

Management and International Business

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Participating Adjunct Faculty

Dana Farrow

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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 evolving marketplace, the ability to lead and work within teams, computer literacy, and solid communication skills.

Information for all Management, Human Resource Management, and International Business Majors

Undergraduate students can select a general Management Major, a Human Resource Management Major, or an International Business Major.

Double Major: Students also can combine two of the above majors and complete a double major which gives students a competitive edge in the job market. Students can apply three courses from one major to the second major. These 3 courses when combined with the student's four upper division business electives allow students to complete the double major within 120 or 123 credits. Students desiring a double major are encouraged to meet with their College of Business advisor early in their program of study.

Internships: The Department also offers internship opportunities to undergraduate students through our University's Career Management Services Office located in CBC 121. 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 and business pre-core.

Upper Division/Business Core

The College's Business Core Requirements are listed in the first section of the "College of Business" 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 Electives:

Management Majors may take any 3000 level or higher course outside of the College of Business to satisfy their Upper Division Business Elective requirement. All upper division electives outside the College of Business must demonstrate a relationship to business and receive the approval of the Management and IB Department Chair.

Human Resource Management Majors may take any 3000 level or higher course outside of the College of Business to satisfy their Upper Division Business Elective requirement. All upper division electives outside the College of Business must demonstrate a relationship to the human resources function and receive the approval of the Management and IB Department Chair.

International Business Majors may take any 3000 level or higher course outside of the College of Business to satisfy their Upper Division Business Elective requirement. All upper division electives outside the College of Business must demonstrate a relationship to international Business and receive the approval of the Management and IB Department Chair.

Students enrolled in a second major or a certificate/minor program must take the courses prescribed in their program.

MAN Prefix Courses

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.

Management Major

This major is designed for students interested in a general management major. Management major students must take 21 major credits hours as prescribed below:

Management Courses: All five courses are required (15 credit hours)

MAN 4151	Organizational Behavior
MAN 4301	Human Resource Management
MAN 4600	International Management
ENT 4113	Entrepreneurship: New Business Development
plus	
GEB 4110	Writing the Business Plan
or	
MAN 4065	Business Ethics

Management Major Electives

Two (2) additional 3000 and/or 4000 level courses offered by the Management and IB Department are required (6 credit hours).

Upper Division Business Elective Requirements (12 credit hours):

Management majors may take any 3000 level or higher course outside of the College of Business to satisfy their Upper Division Business Elective requirement. All upper division electives outside the College of Business must demonstrate a relationship to business and receive the approval of the Management and IB Department Chair.

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

Upper Division Business Elective Requirements:

In addition to the above, HR majors may take any 3000 level or higher course outside of the College of Business to satisfy their Upper Division Business Elective requirement. All upper division electives outside the College of Business must demonstrate a relationship to the human resources function and receive the approval of the Management and IB Department Chair.

Students enrolled in a second major or a certificate/minor program must take the courses prescribed in their program.

International Business Major

Degree Program Requirements (120 credit-hours)

This major provides students with an intensive, in-depth study of the international dimensions of business. Students in the program will be exposed to all major business areas of International Business.

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:

IB Required Courses (5 courses, 15 credit-hours)

FIN 4604	International Financial Management – GL
MAN 4600	International Management
MAN 4602	International Business
MAR 4156	International Marketing
MAN 4633	MNC Strategy

IB Major Elective Courses (2 courses, 6 credit hours)

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 4660	Business in Latin America
MAN 4661	Business in Asia
MAN 4662	Business in Europe
MAN 4663	Business in the Caribbean
MAN 4664	Business in Africa
MAN 4671	Special Topics in International Business
MAN 4672	IB Regulation and Ethics
MAN 4673	Trade Policy and Business
MAN 4690	Independent Study in International Business
MAN 4712	IB Business-Government Relations
MAN 4946	International Business Internship
MAN 4956	International Business Study Abroad
MAN 4653	Foreign Direct Investment
ACG 4251	International Accounting
ECO 4701	World Economy
ECO 4703	International Trade Theory and Policy
ECO 4713	International Macroeconomics – GL
FIN 3652	Asian Financial Markets and Institutions
FIN 4633	International Capital Markets

FIN 4634	International Banking – GL
FIN 4651	Latin American Financial Markets and Institutions
FIN 4663	Global Private Banking
MAR 4144	Export Marketing
MAR 4203	Marketing Channels
MAR 4503	Consumer Behavior
MAR 4733	Digital Marketing
REE 4956	International Real Estate – GL
TRA 4721	Global Logistics

Upper Division Business Elective Requirements:

IB majors may take any 3000 level or higher course outside of the College of Business to satisfy their Upper Division Business Elective requirement. All upper division electives outside the College of Business must demonstrate a relationship to international business and receive the approval of the Management and IB Department Chair.

Students enrolled in a second major or a certificate/minor program must take the courses prescribed in their program.

Honors in International Business Program

The Honors in International Business (Honors in IB) program attracts highly motivated, focused, and intellectually curious students who have a global perspective. The Honors in IB program provides the opportunity for future leaders in the world economy to develop a global business skill set through international study, travel, and work experiences.

An Honors in IB student has the opportunity to participate in ceremonies, networking events, honors-dedicated courses, special corporate seminars, and placement services. An Honors in IB student will graduate with Honors recognition. Students joining the Honors in IB program are expected to join the IB Honors Society, the community/social responsibility arm of the program that engages students in compelling international service learning projects.

Program Highlights:

INTERNATIONAL BUSINESS EXPERIENCE: Honors in IB students are given the opportunity to experience the real world of international business via their participation in an international business activity. This requirement can be filled by enrollment in a study abroad program or an international business internship anywhere in the world.

INTERNATIONAL EXPLORATION: Students in the program will have the opportunity to be exposed to various topics and themes germane to international business through multidisciplinary coursework.

HONORS PROJECT: The Honors in IB program allows students to fulfill their IB Honors Project by doing an individual thesis, or becoming a member of a team which enters a national case or business plan competition, or by developing an individual business plan.

Admission to the Program

College of Business Honors in IB program: Students interested in the Honors in IB program must first declare an international business major and consult the Honors in

IB Advisor to submit a completed application form obtained from the Honors in IB website. Students must have a minimum GPA of 3.3 and have earned a minimum grade of "B" in MAN 3025 to be admitted to the Honors in IB program. Admission to the Honors College is not required. Upon completion of degree requirements students will receive a BBA degree with Honors in International Business (see <http://business.fiu.edu/landon/hib.cfm>).

Honors in IB program Academic Standards

Students are required to

- obtain a grade of "B" or higher in each of their major courses,
- obtain a minimum GPA of 3.3 in the program for graduation,
- fulfill all University language requirements, and
- fulfill all other Department, COB and University graduation requirements.

Students interested in participating in the Honors in IB program should contact the program's director at (305) 348-2791, or consult the Honors in IB program website.

Scholarships

A limited number of academic scholarships are available to students in the Honors in IB program. Please consult the Honors in IB advisor for specific details.

Honors in International Business Major Degree Requirements (120 credit-hours)

Lower-Division/Business Pre-Core	60 hours
Upper-Division/Business Core	27 hours
Major Courses	33 hours

Honors in IB program

REQUIRED UPPER DIVISION CORE COURSES (9 courses, 27 credit-hours)

BUL 4310	The Legal Environment of Business
NOTE: HC IBH students can take INR 3403, International Law, in lieu of BUL 4310	
CGS 3300	Introduction to Information Systems
or	
ISM 3011	Information Systems Management
plus	
MAN 4504	Operations Management
or	
QMB 4680	Operations Analytics
COM 3150	Advanced Communications for Business
FIN 3403	Financial Management
MAN 3025	Organization and Management
MAN 4720	Strategic Management – GL
MAR 3023	Introduction to Marketing – GL
QMB 3200	Applied Business Statistics

HONORS IN IB REQUIRED MAJOR COURSES (7 courses, 21 credit-hours)

FIN 4604	International Financial Management – GL
MAN 4600	International Management
MAN 4602	International Business
MAN 4633	MNC Strategy
MAN 4970	International Business Honors Project Seminar
MAR 4156	International Marketing
plus	
MAN 4946	International Business Internship

or			
MAN 4956	Study Abroad in International Business	CHT 3502	Chinese Culture and Society
		COM 3410	Cultural Communication Patterns of Asia
INTERNATIONAL EXPLORATION (2 courses required, 6 credit-hours)			
Students may select two (2) courses (6 credit-hours) from the following list:			
ENT 4704	International Entrepreneurship	CPO 3403	Politics of the Middle East
MAN 4203	Leadership in Multilateral Organizations	CPO 3502	Politics of the Far East
MAN 4442	International Business Negotiations	CPO 4553	Government and Politics of Japan
MAN 4610	International Human Resources	ECS 3200	Economics of Asia
MAN 4613	International Risk Assessment	INR 3223	Japan and the United States
MAN 4653	Foreign Direct Investment	INR 3224	International Relations of East Asia
MAN 4660	Business in Latin America	INR 3274	International Relations of the Middle East
MAN 4663	Business in the Caribbean		
MAN 4671	Special Topics in International Business	INR 4032	Asia and Latin America in World Affairs
MAN 4672	International Business Regulation and Ethics	INR 4232	International Relations of China
MAN 4673	Trade Policy and Business	GEA 3635	Population and Geography of the Middle East
MAN 4690	Independent Study in International Business	JPN 3140	Japanese for Business
MAN 4712	International Business - Government Relations	JPN 3500	Japanese Culture and Society – GL
ECO 4701	World Economy	JPN 3242	Intermediate Japanese Conversation
ECO 4703	International Trade Theory and Policy	JPN 3243	Advanced Japanese Composition
ECO 4713	International Macroeconomics – GL	JPN 3400	Advanced Japanese I
ECS 3003	Comparative Economic Systems	MAN 4661	Business in Asia
FIN 3652	Asian Financial Markets	REL 3123	Asian Religions in the Americas
FIN 4634	International Banking – GL	REL 3310	Introduction to Asian Religions
FIN 4663	Global Private Banking	REL 4351	Religions and Japanese Culture
FIN 4651	Latin American Financial Markets and Institutions	SYD 3650	Sociology of Gender and Power in Asia
REE 4956	International Real Estate – GL	CPO 4541	Politics of China
ECO 3202	Applied Macroeconomics	CPO 3103	Politics of Western Europe
MAR 4144	Export Marketing	CPO 3104	Politics of the European Union
MAR 4203	Marketing Channels	EUH 3282	European History, 1945 to Present
MAR 4722	e-Marketing	FRE 3420	Review Grammar/Writing I
MAR 4503	Consumer Behavior	FRE 3421	Review Grammar/Writing II
TRA 4721	Global Logistics	FRE 3441	Advanced Business French
AFS 3011	African Civilization, Religion and Philosophy – GL	FRE 3504	Language and Culture
AFA 4340	Health, Society and Culture in the African World	GEA 3500	Population and Geography of Europe
AFS 3332	Gender and Sexualities in Sub-Saharan African Contexts – GL	GEA 3554	Geography of Russia and Central Eurasia
AFS 3331	Women and Human Rights in Sub-Saharan Africa – GL	GER 3420	Review Grammar/Writing I
AFS 4265	Latin America and the Caribbean in Africa: South-South Interactions – GL	INR 3214	International Relations of Europe
CPO 3204	African Politics	INR 3262	International Relations of Russia and the former USSR
CPO 4404	Iraq: Politics and Society	ITA 3420	Review Grammar/Writing I
GEA 3600	Population and Geography of Africa – GL	ITA 3421	Review Grammar/Writing II
INR 3253	International Relations of Sub-Saharan Africa	ITA 3500	Italian Culture and Society – GL
MAN 4664	Business in Africa	ITA 3410	Advanced Italian Conversation
REL 4370	African Religions	MAN 4662	Business in Europe
ABT 3503	Arabic Language and Culture	PHH 3602	Twentieth Century British Philosophy
ASN 3015	South Asian Cultures	POR 3244	Portuguese Intermediate Conversation
ASN 3329	Women in Asian Society	POR 3420	Review Grammar/Writing I
ASN 3410	Introduction to East Asia – GL	POR 3421	Review Grammar/Writing II
ASN 4510	Dynamics of Asia	POR 3440	Portuguese for Business
ASN 4936	Modern Asia	SPN 3013	Language Skills for Professional Personnel
CHI 3400	Intermediate Chinese Conversation	SPN 3301	Advanced Spanish for Non-Heritage Speakers
CHI 3410	Advanced Chinese I	SPN 3440	Spanish Business Composition/Correspond
CHI 3440	Business Chinese	SPN 3422	Advanced Grammar and Composition I
		SPN 3423	Advanced Grammar and Composition II
		SPN 4500	Spanish Culture – GL
		SPN 4520	Latin American Culture – GL
		AFA 4241	The African Diaspora in Latin America
		ANT 4332	Latin America
		ANT 4334	Contemporary Latin American Women
		ANT 4340	Cultures of the Caribbean
		CPO 3304	Politics of Latin America

CPO 4303	Politics of South America
CPO 4333	Politics of Central America
ECS 3401	The Brazilian Economy
ECS 3402	The Political Economy of South America
ECS 3403	Economics of Latin America
GEA 3320	Population and Geography of the Caribbean
GEA 3400	Population and Geography of Latin America
HAI 3213	Accelerated Haitian Creole
HAI 3214	Accelerated Intermediate Haitian Creole
HAI 3500	Haiti: Language and Culture
INR 3243	International Relations of Latin America
INR 3246	International Relations of the Caribbean
LAH 3718	History of U.S.-Latin American Relations
LAS 3002	Introduction to Latin American and Caribbean Studies
PHH 3042	Latin American Philosophy
REL 3375	Religions of the Caribbean
REL 4481	Contemporary Latin American Religious Thought
SPN 3343	Advanced Spanish for Heritage Speakers – <i>GL</i>
SPN 4521	Topics on Latin American Culture

HONORS IN IB UPPER DIVISION BUSINESS ELECTIVES (2 courses, 6 credit-hours)

Students in the Honors in IB program are required to take two (2) 3000- or 4000- level (upper division) business electives.

Entrepreneurship Minor for Non-Business Students

Non-business students wishing to earn a minor in Entrepreneurship must have a minimum GPA of 2.5 to be admitted to the minor and complete four (4) of the following courses (12 credit-hours) with a grade of "C" or higher in each course.

Note: The MIB faculty highly recommends students take ENT 4113, GEB 4110, MAN 3022, and MAN 4802 to fulfill the minor.

MAN 3022	Introduction to Management
ENT 4113	Entrepreneurship: New Business Development
GEB 4110	Writing the Business Plan
MAN 4802	Small Business Management
AMH 4373	Entrepreneurs in the US
AMH 4375	Technology and American Society

Entrepreneurship Certificate

FIU students wishing to earn a certificate in entrepreneurship must 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. This certificate program is open to degree-seeking students only.

Entrepreneurship Foundation Courses: Four (4) Courses Required (12 credit hours)

MAN 3025	Organization and Management
	or
MAN 3022	Introduction to Management (or equivalent such as HFT 3203)
ENT 4113	Entrepreneurship: New Business

	Development
GEB 4110	Writing the Business Plan
MAN 4802	Small Business Management
	and

Entrepreneurship Elective Courses: Two (2) Courses Required (6 credit hours)

ENT 4604	Product Development and Innovation
ENT 4704	International Entrepreneurship
FIN 4702	Entrepreneurial Finance
GEB 4153	Social Entrepreneurship
MAN 4054	Managing Innovation
MAN 4301	Human Resource Management
MAN 4864	Family Business
MAR 4025	Marketing of Small Business Enterprises
MAR 4400	Personal Selling
HFT 4292C	Entrepreneurship in Hospitality & Tourism
AMH 4373	Entrepreneurs in the US
AMH 4375	Technology and American Society

International Trade and Investment Certificate

The Certificate in International Trade and Investment is open to all FIU students. It is designed for students who want to develop expertise in the international movements of goods and services and the operation of commercial enterprises in foreign locations. The courses address different aspects of international business: export/import; franchising and licensing; managing global operations; finance; political, legal, economic and; cultural differences; marketing abroad; and negotiating with businesspeople from other countries. This certificate program is open to degree-seeking students only.

Students will take six (6) courses each of which is three (3) credit hours for a total of 18 credit hours.

Requirements

- All certificate course work must be completed at FIU;
- Students will be required to obtain a grade of "C" or higher in each of the six courses comprising the certificate;
- The certificate must be earned concurrently with a Bachelor's degree at FIU; and
- Students will be required to take six courses as follows:

Five Required Courses: (15 credit hours)

MAN 4600	International Management
MAN 4602	International Business
MAN 4673	Trade Policy and Business
MAN 4613	International Risk Assessment
MAN 4653	Foreign Direct Investment

One Elective Course: (3 credit hours)

FIN 4604	International Financial Management – <i>GL</i>
FIN 4634	International Banking – <i>GL</i>
MAN 4442	International Business Negotiations
MAN 4633	MNC Strategy
MAN 4956	Study Abroad in International Business
MAR 4144	Export Marketing
MAR 4156	International Marketing

Team Management Certificate

The Team Management Certificate will be an Academic Certificate offered to all undergraduate FIU students. The Certificate reflects an interdisciplinary approach to team management via combining courses from three Departments, specifically, Decision Sciences, Management, and Marketing. Concepts in the area of organizational behavior, managerial/leadership skills, problem-solving, decision making, project management, innovation, technology, and globalization will be combined in the new certificate. The certificate is designed to provide students with an understanding and the practical skills needed to be effective team members and team leaders. This certificate program is open to degree-seeking students only.

The Certificate will require 18 credit hours. The Certificate will be comprised of six (6) courses which are three (3) credits each.

Requirements

- (a) All certificate course work must be completed at FIU;
- (b) Students will be required to obtain a grade of "C" or higher in each of the six courses comprising the certificate;
- (c) The certificate must be earned concurrently with a Bachelor's degree at FIU; and
- (d) Students will be required to take six courses as follows:

Four Required Courses: (12 credit hours)

MAN 3025	Organization and Management
	or
MAN 3022	Introduction to Management
MAN 4120	Managing Virtual Teams
MAN 4151	Organizational Behavior
MAN 4164	Leadership

Two Elective Courses: (6 credit hours)

MAN 3100	Happiness at Work
MAN 4054	Managing Innovation
MAN 4102	Managing Diversity
MAN 4152	Facilitating Activities for Teambuilding
MAN 4442	International Business Negotiations
MAN 4583	Project Management
MAR 4643	Decision Making and Negotiations

Academic Standard

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

1. Receive a grade of "C" or higher in each of the courses in their major.
2. Receive a grade of "C" or higher in each of the core management courses (MAN 3025 and MAN 4720).
3. Earn a grade of "C" or higher in each Upper Division business elective.