HRMN406	Collective Bargaining	3
HRMN434	Negotiation & Conflict Resolution	3
MGMT488	Leadership & Organizational Climate	3
HRMN460	Staffing Organization	
	TOTAL	24

Requirements for Non-Profit Management Minor

Courses	Titles	Credits
ACCTG 121	Financial Accounting	3
ECON 226	Principles of Microeconomics	3
MGMT 220	Business Communication	3
MGMT 255	Principles of Management	3
MKTG 201	Principles of Marketing	3
	TOTAL	15

Select THREE of the following:

Courses	Titles	Credits
MGMT 415	Organizational Behaviour	3
HRMN 250	Human Resource Management	3
MGMT 400	Managerial Decision making	3
FNCE 430	Public Finance	3
FNCE 317	Principles of Finance	3

Internship Option

Internship Option		3
(The student may earn a 3 credit internship in a non-profit organization. Internship opportunities must be approved by the appropriate department chair.)		
TOTAL		21

Requirements for Supervisory Management Minor

Courses	Titles	Credits
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ACCT 121	Fundamentals of Accounting I	3
ACCT 122	Fundamentals of I Accounting II	3
ECON 226	Principles of Microeconomics	3
MGMT 255	Principles of Management	3
MGMT 415	Organizational Behaviour	3
HRMN 250	Human Resource Management	3
MGMT 400	Managerial Decision Making	3
	TOTAL	21

Requirements for Marketing Minor

Courses	Titles	Credits
ECON 200	Principles of Economics	3
ACCT 200	Intro to Financial Accounting	3
MKTG 205	Advertising & Sales Promotions	3
MKTG 342	Service Marketing	3
MKTG 343	Consumer Behaviors	3
MKTG 414	Retail Marketing	3
MKTG 415	Marketing Research	3
	TOTAL	21

Course Descriptions

Hospitality & Tourism



HSTM 115 Introduction to the Hospitality Industry 3

Provides an overview of various facets of the industry's restaurants, hotels, resorts, travel, tourism, and clubs. General operating procedures with an emphasis on professional management principles. Field trips and hospitality executive guest lecturers enrich the course. Includes career planning and exposure to role models.

HSTM 120 Quality Sanitation Management 3

Sanitation standards for food and beverage establishments, food handling practices, and the study of microorganisms and their control are discussed.

HSTM 150 Fundamentals of Tourism 3

Topics covered are cultural tourism, sociology of tourism, components and supply, tourism development, economic role of tourism demand, the marketing of tourism, and the international scope of tourism.

HSTM 200 Managing Computers in the Hospitality Industry 3

A course concentrating on computer applications used in the hospitality industry. Special attention will be given to the different software packages available and the programs they run.

HSTM 400 Front Office Management 3

Study of principles and procedures used in effective hotel/motel front office management. Special attention will be given to operation of specific equipment, planning and forecasting hospitality needs.

HSTM 440 Hospitality Sales & Marketing 3

Prerequisite: HSTM 400

This course is designed to provide students with a solid background in hospitality sales, advertising, and marketing.

HSTM 443 Food/Labor Cost Control 3

Fundamentals of food, beverage, and labor cost control for hotel and restaurant operations

HSTM 499 Hospitality Management Internship 3

Prerequisite: 30 HSTM completed hours and approval of internship coordinator (S/U grading) This course provides an opportunity for the student to complete a relevant internship in a specialized area of the hospitality and tourism industry; emphasis is placed on meeting the needs of both the student and the hospitality operation offering the management internship. Students must complete 300 hours of internship work.

Marketing



MKTG201 Principles of Marketing 3

Prerequisite: ECON226.

A general survey of the major marketing methods, institutions, and practices examined from the viewpoint of their effects on exchange transactions linking producers with consumers.

MKTG 205 Advertising & Sales Promotion 3

This course is an overview and application of advertising principles introducing concepts of planning, advertising, research, artistic, creative, and psychological aspects to advertising and sales promotional activities.

MKTG 342 Service Marketing 3

Prerequisite: MKTG 201 and all lower level core business requirements.

Understanding service customers, customer satisfaction, motivating service employees, improving service quality and role of services in strategy planning.

MKTG 343 Consumer Behaviour 3

This course provides a comprehensive examination of consumer buying behaviour as it relates to marketing strategy. Students learn current economic, psychological, and sociological factors that help explain consumer behaviour; examine models, theories, and research that relate to consumer behaviour; and apply consumer behaviour to target marketing.

MKTG350 Sales Management 3

Prerequisite: MKTG 343 and all lower level core business requirements.

Management of personal sales force including recruiting, selecting, training, compensating, and evaluating sales personnel; planning, implementing, and controlling selling strategies.

MKTG414 Retail Marketing 3

Prerequisite: MKTG 201 and all lower level core business requirements.

Business to consumer marketing with consideration for location, organization, buying, receiving stock inventory and control, policies, pricing, services, control and personal management within retail establishments.

MKTG415 Marketing Research 3

Prerequisites: MKTG 201 and MGMT 365.

Fundamental techniques. Practical experience in research methodology: planning an investigation, questionnaires, sampling, interpretation of results, report preparation.

MKTG418 Introduction to E-Commerce 3

Prerequisite: MKTG 201 and all lower level core business requirements Management of Internet

Technology into the marketing function of organization.

MKTG448 International Marketing 3

Prerequisite: MKTG 201 and all lower level core business requirements

International marketing activities, including environmental issues, marketing strategy and tactical considerations in entering foreign markets.

MKTG490 Special Topics in Marketing 3

Prerequisite: MKTG 201.

Selected marketing topics not covered in other marketing courses.

MKTG 499 Internship 3

Prerequisites: junior or senior standing in School of Business and permission of internship coordinator. Supervised field work in selected business, social and governmental organizations; supplemented by written reports. Students must complete 240 hours of internship work. (S/U Grading)

Management



MGMT101 Introduction to Business 3

The nature of the free enterprise business system is studied and analyzed. Included in this study is the role of business and society, examination of the functional areas of business, and contemporary problems and future challenges.

MGMT202 Business Communication 3

Prerequisite: Engl. 115 & Engl. 215.

This course is a composite of theory, practices and technologies essential to the development and refinement of written communication skills in business.

MGMT210 Small Business Management 3

A practical course on the principles and problems of organizing and operating a small business. Topics include, a procedural system for establishing a new business, providing physical facilities, financing, organizing and the management of the small business. Does not apply toward a management major during junior and senior years.

MGMT255 Principles of Management 3

Introduces concepts of effective management in organizational settings. Primary emphases include the organizational processes necessary for organizational effectiveness (planning, organizing, leading, and controlling), the nature of individual and group behavior, and the role of management in facilitating a mutually satisfying fit between employees' needs and organizational requirements.

MGMT341 Business Law 3

Introduction to general principles of law and its interpretation, including limited coverage of business torts and crimes, as well as the coverage of contract and sales law, property law, business organization, including partnership and corporate law; consumer and environmental protection, employment law and insurance, estate planning and international law, agency and commercial paper.

MGMT345 Business Ethics 3

Prerequisite: MGMT 341

A study of how business operates within the political, legal, and social environment, its relationship to government agencies and government controls, and how business relates its activities to various social

problems. Ethical considerations of business decisions as related to this environment will also be studied.

MGMT365 International Environment of Business 3

Prerequisite: MGMT 255

Virtually every business management decision being made today is influenced by global events, and any naive thinking about international politics, economics, cultures, exchange rates and foreign competitors can have quick and adverse effects on a firm's bottom line. The objective of this course is to provide relevant theoretical and practical insights to management students so that the real world of global business is better understood. This course explores the nature, scope and environment of international business today. Emphasis is placed on national and international forces influencing and directing international business challenges, opportunities, and problems that these forces bring with them.

MGMT400 Managerial Decision-making 3

Prerequisite: MGMT 255

This course will look at decision making under uncertainty from multiple perspectives. It will begin with a brief outline of the so-called "normative" or "decision engineering" models then move on to reasons why these models are not always able to describe actual behaviour. The course will look at the heuristics and biases of judgment and decision making, as well as consumer decision making, financial decision making, and negotiation behaviour, predominantly from a behavioural perspective. The course will close with a discussion of some ways to make actual decisions and judgments closer to the normative models.

MGMT415 Organizational Behaviour 3

Prerequisite: MGMT 255

This course examines individuals, groups and organizations from the perspective of the behavioural and social sciences. Topics covered include organization structure and design, power and politics, communication, motivation, job design, job attitudes, and the dynamics of groups and teams. These issues are addressed both conceptually and from the perspective of the practicing manager.

MGMT475 Operations Management 3

Prerequisite: STAT285.

Analysis of problems and issues faced by production/operations managers in manufacturing and services industries. Concepts and techniques include operations scheduling, quality control, plant layout, facility location, line balancing, queues, production and inventory controls, forecasting and linear programming.

MGMT488 Leadership &Organizational Climate 3

The course focus is on leadership theory and consists of lecture, discussion, case studies, simulation, and self-assessments. Topics include influence, power, ethics, communications, groups/teams, organizational culture, motivation, performance, follower ship, personality, and creativity. The fundamental purpose of this course is development of your understanding of factors that can enhance your effectiveness and success as a business professional in an organization

MGMT495 Strategic Management 3

Prerequisites: completion of the entire business core;

completion of four upper-level major courses. (Intended as a final, capstone course to be taken in a student's last 16 credits). This is a capstone course in the School of Business and is required of all seniors. The course integrates subject matter from the business core courses and other disciplines. A study of strategic management that integrates knowledge gained through previous coursework and experience and builds on that conceptual foundation through integrative analysis, practical application, and critical thinking. Emerging issues in business management are considered. Focus is on the continuous, systematic process of managerial planning, including environmental scanning and the development of plans and strategies to gain competitive advantage. Tactical and strategic management issues are highlighted by means of case studies, projects, and discussion.

MGMT499 Management Internship 3

Learning to do, doing to learn. That's the essence of the Management Internship option, designed not only to help students develop the managerial skills they must have in order to prosper in today's business world, but also to practice those skills in their own business setting. This option combines formal classroom study with a student-internship project at the student's place of employment. This option is recommended for current managers who wish to advance and need additional management training, those recently promoted to managerial positions, or those who have been identified by their employer as having managerial potential. Prerequisite: 30HRMN completed hours and approval of internship coordinator (S/U grading)

Human Resource Management

HRMN250 Human Resource Management 3

Prerequisite: MGMT 255

A survey of the objectives and issues associated with personnel management in organizations. Topics include studies in human resources planning and forecasting, job analysis and evaluation, compensation, and benefits, grievance procedures and disciplinary actions.

HRMN255 Human Relations in Organizations 3

Prerequisites: MGMT255 and ENGL101

Examines possible reasons for the way people behave in organizations; explores the theories in areas of jobs–satisfaction, fit, design, motivation, change management, and group dynamics/decision making; covers communications, power-politics, leadership, structure, and design.

HRMN 330 Compensation & Benefits 3

Prerequisite: HRMN250 and HRMN255

Study includes job analysis, job specifications, job evaluation, setting of wage scales, fringe benefits, and wage incentives, management of wage and salary problems.

HRMN 343 Employment Law 3

Prerequisite: MGMT341

This course provides an overview of federal, state, and local regulation of the employer-employee relationship. Topics include employer-employee relationships; employment discrimination law overview and applications; labour relations law; discipline and termination processes; and contemporary issues.

HRMN400 Motivation & Work Behaviour 3

Prerequisite(s): HRMN250 and HRMN255

Advanced topics dealing with individual and organizational factors affecting employee motivation, performance, and satisfaction. Areas may include the work climate, organizational attachment, job design, goal-setting, group dynamics, and reward systems. Cases and projects.

HRMN406 Collective Bargaining 3

Prerequisite: HRMN400

This course will take students through the stages of the collective bargaining process in a workshop/simulation method and culminating in the bargaining of a contract. Students will learn the relevant labour law principles, the methodology of collective bargaining and will then form management or union teams to study and engage in the process of bargaining for an initial contract in a newly organized union shop. The final grade will be based on a paper on bargaining, draft bargaining proposals and the final contracts.

HRMN434 Negotiation and Conflict Resolution 3

Prerequisite(s): HRMN250 or HRMN255

Enhances individual effectiveness in the workplace through the provision of an advanced understanding of negotiating through the development of specific negotiating skills. Discussions and skill-building exercises in the class are focused broadly and include information and formal negotiations between multiple departments. Because effective negotiating is fundamental to an individual's survival and prosperity within an organization, knowledge of negotiating concepts and development of negotiation skills are critical.

HRMN450 International Human Resource 3 A study of the effects of the process of internationalization on human resource management including the requirements of local or host-country nationals, expatriates, or parent-country nationals, and third-country nationals. Emphasis on Asia-Pacific, Europe, Latin America, and emerging economies. A staffing plan for an international setting including processes from recruitment to evaluation to labour regulations is prepared.

HRMN460 Staffing Organizations 3

Prerequisites: MGMT255 and HRMN250

This course provides students with an in-depth view of the total selection process, based on a broad definition of selection. Specific topics covered include establishing the selection criteria, recruiting a qualified pool of applicants, evaluating applicants relative to selection criteria that is reliable and employs valid measurements, assessing employees' job performance, and the training of the employees. Emphasis will be placed on the reliability and validity of various selection methods to insure regulatory compliance.

HRMN499 Internship 3

Internships with participating companies provide students with the opportunity to gain valuable work experience in their field of study. This practicum encourages students to utilize their acquired knowledge and skills in the working world. Enrolment is restricted to Juniors and Seniors with proven academic success. Students must submit an application to the Dean of the school of Business.

Graduate Programs

Master of Business Administration in Marketing
Master of Business Administration (General)
Master of Business Administration in Health Care Administration

Master of Business Administration in Marketing



The Master of Business Administration with an emphasis in Marketing explores the art and science of marketing and instills in-depth knowledge and specific tools derived from the modern marketing world. The curriculum, taken in the track progression listed below, is comprised of 11 8-week courses that are structured so that one course builds upon the mastery of other courses and emphasizes the integration of course materials to ensure a cohesive, coordinated learning experience.

FOUNDATIONAL COURSES: (Please refer to p.2)

Curriculum

MBAK 614	Marketing Management
MBAK 615	Marketing Strategy
MBAK 616	Consumer Behavior
MBAK 617	Market Research
MBAK 699	Master's Thesis

Marketing

COURSE DESCRIPTIONS

MBAK 614 -Marketing Management (3 credits)

Uses case analysis to explore the application of marketing principles to the basic product and service decisions of the firm. Includes product development; pricing and distribution; changing attitudes and habits of buyers; marketing definition and forecasting and the impact of such forces as product technology, advertising and computer behavior on the product life cycle.

MBAK 615 - Marketing Strategy (3 credits)

Examines the relationship of marketing to corporate strategy and the strategic positioning of individual

product or service lines. Emphasizes an understanding of current tools in strategic market planning and the planning and decision-making process itself.

MBAK 616 - Consumer Behavior (3 credits)

Examine tools and models for developing and understanding consumer behavior, including processes by which individuals, groups and organizations evaluate and select various products and services.

MBAK 617 - Market Research (3 credits)

Provides a foundation in market research techniques for students interested in marketing concentration in the MBA. Cover a repertoire of sampling and survey techniques, use of available data relevant to marketing concerns and other fundamentals of this discipline. Focuses on how to design a valid research project in the marketing area including applied exercises and projects in students' present career fields.

MBAK 699 – Master's Thesis (6 credits)

A *master's thesis*, demonstrating that the candidate has the ability to independently work on a selected topic using the scientific research methods is required. It has to be written in English under the supervision of a professor of the faculty. The time limit for the preparation and submission of this thesis in its final form is four months. The master's thesis must be submitted for evaluation before the deadline has elapsed.

Master in Business Administration (General)



The Master of Business Administration explores the foundations of business, the global environment in which it operates and the tools needed for intelligent decision making. The curriculum, taken in the track progression listed below is comprised of 12 4-week courses that are structured so that the course builds upon the mastery of other courses and emphasize the integration of course materials to insure a cohesive, coordinated learning experience.

Curriculum

MBAK 614 Marketing Management

MBAK 625 Electronic Business Systemst

MBAK 627 The Leadership/Management Challenge

MBAK 628 Innovation in Operation

MBAK 699 Master's Thesis

Business Administration

COURSE DESCRIPTIONS

MBAM 625 – Electronic Business Systems (3 credits)

A discussion of the differences between electronic commerce and traditional commerce and how to use business value chains to identify electronic commerce opportunities. Details of the network structures and systems used for electronic commerce are provided. Hardware requirements for typical electronic commerce applications are identified. The basic functions of an electronic commerce package are illustrated and discussed.

MBAM 627 – The Leadership/Management Challenge (3 credits)

Provides student with leadership skills in managing the work teams. Emphasizes interpersonal behavior and group dynamics and processes. Includes communication, job design, role definition, motivation of individuals within groups, work force diversity and the evolution of group cultures and norms in various kinds of work environments. Concepts will be drawn from the fields of industrial psychology, industrial sociology and behavioral sciences.

MBAM 628 – Innovation in Operations (3 credits)

Explores the role of innovation and enterprise in an environment of globalism and time-based competition. Relationships between process and product innovation are emphasized in the case of both goods and service producers.

MBAC 695 – Strategies in a Global environment (3 credits)

To be taken by all Students. Examines the influencer of international economic, political, business and financial factors on the long range planning of the firm. Includes the impact on business of global competition, multicultural human resource management, domestic and foreign government policy, global marketing and product development, international capital market and regional trading blocs such as the EC or NAFTA.

MBAM 699 – Master's Thesis (6 credits)

A *master's thesis*, demonstrating that the candidate has the ability to independently work on a selected topic using the scientific research methods as required. It has to be written in English under the supervision of a professor of the faculty. The time limit for the preparation and submission of this thesis in its final form is four months. The master's thesis must be submitted for evaluation before the deadline has elapsed.

Master of Business Administration in Human Resource Management



The program focuses on building competencies that business partners have identified as essential for employment success, such as change leadership, strategic thinking and action-oriented approach to HRM.

FOUNDATIONAL COURSES: (Please refer to p.2)

Curriculum

MBAR 621	Current Legal Issues in Human Resource management
MBAR 622	Strategic Human Resource Management
MBAR 623	Field Analysis of Performance Systems and Strategic Management
MBAR 624	Managing Organizational Development & Change
MBAR 699	Master's Thesis

Human Resource Management

COURSE DESCRIPTION

MBAR 621 - Current Legal Issues in Human Resource management (3 credits)

This course equips students with general management skills rather than develop human resource specialists. The subject examines human resource management issues within a global business context and helps students cultivate and apply knowledge to assist in managing people at work. Human resource planning and management is an integral component of business development and organizational performance. Employer and employee relations, recruitment and selection, training and development, performance appraisal and reward systems and legal issues are some of the areas covered.

MBAR 622 - Strategic Human Resource Management (3 credits)

The purpose of this course is to study human resources from a strategic point of view. Theories and concepts related to the formulation and implementation of Human Resource Strategies will be examined. The overall strategy and supportive policies of the firm, operating under competitive conditions, from the Human Resources point of view will be analyzed. Ultimately, the learner will be able to make improved Human Resource decisions based on the firm's operational plan.

MBAR 623 - Field Analysis of Performance Systems and Strategic Management (3 credits)

Performance management begins with strategic planning of organizational objectives and systems, and extends to the development of closed-loop measurement and control systems designed to provide information at the sources of variation within the system. This course also examines the influence of human performance elements (such as quality of work life, rewards and recognition, job design, team building, and participative management) on organizational performance. Reading and emphasis will focus on technical organizations.

MBAR 624 - Managing Organizational Development & Change (3 credits)

Explores problems in introducing change in organizations, theories and methods of intervention in organizational development.

MBAK 699 – Master’s Thesis (6 credits)

A *master's thesis*, demonstrating that the candidate has the ability to independently work on a selected topic using the scientific research methods is required. It has to be written in English under the supervision of a professor of the faculty. The time limit for the preparation and submission of this thesis in its final form is no less than four months. The master's thesis must be submitted for evaluation before the deadline has elapsed.

Master of Business Administration in Health Care Administration



The Master of Business Administration in Health Care Management is tailored to provide healthcare professionals with the skills and leadership techniques needed to meet the demands of the rapidly changing healthcare industry.

FOUNDATIONAL COURSES: (Please refer to p.2)

Curriculum

MBAH 605 Health Care Policies MBAH 607 Health Care Marketing MBAH 608 Health Care Finance MBAH 609 Information Management in Health Care MBAH699 Master's Thesis

MBAH 605	Health Care Policies
MBAH 607	Health Care Marketing
MBAH 608	Health Care Finance
MBAH 609	Information Management in Health Care
MBAH699	Master's Thesis

Health Care Administration

COURSE DESCRIPTIONS:

MBAH 605 - Health Care Policy (3 credits)

This course analyzes the health care system in the United States focusing on analysis and critique of for-profit and not-for-profit organizations, commercial vs. government payment mechanisms, national health planning and the use of DRG systems. The course also contrasts and compares the US system with healthcare systems in other key countries. Healthcare insurance, reimbursement methodology, and the economics of the healthcare industry are also analyzed and critiqued.

MBAH 607 - Health Care Marketing (3 credits)

Using care analysis, this course explores how marketing principles apply to management decisions. It covers product development, pricing and distribution, consumer behavior analysis, marketing definition and forecasting and development of marketing plans focusing on application of these concepts to healthcare organizations.

MBAH 608 - Health Care Finance (3 credits)

This course develops financial theories and techniques of financial analysis used to make decisions under conditions of uncertainty and capital constraints. Emphasizing critical and analytical skills in assessing business problems and opportunities, the course also considers the final analysis of third party payer programs and government reimbursement plans using computer simulations and models to analyze health care management and general business problems.

MBAH 609 – Information Management in Healthcare (3 credits)

This course emphasizes interpretation, evaluation and use of information management systems and outputs. The course examines several models of information management, stressing their use as tools in business operations and healthcare management while enhancing physicians' skills in using computer tools to develop, manage and analyze information data.

MBAH 699 – Master's Thesis (6 credits)

A *master's thesis*, demonstrating that the candidate has the ability to independently work on a selected topic using the scientific research methods is required. It has to be written in English under the supervision of a professor of the faculty. The time limit for the preparation and submission of this thesis in its final form is four months. The master's thesis must be submitted for evaluation before the deadline has elapsed.

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School of Sciences and Technology

About SciTech

Mission Statement

The School of Sciences and Technology seeks to present Biology, Chemistry, Computer Science, Mathematics, Physics and Technology as the work of a skilful and provident Creator. Besides the learning of facts, the student should learn to think more clearly and use his/her mathematical skills to solve many problems in life. The studies undertaken in this faculty are to provide a strong background for further study, and to develop skills for various types of science related jobs.

Goals of the School

1. The School seeks to provide in the areas of Biology, Chemistry, Mathematics, Computer Science, Nursing, Physics, & Technology, a strong foundation on which students build their degrees in university, as well as prepare for careers or graduate and professional education.
2. The School serves to educate men and women for worldwide leadership and service by integrating academic excellence and Christian commitment.
3. The School seeks to present through its offerings, a skilful and provident Creator.

Employment

Student Clubs

Community

Suggestion Box

Where to Go

Student Forms

Bulletin Board