

Management and International Business

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The Management and International Business Department includes an internationally-oriented and dedicated faculty with expertise in strategic management, change management, human resource management, organizational behavior and international business.

Our curriculum is designed to prepare students for successful management careers in the global business arena and in a variety of organizations. Our graduates are armed with an understanding of the management discipline, a broad intellectual framework for managing in an evolving marketplace, the ability to lead and work within teams, computer literacy, and solid communication skills.

Master of Science in Human Resource Management

Admission Requirements

To be eligible for admission to the Masters of Science in Management in Human Resources Management, students must:

1. Hold a Bachelor's degree from an accredited college or university;
2. Earned a GPA of 3.0 or better in all their upper divisions course work;
3. Have at least 5 years of work experience, of which at least 2 years should be in the HR field;
4. Obtain two letter of recommendation from either faculty members at their undergraduate institution, professional supervisors or business associates;
5. Complete a personal interview with the faculty advisor or the program manager for the MSM-HR program;
6. Demonstrate graduate level writing competency by submitting a 2-3 page essay on their motivation to attend the program, including personal and career goals, and contributions they may bring to their colleagues and fellow students;
7. Graduate student applicants whose studies were completed outside of the US must demonstrate proficiency in the English language by presenting a minimum score of 80 on the iBT TOEFL (equivalent to 550 on paper-based version) or 6.5 overall of the International English Language Testing System (IELTS).

Admissions are competitive and meeting the minimum program requirements does not guarantee admissions.

The Master of Science in Human Resource Management is designed for professionals and executives in the field of human resource management, as well as for college graduates interested in a career in the field. The MSHRM is a value-added program where students proceed through courses in a lock-step process designed to maximize the value of the program. This program is designed to be completed in 12 months. Students can choose from two delivery formats, online or on campus with classes meeting only on Saturdays. The students will also have extensive interaction with an Advisory Board, which is made up of leading HR professionals from the South Florida area.

To complete the program successfully, students must maintain a "B" average (3.0 GPA). For further information, please contact the program manager at (305) 348-5945, or visit our web site at <http://mshrm.fiu.edu>.

The following courses are required for the MSHRM degree.

Core Courses

MAN 6297	Labor Issues and Conflict Management	3
MAN 6626	International Human Resource Management	3
MAN 6347	Performance and Talent Management	3
MAN 6157	Wellness Management	3
MAN 6316	Human Resource Management Metrics	3
MAN 6403	Employment Law and Human Resource Management	3
MAN 6385	Human Resource Strategy and Planning	3
MAN 6365	Staffing Organizations	3
MAN 6336	Reward Systems Management	3
MAN 6359	Human Resource Knowledge Management	3
MAN 6327	High Involvement Human Resource Management	3
MAN 6317	Critical Thinking in Human Resource Management	3

Required Professional Development Course:

GEB 6507	Finance for HR Professionals	1
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Required to select one (1) of the following

Professional Development Seminar courses:

MAN 6356	Professional Development Seminar I	1
MAN 6946	Human Resource Management Internship	1-3

Entrepreneurship

The Eugenio Pino and Family Global Entrepreneurship Center, founded in 2003 at Florida International University, facilitates all entrepreneurial activities at FIU. 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 students, faculty, staff, and alumni. The Center encourages students from all disciplines to enroll in entrepreneurship courses.

All academic courses in entrepreneurship and other educational activities are offered on a campus-wide basis. The Department of Management and International Business and the Department of Industrial and Systems Engineering are primary partners in the academic endeavors of the Center. As such, both Departments have a range of courses and programs at the Master's and Doctoral level for students focusing on careers in Entrepreneurship.

Entrepreneurship Specialization within the Evening MBA Program

The Evening Master of Business Administration (EVE MBA) program is designed to give students a general management education to help them prepare for

advancement in their business careers. While in the program, students may select an area of business within which to specialize: Marketing, Entrepreneurship, Human Resources, Management Information Systems, Finance, Accounting, and International Business.

In order to specialize in the area of entrepreneurship, students enrolled in the EVE MBA program must take the following required courses (6 credits hours):

MAN 6805	Entrepreneurship*
ENT 6116	Business Plan Development*
Plus two of the following elective courses (6 credit-hours):	
FIN 6477	Entrepreneurial Finance
ENT 6019	Starting and Growing Professional Practice
MAN 6865	Family Owned Businesses
MAN 6057	Managing Innovation
MAN 6086	Product and Service Development
MAN 6446	Negotiations
MAN 6678	International Entrepreneurship

*Evening MBA students may take this course as a requirement toward their specializations in finance, marketing, management, or international business.

Doctoral Studies Program

The Doctoral Studies Program in Business Administration is a selective one leading to the Ph.D. degree. The program emphasizes the development of research and teaching skills to ensure the graduates acquire the credentials necessary for placement in leading institutions.

Each doctoral student's program of study is individually tailored to mesh faculty and student interests and to maintain a high level of interaction between the students and faculty.

The program generally requires three to four years of full-time study, including approximately one to one-and-one-half years of dissertation research. A set of core, or "tool area" business courses, geared toward establishing the student's breadth of knowledge, is required of all doctoral candidates during the first year of study. The second year of coursework focuses on a particular area of concentration to develop the student's depth knowledge in a specific discipline. The Department of Management and International Business offers a Ph.D. concentration in Management. Students may focus their studies on Strategic Management, Entrepreneurship, International Business and International Management, Human Resource Management, Organizational Behavior, and Hospitality Management.

Required Courses

MAN 7275	Organizational Behavior Management
MAN 7895	Seminar in Management
	and either
MAN 7616	Multinational Firm Global Strategy
	or
MAN 7718	Analysis of Corporate Policy

Content Courses: (Minimum of 3 courses)

MAN 7146	Leadership
MAN 7147	Leadership II
MAN 7148	Intuition in Management
MAN 7206	Organizational Analysis
MAN 7207	Theories of Organization
MAN 7235	Management Philosophy and Strategy
MAN 7305	Human Resource Management

MAN 7412	Labor-Management Topics
MAN 7609	Comparative Management
MAN 7620	International Business Operations I
MAN 7621	International Business Operations II

Required Research Methods Courses:

MAN 7155	Fundamentals of Behavioral Research
MAN 7910	Advanced Management Research
MAN 7640	International Business Research Methods

and

QMB 7910	Quantitative Research Methods in Business
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or

GEB 7911	Quantitative Research Methods in Business
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MAN 7984	Doctoral Research Seminar: Development and Utilization of Large Scale Datasets
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Minimum of 4 Statistical Courses (not listed here)**Research Project Courses**

ACG 7906	Independent Study (Required 6 hour course)
MAN 7936	Doctoral Seminar in Business
MAN 7980	Ph.D. Dissertation (Minimum of 24 credit hours)

Master of Science in Finance/Master in International Business Joint Degree Program

The Department of Finance and the MIB programs in the Alvah H. Chapman Jr. Graduate School of Business at Florida International University are proposing a joint degree program culminating in both a Master in International Business (MIB), and a Master of Science in Finance. Under the joint degree program, a student can obtain both degrees in significantly less time than it would take to obtain both degrees if pursued consecutively. The joint degree program will use existing faculty, courses, and resources. Important criteria relating to the joint degree program are as follows:

1. Candidates to the joint degree program must meet the entrance requirements established by each individual program.
2. Applications for a joint degree will not be accepted from candidates who have already completed either degree. MIB or MSF students must apply and be admitted no later than the second to last semester in which they are expected to complete their original degree requirements.
3. Candidates must satisfy all requirements for each degree. The two degrees will have four common courses. All courses transferred between degrees must be completed with a grade point average of 3.0 or higher. MSF courses transferred to meet MIB elective credit must be 6000 level courses approved by the University Curriculum Committee. Directors of the MSF and MIB degree programs may adjust these exact course requirements as a result of future changes to the MSF or MIB curriculums.

3.1. **To obtain the MIB degree**, MSF students who have finished their core courses, must complete a total of 36 credit hours as follows:

In the MIB program (24 credits hours):

MAN 6617	Managing Global Production and Technology	3
MAR 6158	International Marketing	3
BUL 6850	International Business Law	3
MAN 6635	International Business Policy	3
MAN 6679	Master's Project in International Business	3
MAN 6601	International Management	3
MAN 6606	International Business Environment	3
MAN 6930A	Master's Seminar in Management	1
MAN 6930B	Master's Seminar in Management	2
MAN 6930C	Master's Seminar in Management	3

From the MSF program (12 credit hours) will be transferred as follows:

FIN 6644	Global Financial Strategy	3
FIN 6465	Financial Planning and Statements Analysis	3
MAN 6606	International Business Environment	3
FIN 6XXX	Elective	3
FIN 6XXX	Elective	3

3.2. **To obtain the MSF degree**, MIB students who have finished their core courses, must complete a total of 33 credits hours as follows:

From the MSF program (21 credit hours):

FIN 6406	Corporate Finance	3
FIN 6456	Quantitative Method in Financial Analysis	3
FIN 6246	Financial Markets and Institution	3
FIN 6515	Securities Analysis	3
FIN 6525	Portfolio Management	3
FIN 6465	Financial Future and Fixed Income Investments	3
FIN 6487	Financial Risk Management	3

From the MIB program (12 credit hours) will be transferred as follows:

FIN 6644	Global Financial Strategy	3
ACG 6255	International Accounting	3
FIN 6XXX	Finance Elective 1	3
FIN 6XXX	Finance Elective 2	3

4. Joint degree candidates will not receive either degree until all requirements for both programs have been satisfied. Students deciding against completing a second degree must satisfy all first degree program requirements as if the student had never been a joint degree candidate.
5. With the joint degree program students will take a total of 57 credit hours to get both degrees. Without the joint degree program students will need to take 69 credit hours to get both degrees. Thus, MIB students who have taken twelve credits of MSF common courses may obtain an MSF degree with an additional 21 credits. MSF students who have taken twelve credits of the MIB classes, may obtain an MIB degree with an additional 24 credits.

Master of Science in Human Resource Management/Master of Business Administration Joint Degree Program

The Department of Management & International Business and the Alvah H. Chapman Jr. Graduate School of Business at Florida International University have a joint degree program culminating in both a Master of Business Administration degree (MBA), and a Master of Science in Human Resource Management (MSHRM). This joint degree would follow the same structure that was established by the two dual degrees currently approved by the University, that is, the MSF/MBA and MSMIS/MBA Programs. Under the joint degree program, a student can obtain both degrees in significantly less time than it would take to obtain both degrees if pursued consecutively. The joint degree program will use existing faculty, courses, and resources. Important criteria relating to the joint degree program are as follows:

1. Candidates to the joint degree program must meet the entrance requirements established by each individual program. Candidates must indicate on the joint degree student contract the intention to pursue both programs. Students deciding to pursue the joint degree option after having been admitted to one program will indicate this intention by completing the request to enter a joint degree program.
2. Applications for a joint degree will not be accepted from candidates who have already completed either degree. MBA or MSHRM students must apply and be admitted no later than the second to last semester in which they are expected to complete their original degree requirements.
3. Candidates must satisfy all requirements for each degree:
 - a. To obtain the MSHRM degree, the student will be required to take twelve (12) 3-credit HR courses. This includes the existing HR Strategy course (MAN 6385) – which can replace the Strategic Management course in the core MBA curriculum (MAN 6726) – plus eleven HR courses from the MSHRM program, for a total of 36 credit hours. Four of these eleven MSHRM courses will be used to satisfy the elective requirements of the MBA program.
 - b. To obtain the MBA degree, the student will have to fulfill all the MBA program requirements, that is, three prerequisites (9 credits unless waived), four one-credit seminars, ten 3-credit core courses and four 3-credit electives, for a total of 46-55 credits depending on prerequisites.
 - c. Two degrees will have five common courses. All courses transferred between degrees must be completed with a grade point average of 3.0 or higher. MSHRM courses transferred to meet MBA elective credit must be 6000 level courses approved by the University Curriculum Committee. Directors of the MBA and MSHRM degree programs may adjust these exact course requirements as a result of future changes to the MBA or MSHRM curriculums.
4. Joint degree candidates will not receive either degree until all requirements for both programs have been satisfied. Students deciding against completing a second degree must satisfy all degree requirements

for the first program as if the student had never been a joint degree candidate.

5. With the joint degree program students will take a total of 67-76 credit hours (depending on prerequisites) to get both degrees. Without the joint degree program students would need to take 82-91 credits hours (depending on prerequisites) to get both degrees. Thus, MBA students who have taken twelve credits of MSHRM common courses may obtain an MSHRM degree with an additional 21 credits. MSHRM students who have taken three credits of an MBA core MSHRM course may obtain an MBA degree with only 40 credits.

Master of Business Administration/Master in International Business Joint Degree Program

The MIB and MBA programs in the Alvah H. Chapman Jr. Graduate School of Business at Florida International University are proposing a joint degree program culminating in both a Master of Business Administration degree (MBA), and a Master in International Business (MIB). Under the joint degree program, a student can obtain both degrees in significantly less time than it would take to obtain both degrees if pursued consecutively. The joint degree program will use existing faculty, courses, and resources. Important criteria relating to the joint degree program are as follows:

1. Candidates to the joint degree program must meet the entrance requirements established by each individual program. Candidates must indicate on the application their intention to pursue the joint degree option. Students deciding to pursue the joint degree option after having been admitted to one program will indicate this intention only on their second application.
2. Applications for a joint degree will not be accepted from candidates who have already completed either degree. MBA or MIB students must apply and be admitted no later than the second to last semester in which they are expected to complete their original degree requirements.
3. Candidates must satisfy all requirements for each degree. The two degrees will have four common courses. All courses transferred between degrees must be completed with a grade point average of 3.0 or higher. MIB courses transferred to meet MBA elective credit and vice versa must be 6000 level courses approved by the University Curriculum Committee. Directors of the MBA and MIB degree programs may adjust these exact course requirements as a result of future changes to the MBA or MIB curriculums.

3.1. To obtain the MIB degree, MBA students who have finished their core courses, must complete a total of 36 credit hours as follows:

In the MIB program (24 credits hours):

ACG 6255	International Accounting	3
MAN 6617	Managing Global Production and Technology	3
MAR 6158	International Marketing	3
MAN 6606	International Business Environment	3
or		
International Business Elective		3

International Business Elective	3
MAN 6679 Master's Project in International Business	3
MAN 6601 International Management	3
MAN 6930A Master's Seminar in Management 1	1
MAN 6930B Master's Seminar in Management 2	1
MAN 6930C Master's Seminar in Management 3	1

From the MBA program (12 credit hours) will be transferred as follows:

BUL 6810 Legal Environment	3
FIN 6644 Global Financial Strategy	3
MAN 6726 Strategic Management	3
MAN 6606 International Business Environment	3

or

International Business Elective	3
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(the one different from MIB program)

3.2. **To obtain the MBA degree**, MIB students who have finished their core courses, must complete a total of 46 to 55 credits hours (depending on prerequisites) as follows:

From the MBA program (34-43 credit hours):

Three prerequisite courses, unless waived (9) credits

ACG 6026 Accounting for Managers	
ECP 6705 Managerial Economics	
QMB 6357C Business Analysis for Decision Making	
MAN 6209 Organizational Design and Behavior	3
FIN 6406 Corporate Finance	3
ACG 6175 Financial Reporting and Analysis	3
MAN 6830 Organization Information Systems	3
MAN 6501 Operations Management	3
MAR 6816 Corporate Simulation	3
MAR 6805 Marketing Management in the Global Environment	3
MAN 6703 Colloquium in Managing Organizational Ethics	3
MAN 6356 PDS I	1
MAN 6357 PDS II	1
MAN 6358 PDS III	1
Elective 1	3
Elective 2	3
Elective 3	3

From the MIB program (12 credit hours) will be transferred as follows:

BUL 6850 International Business Law	3
FIN 6644 Global Financial Strategy	3
MAN 6606 International Business Environment	3
MAN 6635 International Business Policy	3

4. Joint degree candidates will not receive either degree until all requirements for both programs have been satisfied. Students deciding against completing a second degree must satisfy all first degree program requirements as if the student had never been a joint degree candidate.
5. With the joint degree program students will take a total of 70-79 credit hours (depending on prerequisites) to get both degrees. Without the joint degree program students will need to take 82-91 credit hours (depending on prerequisites) to get both degrees. Thus, MBA students who have taken twelve credits of MIB common courses may obtain an MIB degree with an additional 24 credits. MIB students

who have taken twelve credits of the MBA classes, may obtain an MBA degree with an additional 34-43 credits (depending on prerequisites).

Master of International Business/Juris Doctor Joint Degree Program

The faculties of the College of Law and the College of Business at Florida International University have approved a joint degree program culminating in both a Juris Doctor degree, awarded by the College of Law, and a Master of International Business degree, awarded by the College of Business. Under the joint degree program, a student can obtain both degrees in significantly less time than it would take to obtain both degrees if pursued consecutively. Essential criteria relating to the joint degree program are as follows:

1. Candidates for the program must meet the entrance requirements for and be accepted by both Colleges. Both Colleges must be informed by the student at the time of application to the second program that the student intends to pursue the joint degree.
2. The joint degree program is not open to students who have already earned one degree.
3. For law students, enrollment in the MIB program is required no later than the completion of 63 credit hours in the JD program. For MIB students, enrollment in the JD program is required no later than the time that the student has completed one-half of the MIB curriculum.
4. A student must satisfy the curriculum requirements for each degree before either degree is awarded. The College of Business will allow 9 credit hours of upper level international and comparative law courses to be credited toward both the MIB and JD degrees. These 9 credit hours of law classes will be in lieu of the International Business Law course (3 credit hours) and any two other courses (totaling 6 credit hours) in the MIB curriculum. Reciprocally, law students may receive 9 hours of credit toward the satisfaction of the JD degree for courses taken in the MIB curriculum upon completion of the MIB degree curriculum with a grade point average of 3.0 or higher.
5. A student enrolled in the joint degree program may begin the student's studies in either College, but full-time law students must take the first two semesters of law study consecutively and part-time law students must take the first three semesters of law study consecutively. Students admitted to one College but electing to begin study in the other College under the joint degree program may enter the second College thereafter without once again qualifying for admission so long as they have notified the second College before the end of the first week of the first semester in the second College and are in good academic standing when studies commence in the second College.
6. A student enrolled in the joint degree program will not receive either degree until the student has satisfied all of the requirements for both degrees, or until the student has satisfied the requirements of one of the degrees as if the student had not been a joint degree candidate.
7. Students in the joint degree program will be eligible for the graduate teaching assistantships and research

assistantships in the College of Business on the same basis as other MIB students, subject to the guidelines and restrictions set by the College of Business.

For additional information, contact the MIB office at (305) 348-3279 or the Law School Admissions Office at (305) 348-8006.

Master of International Business/Master of Arts in International Studies Joint Degree Program

The Department of Politics and International Relations and The Alvah H. Chapman Jr. Graduate School of Business at Florida International University are proposing a joint degree program culminating in both a Master in International Business (MIB), and a Master of Arts in International Studies (MAIS). Under the joint degree program, a student can obtain both degrees in significantly less time than it would take to obtain both degrees if pursued consecutively. The joint degree program will use existing faculty, courses, and resources. Important criteria relating to the joint degree program are as follows:

1. Candidates to the joint degree program must meet the entrance requirements established by each individual program. Candidates must indicate on the application their intention to pursue the joint degree option. Students deciding to pursue the joint degree option after having been admitted to one program will indicate this intention only on their second application.
2. Applications for a joint degree will not be accepted from candidates who have already graduated with either degree. MIB or MAIS students must apply and be admitted no later than the second to last semester in which they are expected to complete their original degree requirements, including the comprehensive examination for the MAIS degree.
3. Candidates must satisfy all requirements for each degree. The two degrees will have four common courses. All courses transferred between degrees must be completed with a grade point average of 3.0 or higher. Courses transferred to meet elective credits must be 5000 or 6000 level courses. Directors of the MAIS and MIB degree programs may adjust these exact course requirements as a result of future changes to the MAIS or MIB curriculums.

3.1. To obtain the MIB degree, MAIS students who have successfully completed the required 36 credits must, additionally, complete 24 credit hours in the MIB program as follows:

MAN 6617	Managing Global Production and Technology	3
MAR 6158	International Marketing	3
MAN 6635	International Business Policy	3
MAN 6679	Master's Project in International Business	3
MAN 6601	International Management	3
FIN 6644	Global Financial Strategy	3
ACG 6255	International Accounting	3
MAN 6930A	Master's Seminar in Management 1	1
MAN 6930B	Master's Seminar in Management 2	1
MAN 6930C	Master's Seminar in Management 3	1

In order to satisfy the 36 credits hours required by the MIB program, 12 credit hours will be transferred from the MAIS program as follows:

INR 6017	Comparative Approaches to Area Studies and Global Issues	3
INR 5409	International Law	3
Elective 1		3
Elective 2		3

3.2. To obtain the MAIS degree, MIB students who have successfully completed the required 36 credits must, additionally, complete 24 credit hours in the MAIS program as follows:

INR 6706	Political Economy of International Relations	3
INR 5615	Research Design and International Relations	3
GEO 6473	Space, Place and Identity	3
INR 5609	Contemporary Dynamics of International Relations	3
INR 6017	Comparative Approaches to Area Studies and Global Issues	3
Field course 1		3
Field course 2		3
Field course 3		3

In order to satisfy the 36 credits hours required by the MAIS program, 12 credit hours will be transferred from the MIB program as follows:

MAN 6606	International Business Environment	3
BUL 6850	International Business Law	3
Elective 1		3
Elective 2		3

All MAIS students coming into the MIB program will be required, during the first month of classes, to take a 16-hour workshop in Accounting and a 16-hour workshop in Quantitative Methods. The purpose of these workshops is to ascertain that students have the necessary background in both of these fields. Students must pass each workshop with at least a B grade (there is no charge for this workshop). Otherwise, they must register, and pay the corresponding tuition for the Accounting class (ACC 6026) and/or the Quantitative methods class (QMB 6357) in the Evening MBA program, and earn a grade of B or higher.

4. Joint degree candidates will not receive either degree until all requirements for both programs have been satisfied. Students deciding against completing a second degree must satisfy all first degree program requirements as if the student had never been a joint degree candidate.