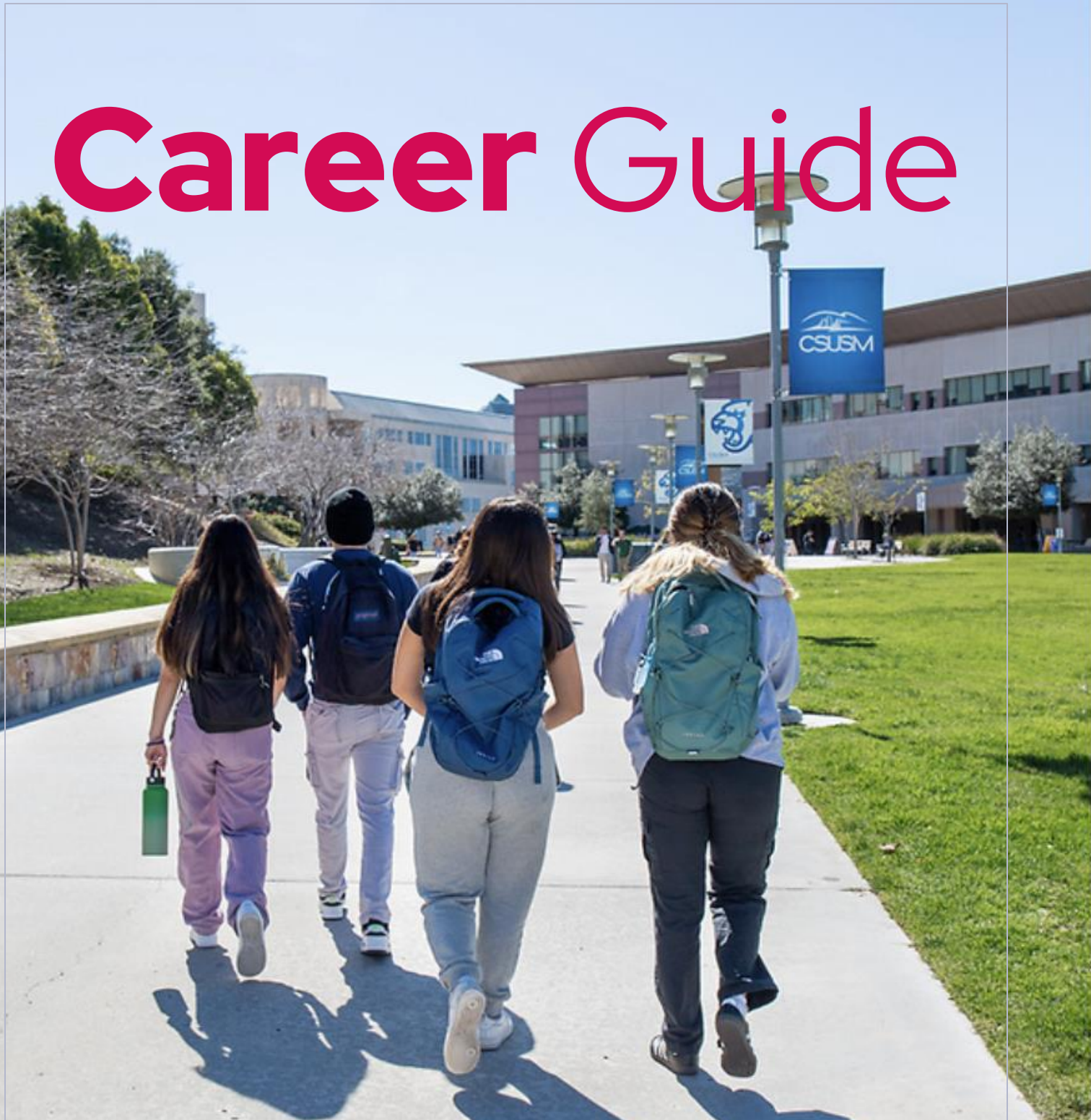


Career Guide



Career Success



Welcome to the Management Career Guide for current and prospective Management students!

This guide explores career opportunities related to the four management tracks at CSUSM, features advice from former students, and contains valuable resources.

We want you to be informed and inspired while pursuing your degree and starting your career.





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Self Assessment Tools

Before choosing a specialization, discover your strengths, interests, and values to find a career path that fits you! Explore career possibilities and learn more about yourself with these assessment tools!

- **TypeFocus:** Learn about your personality type, strengths, and career preferences to see how your personality can shape your career choices and development. [Free through [Handshake](#)]
- **CliftonStrengths:** Discover your top strengths, so you can focus on what you do best to succeed in your career and major. [Free through the Career Center]
- **Strong:** Assess your interests and see suggested careers based on people with similar preferences. [Free through the Career Center]
- **Career Leader:** Learn about your work preferences and interests to see what careers would suit you best. [Free through the Career Center]

Get Started Today!

- Visit the [CSUSM Career Center](#) page to learn more!
- Need help choosing an assessment? Schedule an appointment with a career counselor [here](#).



Overview of Management at CSUSM



The Management Options at CSUSM

The College of Business Administration (CoBA) at CSUSM offers a robust array of business programs that can be broken down into four different tracks.

Entrepreneurship

Learn how to launch and run a successful business from the ground up.

Global Business

Explore the global forces and international factors that affect businesses.

Human Resource Management

Learn how to manage human capital in a way that is profitable, ethical, and sustainable.

Management & Organizations

Focus on learning how to lead teams and individuals in a corporate setting.

Academic Roadmap in Management

Year 1

- Complete GE requirements
- Take Pre-Business core courses
- Join a student society, CoBA Peer Mentor Program



Year 2

- Complete GE requirements
- Take Pre-Business core courses
- Join a student society, CoBA Peer Mentor Program



Year 3

- Choose your Management track: **M&O, HRM, Entre, or GBM**
- GBM students: Fulfill Foreign Residency Requirement
- Take Upper-Division Courses
- Complete BUS 300
- Apply for an internship
- Join a student society, CoBA Career Mentor program
- Attend CSUSM job fair



Year 4+

- Complete Upper-Division courses
- Complete Senior Experience
- Attend CSUSM job fair
- Join a student society, CoBA Career Mentor program



A Career in **Entrepreneurship**



What is Entrepreneurship?

Entrepreneurship is the process of bringing a new product and/or service to the market or adding substance to an existing product or service.

At CSUSM, students will become equipped with the knowledge and tools to develop their own business ideas, assess market needs, and create sustainable business models.

This track emphasizes key aspects of entrepreneurship such as creativity, problem-solving, and preparing students to navigate the challenges of the entrepreneurship landscape confidently.



Entrepreneurship Skills

While starting and running businesses, an entrepreneur needs to be a jack-of-all-trades. The ability to embrace risk, ideate, adapt to change, and lead people will help an entrepreneur reach their goals. Here are some more specific skills and competencies for entrepreneurs:

Business Planning & Strategy: Setting goals and planning steps for business growth.

Financial Management: Managing finances to ensure profitability and stability.

Marketing & Sales: Promoting products and driving sales to customers.

Adaptability & Resilience: Adjusting to changes and overcoming challenges.

Innovation & Problem Solving: Creating new ideas and solving business issues.

Networking & Communication: Building relationships and sharing information effectively.

Legal & Ethical Knowledge: Understanding and following laws and ethical standards.



The Entrepreneurship Lifestyle and Career

Entrepreneur's skills are applicable in all aspects of business making them well-rounded candidates in today's increasingly competitive market. Because entrepreneurs have diverse career paths, dividing this track into entry-level and mid-level positions is not as practical. Instead, listed below are positions for entrepreneurial graduates to consider to learn about their aspiring field.

Jobs Involving ENTR Skills

- Advertising and Marketing
- Business Development
- Management
- Real Estate
- Financial Analyst
- Consultant
- Product Manager
- Project Manager



Classes and Curriculum

In the Entrepreneurship option, students will engage in hands-on projects, case studies, and internships, preparing them for real-world challenges in the entrepreneurial landscape.

Entrepreneurship Option Worksheet:

- ▶ [Entrepreneurship Option Worksheet](#)

This essential worksheet details the classes required to graduate from CSUSM with a degree in Entrepreneurship.

The core classes that set ENTR apart from other management options are listed below. The classes are specifically tailored to prepare you to launch a business. If these classes sound interesting to you, then consider majoring in ENTR.

- ▶ **ENTR 320: Creativity, Innovation, and Entrepreneurship**
- ▶ **ENTR 321: New Venture Creation**
- ▶ **ENTR 440: Startup Acceleration**



Entrepreneurship Society

The CSUSM Entrepreneurship Society empowers innovative students to explore, develop, and launch entrepreneurial ideas through collaboration, mentorship, and hands-on experiences that foster leadership and real-world impact

We offer:

- ▶ Workshops, networking events, and pitch competitions designed to help students develop entrepreneurial skills and connect with industry leaders.
- ▶ Access to mentorship, resources, and collaboration opportunities to support the creation and growth of student-led startups and innovative projects.

Benefits of Joining:

- ▶ Build real-world business skills through hands-on experiences.
- ▶ Connect with like-minded peers and successful entrepreneurs.
- ▶ Gain access to exclusive events, resources, and funding opportunities.
- ▶ Boost your resume with leadership and startup experience.

How to join:

All majors welcome! No fees or dues. Simply come to any meeting throughout the semester and you're considered a member.

Get in touch:

[Entrepreneurship Society Link Tree](#)

[Connect with us on LinkedIn](#)

Follow us on Instagram: [@csusmentrepreneurshipsociety](#)



A Career in
Global Business

What is Global Business?

Global business students gain personal skills and experience to help them be successful in businesses that involve international transactions. While earning a degree in GB, you will learn about business in other countries, equipping yourself with knowledge of foreign markets and cultural business norms.

Students will complete a study abroad or global internship program where they will take their learning to the next level through first-hand experience.

A career in GB can involve traveling between different countries. Living internationally will be part of the GB Executive's lifestyle and includes interaction with foreign businesses or clients. If immersion in different cultures fascinates you, consider studying global business.



Global Business Skills

Global business involves navigating diverse business and labor markets, international trade, global supply chains, and emerging markets. Global business professionals are best equipped to perform their jobs when they possess knowledge of cultural, legal, and economic factors. Some key skills and competencies for a global business career are:

A strategic and global mindset which involves developing a deep knowledge of the industry, business, and international environment, enabling the ability to plan and strategize.

Cultural knowledge means having an understanding of norms and practices for a specific culture from a business standpoint.

Cross-cultural communication and negotiation skills are necessary for business professionals working in multicultural and international settings.

Risk management enables profitable decision making for businesses.

Resilience and adaptability are crucial for leader to navigate complex challenges with clarity and perseverance.



Global Business Jobs – Overview

Specializing in global business opens the door to a wide range of career opportunities across industries and borders. Listed here are examples of entry-level and mid-level positions:

Entry-Level

- International Marketing Coordinator
- Export/Import Coordinator
- Global Sales Associate
- International Business Analyst
- Global Supply Chain Assistant
- Logistics Specialist

Mid-Level

- Global Product Manager
- Global Supply Chain Manager
- Supply Chain Manager
- Distribution Manager



Global Business Entry-Level Positions

International Business Analyst

International Business Analysts are integral in ensuring a company's efficiency.

International BAs have their hands in many parts of a business such as:

- Conduct financial analysis
- Develop global and domestic budgets
- Facilitate proposal strategy
- Complete forms for international and domestic regulations
- Assist with project management

International Management Analyst

International Management Analysts specifically work with upper management to increase organizational efficiency on a global level. This is achieved through tasks including:

- Gather and analyze international data
- Identify emerging trends and risks in global markets
- Collaborate with management overseas to improve operations and identify business opportunities

Note: Average salary ranges for International Business Analyst and International Management Analyst is \$60,000 – \$175,000 (O*Net, 2025).

Global Business Mid-Level Positions

Global Product Manager

Global Product Managers are responsible for overseeing product introduction in new and emerging markets.

- Analyze global market to find new product opportunities
- Oversee development of new global products
- Prepare strategic plans for global product launches
- Monitor marketing for new products

Global Supply Chain Manager

Global Supply Chain Managers direct purchasing, product, and distribution chains on an international level.

- Direct movement of inventory.
- Monitor project progression
- Coordinate with business partners
- Ensure high quality delivery and identify opportunities for cost saving.

Note: Average salary ranges for Global Product Manager and Global Supply Chain Manager is \$60,000 – \$180,000 (O*Net, 2025).

Classes and Curriculum

The mission of the Global Business Option is to develop talent for a sustainable world. The GB program is designed to develop professionals with a global worldview with skills that are essential to be successful in today's dynamic, uncertain, and complex business environment. The Global Business option also requires student complete **a foreign residency***.

Global Business Option Worksheet:

- [Global Business Option Worksheet](#)

This essential worksheet details the classes required to graduate from CSUSM with a degree in Global Business.

The core classes that set Global Business apart from the other management options are listed below.

If these classes sound interesting to you, then consider majoring in Global Business at CSUSM.

- **GBM 425: International Business Management**
- **GBM 427: Cross-cultural Negotiating and Global Business**
- **MGMT 461: Management in Different Cultures**
- **MKTG 448: Global and Cross Cultural Marketing**

*Foreign Residency Requirement



GBM students **MUST COMPLETE** a foreign residency requirement. This involves studying abroad or completing an internship abroad (i.e., GBM 495). These opportunities require students to plan ahead and apply early!

For more information, visit the links below or the Resources section in this guide, which provides more information on studying abroad opportunities.

- ▶ [GBM Course Catalog](#)
- ▶ [CSUSM Internship Abroad \(GBM 495\)](#)

Studying Abroad

Studying abroad is a great opportunity for students to learn about different cultures and gain a greater understanding of the world! These are some examples of opportunities:

Summer International Business Travel Study in Germany, Austria, and Italy

Students can enroll in a summer study abroad program. Enjoy the sights, sounds, and tastes of central Europe while touring world-renowned companies (e.g., Mercedes-Benz, BMW, Bosch, HP), and hearing lectures on European economics and business culture at European universities.

Exchange Programs

CSUSM has exchange agreements with universities abroad that allow its students to attend those universities for a semester or academic year and earn resident credit toward graduation.

Universities such as Rikkyo University (Japan), and Amsterdam University of Applied Sciences (Netherlands) are Business major specific.

For more information, visit [CSUSM Study Abroad Information!](#)

Global Business Management Society



Our mission is to create a friendly and hospitable environment where people can exchange and share their knowledge, experience, insights, and information on a variety of global business related topics.

We offer:

- ▶ Opportunities for networking with international professionals and a chance to be apart of a vibrant community.
- ▶ A way for students to project themselves, learn to showcase their resumes through workshops and learn about internship opportunities with global firms.

Benefits of Joining:

- ▶ Learn from bi-weekly guest speakers from different industries
- ▶ Opportunities to network with industry professionals
- ▶ Participate in workshops
- ▶ Collaborate with other CoBA societies

How to join:

All majors welcome! No fees or dues. Simply come to any meeting throughout the semester and you're considered a member.

Get in touch:

[Global Business Society Website](#)

[Connect with Us on LinkedIn](#)

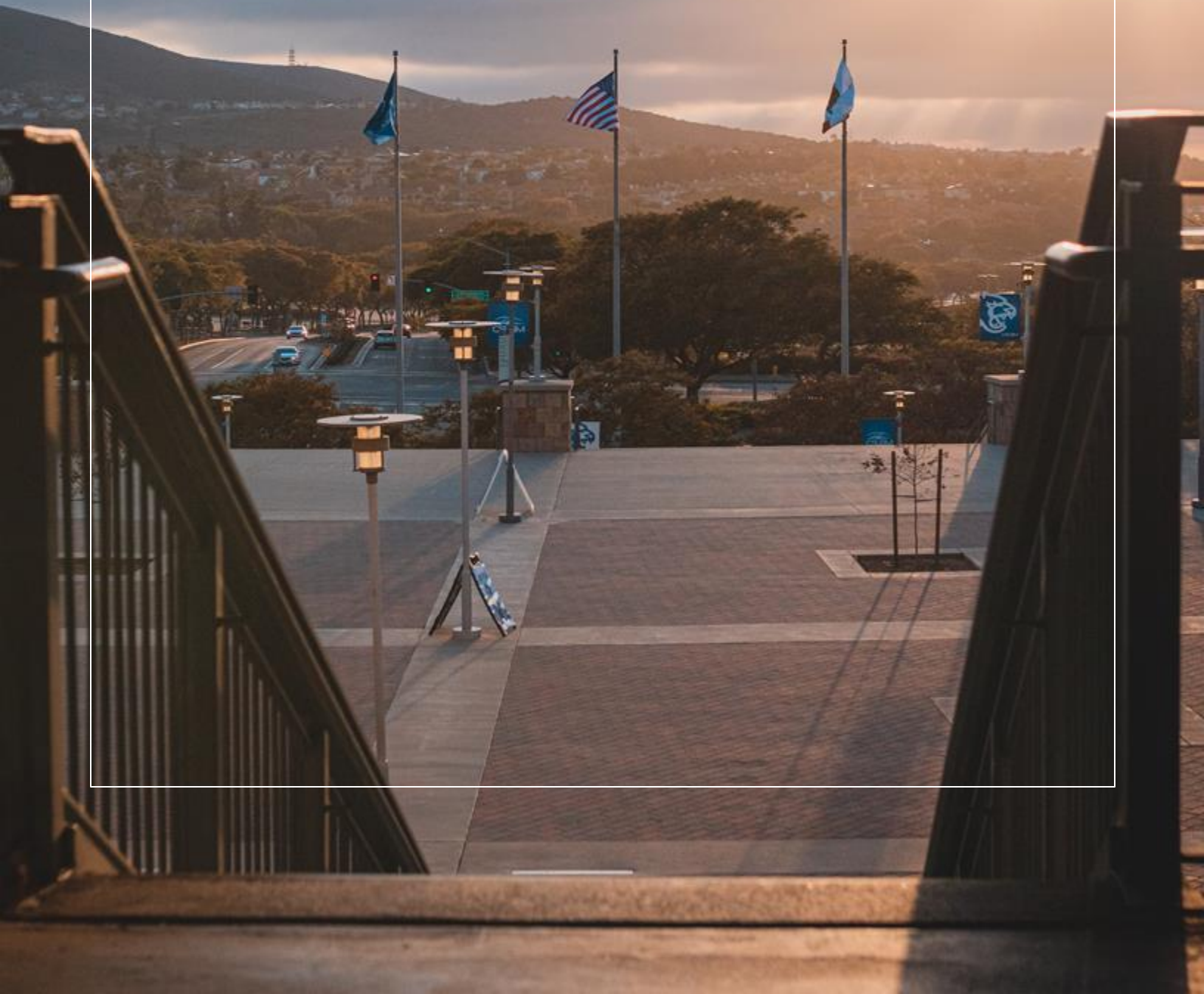
[Global Business Link Tree](#)

Follow us on Instagram: [@csusm.gbc](#)

Email: csusm.gbc@gmail.com



A Career in
**Human Resource
Management**



What is Human Resource Management?

Human Resource Management (HRM) focuses on the “people” side of business. HRM covers key areas such as recruitment, training, performance management, compensation and benefits, and labor relations.

Students studying HRM will learn how to design effective workplace policies, foster a positive organizational culture, and align HR strategies with overall business objectives.

People are a company's most valuable asset and strong HR practices directly impact company success. Whether students pursue a career in HR or another area of business, understanding HRM helps students become more effective leaders and team members.



HR Management Skills

Human resource professionals are constantly interacting with people. As such, interpersonal “soft skills” are crucial. These combined with technical knowledge about HR best practices, company policies, and employment laws makes for a well-rounded HR professional. Some key skills that are important for HR professionals include:

Strong communication and interpersonal skills are essential to clearly share company policies, listen actively to employee feedback, and build strong relationships across the organization.

HR professionals require **problem-solving and critical thinking skills** to evaluate complex employee relations and finding effective solutions for managers, employees, and the organization.

Change management skills are almost important as HR helps employees navigate workplace changes smoothly.

Finally, HR professionals require **knowledge of employment laws** to ensure compliance and fairness in the company's employment practices.



HRM Jobs – Overview

HR careers offer opportunities in nearly every industry, from corporate settings to nonprofits and government agencies. HR roles can involve hiring, onboarding, and employee relations. As HR graduates gain experience, they may move into more generalist roles such as HR Manager or HR Partner, or focus on a specialized area such as Benefits Specialist, or Training Manager. These are some examples of common entry- and mid-level roles:

Entry-Level

- Human Resource Specialist
- Training and Development Specialist
- Recruiter
- HR Analyst

Mid-Level

- Human Resource Manager
- Compensation and Benefits Manager
- Training and Development Manager



HRM Entry-Level Positions

Human Resource Specialist

HR Specialists are often the front line of a company's HR department. These roles may involve the following:

- Develop, interpret and communicate HR policies, procedures, laws, and standards.
- Hire and onboard new employees
- Maintain HR information systems
- Work with management to address employee relations issues
- Ensure company policies are compliant with employment laws

Recruiter

Recruiters source, interview, and select potential candidates for job positions. They are key in shaping a company's talent and workforce. Some main duties include:

- Develop and execute recruitment strategies to attract qualified candidates
- Develop job ads and post on various job boards
- Review and screen job applicants
- Conduct candidate assessments such as interviews
- Work closely with hiring managers

Note: Average salary ranges for Human Resource Specialist and Recruiter is \$45,000 – \$126,000 (O*Net, 2025).

HRM Mid-Level Positions

Human Resource Manager

HR Managers serve as a link between management and employees. They're expected to:

- Advise managers on organizational policies
- Oversee compensation, benefits, and performance management programs
- Manage complex employee relations
- Conduct workforce planning to ensure organization has right talent
- Ensure HR policies are strategic and aligned with organization goals
- Ensure compliance with labor laws and ethical employment practices.

Training and Development Manager

T&D Managers are responsible for developing and coordinating training programs. Core tasks may include:

- Assess training needs across the organization
- Design and implement strategic training programs to ensure company has required skills
- Develop and maintain company's learning management system
- Support employee professional and career development
- Prepare training budget for department or organization

Note: Average salary ranges for Human Resource Manager and Training and Development Manager is \$75,000 – \$219,000 (O*Net, 2025).

Classes and Curriculum

The HRM option focuses on developing the critical skills and competencies that HR professionals need to provide a strategic HR vision to organizations and manage the day-to-day responsibilities.

► [Human Resource Management Option Worksheet](#)

This essential worksheet details the classes required to graduate from CSUSM with a degree in Human Resource Management

The core classes that set Human Resource Management apart from the other management options are listed below. If these classes about interpersonal skills, diversity, leadership, and management sound interesting to you, then consider majoring in HRM.

- **MGMT 305: Organizational Behavior**
- **MGMT 415: Human Resource Management**
- **MGMT 420: Personnel Selection & Appraisal**
- **MGMT 422: Training & Development**
- **MGMT 461: Management in Different Cultures**

HRM Student and Professional Societies



Student Society for Human Resource Management

The student Society for Human Resource Management is dedicated to the professional development of students interested in HRM. The Society aims to enhance students' understanding of the array of careers within the HR field, analyze critical issues affecting the workforce today, and allow for the real-world application of learned skills. This student society holds weekly meetings.

- ▶ [SHRM Society Page](#)
- ▶ [SHRM Society Instagram](#)



Professional Society for Human Resource Management

There is also a professional SHRM, which supports HR professionals in continuing HR education, certification, networking, and career development. It boasts over 300,000+ members across 165 countries. Take advantage of their student membership rate and networking events!

- ▶ [SHRM.org](#)



SHRM Professional Certification



Advance your HR career with the **SHRM professional certification**. This certification is the only HR certification offered by the world's largest HR membership organization. The SHRM certifications are globally recognized and valued by employers in all industries and sets you apart from the crowd. For more information about the certification, visit the SHRM websites:

- [About SHRM Certification](#)
- [How To Get SHRM Certified](#)

CSUSM Extended Learning offers courses to help prepare for the certification exams. For more information, visit:

- [SHRM Certification Flyer](#)
- [SHRM Certification Prep Program](#)

A Career in
**Management &
Organizations**

What is Management & Organizations?

Management and Organizations students learn how to lead people in organizations. While earning a degree in MGO, you will learn from the social and behavioral sciences to develop leadership skills in order to better manage teams and individuals.

Successful managers must possess both a technical understanding of how a business operates, as well as a social competence that enables them to direct human resources effectively.

A career in MGO will almost certainly involve jobs that focus on interactions with teams, company leaders, customers, and clients.



Management & Organizations Skills

Effective managers require a combination of soft skills, leadership ability, and technical abilities related to the mechanics of business. These are five important skills that managers possess:

Leadership skills include empowering and motivating employees, delegating tasks, providing direction, and team building.

Adaptability involves adjusting strategies and behaviors in response to changing circumstances.

Strategic thinking in setting performance goals and aligning with the broader organization vision and goals.

Communication involves listening, negotiation, persuasion, and public speaking. Good written and verbal communication skills are critical.

Organizational skills involves the ability to plan, prioritize, and manage resources, tasks, and time effectively to keep teams and projects on track.

MGO Jobs – Overview

A degree in MGO opens the door to countless opportunities in various industries. MGO graduates typically start in entry level positions that have management tracks. These entry-level and mid-level positions will help new graduates hone their skills and begin entering more senior management levels.

Entry-Level

- Project Coordinator
- Business Development Representative

Mid-Level

- Product Manager
- Project Manager

MGO Entry-Level Positions

Project Coordinator

A project coordinator carries out the necessary tasks to keep a project running smoothly.

- Tracks and monitors project progress and budgets
- Supports communication between project stakeholders
- Organizes project schedules, tasks, and deadlines
- Identify and resolve issues that could delay or disrupt the project.

Business Development Representative

Business development reps work with the sales team to create strategic opportunities.

- Finding and developing new sales leads.
- Demonstrating product value to customers
- Research new markets and companies
- Stepping-stone to many high value positions in sales, product management, and strategic partnerships.

Note: Average salary ranges for Project Coordinators and Business Development Representative is \$60,000 – \$165,000 (O*Net, 2025).

MGO Mid-Level Positions

Product Manager

Oversees the strategy, development and success of a product by aligning customer needs with business goals.

- Oversee development of new products
- Prepare strategic plans for product launches.
- Defines product vision and strategy
- Analyze new markets to find new product. opportunities

Project Manager

Plans, coordinates, and executes projects to ensure they are completed on time, within scope, and on budget

- Oversees project timelines, resources, and scope.
- Manages budgets, risks, and project constraints
- Leads team meetings and coordinates project stakeholders and team members .
- Tracks progress and performance using project management tools.

Note: Average salary ranges for Product Manager and Project Manager is \$60,000 - \$175,000 (O*Net, 2025).

Classes and Curriculum

The Management & Organizations Option provides courses that concentrate primarily on relationships among members of organizations as well as organizational decision-making behavior and cultures.

Management & Organizations Option Worksheet

► [Management & Organization Option Worksheet](#)

This essential worksheet details the classes required to graduate from CSUSM with a degree in Management & Organizations

These are the core classes for the Management & Organizations option. If these classes are interesting to you, consider majoring in MGO.

- **MGMT 305: Organizational Behavior**
- **MGMT 415: Human Resource Management**
- **MGMT 452: Leadership in Organizations**
- **MGMT 461: Management in Different Cultures**
- **MGMT 474: Business Sustainability**

Management Society



Our mission is to “inspire today’s students to become tomorrow’s great leaders.” We aim to provide students with knowledge & insight into the business world because management & leadership are everywhere!

We offer:

- ▶ Knowledge and insights into management and leadership practices within organizations
- ▶ Assistance in developing and expanding members' experience and assimilating their skills to adapt to the industry's demands and requirements successfully

Benefits of Joining:

- ▶ Learn from bi-weekly guest speakers from different industries
- ▶ Opportunities to network with industry professionals
- ▶ Meet fellow peers
- ▶ Strengthen your resume significantly

How to join:

All majors welcome! No fees or dues. Simply come to any meeting throughout the semester and you're considered a member.

Get in touch:

[Management Society Website](#)

[Connect with Us on LinkedIn](#)

Follow us on Instagram: @csusm.mgmtsociety

Email: csusm.mgmtsociety@gmail.com



PMP Professional Certification



Advance your MGMT career with the **PMP professional certification**. The Project Management Professional® certification acknowledges candidates who are skilled at managing the people, processes, and business priorities of professional projects. For more information about the certification, visit the PMP websites:

- [About PMP Certification](#)
- [How To Get PMP Certified](#)

CSUSM Extended Learning offers courses to help prepare for the certification exams. For more information, visit:

- [PMP Certification Flyer](#)
- [PMP Certification Prep Program](#)

Alumni Success Stories



Madison Farfan

HR Alumni, Class of 2022.

HR coordinator at Lusardi Construction



Madison Farfan, a first-generation college student, remembers feeling directionless when she first arrived at Cal State San Marcos. That all changed in 2018 when she attended a Society for HRM meeting that introduced her to the concept of servant leadership. *“That meeting changed my life,”* she says. It inspired her to pursue a path in Human Resources.

She soon became deeply involved, serving as Secretary of the Society before becoming President in 2020, right in the middle of the COVID-19 pandemic. *“It was one of the most challenging times, and my main role was to keep the community alive when mental health was at its lowest,”* Madison recalls. She later stepped into the role of Co-President for the HR Society as well.

Looking back, she reflects on how much she’s grown. *“I was so quiet and shy when I first walked into that meeting. But I stepped out of my comfort zone and dove in.”* The leadership experience she gained still plays a huge role in her life and career today.

Her biggest advice to current students? *“Communication and the power of networking!”* She emphasizes how something as simple as following up with a professor or conducting an informational interview can open doors. By the time Madison graduated in 2022, she had completed nearly 40 informational interviews. She took BUS 300 in Fall 2020, so she continued to schedule her informational interviews until graduating two years later.

“Control what you can and confront what you can’t.”
Words she continues to live by.

Rebecca Silva

HR Alumni, Class of 2020

*Strategic Business Coordinator at Imperial Irrigation
District*



Rebecca started her collegiate career at CSUSM as a Finance major. After taking many of her general education courses, she realized that she had a passion for human resource management. In her junior year, she consulted the Career Center and the CoBA counselors who advised her to change her major to HRM.

Her advice to new students on campus is to “network as much as possible by using the CoBA networking events and to put effort into building relationships with your classmates and professors.” She also feels it is important for students to seek out internships to gain experience before graduating.

After graduating in the Fall of 2020 as a top student with a high GPA, Rebecca landed a position at SDG&E.

“Being a young minority woman myself, my main priority as a Human Resource professional would be to promote diversity and inclusion and establish a sense of belonging for everyone.”

Rachel Jackson

Management Alumni, Class of 2023

Marketing Specialist at Thermo Fisher Scientific



Rachel Jackson's college-to-career story is a beautiful blend of intuition, hard work, and heart. When she first came to CSUSM as an undeclared student, she never imagined she'd one day lead the Management Society, win multiple awards, and run the very internship program she once participated in. But through meaningful connections, mentorship, and a lot of "yes's", Rachel did exactly that.

Today, Rachel is a Marketing Specialist at Thermo Fisher Scientific, where she manages up to 100 projects at once while leading company-wide intern summits and panels. Her journey started with a simple conversation at a field hockey game that led to her first internship, proof that you never know where one conversation might take you. She's known for her leadership, problem-solving, and passion for mentoring others, skills she sharpened both inside and outside the classroom.

As someone who once doubted herself, Rachel now helps others step into their power. "I wish I had known how capable I really was," she says. "Sometimes it takes others believing in you before you believe in yourself. But once you do, it's game-changing."

She encourages students to network around and talk to people in roles you're curious about before applying. Most of all, she urges students to lean into community. "Make the most of your time at CSUSM, go to society meetings, reach out to professors, take the informational interviews. Every puzzle piece you collect will build a bigger picture down the road."

Her favorite quote? "Everything happens for a reason." And if you ever meet Rachel, you'll believe it.

Jordan Johnson

Management Alumni, Class of 2023

Team Management Partner at Roche Diagnostics



Jordan Johnson began his college journey at Palomar College, exploring majors in Computer Science and Math. Eventually, he found his way to Business and graduated with a Management & Organization specialization.

While his degree focused on management, Jordan's passion quickly shifted to Human Resources. He loves being behind the scenes, making an impact in meaningful ways. *"You don't have to build the house in one day, just lay a brick every day,"* he shares, reflecting on his steady growth.

In August, Jordan stepped into a new HR role that gave him a fresh perspective: no longer working face-to-face with clients, but still helping people daily. His responsibilities include hiring, payroll, and supporting staff, serving as a helping hand and often a counselor. He's currently focused on talent acquisition, making sure team members understand their roles and feel supported in their journey.

Jordan credits classes like BUS 300, and mentors like Erika Perri for teaching him the value of the little things: following up on emails, sending thank-you notes, and always being open to learning. *"You'll use those platforms and skills more than you think. Take what you learn and add it to your resume."*

Looking back, he wishes he had known that finding your path takes time, but it's worth it. *"Even if you don't know what you want to do at first, it pays off in the end."*

And one more piece of advice, with a smile:

"You should never go through life with a catcher's mitt on both hands, you should always be able to throw back."

Dominique Hernandez

Management Alumni, Class of 2022

Project Manager at Northrop Grumman



After graduating in 2022 during a tough job market, Dominique started with a seasonal role and used her free time to conduct informational interviews, something she says helped shape her career path. "Hearing directly from people in the industry really opened my eyes to what was possible."

She landed a full-time role with the San Diego Wave, where she focused on player experience, making sure athletes felt supported and able to focus on the game. A career highlight: helping the team finish first in the league and receiving personal thanks from visiting teams for creating a welcoming environment.

In October 2023, she transitioned to a Project Manager role in the defense industry, where she now handles budgeting, travel logistics, onboarding engineers, and process changes, all while working towards her master's degree. The shift was motivated by her desire for better work-life balance and to broaden her horizons.

She credits CSUSM's professors and mentors for their genuine support, especially during COVID. "You can learn the book anywhere, but the people in the business department really stand out."

Advice to students:

"Connect with people! Your network matters. Stay flexible, work hard, and be open to learning, you never know where it'll lead."

Favorite quote:

"Treat people how you want to be treated."

Morgan Sussman

Global Business Major (Class of 2016)

**Global Powertrain Sourcing at Singer Vehicle
Design**



"The toughest thing is to make unemotional decisions about emotional things, whether in your personal life or in college. When I told people I was going to start my own business, so many people said I was absolutely crazy. But it's all a journey."

Morgan Sussman enrolled in business school in 2012 and bounced around between majors before settling on Global Business. After getting to study abroad in Milan, Italy, Morgan loved it so much that he asked to go abroad again immediately upon return. This time he went to study in Bern, Switzerland. His travel experience vastly shaped him into who he is today, as a globally-minded business professional.

While still at CSUSM, Morgan became interested in textiles and started True Loom Inc, a business producing made-in-America fabrics. While he ultimately had to close down the business after two years, his experiences and expertise developed as an entrepreneur earned him a job at Boeing.

"Push yourself beyond the boundaries of what you're comfortable with, into things you'd like to try but aren't sure you're capable of."

- Morgan Sussman

Trina Mabunay

Global Management (class of 2017)

Senior Product Marketing Manager at QuSecure



Trina graduated from CSUSM with a degree in Global Business in 2017. During her orientation at the school, she learned about the Global Business Marketing courses and thought it was a futureproof option with a lot of opportunity. As part of her international experience, she decided to move to Laos to complete an internship with a local enterprise.

The seven months she spent there were filled with many great life experiences while working at an import/export company. When she came back to the States, she soon landed a position at Google as a recruiting coordinator specialist and it turns out that her international experience was a huge standout for Google when hiring her.

During her time at CSUSM, she served as President of the GBM Association on campus, and she was part of the Sustainability Club. Trina also worked at the career center as the social media specialist where she came up with the now famous "Cal State University Stairmaster" slogan.

"Dive in. Get immersed in everything on the campus. Get involved in college life [...] take as many opportunities as you can. If you have the opportunity to study abroad, I 100% recommend that."

Rachael Lafenhagen

Entrepreneurship Alumni (Class of 2022)

Founder of Craft Your Bra



Rachael's story is all about turning real-life moments into meaningful impact. She transferred to CSUSM in 2019 and like many students during that time, navigated college life through the pandemic. But that didn't stop her. In fact, she helped relaunch the Entrepreneurship Society and became a go-to leader for Zoom meet-ups and hybrid events, especially at the Innovation Hub, which she calls "a really special place" in her journey.

The idea for her business, "Craft Your Bra", came from a frustrating moment at home, adjusting a bra that just didn't fit right. That led to a bigger realization: so many women, especially those with unique needs like breast cancer survivors, struggle to find bras that truly fit. So Rachel built a company focused on creating custom bras for women of all sizes and stories. What started as a class project became a pitch competition winner, earning her first place at CSUSM and second place across all 23 CSU campuses, along with a \$10,000 prize.

Today, Rachael works as the Director of Administration at Avid Behavioral, a center supporting autistic and intellectually disabled individuals. She manages staff, clients, scheduling, you name it, and says it's incredibly rewarding work. "It's not always easy, but there are these 'glimmer moments' where you know you're making a real difference."

Rachel credits CSUSM for giving her the confidence and skills to lead. From HR and billing to business pitching and networking, she says her time at COBA prepared her to wear many hats. Her biggest advice?:

"Say yes more often. Meet people. Ask for mentorship. You never know where one conversation can lead, it really can change everything."

Justin Buhagiar

Entrepreneurship Alumni (Class of 2019)

**Director of Development at Boys & Girls Club
of San Marcos**



Justin's career began in an unexpected place, as a private preschool teacher. But it was during his six years in the military that he discovered his passion for leadership and problem-solving. "I've always been an entrepreneur at heart. I like finding solutions, problem-solving is my favorite." After his service, he enrolled at CSUSM at age 27, using his life experience to network with intention. Guided by mentors like Dean Hamerly, he learned how to build meaningful connections and served as President of the Entrepreneurship Society for two years. After graduation, he co-owned *Brewer's Tap Room* in Encinitas before transitioning into the nonprofit world.

Now, as Director of Development at the Boys & Girls Club of San Marcos, Justin raises funds to support underserved youth, a role that allows him to tap into his entrepreneurial mindset daily. Since 2021, he's helped grow the organization's budget from \$2 million to \$6.5 million. He credits CSUSM for teaching him how to leverage relationships and stay curious. His advice to current students? "Reach out more. Find mentors who are doing what you want to do, it's free advice, and it can change everything."

*"Success is walking from failure to failure with no loss of enthusiasm."
- Wiston Churchill*

Additional Resources



Resources for Management Students

CSUSM offers various career development resources to support students in their professional journeys. In this section, you will find the following resources and tools available to help you succeed!

- [Handshake](#)
- [Innovation Hub](#)
- [Coursera](#)
- [CLIMB](#)
- [Global Programs and Services](#)
- [Mental Health Tips & Resources](#)
- [Mental Health Events](#)
- [Internships](#)
- [CoBA Graduate Programs](#)



Handshake



Handshake is a valuable tool for management students, providing access to job and internship opportunities, career development workshops¹, networking events, and exclusive resources like the **Cougar Closet**². Students can also make appointments through Handshake for career services such as interview preparation through Big Interview, resume and cover letter review, and career exploration tools like TypeFocus v7.

Steps to access Handshake:

- ▶ To explore Handshake, click [here](#).
 - Log in with your CSUSM credentials
 - Complete your profile, including education, skills, and experience, to make your profile stand out.
 - Then you are set to take advantage of the numerous opportunities and events



¹ The career counseling center offers many workshops and events. Check out their calendar of events [here](#): [counseling center resources for resume building](#) or [calendar of events with link](#)

² The Cougar Closet offers free business attire for students to use in interviews, business meetings, and professional events, available by appointment through Handshake.

Innovation Hub

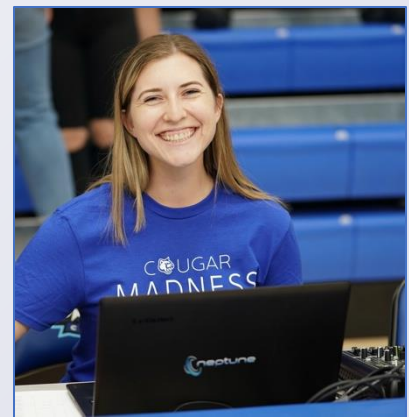
- ▶ A space where creativity, entrepreneurship, and collaboration thrive! The Innovation Hub provides students access to tools like a state-of-the-art Prototyping Lab (with 3D printing), hands-on workshops, and networking events to help turn ideas into action.
- ▶ Each semester, students can compete in the **Quick Pitch Competition** for a chance at funding, mentorship, and visibility. In Fall 2024, Elijah Mattfeld, a 4th-year Global Business student, won with his business Philantree!
- ▶ To learn more about the Innovation Hub, click [Here](#) and to see more past winners, click [Here](#)



Coursera



As a CoBA Management student at CSUSM, you have access to the **CoBA Career Academy through Coursera!** This is completely **free for current students and alumni for 1 year post-graduation!** Coursera provides great opportunity to build valuable skills and earn industry-recognized certificates. Whether you're looking to strengthen your leadership abilities, dive into project management, or explore different areas of business, Coursera contains a variety of courses that can help you stand out in the job market. Some certifications that align with management careers include: *Program Manager, Project Manager, Supply Chain Analyst, Human Resource Specialist, Compensation Analyst, Career Coach, and Customer Service Representative.*



Steps to access Coursera:

- ▶ To explore Handshake, click [here](#).
 - Log in with your CSUSM credentials
 - Follow the steps outlined to complete your registration
 - Start exploring courses!

CLIMB – Center for Leadership Innovation and Mentorship Building

The mission of the Center is to foster the development of effective leaders at all levels: individual, team, organization, and community. CLIMB is founded by faculty in the Management Department and includes the course **"In the Executive's Chair"** (MGMT 432), **Speaker Seminars**, and **Leadership Workshops**. Every year, the Center selects a graduating senior for the prestigious *James R. Meindl Student Leadership Award*.

Check out CLIMB's calendar of events and speakers [here](#)!



Global Programs and Services

CSUSM offers students a variety of global opportunities to enhance their education and gain valuable international experience. Whether you're interested in studying abroad or partaking in informative global activities and programs, there are options to match your goals. Students usually engage in global programs starting in their third year at CSUSM.

Global Experience Opportunities:

- ▶ **Study Abroad:**

CSUSM partners with institutions around the world to offer study abroad programs in various regions. [[Explore Study Abroad Options](#)]

- ▶ **Global Programs:**

Participate in global programs and events that will expand your cultural and academic understanding. [[Global Programs and Services](#)]

How to Get Started:

- ▶ **Browse Programs:** Visit the Global Programs and Services page to view available opportunities.
- ▶ **Meet with an Advisor:** Get guidance from advisors to help select the right global experience for you.
- ▶ **Apply:** Follow the steps listed on the website to apply and start your global adventure.
 - Applicants are recommended to submit 6 months/one year before desired travel date



Mental Health Tips & Resources

Managing coursework, internships, and personal responsibilities can be challenging. CSUSM offers various mental health resources, events, and strategies to help students maintain their well-being throughout their academic journey. Here are some tips to start:

➤ **Tips for balancing work, school, and personal life:**

- **Time Blocking:** Allocate dedicated time for studying, working, and personal time.
- **Prioritization:** Have a planner to organize deadlines and set realistic goals.
- **Self-Care:** Incorporate activities like exercise, meditation, or social time to reduce stress.
- **Set Boundaries:** Learn to say no to commitments that may lead to burnout.
- **Use Campus Resources:** Take advantage of counseling services and mental health events.

➤ **Mental Health Resources:**

- CSUSM offers **free and confidential counseling services** to students. For more info, visit counselling services [here](#).



Mental Health Events

Each month, CSUSM hosts a variety of mental health events, including workshops, support groups, and special activities like **Bring the Dogs Day**. These events are designed to help students relax, build resilience, and connect with resources in a safe and supportive space where they can thrive. **Mental Health Awareness Week** usually held in **October**, is a key event featuring discussions, self-care activities, and stress management resources to support student well-being. Make sure to come out and dedicate some time for your wellness!



Check out the **Student Health & Counseling Calendar of Events** [here](#).

Internships

K-16 Collaborative Border Region Talent Pipeline

Apply to gain access to paid summer internships for management students. Eligibility applications usually open February 1st of each year.

[Click here to apply!](#)



Academic Internships Database

The Academic Internships Database contains paid and unpaid work experience while earning academic credit. Many of the CSUSM academic departments offer credit-bearing internship courses.

[Access the database!](#)



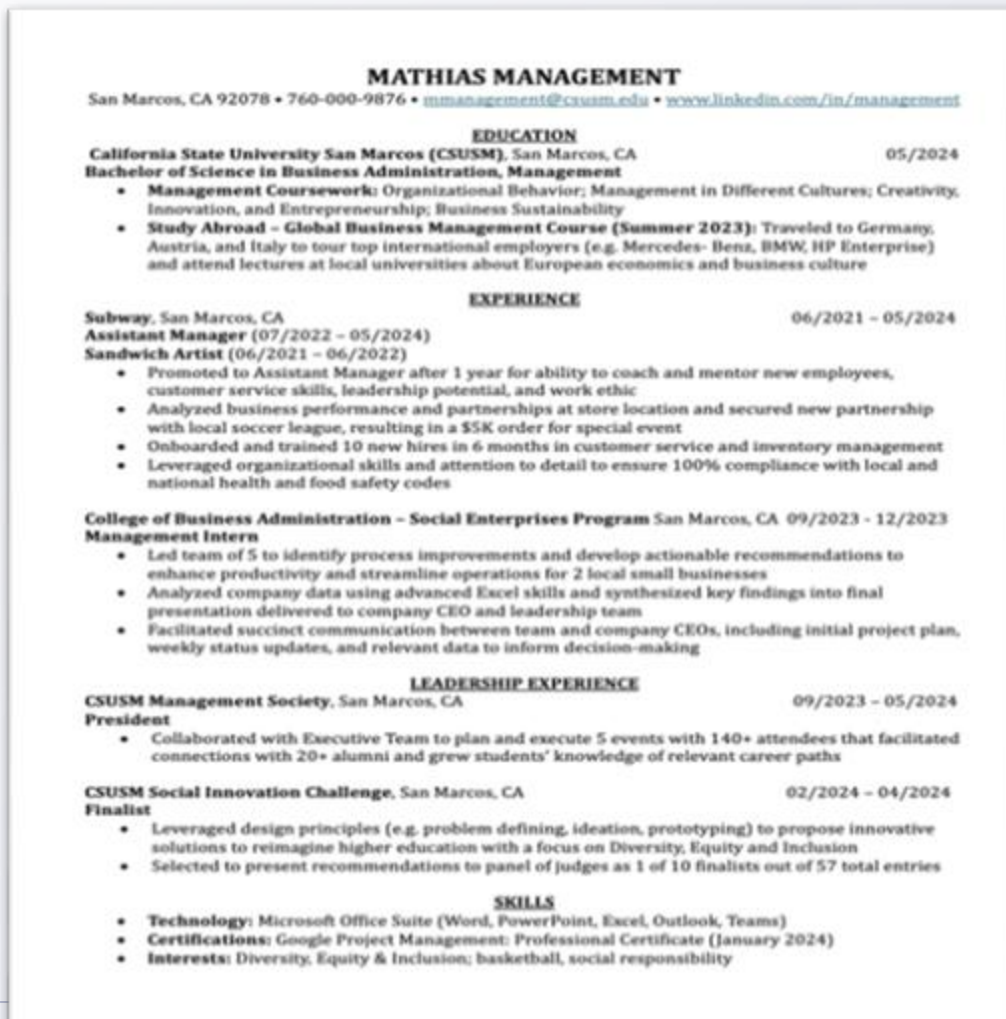
Handshake

Login to Handshake using your Cougar username and password to start applying to jobs or non-credit internships and connect with employers.

[Log into Handshake!](#)

Resume Resources

Ready to **build a stellar resume**? Check out some **resume templates**¹ designed specifically for Management students. The CSUSM Career Center also offers personalized support to help you craft a standout resume. You can schedule one-on-one appointments through [Handshake](#).



¹ For resume templates, contact CoBA's Student Success Office and they will be happy to help!
Email: cobastudentsuccess@csusm.edu

CoBA Graduate Programs

Fully Employed MBA

- The Fully Employed MBA program is designed for working professionals, offering a hybrid online format that provides the flexibility to balance work and personal commitments.
- [Click here to learn more!](#)

Specialized MBA

- The program's comprehensive offerings span diverse specializations such as business analytics, international business, and supply chain management. The program's emphasis on personalized instruction nurtures skills and knowledge critical for contemporary business success.
- [Click here to learn more!](#)

Contacts & Further Information





In Recognition

Message from the Founder of the Management Career Guide

There is an age-old question asked by management students to us professors “What do I do with a management degree?” The truth is, a management degree opens so many career paths for students that it is difficult for anyone to know them all, let alone for a student to choose which path to go down. So we set out to create a guide to help students answer this question (and maybe help us professors too). We hope this guide helps you on your journey from student to successful professional.

Best,

Aaron McDonald, PhD
Assistant Professor of Management
College of Business Administration





In Recognition

Special recognition goes to the senior experience students who created this career guide.

2025:

**Andrea Barrero, Kalea Campbell, Marianna Dayos,
Stefanya Mayoral, Ashley Smith**

2021:

**William “Billy” Branch, Vincent Sotelo, Moises Delgado,
Isaiah Flores, Billal Gitesatani**



Stay Connected!

With CoBA:

- [CoBA Instagram](#)
- [CoBA LinkedIn](#)
- [CoBA Management Community LinkedIn](#)



With CoBA's Student Societies:

- [MGO Society Instagram](#)
- [MGO Society LinkedIn](#)
- [GB Society Instagram](#)
- [GB Society LinkedIn](#)
- [ENTR Society Instagram](#)
- [ENTR Society LinkedIn](#)
- [SHRM Society Instagram](#)





Have Further Questions?

CSUSM faculty and staff are here to help you throughout your college journey. Here are some important contacts:

Management Department Faculty

csusm.edu/management/faculty.html

CoBA Advising - cobaadvising@csusm.edu

CoBA Student Success Office -
cobastudentsuccess@csusm.edu

Giselle Bazan - Administrative Support Assistant
gbazan@csusm.edu

Vanessa Shum - Management Career Guide
Coordinator, vshum@csusm.edu

Catalin Ratiu - Management Department Chair,
cratiu@csusm.edu

Paola Ometto - Director, Global Business option,
pometto@csusm.edu

Serhan Kotiloglu - Director, Entrepreneurship option,
skotiloglu@csusm.edu

