

Management and International Business

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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	27 hours
Major Courses	21 hours
Upper Division Business Electives	12 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 first 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 the "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. A list of approved courses is available from College advisors. 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, 27 credit-hours of Business Core courses and 12 credit-hours of Upper Division Business Electives. They must also take 21 credits from the following:

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, 30 credit-hours of Business Core courses and 9 credit-hours of Upper Division Business Electives. They must also take 21 credits from 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
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4. Human Resources: One course required

MAN 4301	Human Resource Management
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5. Business Management: One course required

ENT 4113	Entrepreneurship: New Business Development
MAN 4600	International Management
MAN 4802	Launching and Growing the Business
MAN 4864	Family 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: New Business Development
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
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	Launching and Growing the Business
MAN 4864	Family 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 27 credit-hours of Business Core courses and 12 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 27 credit-hours of Business Core courses and 12 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

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
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 – GL

FIN 4303 Financial Markets and Institutions

QMB 3200 Application of Quantitative Methods in Business

IDH 3034 Honors Seminar V: Aesthetics, Values, and Authority

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*
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	Latin American Culture I – GL
SPW 3130	Spanish American Literature

Entrepreneurship Programs

The Eugenio Pino and Family Global Entrepreneurship Center, founded in 2003 in the College of Business at Florida International University, fosters entrepreneurship throughout South Florida and internationally. The Pino Center provides the FIU and local communities with the knowledge and networks that enable them to reach their entrepreneurial objectives of designing, launching and nurturing successful new ventures and assisting established innovative enterprises in moving to the next level. Activities include: workshops and webinars, a business plan competition, a yearly conference on venture capital in the Americas, a venture mentor service, and a publication series, including working papers. Student and faculty in the Department of Management and International Business, as well as other departments and other schools and colleges within the University, are invited to participate in the programs and activities of the Pino Entrepreneurship Center. 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: New Business Development
GEB 4110	Writing the Business Plan
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	Launching and Growing the Business
MAN 4864	Family Business
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.

A. Two Required Green Core Courses (6 credit-hours)

MAN 4787	Green Management
MAN 4742	Environmental Management

B. Management Tools: Two Courses Required (6 credit-hours)

MAN 4054	Managing Innovation
MAN 4064	Crisis Management
MAN 4120	Managing Virtual Teams
MAN 4151	Organizational Behavior
MAN 4152	Facilitating Activities for Teambuilding Leadership
MAN 4164	Leadership
MAN 4301	Human Resource Management
MAN 4583	Productivity and Project Management
MAN 4741	Managing Change in Organizations

C. Social Environment: One Course Required (3 credit-hours)

MAN 4065	Business Ethics
MAN 4672	International Business Regulation and Ethics
MAN 4701	Business in Society
MAN 4711	Business-Community Leadership
MAN 4948	Service Learning
PHI 3640	Environmental Ethics
REL 3492	Earth Ethics – <i>GL</i>

D. Business, Ecology and Policy: One Course Required (3 credit-hours)

ARC 3622	Design Ecology and Technology
ECP 3302	Introduction to Environmental Economics
EVR 4356	Coastal and Marine Environmental Policy
EVR 4411	Human Organizations and Ecosystem Management
GEO 3510	Earth Resources
HFT 3701	Sustainable Tourism Practices
MAN 4600	International Management
MAN 4602	International Business
MAN 4712	International Business-Government Regulations

E. Sustainability Elective: One Course Required (3 credit-hours) NOTE: Courses taken to satisfy the requirements listed in B or D above can NOT be used to satisfy this requirement.

ARC 3622	Design Ecology and Technology
ECP 3302	Introduction to Environmental Economics
EVR 4356	Coastal and Marine Environmental Policy
EVR 4411	Human Organizations and Ecosystem Management
GEO 3510	Earth Resources
HFT 3701	Sustainable Tourism Practices
MAN 4054	Managing Innovation
MAN 4064	Crisis Management
MAN 4120	Managing Virtual Teams

MAN 4151	Organizational Behavior
MAN 4152	Facilitating Activities for Teambuilding Leadership
MAN 4164	Leadership
MAN 4301	Human Resource Management
MAN 4583	Productivity and Project Management
MAN 4600	International Management
MAN 4602	International Business
MAN 4712	International Business-Government Regulations
MAN 4741	Managing Change in Organizations

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: New Business Development
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 3.0 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: New Business Development (or cross-listed course)
GEB 4110	Writing the Business Plan (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	Launching and Growing the Business
MAN 4864	Family Business
MAR 4025	Marketing of Small Business Enterprises

Entrepreneurship Certificate

Non-business students wishing to earn a certificate in entrepreneurship must have a GPA of 3.0 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: New Business Development (or cross-listed course)
GEB 4110	Writing the Business Plan (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	Launching and Growing the Business
MAN 4864	Family Business
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.