

Management and International Business

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Eminent Scholar of Global Business

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Stav Fainshmidt, Assistant Professor

Ravi Gajendran, Assistant Professor

Carolina Gomez, Professor

Doreen Gooden, University Instructor

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Karl O. Magnusen, Professor Emeritus

Modesto A. Maidique, Professor, FIU President Emeritus
*and Alvah H. Chapman Eminent Scholar Chair in
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Karen Paul, Professor

Clifford R. Perry, University Instructor

Seema Pissaris, Clinical Professor

Dileep Rao, Clinical Professor

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

Hock-Peng Sin, Ph.D., Associate Professor, Faculty
Director for IMBA Program

Philip Shepherd, Associate Professor

Mary Ann Von Glinow, Professor and Knight Ridder
Eminent Scholar Chair in International Management

Fred Walumbwa, Associate Professor

Marc Weinstein, Clinical Professor and
Academic Director, MSHRM Programs

David Wernick, University Lecturer

Participating Adjunct Faculty

Dana Farrow **Jose Rocha**

G. Ronald Gilbert **Eduardo Saffile**

S. Shawn Khosravi **David Wilson**

Juan Pujol

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 MSHRM program, applicants must demonstrate academic and professional preparedness. Admissions are based on a portfolio approach:

- GPA in upper divisions course work (3.0 preferred)
- Resume outlining professional experience*
- GMAT or GRE**
- Statement of Purpose
- Two letters of recommendation

Interviews may be conducted upon submission of complete portfolio

*A minimum of five years of professional full-time work experience of which three years are in human resources is preferred. If no work experience, a graduate degree from an accredited university with a 3.0 GPA may be considered

**GMAT/GRE may be waived for experienced applicants with strong academic credentials.

Graduate student applicants whose studies were completed in a non-English speaking country must demonstrate proficiency in English 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).

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 (EVEMBA) 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 EVEMBA 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	
	or	
GEB 7911	Quantitative Research Methods in Business	
	or	
MAN 7984	Doctoral Research Seminar: Development and Utilization of Large Scale Datasets	

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

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)

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

Master of Science in Finance/Master of 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 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

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 MBA program in 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). Under the joint degree program, a student can obtain both degrees in 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:

Candidates to the joint degree program must meet the entrance requirements established by each individual program. Candidates must submit applications to both programs and notify each Program Manager of desire to pursue the joint degree. Candidates deciding to pursue the joint degree option after having been admitted to one program, must submit a second application to the other program and notify each Program Manager of desire to pursue the joint degree option

1. 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.
2. Candidates must satisfy all requirements for each degree. The two degrees will have two - four 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.

3.1 Joint Flex MBA/MSHRM Degree

3.1.1. To obtain the MSHRM degree, Flex MBA students must complete the following courses for a total of 68 credit hours as follows:

In the Flex MBA program (36 credit hours):

ACG 6026	Accounting for Managers	3
ACG 6175	Financial Reporting & Analysis	3
BUL 6810	Legal Environment of Business	3
FIN 6406	Corporate Finance	3
FIN 6446	Competitive Strategy	3
MAN 6501	Operations Management	3
MAN 6245	Organizational Behavior	3
MAN 6726	Strategic Management	3
MAN 6830	Organizational Information Systems	3
MAR 6805	Marketing Management in the Global Environment	3
MAR 6816	Corporate Simulation	3
QMB 6357C	Business Statistical Analysis	3
	Professional Development Seminars (PDS)	3

In the MSHRM program (32 credit hours):

MAN 6157	Wellness Management	3
MAN 6403	Employment Law and Human Resource Management	3
MAN 6626	International Human Resource Management	3
MAN 6297	Labor Issues and Conflict Management	3
MAN 6359	Human Resource Knowledge Management	3
MAN 6316	HRM Metrics	3
MAN 6347	Performance and Talent Management	3
MAN 6336	Reward Systems Management	3
MAN 6365	Staffing Organizations	3
MAN 6317	Critical Thinking in Human Resource Management	3
	Professional Development Seminars (PDS) I, II, III	2

3.1.2. To obtain the Flex MBA, MSHRM degree students must complete a total of 68 credits as follows:

In the MSHRM program (38 credit hours):

MAN 6157	Wellness Management	3
MAN 6403	Employment Law and Human Resource Management	3
MAN 6327	High involvement Human Resource Management	3
MAN 6626	International Human Resource Management	3
MAN 6297	Labor Issues and Conflict Management	3
MAN 6359	Human Resource Knowledge Management	3
MAN 6316	HRM Metrics	3
MAN 6385	Human Resource Strategy and Planning	3
MAN 6347	Performance and Talent Management	3
MAN 6336	Reward Systems Management	3
MAN 6365	Staffing Organizations	3
MAN 6317	Critical Thinking in Human Resource Management	3
	Professional Development Seminars (PDS) I, II, III	2

In the Flex MBA program (30 credits hours):

ACG 6255	Accounting for Managers	3
ACG 6175	Financial Reporting & Analysis	3
BUL 6810	Legal Environment	3
FIN 6406	Corporate Finance	3
FIN 6446	Competitive Strategy	3
MAN 6501	Operations Management	3
MAN 6830	Organizational Information Systems	3
MAR 6805	Marketing Management in the Global Environment	3
MAR 6816	Corporate Simulation	3
QMB 6357C	Business Statistical Analysis	3
	Professional Development Seminars (PDS)	3

3.2. Joint International MBA/MSHRM Degree

3.2.1. To obtain the MSHRM degree, international MBA (IMBA) students must complete the following courses for a total of 77 credit hours as follows:

In the IMBA program (45 credit hours):

ACG 6026	Accounting for Managers	3
ACG 6175	Financial Reporting & Analysis	3
BUL 6810	Legal Environment	3
FIN 6406	Corporate Finance	3
FIN 6444	Global Financial Strategy	3
MAN 6501	Operations Management	3
MAN 6245	Organizational Behavior	3
MAN 6726	Strategic Management	3
MAN 6703	Colloquium in Managing Organizational Ethics	3
MAN 6830	Organizational Information Systems	3
MAN 6679	Master's Project in International Business	3
MAR 6805	Marketing Management in the Global Environment	3
QMB 6357C	Business Statistical Analysis	3
	Professional Development seminars (PDS) I, II, III	2

In the MSHRM program (32 credit hours):

MAN 6157	Wellness Management	3
MAN 6403	Employment Law and Human	

	Resource Management	3	FIN 6406	Corporate Finance	3
MAN 6626	International Human Resource Management	3	FIN 6446	Competitive Strategy	3
MAN 6297	Labor Issues and Conflict Management	3	FIN 6644	Global Financial Strategy	3
MAN 6359	Human Resource Knowledge Management	3	MAN 6608	International Business	3
MAN 6316	HRM Metrics	3	MAN 6501	Operations Management	3
MAN 6347	Performance and Talent Management	3	MAN 6245	Organizational Behavior	3
MAN 6336	Reward Systems Management	3	MAN 6726	Strategic Management	3
MAN 6365	Staffing Organizations	3	MAN 6830	Organizational Information Systems	3
MAN 6317	Critical Thinking in Human Resource Management	3	MAR 6805	Marketing Management in the Global Environment	3
	Professional Development Seminars (PDS) I, II, III	2	MAR 6816	Corporate Simulation	3
			QMB 6357C	Business Statistical Analysis	3
3.2.2. To obtain the International MBA (IMBA), MSHRM degree students must complete a total of 77 credits as follows:				Professional Development Seminars (PDS)	
In the MSHRM program (38 credit hours):			In the MSHRM program (32 credit hours):		
MAN 6157	Wellness Management	3	MAN 6157	Wellness Management	3
MAN 6403	Employment Law and Human Resource Management	3	MAN 6403	Employment Law and Human Resource Management	3
MAN 6327	High Involvement Human Resource Management	3	MAN 6327	High involvement Human Resource Management	3
MAN 6626	International Human Resource Management	3	MAN 6626	International Human Resource Management	3
MAN 6297	Labor Issues and Conflict Management	3	MAN 6297	Labor Issues and Conflict Management	3
MAN 6359	Human Resource Knowledge Management	3	MAN 6359	Human Resource Knowledge Management	3
MAN 6316	HRM Metrics	3	MAN 6316	HRM Metrics	3
MAN 6347	Performance and Talent Management	3	MAN 6385	Human Resource Strategy and Planning	3
MAN 6336	Reward Systems Management	3	MAN 6347	Performance and Talent Management	3
MAN 6365	Staffing Organizations	3	MAN 6336	Reward Systems Management	3
MAN 6317	Critical Thinking in Human Resource Management	3	MAN 6365	Staffing Organizations	3
	Professional Development Seminars (PDS) I, II, III	2	MAN 6317	Critical Thinking in Human Resource Management	3
In the IMBA program (39 credit hours):				Professional Development Seminars (PDS) I, II, III	2
ACG 6026	Accounting for Managers	3	3.3.2. To obtain the Professional MBA (PMBA). MSHRM degree students must complete a total of 74 credits as follows:		
ACG 6175	Financial Reporting & Analysis	3	In the MSHRM program (38 credit hours):		
BUL 6810	Legal Environment of Business	3	MAN 6157	Wellness Management	3
FIN 6406	Corporate Finance	3	MAN 6403	Employment Law and Human Resource Management	3
FIN 6444	Global Financial Strategy	3	MAN 6327	High Involvement Human Resource Management	3
MAN 6608	International Business	3	MAN 6626	International Human Resource Management	3
MAN 6830	Organizational Information Systems	3	MAN 6297	Labor Issues and Conflict Management	3
MAN 6703	Colloquium in Managing Organizational Ethics	3	MAN 6359	Human Resource Knowledge Management	3
MAN 6679	Master's Project	3	MAN 6316	HRM Metrics	3
MAR 6805	Marketing Management in the Global Environment	3	MAN 6347	Performance and Talent Management	3
MAR 6816	Corporate Simulation	3	MAN 6336	Reward Systems Management	3
QMB 6357C	Business Statistical Analysis	3	MAN 6365	Staffing Organizations	3
	Professional Development seminars (PDS) I, II, III	2	MAN 6317	Critical Thinking in Human Resource Management	3
3.3. Joint Professional MBA/MSHRM Degree				Professional Development Seminars (PDS) I, II, III	2
3.3.1. To obtain the MSHRM degree, Professional MBA (PMBA) students must complete the following courses for a total of 74 credit hours as follows:			In the PMBA program (36 credit hours):		
In the PMBA program (42 credit hours):			ACG 6026	Accounting for Managers	3
ACG 6026	Accounting for Managers	3	ACG 6175	Financing Reporting & Analysis	3
ACG 6175	Financing Reporting & Analysis	3	BUL 6810	Legal Environment of Business	3
BUL 6810	Legal Environment of Business	3	FIN 6406	Corporate Finance	3

FIN 6446	Competitive Strategy	3
FIN 6644	Global Financial Strategy	3
MAN 6608	International Business	3
MAN 6501	Operations Management	3
MAN 6245	Organizational Behavior	3
MAN 6726	Strategic Management	3
MAR 6805	Marketing Management in the Global Environment	3
MAR 6816	Corporate Simulation	3
QMB 6357C	Business Statistical Analysis	3
	Professional Development Seminars (PDS)	

Notes:

¹ Requirements for the Corporate MBA depend on track chosen. If a candidate has elected the option of a specialization, the requirements and shared/common courses for the Flex MBA will be used. Otherwise, the requirements and shared/common courses for the PMBA will be used.

² The Executive MBA and Professional MBA in Healthcare Management programs are not included as an option for the joint degree.

³ 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.

For additional information, contact the MBA office at (305) 348-0148 or the Master of Science in Human Resource Management office at (305) 348-5945.

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 offer a joint degree program culminating in both a Master of Business Administration (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. Candidates 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. Joint Flex MBA/MIB degree

3.1.1 To obtain MIB degree, Flex MBA students must complete the following courses for a total of 63 credit hours as follows:

In the Flex MBA program (36 credits hours):

ACG 6026	Accounting for Managers	3
ACG 6175	Financial Reporting & Analysis	3
BUL 6810	Legal Environment	3
FIN 6406	Corporate Finance	3
FIN 6446	Competitive Strategy	3
MAN 6501	Operations Management	3
MAN 6245	Organizational Behavior	3
MAN 6726	Strategic Management	3
MAN 6830	Organizational Information Systems	3
MAR 6805	Marketing Management in the Global Environment	3
MAR 6816	Corporate Simulation	3
QMB 6357C	Business Statistical Analysis	3
	Professional Development Seminars (PDS)	

In the MIB program (27 credit hours):

MAN 6930	Master's Seminar in Management	1
MAN 6606	International Business Environment	3
FIN 6644	Global Financial Strategy	3
MAN 6601	International Management	3
MAN 6617	Managing Global Production and Technology	3
MAN 6679	Master's Project in International Business	3
MAR 6158	International Marketing	3
	MIB Elective	3
	MIB Elective	3

Two of the following elective courses are required for the MIB degree:

MAN 6678	International Entrepreneurship	3
GEB 6941C	Graduate Business Internship	3
MAN 6937	Special Topics in Business Environment	3

3.1.2 To obtain the Flex MBA, MIB degree students must complete a total of 63 credits as follows:

In the MIB program (36 credit hours):

MAN 6930	Master's Seminar in Management	3
MAN 6606	International Business Environment	3
ACG 6026	Accounting for Managers	3
BUL 6850	International Business Law	3
FIN 6644	Global Financial Strategy	3
MAN 6635	International Business Policy	3
MAN 6601	International Management	3
MAN 6617	Managing Global Production and Technology	3
MAN 6679	Master's Project in International Business	3
MAR 6158	International Marketing	3
	MIB Elective	3
	MIB Elective	3

Two of the following elective courses are required for the

MIB degree:

MAN 6678	International Entrepreneurship	3
GEB 6941C	Graduate Business Internship	3
MAN 6937	Special Topics in Business Environment	3

In the Flex MBA program (27 credits hours):

ACG 6175	Financial Reporting & Analysis	3
FIN 6406	Corporate Finance	3
FIN 6446	Competitive Strategy	3
MAN 6501	Operations Management	3
MAN 6245	Organizational Behavior	3
MAN 6830	Organizational Informational Systems	3
MAR 6805	Marketing Management in the Global Environment	3
MAR 6816	Corporate Simulation	3
QMB 6357C	Business Statistical Analysis	3
	Professional Development Seminars (PDS)	3

ACG 6026	Accounting for Managers	3
BUL 6850	International Business Law	3
FIN 6644	Global Financial Strategy	3
MAN 6635	International Business Policy	3
MAN 6601	International Management	3
MAN 6617	Managing Global Production and Technology	3
MAN 6679	Master's Project in International Business	3
MAR 6158	International Marketing	3
	MIB Elective	3
	MIB Elective	3

Two of the following elective courses are required for the MIB degree:

MAN 6678	International Entrepreneurship	3
GEB 6941C	Graduate Business Internship	3
MAN 6937	Special Topics in Business Environment	3

3.2. Joint International MBA/MIB Degree

3.2.1 To obtain the MIB degree, International MBA (IMBA) students must complete the following courses for a total of 69 credit hours as follows:

In the IMBA program (45 credit hours):

ACG 6026	Accounting for Managers	3
ACG 6175	Financial Reporting & Analysis	3
BUL 6810	Legal Environment	3
FIN 6406	Corporate Finance	3
FIN 6446	Competitive Strategy	3
MAN 6501	Operations Management	3
MAN 6245	Organizational Behavior	3
MAN 6726	Strategic Management	3
MAN 6703	Colloquium in Managing Organizational Ethics	3
MAN 6830	Organizational Information Systems	3
MAN 6679	Master's Project in International Business	3
MAR 6805	Marketing Management in the Global Environment	3
QMB 6357C	Business Statistical Analysis	3
	Professional Development seminars (PDS) I,II, III	2

In the IMBA program (33 credit hours):

ACG 6175	Financial Reporting & Analysis	3
BUL 6810	Legal Environment	3
FIN 6406	Corporate Finance	3
FIN 6446	Competitive Strategy	3
MAN 6501	Operations Management	3
MAN 6245	Organizational Behavior	3
MAN 6726	Strategic Management	3
MAN 6703	Colloquium in Managing Organizational Ethics	3
MAN 6830	Organizational Information Systems	3
MAR 6805	Marketing Management in the Global Environment	3
MAR 6816	Corporate Simulation	3
QMB 6357C	Business Statistical Analysis	3
	Professional Development Seminars (PDS) I, II, III	2

In the MIB program (24 credit hours):

MAN 6930	Master's Seminar in Management	3
MAN 6635	International Business Policy	3
MAN 6601	International Management	3
MAN 6617	Managing Global Production and Technology	3
MAN 6679	Master's Project in International Business	3
MAR 6158	International Marketing	3
	MIB Elective	3
	MIB Elective	3

Two of the following elective courses are required for the MIB degree:

MAN 6678	International Entrepreneurship	3
GEB 6941C	Graduate Business Internship	3
MAN 6937	Special Topics in Business Environment	3

In the MIB program (24 credit hours):

MAN 6930	Master's Seminar in Management	3
MAN 6635	International Business Policy	3
MAN 6601	International Management	3
MAN 6617	Managing Global Production and Technology	3
MAN 6679	Master's Project in International Business	3
MAN 6158	International Marketing	3
	MIB Elective	3
	MIB Elective	3

Two of the following elective courses are required for the MIB degree:

MAN 6678	International Entrepreneurship	3
GEB 6941C	Graduate Business Internship	3
MAN 6937	Special Topics in Business Environment	3

3.2.2. To obtain the International MBA (IMBA), MSIS degree students must complete a total of 69 credits as follows:

In the MIB program (36 credit hours):

MAN 6930	Master's Seminar in Management	3
MAN 6606	International Business Environment	3

3.3. Joint Professional MBA/MIB Degree

3.3.1. To obtain the MIB degree. Professional MBA (PMBA) students must complete the following courses for a total of 66 credit hours as follows:

In the PMBA program (42 credit hours):

ACG 6026	Accounting for Managers	3
ACG 6175	Financing Reporting & Analysis	3
BUL 6810	Legal Environment of Business	3
FIN 6406	Corporate Finance	3
FIN 6446	Competitive Strategy	3
FIN 6644	Global Financial Strategy	3
MAN 6608	International Business	3
MAN 6501	Operations Management	3

MAN 6245	Organizational Behavior	3
MAN 6726	Strategic Management	3
MAN 6830	Organizational Information Systems	3
MAR 6805	Marketing Management in the Global Environment	3
MAR 6816	Corporate Simulation	3
QMB 6357C	Business Statistical Analysis	3
	Professional Development Seminars (PDS)	

In the MIB program (24 credit hours):

MAN 6930	Master's Seminar in Management	3
MAN 6635	International Business Policy	3
MAN 6601	International Management	3
MAN 6617	Managing Global Production and Technology	3
MAN 6679	Master's Project in International Business	3
MAR 6158	International Marketing	3

MAN 6606	International Business Environment	3
	MIB Elective	3
	MIB Elective	3

Two of the following elective courses are required for the MIB degree:

MAN 6678	International Entrepreneurship	3
GEB 6941C	Graduate Business Internship	3
MAN 6937	Special Topics in Business Environment	3

3.3.2. To obtain the Professional MBA (PMBA). MIB degree students must complete a total of 66 credits as follows:

In the MIB program (36 credit hours):

In the MIB program (36 credit hours):		
MAN 6930	Master's Seminar in Management	3
MAN 6606	International Business Environment	3
ACG 6026	Accounting for Managers	3
BUL 6850	International Business Law	3
FIN 6644	Global Financial Strategy	3
MAN 6635	International Business Policy	3
MAN 6601	International Management	3
MAN 6617	Managing Global Production and Technology	3
MAN 6679	Master's Project in International Business	3
MAR 6158	International Marketing	3
	MIB Elective	3
	MIB Elective	3

Two of the following elective courses are required for the MIB degree:

MAN 6678	International Entrepreneurship	3
GEB 6941C	Graduate Business Internship	3
MAN 6937	Special Topics in Business Environment	3

In the PMBA program (30 credit hours):

ACG 6175	Financing Reporting & Analysis	3
FIN 6406	Corporate Finance	3
MAN 6501	Operations Management	3
MAN 6245	Organizational Behavior	3
MAN 6726	Strategic Management	3
MAN 6830	Organizational Information Systems	3
MAR 6805	Marketing Management in the Global Environment	3
MAR 6816	Corporate Simulation	3
QMB 6357C	Business Statistical Analysis	3
	Professional Development Seminars (PDS)	

Notes:

¹ Requirements for the CMBA depend on track chosen. If a candidate has elected the option of a specialization, the number of credit hours required and shared for the Flex will be used. Otherwise, the number of credit hours required and shared for the PMBA will be used.

² The Executive MBA and Professional MBA in Healthcare Management programs are not included as an option for the joint degree.

³ 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.

For additional information, contact the MIB office at (305) 348-3279 or the MBA office at (305) 348-0148.

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
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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.

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.