Global Leadership and Management

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Purpose

The Department of Global Leadership and Management 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 BBA in Management and BBA in Human Resource Management Students

Undergraduate students can select a Bachelor of Business Administration (BBA) in Management or a Bachelor of Business Administration (BBA) in Human Resource Management.

Internships: Students who are interested in receiving academic credit for an internship are required to submit an internship student application for Department Chair approval. To qualify for academic credit, activities carried out in the internship should be supervised and deemed capable of enhancing the student’s business management skills and post-graduation employability. A minimum of 2.75 GPA, junior or senior standing is also required. For further instructions and to download the internship application, please visit our departmental webpage: http://glam.fiu.edu.

Degree Program Requirements
(120 credit-hours)

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Hours</th>
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</thead>
<tbody>
<tr>
<td>Lower-Division/Business Pre-Core</td>
<td>60</td>
</tr>
<tr>
<td>Upper-Division/Business Core</td>
<td>27</td>
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<tr>
<td>Required Program Courses</td>
<td>21</td>
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<tr>
<td>Upper Division Business Electives</td>
<td>12</td>
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</tbody>
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**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 Students may take any 3000 level or higher course preferably inside 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 Global Leadership and Management Department Chair.

Human Resource Management Students may take any 3000 level or higher course inside or 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 Global Leadership and Management Department Chair.

**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.

**BBA in Management**

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

**Management Required Courses:**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
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</thead>
<tbody>
<tr>
<td>MAN 4151</td>
<td>Organizational Behavior</td>
</tr>
<tr>
<td>MAN 4301</td>
<td>Human Resource Management</td>
</tr>
<tr>
<td>MAN 4771</td>
<td>Executive Skills Development</td>
</tr>
</tbody>
</table>

plus two of the following courses:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>MAN 3100</td>
<td>Happiness at Work</td>
</tr>
<tr>
<td>MAN 4164</td>
<td>Leadership</td>
</tr>
<tr>
<td>MAN 4102</td>
<td>Managing Diversity</td>
</tr>
<tr>
<td>ENT 4113</td>
<td>Entrepreneurship: New Business Development</td>
</tr>
<tr>
<td>GEB 4110</td>
<td>Writing the Business Plan</td>
</tr>
<tr>
<td>MAN 4065</td>
<td>Business Ethics</td>
</tr>
<tr>
<td>MAN 4600</td>
<td>International Management</td>
</tr>
</tbody>
</table>

**Management Elective Courses**

Two (2) additional 3000 and/or 4000 level courses offered by any department in the College of Business are required (6 credit hours).
Upper Division Business Elective Requirements (12 credit hours):
Management students may take any 3000 level or higher course preferably inside 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 Global Leadership and Management Chair.

Management students are encouraged to meet their Major and Upper Division Elective Requirements by pursuing one of the Certificates offered by the College of Business (e.g., Banking, Sales and Customer Relationship Management, Social Media and E-Marketing Analytics, Import-Export and Supply Chain Management). Although pursuing a certificate is not required, certificates increase the employability of the students by allowing them to acquire specific, in-demand skills.

BBA in Human Resource Management
Degree Program Requirements (120 credit-hours)
The Bachelor of Business Administration in Human Resource Management is designed for students interested in human resource management. To fulfill this degree program, 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 3100 Happiness at Work
or
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, BBA in HR students may take any 3000 level or higher course inside or 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 Global Leadership and Management Department Chair.

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

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 four Departments, specifically, Information Systems and Business Analytics, Global Leadership and Management, International Business, and Marketing and Logistics. 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
and
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
or
ISM 4314C Project Management
MAR 4643 Decision Making and Negotiations

Academic Standard
The Department of Global Leadership and Management 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.