Management and International Business

K. Galen Kroeck, Professor and Chair; Faculty Director, MSHRM Program
Sungu Armagan, Instructor
Constance S. Bates, Associate Professor and Faculty Director, International Business Honors Program
Aya Chacar, Associate Professor and Knight Ridder Research Fellow
Jose de la Torre, Professor Emeritus
G. Ronald Gilbert, Clinical Professor
Carolina Gomez, Associate Professor and Faculty Director, Master of International Business Online Program
Doreen Gooden, Senior Lecturer, Coordinator of Study Abroad Programs
Konstantinos Grigoriou, Assistant Professor
Jerry Haar, Clinical Professor and Associate Dean, International Programs
Nathan J. Hiller, Assistant Professor
Sumit Kundu, Professor, Knight Ridder Center Research Fellow and Faculty Director, Master of International Business Program
Angela Langevin-Heavey, Assistant Professor
Karl O. Magnusen, Professor Emeritus
Modesto A. Maidique, Professor, FIU President Emeritus and Executive Director, Center for Leadership, and Alvah H. Chapman Eminent Scholar Chair in Leadership
Louis Melbourne, Instructor
William Newbury, Associate Professor and SunTrust Bank Professor
Ronald Parente, Associate Professor
Karen Paul, Professor
Clifford R. Perry, Distinguished Executive Professor
Semma Pissaris, Clinical Professor
David Ralston, Professor and Knight Ridder Center Research Fellow
Dileep Rao, Clinical Professor
Donald Roomes, Senior Instructor
Juan Sanchez, Professor and Knight Ridder Byron Harless Eminent Scholar Chair in Management
Philip Shepherd, Associate Professor
Ronnie Silverblatt, Associate Professor
Deborah Vidaver-Cohen, Associate Professor
Mary Ann Von Glinow, Professor and Director of the Center for Business Education and Research (CIBER) and Knight Ridder Eminent Scholar Chair in International Management
David Wernick, Senior Lecturer

Participating Adjunct Faculty
Kevin W. Brown 
Eric Cartaya 
John Kleban 
Kaihan Krippendorff 
Mary Leckband 
Martin C. Luytjes

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 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. 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, 27 credit-hours of Business Core courses and 12 credit-hours of Upper Division Business Electives. They must also take 21 credits from the following:

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, 30 credit-hours of Business Core courses and 9 credit-hours of Upper Division Business Electives. They must also take 21 credits from the following:

1. **General Management**: All required
   - MAN 4065 Management and Organization
   - MAN 4151 Organizational Behavior
   - MAN 4720 Strategic Management

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-Community 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 4000 level courses are required. Courses must be chosen from the list below.
   - ENT 4113 Entrepreneurship: New Business Development
   - 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 4350 Training and Development
   - MAN 4410 Union-Management Relations
   - MAN 4602 International Business
   - 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 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 4702 Emergency and Disaster Management
   - MAN 4707 Managing Organizational Reputation
   - MAN 4711 Business-Community Leadership
   - MAN 4712 International Business-Government Relations
   - MAN 4735 Modern Business History
   - MAN 4741 Managing Change in Organizations
   - MAN 4742 Environmental Management
   - MAN 4787 Green Management
   - MAN 4802 Launching and Growing the Business
   - MAN 4864 Family 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

**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
- MAN 4102 Managing Diversity
- BUL 4540 Employment Law
- MAN 4610 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 27 credit-hours of Business Core courses and 12 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
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 section choice must receive Program Director approval):

- ECO 3203 Intermediate Macroeconomics
- or ECO 3202 Applied Macroeconomics (Note: for IDH double majors only, this course can be taken in lieu of ECO 3203)
- and INR 3403 International Law*
- or BUL 4310 Legal Environment of Business (Note: for IBH double majors only, this course can be taken in lieu of INR 3403)

**And all of the following:**

- MAN 3025 Organization and Management
- CGS 3300 Introduction to Information Systems
- MAR 3023 Marketing Management – GL
- FIN 4303 Financial Markets and Institutions
- QMB 3200 Application of Quantitative Methods in Business
- IDH 3034 Honors Seminar V: Aesthetics, Values, and Authority
- MAN 4720 Strategic Management (Honors)*
- MAN 4504 Operations Management

**Major Requirements:** IB Honors majors are required to complete 30 credit hours in the following courses:

- IDH 3035 Honors Seminar VI
- FIN 4604 International Financial Management
- MAN 4600 International Management (Honors)*
- MAN 4602 International Business (Honors)*
- MAN 4956 Study Abroad in International Business
- MAN 4970 IB Honors Project Seminar (Honors)
- MAR 4156 International Marketing
- IDH 4007 Study Abroad or Elective (Regional or advanced business study)*
- IDH 4008 Study Abroad or Elective (Regional or advanced business study)*
- Elective Regional, language or advanced business study
- Elective Regional, language or advanced business study

**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);
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 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: New Business Development
- GEB 4110 Writing the Business Plan
- 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
- MAN 4054 Managing Innovation
- MAN 4164 Leadership
- MAN 4294 Creativity and Innovation
- MAN 4707 Managing Organizational Reputations
- MAN 4802 Launching and Growing the Business
- MAN 4864 Family Business
- MAR 4025 Marketing of Small Business Enterprises

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 3460 Environmental Ethics
- 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
- HFT 3701 Sustainable Tourism Practices
- MAN 4600 International Management
- MAN 4602 International Business
- MAN 4712 International Business-Government Regulations

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
- HFT 3701 Sustainable Tourism Practices
- MAN 4054 Managing Innovation
- MAN 4064 Crisis Management
- MAN 4120 Managing Virtual Teams

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 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: 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 Sustainability
- 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.

**ENT 4113** Entrepreneurship: New Business Development (or cross-listed course)
**GEB 4110** Writing the Business Plan (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** Launching and Growing the Business
- **MAN 4864** Family Business
- **MAR 4025** Marketing of Small Business Enterprises

Entrepreneurship Certificate

Non-business students wishing to earn a certificate in entrepreneurship must have a GPA of 3.0 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.

**ENT 4113** Entrepreneurship: New Business Development (or cross-listed course)
**GEB 4110** Writing the Business Plan (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** Launching and Growing the Business
- **MAN 4864** Family Business
- **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.