



DEPARTMENT OF MANAGEMENT AND MARKETING

**MGMT 4332-900 INTL. COMPARATIVE MANAGEMENT (*Online*)
Fall-2026**

Instructor: Dr. Ozbek [Ph.D. in Business Administration with Strategic Mgmt. concentration, M.S. in Business, M.B.A., M.S. in Mgmt. Science, B.S. in Computer Engineering.]

Office number: Business Library Hall (BLH) 341-E

Email: oozbek@tamusa.edu

Office hours: T: 9-11 am, 1-3 pm; Th: 9-11 am (via Zoom). [Let me know when you would like to meet me including the topic you would like to discuss via email in advance.]

Virtual office hours: <https://tamusa.zoom.us/j/84148410644>

Class location & time: Online - Asynchronous.

“A nation's culture resides in the hearts and in the soul of its people.”, Mahatma Gandhi
“Strength lies in differences, not in similarities.”, Stephen R. Covey

Required e-textbook:

- Doh, J. P., et al. 2025. ***International Management: Culture, Strategy, & Behavior***, McGraw-Hill. (You can register for the CONNECT “full” edition of this textbook via Blackboard; registration support video: <http://video.mhhe.com/watch/UZnyThhiZgbh3pKQFBiQUZ>). Any technical issues/questions should be directed to McGraw-Hill Connect Customer Service (800-331-5094 , 800-338-3987 or [Student Support | McGraw Hill \(mheducation.com\)](http://StudentSupport|McGrawHill.mheducation.com)).

Our “ultimate” goal in this class is:

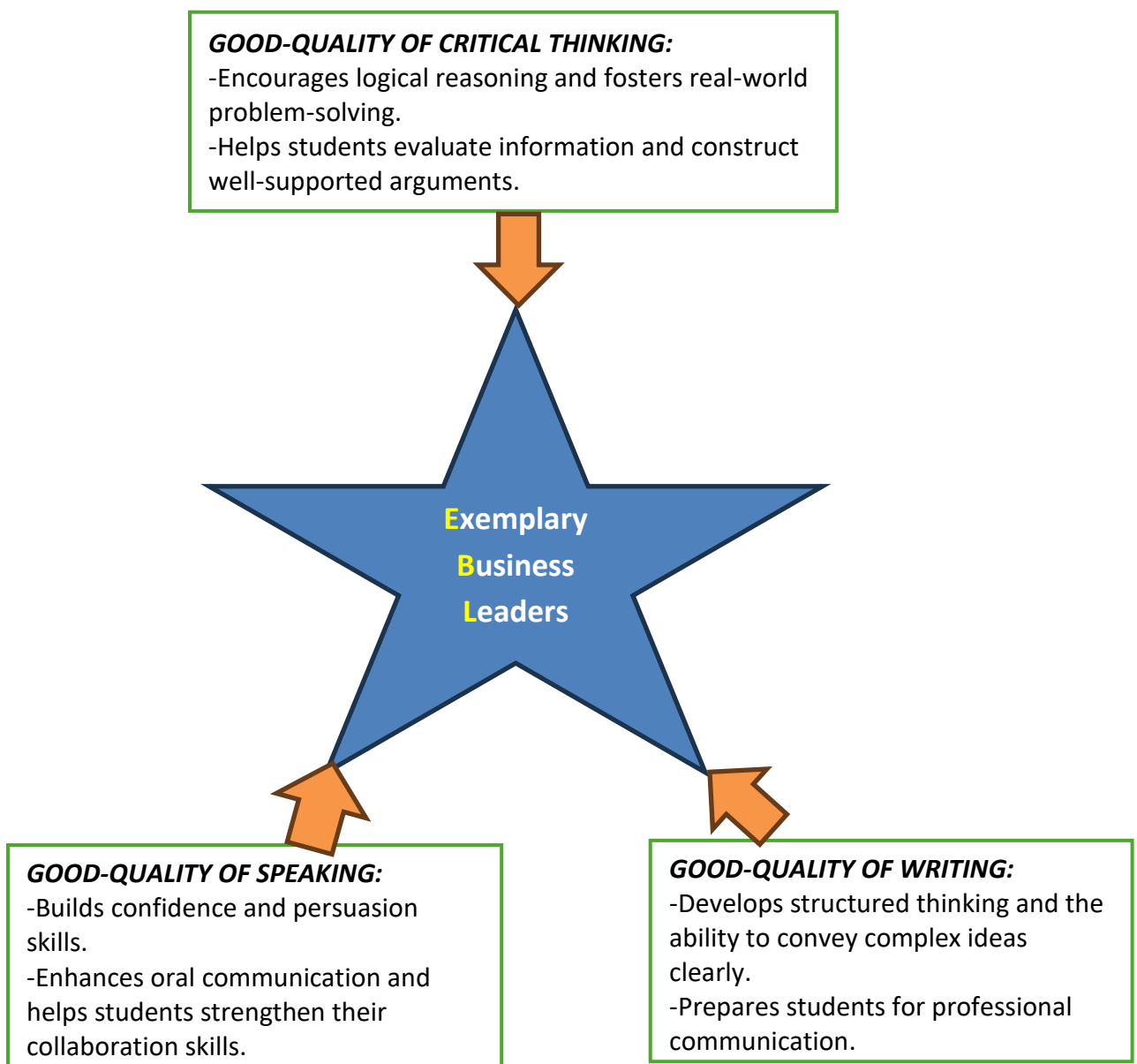




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OUR MOTTO IN THIS CLASS: IMPROVING YOUR WRITING, SPEAKING, AND CRITICAL THINKING SKILLS AS PROSPECTIVE “EXEMPLARY” BUSINESS LEADERS WHO CAN SUCCEED IN THE FIELD OF INTERNATIONAL COMPARATIVE MANAGEMENT.

THE E.B.L. (EXEMPLARY BUSINESS LEADERS) FRAMEWORK





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Course “catalog” description:

“This course delves into the comparative analysis of management practices, strategies, and cultures across different countries and regions and explores the complexities of managing organizations in a global context. Students will develop a deep understanding of how culture, institutions, and economic factors influence management decisions. Main topics include the characteristics of the international manager, differences in culture, fundamentals of cross-cultural communication, decision-making and negotiations in international settings, characteristics of multicultural work groups, and differences in managerial practices based on cultural values.”

Main topics in this class include the following:

- The definition and characteristics of globalization,
- The analyses of political, legal, and technological environments,
- The definitions and importance of ethics, social responsibility and sustainability,
- Understanding the importance and dimensions of culture along with its effects on managerial practices,
- The characteristics of cross-cultural communication and its effects on negotiations,
- The differences among foreign entry strategies,
- Understanding how to manage government-corporation relationships.

Overall, this course will provide you with a great learning opportunity of critically analyzing organizations by using an international “lens”, developing global solutions to organizational problems, and being able to make better quality decisions to improve your organization’s performance. As future top managers in organizations, you will find all these concepts fascinating via improving your international management (IM) perspective throughout this course. In general, this class is designed to be **challenging, fun, interesting, and require you to think.**



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Instructor's educational philosophy:

I view teaching as a **partnership** with my students, and I take seriously my responsibility to support your learning and development. I begin with the assumption that you are taking this course because you want to learn, challenge yourself, and grow both personally and professionally. ***My responsibility is to create meaningful opportunities for you to learn, think, and apply new ideas; your responsibility is to engage with those opportunities and put forth your best effort.***

I believe that a positive and curious mindset is an important first step toward success. Rather than simply learning new concepts, I encourage you to ask: ***"What can I learn from this, and how can I use it to become a better manager and business professional?"*** Familiarizing yourself with the syllabus from the beginning and communicating with me openly and promptly throughout the semester will also contribute greatly to your success.

Finally, **FAIRNESS and INTEGRITY** are two principles that guide my teaching and decision-making in every course. I will hold you to high standards, but I will also do everything I reasonably can to support your success. Throughout our academic journey together, ***I am always willing to help.***

Student learning outcomes:

1. Defining globalization and identifying most recent global trends,
2. Defining MNCs and explaining their political, legal, and technological environments,
3. Identifying ethical issues in international management and offering solutions to them,
4. Distinguishing between social responsibility and sustainability,
5. Defining culture and identifying its dimensions,
6. Discussing the importance of cross-cultural differences in managing MNCs,
7. Defining effective ways of communicating with other cultures,
8. Identifying foreign entry modes and examining the role of the government in these international operations.



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Course requirements: (All due dates are listed under your “tentative” course schedule.)

- **Mid-term and final exams (20+25 points):** Both exams are non-cumulative (unless stated otherwise by the instructor) and may include true-false and multiple-choice questions. They are to be taken online. Based on our “security” measures in online test-taking, you will not be able to go back to your previous questions; thus, before confirming your answers, make sure that it is your final answer. All questions are based on PowerPoint slides, required textbook, handouts, and any additional information provided by the instructor. (In the mid-term, there are 40 questions and in the final, there are 50 questions.)
- **Smartbook quizzes (20 points):** You will take ten online quizzes based on all assigned textbook chapters, which serve as a great tool to prepare for your exams.
- **“I.M.A.” (International Management Applications) (10 points):** Both assignments are based on connecting your theoretical knowledge with practice, which are to be posted on the Blackboard later in the semester.
- **“W.I.N. (What is in the News)” papers (10 points):** You will choose two concepts of your interest from any of assigned textbook chapters (**for W.I.N.-1, two concepts from C-1/2/3/4; for W.I.N.-2, other two concepts from C-5/6/7/9/10**). Then, you will find two online corporate news/articles published in the previous five years to explain how these concepts have been used in those companies. In other words, you are going to explain the applicability of both concepts in their corporate contexts. Each is a two-page, double-spaced, 1-inch all-margins paper. On page#1, you will analyze the applicability of concept-1 in the context of first corporate example. Then, page#2, you will analyze the applicability of concept-2 in the context of second corporate example. (In the beginning of each page, make sure to clearly state the concept you are using.) At the end of each page, you will state why/how these concepts matter for corporate success in a separate paragraph as well as cite your online articles in the A.P.A. format. Not citing them properly will result in some additional point deductions.
- **Reflection on Career Implications [R.C.I.] term paper and presentation (10+5 points):** This is a six-full-page long, 1-in. all margins, double-spaced paper to be submitted as a PDF file. In this paper, it is very important to demonstrate whether you can connect the knowledge (e.g., concepts/ theories) you’ve gained in this course with your prospective success in the corporate/ personal life. Here is how your paper should be organized:



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- In the first (a.k.a. title) page, you will list your name, title of your paper, our course number and name, and your submission date. You will also create a professional logo that “matches” the title of your paper.
- In your second page, you will explain why intl. comparative management matters in the context of firm performance by making two/three specific points.
- In your next three pages, you will pick one R.C.I. question from three distinct chapters listed at the end of your slides. You will make two/three specific points to answer all those questions. Here, it is very important that you refer to specific intl. management concepts/practices you’ve learned in this class. (NOTE: Make sure to state all questions you are answering at the top of each page.)
- In your last (sixth) page, you will conclude with one paragraph followed by your reference list in the APA format. (NOTE: ***If you are not familiar with the APA formatting, you may want to get help from the Writing Center.***)
- You will use (at least) two “distinct” references (outside of your textbook) per page except in your conclusion paragraph, which means that you will need to list at least eight references (plus your textbook) in this paper.
- The “rule of thumb” of using direct quotations is that they may take up to 15-20% of your page. Make sure that all your references are properly cited via using direct and/or indirect quotations within your manuscript. (NOTE: ***If you are not familiar with the difference between direct and indirect quotations, you may want to get help from the Writing Center.***) Not citing them properly will result in some additional point deductions.
- Overall, keep in mind that ***giving proper credit to your sources is a fundamental principle of academic integrity. Using information or ideas from another source without appropriate citation constitutes plagiarism!***
- For your 90-second-long presentation, you may use a small index card as a guide; however, you should not read it thoroughly. Doing so will result in some additional point deductions.

Grading policy and scale: Class grades will be decided based on the following: (Midterm letter grades will be decided solely based on your midterm exam grade.)

- Exams: **45**
- Smartbook quizzes: **20**
- I.M.A.s: **10**
- W.I.N.s: **10**
- R.C.I. term paper & presentation: **15**

★ **A = 90–100** ★

B= 80–89, C= 70–79, D = 60–69, F= 59 and below.



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OTHER IMPORTANT POLICIES:

Class attendance: Regular attendance is essential and required. Your attendance will be checked by the instructor via the number of assignments you have completed. More specifically, ***missing three consecutive assignments will result in a formal attendance warning via email. Missing four consecutive assignments will result in being dropped from the course immediately.*** If you are going to miss the class and there is an assignment due that day, you will need to email it to me as a Word/Pdf document by the due date and time. For those days when you are absent, it is completely your responsibility to talk to your classmates, ask for their class notes, cover all that information on your own, and ask me your questions during my office hours.

Final grade-boundary policy: Individual assignment and assessment grades will not be rounded during the semester. At the end of the semester, however, I provide students with a one-point grade-boundary benefit: a final course average of 89.0–89.9 will receive an A, 79.0–79.9 will receive a B, 69.0–69.9 will receive a C, and 59.0–59.9 will receive a D, provided that the student has completed all required assignments and earned a passing grade on each of them. This policy is applied consistently to all students who meet these conditions; no additional rounding will occur.

Professionalism: Treat our classroom as a professional environment. Professionalism is demonstrated through preparation, communication, accountability, and respect.

Assignment submission policy: All the assignments need to be submitted by the due date and time. Late work will not be accepted and will receive a zero grade.

Proper English policy: I recommend you get help and advice from the Writing Center (<https://www.tamusa.edu/student-resources/academic-success-center/writing-center/index.html>) before submitting your assignments. Because communication is one dimension of our ***Exemplary Business Leaders*** framework, written work will be evaluated for clarity, organization, grammar, and professional tone in addition to substantive content. For instance, *instead of using “things” and “like”, you should use “factors” and “such as.”*

Make-up exam policy: There will be no make-up exams unless there is an emergency health situation documented by a doctor’s official excuse, *or* the death of an immediate family documented by an official letter, *or* a special situation accepted by the University such as a participation in an authorized University activity documented by an official letter, *or* a legal proceeding that requires your presence documented by an official letter. In general, I strongly recommend you take your exam at its scheduled time. Please make sure to remember that it is your responsibility to arrange a time for the make-up exam and to ensure that an agreed upon time and date falls within the week of the original exam date.

Blackboard policy: I will post the course PowerPoint slides and any other supportive course materials on this online educational platform. It is your responsibility to check it regularly (at least once a day) to be informed of any changes or additional materials.



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Communication policy: All your email communications with me should be via your “jaguar.tamusa.edu” email address. (My preferred method of written communication is via emailing me rather than sending me messages on the Blackboard.)

Academic integrity violations policy: Simply put, scholastic dishonesty, which primarily includes cheating, plagiarism, and collusion, will not be tolerated in this course. In other words, *I have a “zero tolerance” policy regarding any incidents related to academic integrity.* All your work in this course must be your individual effort, which means that no collaboration is allowed for any individual assignments in this class. In particular, if I suspect that you have been assisted by another student to complete your work (individual assignments and/or exams) required for this course or you have aided another student to complete his/her work (individual assignments and/or exams) or you have used some information from a reference without citing it or you have used any unpermitted materials during the exam, you will earn a zero grade for that assignment and I will report the incident to *my Department Chair and Dean as well as the Office of Student Rights and Responsibilities* right away. In addition, you are required to go to <https://catalog.tamusa.edu/undergraduate/academic-policies-procedures/dishonesty/> and read it very carefully. And finally, you may not use/cite any papers provided by “essay writing/selling” and/or “presentation providing” companies in any of your assignments (e.g., www.ukessays.com, www.slideshare.net, www.essay48.com, www.essaypro.com, etc.). Doing so will make your assignment invalid.

AI policy: *Customized Use of Generative AI Permitted Within Guidelines*

Use of artificial intelligence (AI) tools, including ChatGPT, is permitted in this course for students who wish to use them *except using direct “copy & paste statements*. In other words, you may not submit any work directly generated by AI without your intellectual contributions in it. To adhere to our scholarly values, students must cite any AI-generated material that informed their work (this includes in-text citations and/or use of quotations, and in your reference list). Using an AI tool to generate content without proper attribution qualifies as academic dishonesty and violates Texas A&M-San Antonio’s standards of academic integrity. (NOTE: Guidance for *how to cite AI-generators*, like ChatGPT, can be found here <https://apastyle.apa.org/blog/how-to-cite-chatgpt>)

Questions about your grades: Remember that my hope is to see you earn the highest possible grade for an assignment/exam based on the quality of work that you’ve provided. If you feel that I have made a mistake in grading any of your exams/ assignments, please do the following before talking to me: Carefully review your assignment or examination and look for the correct answer in your textbook and PowerPoint slides; compare them with your response; write down what you think the error is; and make an appointment to meet with me and then we will review the assignment or exam together. If I agree that there is a mistake, your grade will be happily adjusted; however, reviewing your work does not guarantee a grade adjustment.



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If you have any questions/concerns/issues about anything related to this class, the most effective and efficient way to resolve them will be via directly communicating with your instructor in a professional and timely manner.

A VERY IMPORTANT REMINDER: This class is fully online, which totally requires your full attention and dedication. Thus, if you want to be successful in this course, I will urge you to **TIMELY** read your textbook and study your course materials (chapter slides, handouts, and all other resources posted on the Blackboard) as well as complete all your assignments.

Librarian to contact: You should feel free to contact our business librarian Ms. Stephanie Ray (sray@tamusa.edu) if you need any assistance in finding course-related resources and/or materials to complete your assignments successfully.

To make an appointment with the Writing Center, you can use this link below:
<https://www.tamusa.edu/student-resources/writing-center/How-To-Make-An-Appointment.html>



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TENTATIVE 4332-Online Course Schedule (*)

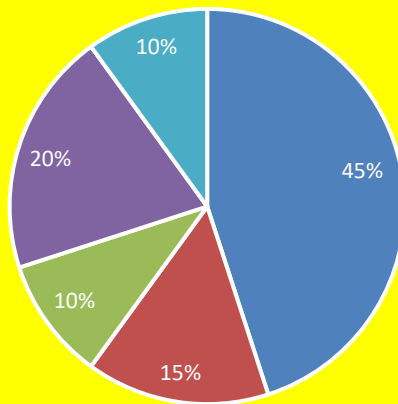
DATES	CHAPTER	TOPIC	ASSIGNMENTS DUE
AUG-25 (T)	Welcome to MGMT 4332!	Introduction to syllabus and administrative matters	Read your syllabus
SEP-1 (T)	Chapter 1	Globalization and International Linkages	Chapter-1 Smartbook quiz due midnight on OCT-5 (M)
SEP-8 (T)	Chapter 2	The Political, Legal, and Technological Environment	Chapter-2 Smartbook quiz due midnight on OCT-5 (M)
SEP-15 (T)	Chapter 3	Ethics, Social Responsibility, and Sustainability	Chapter-3 Smartbook quiz due midnight on OCT-5 (M)
SEP-22 (T)	Chapter 4	The Meanings and Dimensions of Culture	Chapter-4a Smartbook quiz due midnight on OCT-5 (M)
SEP-29 (T)	Chapter 4 (cont.)	The Meanings and Dimensions of Culture (cont.)	Chapter-4b Smartbook quiz due midnight on OCT-5 (M)
OCT-5/6 (MT)	Exam	Midterm exam	
OCT-12 (M)	I.M.A.-1 W.I.N.-1	Homework submissions	I.M.A.-1 & W.I.N.-1 due midnight on OCT-12 (M)
OCT-20 (T)	Chapter 5	Managing Across Cultures	Chapter-5 Smartbook quiz due midnight on NOV-30 (M)
OCT-27 (T)	Chapter 6	Organizational Cultures and Diversity	Chapter-6 Smartbook quiz due midnight on NOV-30 (M)
NOV-3 (T)	Chapter 7	Cross-Cultural Communication and Negotiation	Chapter-7 Smartbook quiz due midnight on NOV-30 (M)
NOV-10 (T)	Chapter 9	Entry Strategies and Organizational Structures	Chapter-9 Smartbook quiz due midnight on NOV-30 (M)
NOV-17 (T)	Chapter 10	Managing Political Risk, Government Relations, and Alliances	Chapter-10 Smartbook quiz due midnight on NOV-30 (M)
NOV-23 (M)	I.M.A.-2 W.I.N.-2	Homework submissions	I.M.A.-2 & W.I.N.-2 due midnight on NOV-23 (M)
DEC-3 (Th)	R.C.I.	R.C.I. submissions	R.C.I. paper and presentation due midnight on DEC-3 (Th)
DEC-7/8 (MT)	Exam	Final exam	



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(*) The instructor **reserves the right to make any changes** to this calendar (as well as syllabus) when necessary, to better serve the educational needs of MGMT 4332 students.

MGMT 4332-ONLINE: SUMMARY OF YOUR REQUIRED ASSIGNMENTS



■ Exams ■ R.C.I. paper & presentation ■ W.I.N.s ■ Smartbook quizzes ■ I.M.A.s



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IMPORTANT UNIVERSITY POLICIES AND RESOURCES

University Email Policy and Course Communications: All correspondence between professors and students must occur via university email accounts. You must have your Jaguar email account ready and working. If it is not working, contact the help desk at helpdesk@tamusa.edu or at 210-784-HELP (4357). If you don't hear back within 48 hours, contact them again. They have many requests during the first part of the semester, so you may need to follow up with them.

Academic Accommodations for Individuals with Disabilities: Texas A&M University-San Antonio is committed to providing all students with reasonable access to learning opportunities and accommodations in accordance with The Americans with Disabilities Act, as amended, and Section 504 of the Rehabilitation Act. If you experience barriers to your education due to a disability or think you may have a disability, Disability Support Services is located in the Central Academic Building, Suite 210. You can also contact us via phone at (210) 784-1335, visit us at the [website](http://www.tamusa.edu/dss) or email us at dss@tamusa.edu. All students are encouraged to discuss their academic accommodation with Disability Support Services and their instructors as soon as possible.

Academic Learning Center: All currently enrolled students at Texas A&M University-San Antonio can utilize the Academic Learning Center for subject-area tutoring. The Academic Learning Center provides free course-based tutoring to all currently enrolled students at Texas A&M University-San Antonio. Students wishing to work with a tutor can make appointments through the Brainfuse online tutoring platform. Brainfuse can be accessed in the *Tools* section of Blackboard. You can contact the Academic Learning Center by emailing tutoring@tamusa.edu, calling (210) 784-1307, or visiting the Central Academic Building, room 202. Online tutoring is also available for after hours and weekend assistance.

While tutoring hours may change based on tutor schedules and availability, the current tutoring hours for MATH in the ALC are as follows:

Appointments available MATH Walk in Tutoring – No appointment needed

	Appointments available	Walk in Tutoring – No appointment needed
MONDAY	8 am – 6 pm	9 am – 5 pm
TUESDAY	8 am – 6 pm	9 am – 5 pm
WEDNESDAY	8 am – 6 pm	9 am – 5 pm
THURSDAY	8 am – 6 pm	9 am – 5 pm
FRIDAY	8 am – 5 pm	11 am – 4 pm

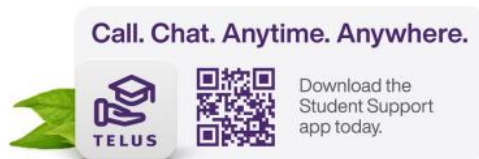
Counseling/Mental Health Resources: As a college student, there may be times when personal stressors interfere with your academic performance and negatively impact your daily functioning. If you are experiencing emotional difficulties or mental health concerns, support is available to you through the Student Counseling Center (SCC). To schedule an appointment, visit our website, call 210-784-1331 or visit Madla 120 between the hours of 8:00 AM and 5:00 PM.

All mental health services provided by the SCC are free and confidential (as the law allows). The Student Counseling Center provides brief individual and group therapy, crisis intervention, consultation, case management, and prevention services. *Crisis support is available 24/7/365 by calling the SCC at 210-784-1331 or through the TELUS student support App.*

The TELUS Student Support App provides a variety of mental health resources to including 24/7/365 support for in the moment distress, crisis support, an anonymous peer-to-peer support network, mental health screenings, podcasts, and articles to improve your mental wellbeing.



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Emergency Preparedness: JagE Alert is Texas A&M University-San Antonio's mass notification system. In the event of an emergency, such as inclement weather, students, staff and faculty, who are registered, will have the option to receive a text message, email with instructions and updates. To register or update your information visit: <https://tamusa.bbcportal.com/>. More information on emergency response may be found at: [Emergency Operations Plan](#) and the [Emergency Action Plan](#). Download the SafeZone App (<https://safezoneapp.com/>) for emergencies or call (210) 784-1911. Non-Emergency (210) 784-1900.

Financial Aid and Verification of Attendance: According to the following federal regulation, 34 CFR 668.21: U.S. Department of Education (DoE) Title IV regulation, a student can only receive Title IV funds based on Title IV eligibility criteria which include class attendance. If Title IV funds are disbursed to ineligible students (including students who fail to begin attendance), the institution must return these funds to the U.S. DoE within 30 days of becoming aware that the student will not or has not begun attendance. Faculty will provide the Office of Financial Aid with an electronic notification if a student has not attended by the published Census Date (the first week of class). Any student receiving federal financial aid who does not attend prior to the published Census Date (the first week of class) will have their aid terminated and returned to the DoE. Please note that any student who stops attending at any time during the semester may also need to return a portion of their federal aid.

Jaguar Writing, Language, and Digital Composing Center (WLDCC): The WLDCC provides support to graduate and undergraduate students in all three colleges as well as faculty and staff. Writing tutors work with students to develop reading skills, prepare oral presentations, and plan, draft, and revise their written assignments. Our language tutors support students enrolled in Spanish courses and students composing in Spanish for any assignment. Our digital studio tutors support students working on digital projects such as eportfolios, class presentations, or other digital multimedia projects. The WLDCC offers face-to-face, synchronous online, and asynchronous digital appointments. Students can schedule appointments with the WLDCC in JagWire under the Student Services tab. Click on "Writing, Language, and Digital Composing Center" to make your appointment. Students wanting to work in realtime with a tutor can schedule an "Online Appointment." Students wishing to receive asynchronous, written feedback from a tutor can schedule an "eTutoring" appointment. More information about what services we offer, how to make an appointment, and how to access your appointment can be found on our [website](#). The WLDCC can also be reached by emailing wldcc@tamusa.edu.

Meeting Basic Needs: Any student who has difficulty affording groceries or accessing sufficient food to eat every day or who lacks a safe and stable place to live, and believes this may affect their performance in the course, is urged to submit a [CARE report](#) for support. Furthermore, please notify the professor if you are comfortable in doing so. This will enable them to direct you to available resources. A food pantry is available on campus; click [here](#) for hours and contact information.

Military Affairs: Veterans and active-duty military personnel are welcomed and encouraged to visit the Office of Military Affairs for any question involving federal or state VA Education Benefits. Visit the Patriots' Casa building, room 202, or to contact the Office of Military Affairs with any questions at military.va@tamusa.edu or (210)784-1397.



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Religious Observances: Texas A&M University-San Antonio recognizes the wide variety of faiths represented among the campus community and protects the rights of students, faculty, and staff to observe religious holidays according to their tradition. Under the policy, students are provided an opportunity to make up any examination, study, or course work requirements that may be missed due to a religious observance provided they notify their instructors before the end of the second week of classes for regular session classes.

The Six-Drop Rule: Students are subject to the requirements of Senate Bill (SB) 1231 passed by the Texas Legislature in 2007. SB 1231 limits students to a maximum of six (6) non-punitive course drops (i.e., courses a student chooses to drop) during their undergraduate careers. A non-punitive drop does not affect the student's GPA. However, course drops that exceed the maximum allowed by SB 1231 will be treated as "F" grades and will impact the student's GPA.

Statement of Harassment and Discrimination: Texas A&M University-San Antonio is committed to the fundamental principles of academic freedom, equal opportunity, and human dignity. To fulfill its multiple missions as an institution of higher learning, A&M-San Antonio encourages a climate that values and nurtures collegiality and the uniqueness of the individual on our campus and within our state, nation, and world. All decisions and actions involving students and employees are to be based on applicable law and individual merit. Texas A&M University-San Antonio, in accordance with applicable federal and state law, prohibits discrimination, including harassment, on the basis of race, color, sex, religion, national origin, age, disability, genetic information, veteran status, sexual orientation, or pregnancy/parenting status. Individuals who believe they have experienced harassment or discrimination prohibited by this statement are encouraged to contact the University's Civil Rights Officer at 210-784-2061 or titleix@tamusa.edu.

Texas A&M University-San Antonio faculty are committed to providing a safe learning environment for all students and for the university as a whole. If you have experienced any form of sex discrimination or harassment, including sexual assault, sexual harassment, domestic or dating violence, or stalking based on sex, know that help and support are available. A&M-San Antonio's Title IX Coordinator can support those impacted by such conduct in navigating campus life, accessing health and counseling services, providing academic and housing accommodations, and more. The university strongly encourages all students to report any such incidents to the Title IX Coordinator. Please be aware that all A&M-San Antonio employees (other than those designated as confidential resources such as counselors and trained victim advocates) are required to report information about such discrimination and harassment to the university. This means that if you tell a faculty member about a situation of sexual harassment, sexual violence, or other related sex-based misconduct, the faculty member must share that information with the university's Title IX Coordinator (titleix@tamusa.edu, 210-784-2061, CAB 439K). If you wish to speak to a confidential employee who does not have this reporting requirement, you can contact the Student Counseling Center at (210) 784-1331 or visit them in Madla 120.

Pregnant/Parenting Students: Texas A&M-San Antonio does not require a pregnant or parenting student, solely because of that status or issues related to that status, to (1) take a leave of absence or withdraw from their degree or certificate program; (2) limit the student's studies; (3) participate in an alternative program; (4) change the student's major, degree, or certificate program; or (5) refrain from joining or cease participating in any course, activity, or program at the University. The university will provide such reasonable accommodations to pregnant students as would be provided to a student with a temporary medical condition that are related to the health and safety of the student and the student's unborn child. These could include maintaining a safe distance from substances, areas, and activities known to be hazardous to pregnant individuals and their unborn child; excused absences because of illness or medical appointments; modified due dates for assignments; rescheduled tests/exams; taking a leave of absence; and being provided access to instructional materials and video recordings



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of lectures for excused absences, if these would be provided to any other student with an excused absence. Pregnant/parenting students are encouraged to contact the Title IX Coordinator with any questions or concerns related to their status (titleix@tamusa.edu; 210-784-2061; CAB 439K).

Texas A&M-San Antonio has also designated the Title IX Coordinator as the liaison officer for current or incoming students who are the parent or guardian of a child younger than 18 years of age. The Title IX Coordinator can provide students with information regarding support services and other resources.

Young Jaguars can support parenting students with daycare if students meet this criteria: (1) must be enrolled in classes at Texas A&M-San Antonio in the current semester, (2) must be Pell eligible or a single parent, (3) child(ren) must be aged 3 to 12-years-old, and (4) child(ren) must be enrolled in Pre-K-3 through 6th grade. Hours of operation is Monday-Thursday 3:30pm-9:00pm. For more information, please contact Young Jaguars at youngjaguars@tamusa.edu or call (210) 784-2636.

Students' Rights and Responsibilities: The following statement of students' rights and responsibilities is intended to reflect the philosophical base upon which University Student Rules are built. This philosophy acknowledges the existence of both rights and responsibilities, which is inherent to an individual not only as a student at Texas A&M University-San Antonio but also as a citizen of this country.

Students' Rights

1. A student shall have the right to participate in a free exchange of ideas, and there shall be no University rule or administrative rule that in any way abridges the rights of freedom of speech, expression, petition and peaceful assembly as set forth in the U.S. Constitution.
2. Each student shall have the right to participate in all areas and activities of the University, free from any form of discrimination, including harassment, on the basis of race, color, national or ethnic origin, religion, sex, disability, age, and pregnancy/parenting or veteran status in accordance with applicable federal and state laws.
3. A student has the right to personal privacy except as otherwise provided by law, and this will be observed by students and University authorities alike.
4. Each student subject to disciplinary action arising from violations of university student rules shall be assured a fundamentally fair process.

Students' Responsibilities

1. A student has the responsibility to respect the rights and property of others, including other students, the faculty, and administration.
2. A student has the responsibility to be fully acquainted with the published University Student Rules found in the Student Handbook, [Student Code of Conduct](#), on our website, and University Catalog, and to comply with them, as well as with federal, state, and local laws.
3. A student has the responsibility to recognize that student actions reflect upon the individuals involved and upon the entire University community.
4. A student has the responsibility to recognize the University's obligation to provide a safe environment for learning.
5. A student has the responsibility to check their university email for any updates or official university notifications.

We expect that students will behave in a manner that is dignified, respectful, and courteous to all people, regardless of sex, ethnic/racial origin, religious background, or disability. Conduct that infringes on the rights of another individual will not be tolerated.



DEPARTMENT OF MANAGEMENT AND MARKETING

Students are expected to exhibit a high level of honesty and integrity in their pursuit of higher education. Students engaging in an act that violates the standards of academic integrity will find themselves facing academic and/or disciplinary sanctions. Academic misconduct is any act, or attempt, which gives an unfair advantage to the student. Additionally, any behavior specifically prohibited by a faculty member in the course syllabus or class discussion may be considered as academic misconduct. For more information on academic misconduct policies and procedures please review the [Student Code of Conduct](#) or visit the resources available in the [OSRR website](#)
Important Fall 2026 Dates:

Dates	Event
August 20	Tuition & Fee Payments deadline
August 24	First day of class
September 7	Labor Day Holiday – No Classes / University Closed
September 9	Census Date – Students not paid in full or enrolled in a payment plan by 4:59 pm may be dropped for non-payment
October 5 – October 16	Midterm grading period
November 13	Last day to drop with an automatic “W”
November 25	Study Day – No classes
November 26-November 28	Thanksgiving Holiday – No Classes / University Closed
November 30	Last day to drop a course or withdraw from the University
December 4	Last day of classes
December 5 – December 11	Final exams
December 15	Commencement

The complete [academic calendar](#) is available online

