Management and International Business

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Kevin W. Brown
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Mary Leckband
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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.

Information for all Management and International Business Majors

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 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. The Business Pre-Core requirements are listed in the first 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 the “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. A list of approved courses is available from College advisors. Management and Human Resource majors as well as all Management track students are required to take a minimum of three (3) Upper Division Business Electives (12 credit-hours) in the CBA. International Business majors enrolled and completing a regional certificate program from the College of Arts and Sciences are not required to take Upper Division Business Electives in the CBA; other IB students are required to take at least three Upper Division Business electives in the CBA.

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 Courses (3 credit-hours each)

This major is designed for students interested in a general management major, with additional tracks in Entrepreneurship, Green Management, and Leadership and Change Management. Specific track requirements are included under separate sections. Management major students must take 21 major credits as hours as prescribed below:

1. General Management: One course required
   MAN 4151 Organizational Behavior

2. Professional Responsibility: One of the following is required
   MAN 4065 Business Ethics
   MAN 4102 Managing Diversity
   MAN 4672 International Business Regulation and Ethics
   MAN 4701 Business in Society
   MAN 4707 Managing Organizational Reputation
   MAN 4711 Business-Country Leadership

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: New Business Development
   MAN 4600 International Management
   MAN 4802 Launching and Growing the Business
   MAN 4864 Family Business

6. Electives: Two (2) additional 3000 and/or 4000 level courses offered by the Management and IB Department are required. Courses taken to satisfy the requirements listed in #2 or #5 above cannot be used to satisfy this requirement.

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

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. Additionally they will gain a Functional Proficiency in one business area such as international management. Students have the flexibility to choose their area of Functional Proficiency.

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:

Group A: Required Courses (4 courses, 12 credit-hours)

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

Function Proficiency: Three courses from group B or three courses from group C or three courses from group D (6 credit-hours)

Group B Management Function:

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 4633 MNC Strategy
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

Group C Marketing Function:

MAR 4144 Export Marketing
MAR 4203 Marketing Channels
MAR 4503 Consumer Behavior
MAR 4733 e-Marketing
REE 4956 International Real Estate – GL
TRA 4721 Global Logistics

Group D Accounting, Economics and Finance

Function:

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
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. In addition, the Honors in IB program requires students to focus on a business function in a specific region of the world, thus sharpening their competitive edge in the global job market.

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. Furthermore, Honors in IB students will be given the opportunity to have editorial responsibility for the student journal, Journal of Global Business and Community.

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.

REGIONAL EXPERTISE: Students in the program will acquire Regional Expertise in a specific area of the world. Students may take their study abroad experience in Africa, East Asia, Central Asia, Europe, South America, or Central America depending on the area of the world they choose. The Regional Expertise requirement is fulfilled by advance preparation for travel abroad through coursework in the language, business practices, and culture of the region chosen. Students may also participate in Student Exchange Programs.

BUSINESS FUNCTION PROFICIENCY: Students in the program will be exposed to all major business areas of International Business as well as gain a Functional Proficiency in one business area such as international marketing, international finance, or international management.

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. Honors in IB students are encouraged to pursue a double major in business such as Finance or Marketing. Students can apply three courses from their Honors in IB program to the secondary major. Students must have a minimum GPA of 3.3 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:
(a) obtain a grade of “B” or higher in each of their major courses,
(b) obtain a minimum GPA of 3.3 in the program for graduation,
(c) fulfill all University language requirements, and
(d) 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

GROUP A: BUSINESS CORE

ALL COURSES ARE REQUIRED (27 credit-hours)

- BUL 4310 The Legal Environment of Business
- CGS 3300 Introduction to Information Systems
- COM 3150 Advanced Communications for Business
- FIN 4303 Financial Markets and Institutions
- MAN 3025 Organization and Management
- MAN 4504 Operations Management
- MAN 4720 Strategic Management – GL
- MAR 3023 Marketing Management – GL
- QMB 3200 Application of Quantitative Methods in Business

GROUP B: ALL COURSES ARE REQUIRED (15 credit-hours)

- FIN 4604 International Financial Management – GL
- MAN 4600 International Management
- MAN 4602 International Business
- MAN 4970 International Business Honors Project Seminar
- MAR 4156 International Marketing

GROUP C: INTERNATIONAL EXPERIENCE

ONE COURSE REQUIRED (3 credit-hours)

- MAN 4946 International Business Internship
- MAN 4956 Study Abroad in International Business
Function Proficiency: Two courses from group D or two courses from Group E or Two Courses from Group F. Note: Both courses must be from the same group. (6 credit-hours)

**GROUP D: MANAGEMENT**
- ENT 4704 International Entrepreneurship
- MAN 4203 Leadership in Multilateral Organizations
- MAN 4442 International Business Negotiations
- MAN 4610 International Human Resources
- MAN 4613 International Risk Assessment
- MAN 4633 MNC Strategy
- MAN 4660 Business in Latin America
- 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 4712 International Business - Government Relations

**GROUP E: ECONOMICS and FINANCE**
- ECO 4701 World Economy
- ECO 4703 International Trade Theory and Policy
- ECO 4713 International Macroeconomics – GL
- ECS 3003 Comparative Economic Systems
- FIN 3652 Asian Financial Markets
- FIN 4634 International Banking – GL
- FIN 4663 Global Private Banking
- FIN 4651 Latin American Financial Markets and Institutions
- REE 4956 International Real Estate – GL
- ECO 3202 Applied Macroeconomics

**GROUP F: MARKETING**
- MAR 4144 Export Marketing
- MAR 4203 Marketing Channels
- MAR 4722 e-Marketing
- MAR 4503 Consumer Behavior
- TRA 4721 Global Logistics

**REGIONAL EXPERTISE: Two courses from Group G or two courses from Group H or two courses from I or two courses from Group J. NOTE: Both courses must be from the same group. Courses taken (a) as part of the student’s lower level language requirement or (b) to satisfy Group C or D or E or F above cannot be applied for credit to fill this requirement. (6 credit-hours)**

**GROUP G: AFRICA**
- AFA 3153 African Civilization, Religion and Philosophy
- AFA 4340 Health, Society and Culture in the African World
- AFA 3353 Gender and Sexualities in Sub-Saharan African Contexts – GL
- AFA 3339 Women and Human Rights in Sub-Saharan Africa – GL
- AFA 4247 Latin America and the Caribbean in Africa: South-South Interactions – GL
- CPO 3204 African Politics
- CPO 4404 Iraq: Politics and Society
- GEA 3600 Population and Geography of Africa – GL
- INR 3253 International Relations of Sub-Saharan Africa
- MAN 4664 Business in Africa
- REL 4370 African Religions

**GROUP H: ASIA**
- ABT 3503 Arabic Language and Culture
- ASN 3015 South Asian Cultures
- ASN 3329 Women in Asian Society
- ASN 3540 Introduction to Asia – GL
- ASN 4510 Dynamics of Asia
- ASN 4936 Modern Asia
- CHI 3400 Intermediate Chinese Conversation
- CHI 3410 Advanced Chinese I
- CHI 3440 Business Chinese
- CHT 3502 Chinese Culture and Society
- COM 3410 Cultural Communication Patterns of Asia
- CPO 3033 Politics of the Middle East
- CPO 3502 Politics of the Far East
- CPO 4553 Government and Politics of Japan
- ECS 3200 Economics of Asia
- FIN 3652 Asian Financial Markets and Institutions
- INR 3223 Japan and the United States
- INR 3224 International Relations of East Asia
- INR 3274 International Relations of the Middle East
- JPN 3140 Japanese for Business
- JPN 3500 Japanese Culture and Society
- JPN 3242 Intermediate Japanese Conversation
- JPN 3243 Advanced Japanese Composition
- JPN 3400 Advanced Japanese I
- MAN 4661 Business in Asia
- REL 3123 Asian Religions in the Americas
- REL 3310 Introduction to Asian Religions
- REL 4351 Religions and Japanese Culture
- SYD 3650 Sociology of Gender and Power in Asia
- CPO 4541 Politics of China

**GROUP I: EUROPE**
- CPO 3103 Politics of Western Europe
- CPO 3104 Politics of the European Union
- EUH 3282 European History, 1945 to Present
- FRE 3420 Review Grammar/Writing I
- FRE 3421 Review Grammar/Writing II
- FRE 3441 Advanced Business French
- FRE 3504 Language and Culture
- GEA 3500 Population and Geography of Europe
- GEA 3554 Geography of Russia and Central Eurasia
- GER 3420 Review Grammar/Writing I
- INR 3214 International Relations of Europe
- INR 3262 International Relations of Russia and the former USSR
- ITA 3420 Review Grammar/Writing I
- ITA 3421 Review Grammar/Writing II
- ITA 3500 Italian Culture and Society
- ITA 3410 Advanced Italian Conversation
- MAN 4662 Business in Europe
- PHE 3602 Twentieth Century British Philosophy
- POR 3244 Portuguese Intermediate Conversation
- POR 3420 Review Grammar/Writing I
Entrepreneurship Programs

The Eugenio Pino and Family Global Entrepreneurship Center, founded in 2003 in the College of Business at Florida International University, fosters entrepreneurship throughout South Florida and internationally. The Pino Center provides the FIU and local communities with the knowledge and networks that enable them to reach their entrepreneurial objectives of designing, launching and nurturing successful new ventures and assisting established innovative enterprises in moving to the next level. Activities include: workshops and webinars, a business plan competition, a yearly conference on venture capital in the Americas, a venture mentor service, and a publication series, including working papers. Student and faculty in the Department of Management and International Business, as well as other departments and other schools and colleges within the University, are invited to participate in the programs and activities of the Pino Entrepreneurship Center. 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 60 credit-hours of lower division coursework, 27 credit-hours of Business core courses, 21 credit-hours of track courses, and 12 credit-hours of electives.

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

### Group A: Entrepreneurship Foundation Courses: Three (3) Courses Required (9 credit hours)

- **ENT 4113** Entrepreneurship: New Business Development
- **GEB 4110** Writing the Business Plan
- **MAN 4802** Launching and Growing the Business

### Group B: Entrepreneurship Electives: Four (4) Courses Required (12 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
- **AMH 4373** Entrepreneurs in the US
- **AMH 4375** Technology and American Society
- **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.

A. Two Required Green Core Courses (6 credit-hours)
- MAN 4787 Green Management
- MAN 4742 Environmental Management

B. Management Tools: Two Courses Required (6 credit-hours)
- MAN 4054 Managing Innovation
- MAN 4064 Crisis Management
- MAN 4120 Managing Virtual Teams
- MAN 4151 Organizational Behavior
- MAN 4152 Facilitating Activities for Teambuilding
- MAN 4164 Leadership
- MAN 4301 Human Resource Management
- MAN 4583 Productivity and Project Management
- MAN 4741 Managing Change in Organizations

C. Social Environment: One Course Required (3 credit-hours)
- MAN 4065 Business Ethics
- MAN 4672 International Business Regulation and Ethics
- MAN 4701 Business in Society
- MAN 4711 Business-Community Leadership
- MAN 4948 Service Learning
- PHI 3640 Environmental Ethics – GL
- REL 3492 Earth Ethics – GL

D. Business, Ecology and Policy: One Course Required (3 credit-hours)
- ARC 3622 Design Ecology and Technology
- ECP 3302 Introduction to Environmental Economics
- EVR 4356 Coastal and Marine Environmental Policy
- EVR 4411 Human Organizations and Ecosystem Management
- GEO 3510 Earth Resources – GL
- HFT 3701 Sustainable Tourism Practices
- MAN 4600 International Management
- MAN 4602 International Business
- MAN 4712 International Business-Government Regulations
- MAN 4742 Managing Change in Organizations

E. Sustainability Elective: One Course Required (3 credit-hours) NOTE: Courses taken to satisfy the requirements listed in B or D above can NOT be used to satisfy this requirement.
- ARC 3622 Design Ecology and Technology
- ECP 3302 Introduction to Environmental Economics
- EVR 4356 Coastal and Marine Environmental Policy
- EVR 4411 Human Organizations and Ecosystem Management
- GEO 3510 Earth Resources – GL
- HFT 3701 Sustainable Tourism Practices
- MAN 4054 Managing Innovation
- MAN 4064 Crisis Management
- MAN 4120 Managing Virtual Teams
- MAN 4151 Organizational Behavior
- MAN 4152 Facilitating Activities for Teambuilding
- MAN 4164 Leadership
- MAN 4301 Human Resource Management
- MAN 4583 Productivity and Project Management
- MAN 4600 International Management
- MAN 4602 International Business
- MAN 4712 International Business-Government Regulations
- MAN 4741 Managing Change in Organizations

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.

- MAN 4151 Organizational Behavior
- MAN 4164 Leadership
- MAN 4707 Managing Organizational Reputations
- MAN 4741 Managing Change in Organizations

Professional Responsibility – One of the following four:
- MAN 4065 Business Ethics
- MAN 4072 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: New Business Development
- MAN 4054 Managing Innovation
- MAN 4064 Crisis Management
- MAN 4065 Business Ethics
- MAN 4102 Managing Diversity
- MAN 4203 Leadership in Multilateral Organizations
- MAN 4294 Creativity and Innovation
- MAN 4672 International Business Regulation and Ethics
- MAN 4701 Business in Society
- MAN 4702 Emergency and Disaster Management
- MAN 4711 Business-Community Leadership
Entrepreneurship Minor for Non-Business Students

Non-business students wishing to earn a minor in Entrepreneurship must have a minimum GPA of 3.0 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.

<table>
<thead>
<tr>
<th>Group A: Entrepreneurship Foundation Courses: All courses required (12 credit hours)</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENT 4113 Entrepreneurship: New Business Development</td>
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<tr>
<td>GEB 4110 Writing the Business Plan</td>
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<tr>
<td>MAN 3022 Introduction to Management</td>
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<tr>
<td>MAN 4802 Launching and Growing the Business</td>
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<thead>
<tr>
<th>Group B: Entrepreneurship Electives: One course required (3 credits hours)</th>
</tr>
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<tbody>
<tr>
<td>ACG 3024 Accounting for Managers and Investors</td>
</tr>
<tr>
<td>ENT 4604 Product Development and Innovation</td>
</tr>
<tr>
<td>ENT 4704 International Entrepreneurship</td>
</tr>
<tr>
<td>FIN 4702 Entrepreneurial Finance</td>
</tr>
<tr>
<td>GEB 4153 Social Entrepreneurship</td>
</tr>
<tr>
<td>MAN 4054 Managing Innovation</td>
</tr>
<tr>
<td>MAN 4864 Family Business</td>
</tr>
<tr>
<td>MAR 3024 Principles of Marketing</td>
</tr>
<tr>
<td>AMH 4373 Entrepreneurs in the US</td>
</tr>
<tr>
<td>AMH 4375 Technology and American Society</td>
</tr>
<tr>
<td>HFT 4292C Entrepreneurship in Hospitality &amp; Tourism</td>
</tr>
</tbody>
</table>

Entrepreneurship Certificate for Business Students

Business 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.

<table>
<thead>
<tr>
<th>Group A: Entrepreneurship Foundation Courses: Three (3) Courses Required (9 credit hours)</th>
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<tbody>
<tr>
<td>ENT 4113 Entrepreneurship: New Business Development</td>
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<tr>
<td>GEB 4110 Writing the Business Plan</td>
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</tbody>
</table>

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<thead>
<tr>
<th>Group B: Entrepreneurship Elective Courses: Three (3) Courses Required (9 credit hours)</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENT 4604 Product Development and Innovation</td>
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<td>ENT 4704 International Entrepreneurship</td>
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<td>FIN 4702 Entrepreneurial Finance</td>
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<td>MAN 4054 Managing Innovation</td>
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<td>MAN 4301 Human Resource Management</td>
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<tr>
<td>MAN 4864 Family Business</td>
</tr>
<tr>
<td>MAR 4025 Marketing of Small Business Enterprises</td>
</tr>
<tr>
<td>MAR 4400 Personal Selling</td>
</tr>
<tr>
<td>HFT 3203 Fundamentals of Management in the Hospitality Industry</td>
</tr>
<tr>
<td>HFT 4292C Entrepreneurship in Hospitality &amp; Tourism</td>
</tr>
<tr>
<td>AMH 4373 Entrepreneurs in the US</td>
</tr>
<tr>
<td>AMH 4375 Technology and American Society</td>
</tr>
</tbody>
</table>

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.