Management and International Business

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Purpose
The Department of Management and International Business seeks to provide undergraduate students with courses that emphasize the most current knowledge in the profession. A dedicated faculty with expertise in strategic management, change management, human resource management, organizational behavior and international business prepares our students for successful management careers in the global business arena. Our graduates are armed with a clear understanding of the management field, a broad intellectual framework for managing in an the evolving marketplace, the ability to lead and work within teams, computer literacy, and solid communication skills.

Management Major

Undergraduate students can select a general Management Major, a Human Resource Management Major, an International Business Major, a Management Major with an Entrepreneurship Track or a Management Major with a Green Management Track or a Management Major with a Leadership and Change Management Track.

The Department also offers internship opportunities to undergraduate students through the University’s Career Services Office (GC 230). To qualify for academic credit in these activities, students must have a 2.75 GPA, junior or senior standing, and approval from the Department Chair.

For more information, please visit our departmental webpage: http://management.fiu.edu.

Degree Program Requirements
(120 credit-hours)

Lower-Division/Business Pre-Core  60 hours
Upper-Division/Business Core  30 hours
Major Courses  21 hours
Upper Division Business Electives  9 hours

Lower Division/Business Pre-Core

The “General Information” section in this catalog describes the lower division requirements. The Business Pre-Core requirements are listed in the introductory section of the “College of Business Administration” pages in this catalog.

Upper Division/Business Core

The College’s Business Core Requirements are listed in the first section of this “College of Business Administration” chapter. Upper Division major requirements must be completed within six years prior to awarding of degree or otherwise be approved by the Department.

Upper Division Business Electives

All electives outside the College of Business must receive the approval of the Department Chair.

Major Courses (3 credit-hours each)

Students should note that not all courses with a MAN prefix are actually management courses. Therefore, they should consult with a College advisor to confirm that their program of study reflects the degree requirements.

This major is designed for students interested in a general management major, with additional tracks in Entrepreneurship, Green Management, and Leadership and Change Management. To fulfill this major, students must meet their basic requirements of 60 hours of Lower Division credit-hours of Business Core courses. They must also take the following:

1. General Management: All required
   MAN 3025 Management and Organization
   MAN 4151 Organizational Behavior
   MAN 4720 Strategic Management

2. Professional Responsibility: One of the following is required
   MAN 4065 Business Ethics
3. **International Business**: One course required
   - MAN 4602 International Business

4. **Human Resources**: One course required
   - MAN 4301 Human Resource Management

5. **Business Management**: One course required
   - ENT 4113 Entrepreneurship
   - MAN 4600 International Management
   - MAN 4802 Small Business Management
   - MAN 4864 Family Owned Business

6. **Electives**: Two (2) additional 4000 level courses are required. Courses must be chosen from the list below. Courses taken to satisfy the requirements listed in #2 or #5 above cannot be used to satisfy this requirement:
   - ENT 4113 Entrepreneurship
   - MAN 4054 Managing Innovation
   - MAN 4064 Crisis Management
   - MAN 4065 Business Ethics
   - MAN 4102 Managing Diversity
   - MAN 4120 Managing Virtual Teams
   - MAN 4152 Facilitating Activities for Teambuilding
   - MAN 4164 Leadership
   - MAN 4201 Organizational Theory
   - MAN 4294 Creativity and Innovation
   - MAN 4320 Recruitment and Staffing
   - MAN 4322 Human Resource Information Systems
   - MAN 4330 Compensation and Benefits
   - MAN 4332 Human Resource Information Systems
   - MAN 4350 Training and Development
   - MAN 4410 Union-Management Relations
   - MAN 4411 Business-Community Leadership
   - MAN 4412 International Business-Government Relations
   - MAN 4413 International Risk Assessment
   - MAN 4433 MNC Strategy Simulation
   - MAN 4460 International Business
   - MAN 4610 International Human Resources
   - MAN 4613 International Risk Assessment
   - MAN 4633 MNC Strategy Simulation
   - MAN 4640 Business in Latin America
   - MAN 4661 Business in Asia
   - MAN 4662 Business in Europe
   - MAN 4663 Business in the Caribbean
   - MAN 4671 Special Topics in International Business
   - MAN 4672 International Business Regulation and Ethics
   - MAN 4673 Trade Policy and Business
   - MAN 4690 Independent Study in International Business
   - MAN 4701 Business in Society
   - MAN 4704 International Finance
   - MAN 4705 Business in Asia
   - MAN 4706 Business in Europe
   - MAN 4707 Managing Organizational Reputation
   - MAN 4710 Business in Latin America
   - MAN 4711 Business-Community Leadership
   - MAN 4712 International Business-Government Relations
   - MAN 4713 Modern Business History
   - MAN 4714 Managing Change in Organizations
   - MAN 4722 Environmental Management
   - MAN 4767 Green Management
   - MAN 4802 Small Business Management
   - MAN 4864 Family Owned Business
   - MAN 4867 Green Management
   - MAN 4930 Special Topics in Management
   - MAN 4946 International Business Internship
   - MAN 4948 Service Learning
   - MAN 4949 Management Internship II
   - MAN 4956 Study Abroad in International Business

**Human Resource Management**

**Degree Program Requirements (120 credit-hours)**

This major is designed for students interested in human resource management. To fulfill this major, students must meet their basic requirements of 60 hours of Lower Division credit-hours and 30 credit-hours of Business Core courses and 9 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 4330 Compensation and Benefits
   - MAN 4350 Training and Development
   - MAN 4410 Union-Management Relations
   - MAN 4411 Business-Community Leadership
   - MAN 4412 International Business-Government Relations
   - MAN 4413 International Risk Assessment
   - MAN 4433 MNC Strategy Simulation
   - MAN 4460 International Business
   - MAN 4610 International Human Resources
   - MAN 4613 International Risk Assessment
   - MAN 4633 MNC Strategy Simulation
   - MAN 4640 Business in Latin America
   - MAN 4661 Business in Asia
   - MAN 4662 Business in Europe
   - MAN 4663 Business in the Caribbean
   - MAN 4671 Special Topics in International Business
   - MAN 4672 International Business Regulation and Ethics
   - MAN 4701 Business in Society
   - MAN 4704 International Finance
   - MAN 4710 Business in Latin America
   - MAN 4711 Business-Community Leadership
   - MAN 4712 International Business-Government Relations
   - MAN 4713 Modern Business History
   - MAN 4714 Managing Change in Organizations
   - MAN 4722 Environmental Management
   - MAN 4767 Green Management
   - MAN 4802 Small Business Management
   - MAN 4864 Family Owned Business
   - MAN 4930 Special Topics in Management
   - MAN 4946 International Business Internship
   - MAN 4948 Service Learning
   - MAN 4949 Management Internship II
   - MAN 4956 Study Abroad in International Business
   - MAN 4960 International Business
   - MAN 4961 International Human Resources

**International Business**

**Degree Program Requirements (120 credit-hours)**

This major provides students with an intensive, in-depth study of the international dimensions of business. To fulfill this major, students must meet their basic requirements of 60 hours of Lower Division credit-hours and 30 credit-hours of Business Core courses and 9 hours of upper division business electives.

For more information, please visit our departmental web page at [http://ib.fiu.edu](http://ib.fiu.edu).

Students must take 21 credit-hours in their major from the following list:

**Required Courses**
   - FIN 4604 International Finance
   - MAN 4600 International Management
   - MAN 4602 International Business
   - MAR 4156 International Marketing
   - Either:
     - ACG 4251 International Accounting
     - MAN 4633 MNC Strategy Simulation
   - Either:
     - Two elective courses (6 credit-hours) from the electives list below.
     - One elective course (3 credit-hours) and one area studies course (3 credit-hours) (listed below):

**Electives**
   - FIN 4633 International Capital Markets
   - FIN 4634 International Banking
   - ENT 4704 International Entrepreneurship
   - MAN 4203 Leadership in Multilateral Institutions
   - MAN 4442 International Business Negotiations
MAN 4610 International Human Resources
MAN 4613 International Risk Assessment
MAN 4672 IB Regulation and Ethics
MAN 4673 Trade Policy and Business
MAN 4712 IB Business-Government Relations
REE 4956 International Real Estate
MAR 4144 Export Marketing
TRA 4721 Global Logistics

Area Studies:
FIN 4651 Latin American Financial Markets and Institutions
MAN 4660 Business in Latin America
MAN 4663 Business in the Caribbean
MAN 4662 Business in Europe
MAN 4661 Business in Asia
MAN 4471 Special Topics in International Business
MAN 4946 International Business Internship
MAN 4956 International Business Study Abroad

International Business Honors Program
The undergraduate International Business Honors (IBH) program engages high-performing, demanding and motivated students in a highly innovative and challenging learning community. With a unique combination of business courses, regional studies courses and a foundation in the humanities supported by the Honors College, the International Business Honors program students are in a position to master the skills needed to make a mark in today’s ultra competitive and quickly evolving global business world.

Students in the International Business Honors program must seek admission to the Honors College (http://business.fiu.edu/landon/ibhonors.cfm) and declare at the College of Business Administration that they wish to major in International Business Honors. The program emphasizes the development of critical thinking and writing abilities not only through traditional coursework, but also through providing a rich learning environment based on interaction with global business managers and leaders, study abroad and internship opportunities, and a senior year writing project. Upon completion of degree requirements (see http://business.fiu.edu/landon/ibhonors.cfm); students will receive a BBA degree in International Business with Honors.

Students interested in participating in the International Business Honors program should contact the program’s director at (305) 348-2791, or consult the program’s website at http://business.fiu.edu/landon/ibhonors.cfm.

IB Honors Course Requirements
Sixty credits of upper division course work are required for the degree. Completion of a senior thesis, as developed in the IB Honors Project Seminar and through an independent study with a faculty advisor, is required for graduation. Similarly, the student must receive a passing evaluation on the community service requirement. Courses with an asterisk (*) require a grade of “B” or higher.

Required Courses
Business Core: IB Honors majors are required to complete 30 credit hours in the following courses (IBH

Major Requirements: IB Honors majors are required to complete 30 credit hours in the following courses:
IDH 3034 Honors Seminar V
MAN 4720 Strategic Management (Honors)*
MAN 4504 Operations Management

And all of the following:
MAN 3025 Organization and Management
CGS 3300 Introduction to Information Systems
MAR 3023 Marketing Management
FIN 4303 Financial Markets and Institutions
QMB 3200 Application of Quantitative Methods in Business
IDH 3034 Honors Seminar V
MAN 4720 Strategic Management (Honors)*
MAN 4504 Operations Management

IB Honors electives: IB Honors majors will select three courses from among the Advanced Business or Regional courses:

Options for Advanced Business courses
FIN 4634 International Banking*
MAN 4442 International Business Negotiations*
MAN 4610 International Human Resources*
MAN 4613 International Risk Assessment*
MAN 4633 MNC Strategy Simulation*
MAN 4660 Business in Latin America*
MAN 4662 Business in Europe*
MAR 4144 Export Marketing*

Options for Regional Studies courses
ANT 3780 Anthropology of Brazil
ANT 4324 Mexico
ANT 4328 Maya Civilization
ANT 4332 Latin America
ASN 4510 Dynamics of Asia
COM 3410 Cultural Communications - Patterns of Asia
CPO 3103 Politics of Western Europe
CPO 3104 Politics of the European Union
CPO 3304 Politics of Latin America
CPO 3502 Politics of the Far East
CPO 4541 Politics of China
COP 4553 Government Politics of Japan
ECS 3003 Comparative Economic Systems
ECS 3200 Economics of Asia
ECS 3402 The Political Economy of South America
ECS 3401 The Brazilian Economy
ECO 4701 World Economy
ECS 3403 Economics of Latin American
ECO 4713 International Macroeconomics
EUH 3245 European History, 1914-1945
EUH 3282 European History, 1945 to Present
EUH 3611 European Cultural and Intellectual History
EUH 4312 History of Spain
EUH 4451 History of Modern France, 1815-1968
EUH 4462 History of Modern Germany, 1815-1945
EUH 4542 Modern Britain 1688-Present
FIN 3652 Asian Financial Markets and Institutions
GEA 3500 Population and Geography of Europe
INR 3214 International Relations of Europe
INR 3223 Japan and the United States
INR 3224 International Relations of East Asia
INR 4232 International Relations of China
INR 3243 International Relations of Latin America
INR 3246 International Relations of the Caribbean
INR 3262 International Relations of Russia and the Former USSR
INR 5036 Politics of Globalization
LAH 3132 The Formation of Latin America
MAN 4660 Business in Latin America
MAN 4661 Business in Asia
MAN 4662 Business in Europe
MAN 4663 Business in the Caribbean
PHH 3042 Latin American Philosophy
PHH 3402 Sixteenth and Seventeenth Century Philosophy
PHH 3402 British Empiricism
PHH 3602 Twentieth Century British Philosophy
POR 3500 Luso-Brazilian Culture
REL 3313 Sources of Modern Asian Society
REL 3340 Surveys of Buddhism
REL 4351 Religion and Japanese Culture
REL 4481 Contemporary Latin American Religious Thought
SPN 4520 Spanish American Culture
SPW 3130 Spanish American Literature

Entrepreneurship Programs

The Eugenio Pino and Family Global Entrepreneurship Center, founded in 2003 at Florida International University, facilitates all entrepreneurial activities at FIU, which includes academic programs. 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 student, faculty, staff, and alumni. The Center encourages all majors to enroll in entrepreneurship courses. For more information, visit www.entrepreneurship.fiu.edu.

Entrepreneurship Track

The Entrepreneurship Track is designed for business students interested in developing new business initiatives and in acquiring self-reliance in the business world. Students must take seven of the following courses (21 credit-hours) and receive a minimum grade of “C” in each course.

Four Required Courses (12 credit-hours):
- ENT 4113 Entrepreneurship
- GEB 4110 Business Plan Development
- MAN 4151 Organizational Behavior
- MAN 4301 Human Resource Management

PLUS three of the following courses (9 credit-hours):
- AMH 4373 Entrepreneurs in the US
- AMH 4375 Technology and American Society
- ENT 4604 Product Development and Innovation
- ENT 4704 International Entrepreneurship
- GEB 4153 Social & Nonprofit Entrepreneurship
- MAN 4932 Professional Development Module
- HFT 4292C Entrepreneurship in Hospitality & Tourism

Green Management Track

Going green is part of the challenge of managing the interface between organizations and their social, economic, political, technological and ecological environments. Courses in this track build valuable skills in business-community leadership, global environmental and stakeholder management, ethics and innovative project design.

Students must take seven of the following courses (21 credit-hours) and receive a grade of “C” or higher in each course.

Three Required Courses (9 credit-hours):
- MAN 4151 Organizational Behavior
- MAN 4787 Green Management
- MAN 4742 Environmental Management

Management Tools: One Course Required
- MAN 4054 Managing Innovation
- MAN 4164 Leadership
- MAN 4294 Creativity and Innovation
- MAN 4707 Managing Organizational Reputations
- MAN 4802 Small Business Management
- MAN 4864 Family-Owned Businesses
- MAR 4025 Marketing of Small Business Enterprises

Social Environment: Two Courses Required
- MAN 4064 Crisis Management
- MAN 4065 Business Ethics
- MAN 4672 International Business Regulation and Ethics
- MAN 4701 Business in Society
- MAN 4702 Emergency and Disaster Management
- MAN 4711 Business-Community Leadership
- MAN 4948 Service Learning
Leadership and Change Management Track

The Leadership and Change Management track, designed for high-performing students, offers a selection of courses designed to develop key skills necessary for future success in organizational leadership roles. Increasingly in demand among employers, these skills include leading groups and teams, managing change in organizations, managing organizational reputations, crisis/emergency management, and navigating ethical challenges in today's complex business environment.

Academic Standards

Students are required to obtain a minimum grade of “C” in each of the seven (7) track courses to successfully complete track requirements.

Courses Required

Seven courses are required to complete the track. All students must complete the first four courses, as well as selections from the three menus below.

Professional Responsibility – One of the following four:
- MAN 4065 Business Ethics
- MAN 4102 Managing Diversity
- MAN 4672 International Business Regulation and Ethics
- MAN 4701 Business in Society
- MAN 4711 Business-Community Leadership

Crisis/Disaster Management – One of the following two:
- MAN 4064 Crisis Management
- MAN 4702 Emergency and Disaster Management

Track Electives – One of the following eleven:
- ENT 4113 Entrepreneurship
- MAN 4054 Managing Innovation
- MAN 4164 Leadership
- MAN 4197 Creativity and Innovation
- MAN 4802 Small Business Management
- MAN 4864 Family-Owned Businesses
- MAR 4025 Marketing of Small Business Enterprises

Entrepreneurship Minor for Non-Business Students

Non-business students wishing to earn a minor in Entrepreneurship must have a minimum GPA of 2.75 to be admitted to the minor and complete five of the following courses (15 credit-hours) with a grade of “C” or higher in each course.

Entrepreneurship
- ENT 4113
- (or cross-listed course)
- GEB 4110
- (or cross-listed course)

PLUS three of the following courses (9 credit-hours):
- ACG 3024 Accounting for Managers and Investors
- AMH 4373 Entrepreneurs in the US
- AMH 4375 Technology and American Society
- ENT 4604 Product Development and Innovation
- (or cross-listed course)
- ENT 4704 International Entrepreneurship
- GEB 4153 Social & Nonprofit Entrepreneurship
- MAN 4932 Professional Development Module
- HFT 4292C Entrepreneurship in Hospitality & Tourism
- MAN 4054 Managing Innovation
- MAN 4164 Leadership
- MAN 4294 Creativity and Innovation
- MAN 4802 Small Business Management
- MAN 4864 Family-Owned Businesses
- MAR 4025 Marketing of Small Business Enterprises

Entrepreneurship Certificate

Non-business students wishing to earn a certificate in entrepreneurship must have a GPA of 2.75 or higher to apply for the certificate program and complete six of the following courses (18 credit-hours) with a grade of “C” or higher in each course.

Entrepreneurship
- ENT 4113
- (or cross-listed course)
- GEB 4110
- (or cross-listed course)

PLUS four of the following courses (12 credit-hours):
- ACG 3024 Accounting for Managers and Investors
- AMH 4373 Entrepreneurs in the US
- AMH 4375 Technology and American Society
- GEB 2011 Introduction to Business
- ENT 4604 Product Development and Innovation
- (or cross-listed course)
- ENT 4704 International Entrepreneurship
- MAN 4932 Professional Development Module
- GEB 4153 Social & Nonprofit Entrepreneurship
- HFT 3203 Fundamentals of Management in the Hospitality Industry
- HFT 4292C Entrepreneurship in Hospitality & Tourism
- MAN 3025 Organization and Management
- MAN 4802 Small Business Management
- MAN 4864 Family-Owned Businesses
- MAR 4025 Marketing of Small Business Enterprises
Academic Standard
The Department of Management and International Business requires that students fulfill the following requirements in order to remain in a degree program:

(a) receive a grade of "C" or higher in each of the courses in their major
(b) receive a grade of "C" or higher in each of the core management courses (MAN 3025 and MAN 4720)
(c) earn a grade of "C" or higher in each Upper Division business elective.