

Management and International Business

K. Galen Kroeck, *Professor and Chair, Faculty Director, MSHRM Program*

Sungu Armagan, *Instructor*

Meredith Burnett, *Assistant Professor*

Constance S. Bates, *Associate Professor*

Eric Cartaya, *Instructor*

Aya Chacar, *Associate Professor*

Jose de la Torre, *Professor Emeritus*

Dana L. Farrow, *Professor*

G. Ronald Gilbert, *Clinical Professor*

Carolina Gomez, *Associate Professor*

Doreen Gooden, *Lecturer, Coordinator of Study Abroad Programs*

Jerry Haar, *Clinical Professor and Associate Dean, International Programs*

Nathan J. Hiller, *Assistant Professor*

Sumit Kundu, *Professor, Knight Ridder Center Research Fellow and Faculty Director, Master of International Business and Evening MBA Programs*

Karl O. Magnusen, *Professor Emeritus*

Modesto A. Maidique, *Professor, FIU President Emeritus and Executive Director, Center for Leadership, and Alvah H. Chapman Eminent Scholar Chair in Leadership*

William Newburry, *Associate Professor and Knight Ridder Center Research Fellow*

Karen Paul, *Professor*

Clifford R. Perry, *Distinguished Executive Professor and Associate Dean of the Landon Undergraduate School of Business, and Director, BBA Plus Programs*

Donald Roomes, *Instructor*

Juan Sanchez, *Professor and Knight Ridder Byron Harless Eminent Scholar Chair in Management*

William Schneper, *Assistant Professor and Faculty Director, International Business Honors Program*

Philip Shepherd, *Associate Professor*

Ronnie Silverblatt, *Associate Professor*

Deborah Vidaver-Cohen, *Associate Professor*

Mary Ann Von Glinow, *Professor and Director of the Center for Business Education and Research (CIBER) and Knight Ridder Eminent Scholar Chair in International Management*

David Wernick, *Instructor*

Participating Adjunct Faculty

Kevin W. Brown

Louis Melbourne

Linda Clarke

Juan Pujol

John Kleban

Robert Soloff, PA

Kaihan Krippendorff

David Wilson

Mary Leckband

Andrew Yap

Martin C. Luytjes

Purpose

The Department of Management and International Business seeks to provide undergraduate students with courses that emphasize the most current knowledge in the profession. A dedicated faculty with expertise in strategic management, change management, human resource management, organizational behavior and international business prepares our students for successful management careers in the global business arena. Our graduates are armed with a clear understanding of the

management field, a broad intellectual framework for managing in an the evolving marketplace, the ability to lead and work within teams, computer literacy, and solid communication skills.

Management Major

Undergraduate students can select a general Management Major, a Human Resource Management Major, an International Business Major, a Management Major with an Entrepreneurship Track or a Management Major with a Green Management Track or a Management Major with a Leadership and Change Management Track.

The Department also offers internship opportunities to undergraduate students through the University's Career Services Office (GC 230). To qualify for academic credit in these activities, students must have a 2.75 GPA, junior or senior standing, and approval from the Department Chair.

For more information, please visit our departmental webpage: <http://management.fiu.edu>.

Degree Program Requirements (120 credit-hours)

Lower-Division/Business Pre-Core	60 hours
Upper-Division/Business Core	30 hours
Major Courses	21 hours
Upper Division Business Electives	9 hours

Lower Division/Business Pre-Core

The "General Information" section in this catalog describes the lower division requirements. The Business Pre-Core requirements are listed in the introductory section of the "College of Business Administration" pages in this catalog.

Upper Division/Business Core

The College's Business Core Requirements are listed in the first section of this "College of Business Administration" chapter.

Upper Division major requirements must be completed within six years prior to awarding of degree or otherwise be approved by the Department.

Upper Division Business Electives

All electives outside the College of Business must receive the approval of the Department Chair.

Major Courses (3 credit-hours each)

Students should note that not all courses with a MAN prefix are actually management courses. Therefore, they should consult with a College advisor to confirm that their program of study reflects the degree requirements.

This major is designed for students interested in a general management major, with additional tracks in Entrepreneurship, Green Management, and Leadership and Change Management. To fulfill this major, students must meet their basic requirements of 60 hours of Lower Division credit-hours of Business Core courses. They must also take the following:

- 1. General Management:** All required

MAN 3025	Management and Organization
MAN 4151	Organizational Behavior
MAN 4720	Strategic Management

- 2. Professional Responsibility:** One of the following is required

MAN 4065	Business Ethics
----------	-----------------

MAN 4102	Managing Diversity
MAN 4672	International Business Regulation and Ethics
MAN 4701	Business in Society
MAN 4707	Managing Organizational Reputation
MAN 4711	Business-Community Leadership

3. **International Business:** One course required
MAN 4602 International Business

4. **Human Resources:** One course required
MAN 4301 Human Resource Management

5. **Business Management:** One course required
ENT 4113 Entrepreneurship
MAN 4600 International Management
MAN 4802 Small Business Management
MAN 4864 Family Owned Business

6. **Electives:** Two (2) additional 4000 level courses are required. Courses must be chosen from the list below. Courses taken to satisfy the requirements listed in #2 or #5 above cannot be used to satisfy this requirement:

ENT 4113	Entrepreneurship
MAN 4054	Managing Innovation
MAN 4064	Crisis Management
MAN 4065	Business Ethics
MAN 4102	Managing Diversity
MAN 4120	Managing Virtual Teams
MAN 4152	Facilitating Activities for Teambuilding Leadership
MAN 4164	Leadership
MAN 4201	Organizational Theory
MAN 4294	Creativity and Innovation
MAN 4320	Recruitment and Staffing
MAN 4322	Human Resource Information Systems
MAN 4330	Compensation and Benefits
MAN 4350	Training and Development
MAN 4410	Union-Management Relations
MAN 4442	International Business Negotiations
MAN 4602	International Business
MAN 4610	International Human Resources
MAN 4613	International Risk Assessment
MAN 4633	MNC Strategy Simulation
MAN 4660	Business in Latin America
MAN 4661	Business in Asia
MAN 4662	Business in Europe
MAN 4663	Business in the Caribbean
MAN 4671	Special Topics in International Business
MAN 4672	International Business Regulation and Ethics

MAN 4673 Trade Policy and Business
MAN 4690 Independent Study in International Business

MAN 4701 Business in Society
MAN 4702 Emergency and Disaster Management
MAN 4707 Managing Organizational Reputation
MAN 4711 Business-Community Leadership
MAN 4712 International Business-Government Relations

MAN 4735 Modern Business History
MAN 4741 Managing Change in Organizations
MAN 4742 Environmental Management
MAN 4787 Green Management
MAN 4802 Small Business Management
MAN 4864 Family Owned Business
MAN 4930 Special Topics in Management
MAN 4946 International Business Internship

MAN 4948	Service Learning
MAN 4949	Management Internship II
MAN 4956	Study Aboard in International Business

Human Resource Management

Degree Program Requirements (120 credit-hours)

This major is designed for students interested in human resource management. To fulfill this major, students must meet their basic requirements of 60 hours of Lower Division credit-hours and 30 credit-hours of Business Core courses and 9 credit hours of upper division business electives. In addition, they must take 21 credits as follows:

MAN 4301	Human Resource Management
MAN 4320	Recruitment and Staffing
MAN 4322	Human Resource Information Systems
MAN 4330	Compensation and Benefits
MAN 4350	Training and Development
MAN 4410	Union-Management Relations

plus

MAN 4102 Managing Diversity

or

BUL 4540 Employment Law

or

MAN 4610 International Human Resources

International Business

Degree Program Requirements (120 credit-hours)

This major provides students with an intensive, in-depth study of the international dimensions of business. To fulfill this major, students must meet their basic requirements of 60 hours of Lower Division credit-hours and 30 credit-hours of Business Core courses and 9 hours of upper division business electives.

For more information, please visit our departmental web page at <http://ib.fiu.edu>.

Students must take 21 credit-hours in their major from the following list:

Required Courses

FIN 4604	International Finance
MAN 4600	International Management
MAN 4602	International Business
MAR 4156	International Marketing

and

Either:

ACG 4251 International Accounting

or

MAN 4633 MNC Strategy Simulation

plus

Either:

Two elective courses (6 credit-hours) from the electives list below.

Or

One elective course (3 credit-hours) and one area studies course (3 credit-hours) (listed below):

Electives:

FIN 4633	International Capital Markets
FIN 4634	International Banking
ENT 4704	International Entrepreneurship Leadership in Multilateral Institutions
MAN 4203	Leadership in Multilateral Institutions
MAN 4442	International Business Negotiations

MAN 4610	International Human Resources
MAN 4613	International Risk Assessment
MAN 4672	IB Regulation and Ethics
MAN 4673	Trade Policy and Business
MAN 4712	IB Business-Government Relations
REE 4956	International Real Estate
MAR 4144	Export Marketing
TRA 4721	Global Logistics

Area Studies:

FIN 4651	Latin American Financial Markets and Institutions
MAN 4660	Business in Latin America
MAN 4663	Business in the Caribbean
MAN 4662	Business in Europe
MAN 4661	Business in Asia
MAN 4671	Special Topics in International Business
MAN 4946	International Business Internship
MAN 4956	International Business Study Abroad

International Business Honors Program

The undergraduate International Business Honors (IBH) program engages high-performing, demanding and motivated students in a highly innovative and challenging learning community. With a unique combination of business courses, regional studies courses and a foundation in the humanities supported by the Honors College, the International Business Honors program students are in a position to master the skills needed to make a mark in today's ultra competitive and quickly evolving global business world.

Students in the International Business Honors program must seek admission to the Honors College (<http://business.fiu.edu/landon/ibhonors.cfm>) and declare at the College of Business Administration that they wish to major in International Business Honors. The program emphasizes the development of critical thinking and writing abilities not only through traditional coursework, but also through providing a rich learning environment based on interaction with global business managers and leaders, study abroad and internship opportunities, and a senior year writing project. Upon completion of degree requirements (see <http://business.fiu.edu/landon/ibhonors.cfm>); students will receive a BBA degree in International Business with Honors.

Students interested in participating in the International Business Honors program should contact the program's director at (305) 348-2791, or consult the program's website at <http://business.fiu.edu/landon/ibhonors.cfm>.

IB Honors Course Requirements

Sixty credits of upper division course work are required for the degree. Completion of a senior thesis, as developed in the IB Honors Project Seminar and through an independent study with a faculty advisor, is required for graduation. Similarly, the student must receive a passing evaluation on the community service requirement. Courses with an asterisk (*) require a grade of 'B' or higher.

Required Courses

Business Core: IB Honors majors are required to complete 30 credit hours in the following courses (IBH

section choice must receive Program Director approval):

ECO 3203	Intermediate Macroeconomics
	or
ECO 3202	Applied Macroeconomics (Note: for IDH double majors only, this course can be taken in lieu of ECO 3203)
	and
INR 3403	International Law*
	or
BUL 4310	Legal Environment of Business (Note: for IBH double majors only, this course can be taken in lieu of INR 3403)

And all of the following:

MAN 3025	Organization and Management
CGS 3300	Introduction to Information Systems
MAR 3023	Marketing Management
FIN 4303	Financial Markets and Institutions
QMB 3200	Application of Quantitative Methods in Business
IDH 3034	Honors Seminar V
MAN 4720	Strategic Management (Honors)*
MAN 4504	Operations Management

Major Requirements: IB Honors majors are required to complete 30 credit hours in the following courses:

IDH 3035	Honors Seminar VI
FIN 4604	International Financial Management
MAN 4600	International Management (Honors)*
MAN 4602	International Business (Honors)*
MAN 4956	Study Abroad in International Business
MAN 4970	IB Honors Project Seminar (Honors)
MAR 4156	International Marketing
IDH 4007	Study Abroad or Elective (Regional or advanced business study)*
IDH 4008	Study Abroad or Elective (Regional or advanced business study)*
Elective	Regional, language or advanced business study
Elective	Regional, language or advanced business study

IB Honors electives: IB Honors majors will select three courses from among the Advanced Business or Regional courses:**Options for Advanced Business courses**

FIN 4634	International Banking*
MAN 4442	International Business Negotiations*
MAN 4610	International Human Resources*
MAN 4613	International Risk Assessment*
MAN 4633	MNC Strategy Simulation*
MAN 4660	Business in Latin America*
MAN 4662	Business in Europe*
MAR 4144	Export Marketing*

Options for Regional Studies courses

ANT 3780	Anthropology of Brazil
ANT 4324	Mexico
ANT 4328	Maya Civilization
ANT 4332	Latin America
ASN 4510	Dynamics of Asia
COM 3410	Cultural Communications - Patterns of Asia
CPO 3103	Politics of Western Europe
CPO 3104	Politics of the European Union
CPO 3304	Politics of Latin America
CPO 3502	Politics of the Far East

CPO 4541	Politics of China
COP 4553	Government Politics of Japan
ECS 3003	Comparative Economic Systems
ECS 3200	Economics of Asia
ECS 3402	The Political Economy of South America
ECS 3401	The Brazilian Economy
ECO 4701	World Economy
ECS 3403	Economics of Latin American
ECO 4713	International Macroeconomics
EUH 3245	European History, 1914-1945
EUH 3282	European History, 1945 to Present
EUH 3611	European Cultural and Intellectual History
EUH 4312	History of Spain
EUH 4451	History of Modern France, 1815-1968
EUH 4462	History of Modern Germany, 1815-1945
EUH 4542	Modern Britain 1688-Present
FIN 3652	Asian Financial Markets and Institutions
GEA 3500	Population and Geography of Europe
INR 3214	International Relations of Europe
INR 3223	Japan and the United States
INR 3224	International Relations of East Asia
INR 4232	International Relations of China
INR 3243	International Relations of Latin America
INR 3246	International Relations of the Caribbean
INR 3262	International Relations of Russia and the Former USSR
INR 5036	Politics of Globalization
LAH 3132	The Formation of Latin America
MAN 4660	Business in Latin America
MAN 4661	Business in Asia
MAN 4662	Business in Europe
MAN 4663	Business in the Caribbean
PHH 3042	Latin American Philosophy
PHH 3401	Sixteenth and Seventeenth Century Philosophy
PHH 3402	British Empiricism
PHH 3602	Twentieth Century British Philosophy
POR 3500	Luso-Brazilian Culture
REL 3313	Sources of Modern Asian Society
REL 3340	Surveys of Buddhism
REL 4351	Religion and Japanese Culture
REL 4481	Contemporary Latin American Religious Thought
SPN 4520	Spanish American Culture
SPW 3130	Spanish American Literature

Entrepreneurship Programs

The Eugenio Pino and Family Global Entrepreneurship Center, founded in 2003 at Florida International University, facilitates all entrepreneurial activities at FIU, which includes academic programs. The Center's programs provide campus-wide awareness of entrepreneurship as an approach to life that enhances and transcends traditional academic experiences. It is woven into the fabric of FIU through activities and courses across the university. The multi-dimensional nature of the program allows it to address the unique entrepreneurial needs of one of the nation's largest ethnically diverse academic institutions, located in one of America's most entrepreneurial and dynamic international cities, Miami. Whether in the arts, sciences, business, engineering, or humanities, entrepreneurship at FIU adds value to every discipline and enhances the creativity and innovation of student, faculty, staff, and alumni. The Center encourages

all majors to enroll in entrepreneurship courses. For more information, visit www.entrepreneurship.fiu.edu.

Entrepreneurship Track

The Entrepreneurship Track is designed for business students interested in developing new business initiatives and in acquiring self-reliance in the business world.

Students must take seven of the following courses (21 credit-hours) and receive a minimum grade of "C" in each course.

Four Required Courses (12 credit hours):

ENT 4113	Entrepreneurship
GEB 4110	Business Plan Development
MAN 4151	Organizational Behavior
MAN 4301	Human Resource Management

PLUS three of the following courses (9 credit-hours):

AMH 4373	Entrepreneurs in the US
AMH 4375	Technology and American Society
ENT 4604	Product Development and Innovation
ENT 4704	International Entrepreneurship
GEB 4153	Social & Nonprofit Entrepreneurship
MAN 4932	Professional Development Module
HFT 4292C	Entrepreneurship in Hospitality & Tourism
MAN 4054	Managing Innovation
MAN 4164	Leadership
MAN 4294	Creativity and Innovation
MAN 4707	Managing Organizational Reputations
MAN 4802	Small Business Management
MAN 4864	Family-Owned Businesses
MAR 4025	Marketing of Small Business Enterprises

Green Management Track

Going green is part of the challenge of managing the interface between organizations and their social, economic, political, technological and ecological environments. Courses in this track build valuable skills in business-community leadership, global environmental and stakeholder management, ethics and innovative project design.

Students must take seven of the following courses (21 credit-hours) and receive a grade of "C" or higher in each course.

Three Required Courses (9 credit-hours)

MAN 4151	Organizational Behavior
MAN 4787	Green Management
MAN 4742	Environmental Management

Management Tools: One Course Required

MAN 4054	Managing Innovation
MAN 4164	Leadership
MAN 4583	Productivity and Project Management
MAN 4600	International Management
MAN 4741	Managing Change in Organizations

Social Environment: Two Courses Required

MAN 4064	Crisis Management
MAN 4065	Business Ethics
MAN 4672	International Business Regulation and Ethics
MAN 4701	Business in Society
MAN 4702	Emergency and Disaster Management
MAN 4711	Business-Community Leadership
MAN 4948	Service Learning

Political, Legal and Economic Environment: One Course Required

EVR 4411	Human Organizations and Ecosystem Management
HFT 3701	Sustainable Tourism Practices
MAN 4602	International Business
MAN 4672	International Business Regulation and Ethics
MAN 4707	Managing Organizational Reputations
MAN 4712	International Business-Government Regulations

Leadership and Change Management Track

The Leadership and Change Management track, designed for high-performing students, offers a selection of courses designed to develop key skills necessary for future success in organizational leadership roles. Increasingly in demand among employers, these skills include leading groups and teams, managing change in organizations, managing organizational reputations, crisis/emergency management, and navigating ethical challenges in today's complex business environment.

Academic Standards

Students are required to obtain a minimum grade of "C" in each of the seven (7) track courses to successfully complete track requirements.

Courses Required

Seven courses are required to complete the track. All students must complete the first four courses, as well as selections from the three menus below.

MAN 4151	Organizational Behavior
MAN 4164	Leadership
MAN 4707	Managing Organizational Reputations
MAN 4741	Managing Change in Organizations

Professional Responsibility – One of the following four:

MAN 4065	Business Ethics
MAN 4102	Managing Diversity
MAN 4672	International Business Regulation and Ethics
MAN 4701	Business in Society
MAN 4711	Business-Community Leadership

Crisis/Disaster Management – One of the following two:

MAN 4064	Crisis Management
MAN 4702	Emergency and Disaster Management

Track Electives – One of the following eleven:

ENT 4113	Entrepreneurship
MAN 4054	Managing Innovation
MAN 4064	Crisis Management
MAN 4065	Business Ethics
MAN 4102	Managing Diversity
MAN 4203	Leadership in Multilateral Organizations
MAN 4294	Creativity and Innovation
MAN 4672	International Business Regulation and Ethics
MAN 4701	Business in Society
MAN 4702	Emergency and Disaster Management
MAN 4711	Business-Community Leadership

Entrepreneurship Minor for Non-Business Students

Non-business students wishing to earn a minor in Entrepreneurship must have a minimum GPA of 2.75 to be admitted to the minor and complete five of the following courses (15 credit-hours) with a grade of "C" or higher in each course.

ENT 4113	Entrepreneurship (or cross-listed course)
GEB 4110	Business Plan Development (or cross-listed course)

PLUS three of the following courses (9 credit-hours):

ACG 3024	Accounting for Managers and Investors
AMH 4373	Entrepreneurs in the US
AMH 4375	Technology and American Society
ENT 4604	Product Development and Innovation (or cross-listed course)
ENT 4704	International Entrepreneurship
GEB 4153	Social & Nonprofit Entrepreneurship
MAN 4932	Professional Development Module
HFT 4292C	Entrepreneurship in Hospitality & Tourism
MAN 4054	Managing Innovation
MAN 4164	Leadership
MAN 4294	Creativity and Innovation
MAN 4802	Small Business Management
MAN 4864	Family-Owned Businesses
MAR 4025	Marketing of Small Business Enterprises

Entrepreneurship Certificate

Non-business students wishing to earn a certificate in entrepreneurship must have a GPA of 2.75 or higher to apply for the certificate program and complete six of the following courses (18 credit-hours) with a grade of "C" or higher in each course.

ENT 4113	Entrepreneurship (or cross-listed course)
GEB 4110	Business Plan Development (or cross-listed course)

PLUS four of the following courses (12 credit-hours):

ACG 3024	Accounting for Managers and Investors
AMH 4373	Entrepreneurs in the US
AMH 4375	Technology and American Society
GEB 2011	Introduction to Business
ENT 4604	Product Development and Innovation (or cross-listed course)
ENT 4704	International Entrepreneurship
MAN 4932	Professional Development Module
GEB 4153	Social & Nonprofit Entrepreneurship
HFT 3203	Fundamentals of Management in the Hospitality Industry
HFT 4292C	Entrepreneurship in Hospitality & Tourism
MAN 3025	Organization and Management
MAN 4802	Small Business Management
MAN 4864	Family-Owned Businesses
MAR 4025	Marketing of Small Business Enterprises

Academic Standard

The Department of Management and International Business requires that students fulfill the following requirements in order to remain in a degree program:

- (a) receive a grade of "C" or higher in each of the courses in their major
- (b) receive a grade of "C" or higher in each of the core management courses (MAN 3025 and MAN 4720)
- (c) earn a grade of "C" or higher in each Upper Division business elective.