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
Brooke Buckman, Assistant Professor
Aya Chacar, Associate Professor and Knight Ridder Research Fellow
Jose de la Torre, Professor Emeritus
Star Fainshmidt, Assistant Professor
Carolina Gomez, Associate Professor and Faculty Director, Master of International Business Online Program
Doreen Gooden, Senior Instructor, Coordinator of Study Abroad Programs
Konstantinos Grigoriou, Assistant Professor
Jerry Haar, Clinical Professor
Angela Langevin Heavey, Assistant Professor
Nathan J. Hiller, Associate Professor
Sumit Kundu, Professor, Knight Ridder Center Research Fellow and Faculty Director, Master of International Business Program
Curba Lampert, Assistant Professor
Kari 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
Ronaldo Parente, Associate Professor
Karen Paul, Professor
Samantha Paustian-Underdahl, Assistant Professor
Clifford R. Perry, Distinguished Executive Professor
Semma Pissaris, Clinical Professor
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
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
Fred Walumbwa, Associate Professor, Knight Ridder Professor
Marc Weinstein, Clinical Associate Professor
David Wernick, Senior Lecturer

Participating Adjunct Faculty
Kevin W. Brown, Kaihan Krippendorff
Andrew Carbon, Martin C. Luytjes
Eric Cartaya, Juan Pujol
G. Ronald Gilbert, Robert Soloff, PA
S. Shawn Khosravi, David Wilson
John Kleban, Andrew Yap

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 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 and Human Resource Management Majors are required to take their 4 upper division business electives as follows: (a) 2 Management & IB Department courses, and (b) 2 College of Business courses.
International Business Majors are required to take their 4 upper division business electives as follows: (a) 3 courses from the IB Major Elective list, and (b) 1 course from the College of Business.

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 Courses (3 credit-hours each)

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

Management Courses: All three courses are required (9 credit hours)

MAN 4151 Organizational Behavior
MAN 4301 Human Resource Management
MAN 4602 International Business

Management Major Electives

Four (4) additional 3000 and/or 4000 level courses offered by the Management and IB Department are required (12 credit hours).

Upper Division Business Elective Requirements:

In addition to the above, Management Majors must take (a) 2 Management & IB Department courses, and (b) 2 College of Business courses.

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

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 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 must take four (4) upper division business electives as follows: (a) 2 Management & IB Department courses, and (b) 2 College of Business courses.

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](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 e-Marketing
Upper Division Business Elective Requirements:

In addition to the above, IB Majors must take (a) 3 courses from the IB Major Elective list, and (b) 1 College of Business course.

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. 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 fulfilled 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)

GROUP A: BUSINESS CORE

ALL COURSES ARE REQUIRED (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

COM 3150 Advanced Communications for Business

FIN 3403 Financial Management

MAN 3025 Organization and Management

MAN 4504 Operations Management

MAN 4720 Strategic Management – GL

MAR 3023 Introduction to Marketing – GL

QMB 3200 Application of Quantitative Methods in Business

GROUP B: ALL COURSES ARE REQUIRED (18 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

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 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 Relations
MAN 4712  International Business - Government

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 4661  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 – GL
AFA 4340  Health, Society and Culture in the African World
AFS 3332  Gender and Sexualities in Sub-Saharan African Contexts – GL
AFS 3331  Women and Human Rights in Sub-Saharan Africa – GL

GROUP H: ASIA
ABT 3503  Arabic Language and Culture
ASN 3015  South Asian Cultures
ASN 3329  Women in Asian Society
ASN 3410  Introduction to East 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

GROUP I: EUROPE
CPO 3403  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 – GL
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 3451  Religions and Japanese Culture
SYD 3650  Sociology of Gender and Power in Asia
CPO 4541  Politics of China

GROUP J: LATIN AMERICA
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 3600  Population and Geography of Africa – GL
GEA 3654  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
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.

Entrepreneurship Foundation Courses: Four (4) Courses Required (12 credit hours)
MAN 3025 Organization and Management
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

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.

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

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:

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 – GL
FIN 4634 International Banking – GL
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.

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:
(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.