Management and International Business

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Sungu Armagan, Instructor
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Jose de la Torre, Professor Emeritus
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Carolina Gomez, Associate Professor and Faculty Director, Master of International Business Online Program
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Curba Lampert, Assistant Professor
Karl O. Magnusen, Professor Emeritus
Modesto A. Maidique, Professor, FIU President Emeritus and Executive Director, Center for Leadership, and Alvhah H. Chapman Eminent Scholar Chair in Leadership
Louis Melbourne, Instructor
Ronaldo Parente, Associate Professor
Karen Paul, Professor
Samantha Paustian-Underdahl, Assistant Professor
Clifford R. Perry, Distinguished Executive Professor
Semma Pissaris, Clinical Professor
David Ralston, Professor
Dileep Rao, Clinical Professor
Donald Roomes, Senior Instructor
Juan Sanchez, Professor and Knight Ridder Byron Eminent Scholar Chair in Leadership
Philip Shepherd, Associate Professor
Deborah Vidaver-Cohen, Associate Professor
Mary Ann Von Glinow, Professor 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
Andrew Carbon
G. Ronald Gilbert
S. Shawn Khosravi
John Kleban
Kaihan Krippendorff
Martin C. Luytjes
Juan Pujol
Robert Soloff, PA
David Wilson
Andrew Yap

The Management and International Business Department includes an internationally-oriented and dedicated faculty with expertise in strategic management, change management, human resource management, organizational behavior and international business.

Our curriculum is designed to prepare students for successful management careers in the global business arena and in a variety of organizations. Our graduates are armed with an understanding of the management discipline, a broad intellectual framework for managing in an evolving marketplace, the ability to lead and work within teams, computer literacy, and solid communication skills.

Master of Science in Human Resource Management

Admission Requirements

To be eligible for admission to the Masters of Science in Management in Human Resources Management, students must:

1. Hold a Bachelor's degree from an accredited college or university;
2. Earned a GPA of 3.0 or better in all their upper divisions course work;
3. Have at least 5 years of work experience, of which at least 2 years should be in the HR field;
4. Obtain two letter of recommendation from either faculty members at their undergraduate institution, professional supervisors or business associates;
5. Complete a personal interview with the faculty advisor or the program manager for the MSM-HR program;
6. Demonstrate graduate level writing competency by submitting a 2-3 page essay on their motivation to attend the program, including personal and career goals, and contributions they may bring to their colleagues and fellow students;
7. Graduate student applicants whose studies were completed outside of the US must demonstrate proficiency in the English language by presenting a minimum score of 80 on the iBT TOEFL (equivalent to 550 on paper-based version) or 6.5 overall of the International English Language Testing System (IELTS).

Admissions are competitive and meeting the minimum program requirements does not guarantee admissions.

The Master of Science in Human Resource Management is designed for professionals and executives in the field of human resource management, as well as for college graduates interested in a career in the field. The MSHRM is a value-added program where students proceed through courses in a lock-step process designed to maximize the value of the program. This program is designed to be completed in 12 months. Students can choose from two delivery formats, online or on campus with classes meeting only on Saturdays. The students will also have extensive interaction with an Advisory Board, which is made up of leading HR professionals from the South Florida area.

To complete the program successfully, students must maintain a “B” average (3.0 GPA). For further information, please contact the program manager at (305) 348-5945, or visit our web site at http://mshrm.fiu.edu.
The following courses are required for the MSHRM degree.

**Core Courses**

- MAN 6297 Labor Issues and Conflict Management 3
- MAN 6626 International Human Resource Management 3
- MAN 6347 Performance and Talent Management 3
- MAN 6157 Wellness Management 3
- MAN 6316 Human Resource Management Metrics 3
- MAN 6403 Employment Law and Human Resource Management 3
- MAN 6385 Human Resource Strategy and Planning 3
- MAN 6365 Staffing Organizations 3
- MAN 6336 Reward Systems Management 3
- MAN 6359 Human Resource Knowledge Management 3
- MAN 6327 High Involvement Human Resource Management 3
- MAN 6317 Critical Thinking in Human Resource Management 3

**Required Professional Development Course:**

- GEB 6507 Finance for HR Professionals 1

**Required to select one (1) of the following Professional Development Seminar courses:**

- MAN 6356 Professional Development Seminar I 1
- MAN 6946 Human Resource Management Internship 1-3

**Entrepreneurship**

The Eugenio Pino and Family Global Entrepreneurship Center, founded in 2003 at Florida International University, facilitates all entrepreneurial activities at FIU. 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 students, faculty, staff, and alumni. The Center encourages students from all disciplines to enroll in entrepreneurship courses.

All academic courses in entrepreneurship and other educational activities are offered on a campus-wide basis. The Department of Management and International Business and the Department of Industrial and Systems Engineering are primary partners in the academic endeavors of the Center. As such, both Departments have a range of courses and programs at the Master’s and Doctoral level for students focusing on careers in Entrepreneurship.

**Entrepreneurship Specialization within the Evening MBA Program**

The Evening Master of Business Administration (EVEMBA) program is designed to give students a general management education to help them prepare for advancement in their business careers. While in the program, students may select an area of business within which to specialize: Marketing, Entrepreneurship, Human Resources, Management Information Systems, Finance, Accounting, and International Business.

In order to specialize in the area of entrepreneurship, students enrolled in the EVEMBA program must take the following required courses (6 credits hours):

- MAN 6805 Entrepreneurship*
- ENT 6116 Business Plan Development*
- Plus two of the following elective courses (6 credit-hours):
  - FIN 6477 Entrepreneurial Finance
  - ENT 6019 Starting and Growing Professional Practice
  - MAN 6865 Family Owned Businesses
  - MAN 6057 Managing Innovation
  - MAN 6086 Product and Service Development
  - MAN 6446 Negotiations
  - MAN 6678 International Entrepreneurship

*Evening MBA students may take this course as a requirement toward their specializations in finance, marketing, management, or international business.

**Doctoral Studies Program**

The Doctoral Studies Program in Business Administration is a selective one leading to the Ph.D. degree. The program emphasizes the development of research and teaching skills to ensure the graduates acquire the credentials necessary for placement in leading institutions.

Each doctoral student’s program of study is individually tailored to mesh faculty and student interests and to maintain a high level of interaction between the students and faculty.

The program generally requires three to four years of full-time study, including approximately one to one-and-one-half years of dissertation research. A set of core, or “tool area” business courses, geared toward establishing the student’s breadth of knowledge, is required of all doctoral candidates during the first year of study. The second year of coursework focuses on a particular area of concentration to develop the student’s depth knowledge in a specific discipline. The Department of Management and International Business offers a Ph.D. concentration in Management. Students may focus their studies on Strategic Management, Entrepreneurship, International Business and International Management, Human Resource Management, Organizational Behavior, and Hospitality Management.

**Required Courses**

- MAN 7275 Organizational Behavior Management
- MAN 7895 Seminar in Management
- MAN 7616 Multinational Firm Global Strategy
  - and either
- MAN 7718 Analysis of Corporate Policy

**Content Courses: (Minimum of 3 courses)**

- MAN 7146 Leadership
- MAN 7147 Leadership II
- MAN 7148 Intuition in Management
- MAN 7206 Organizational Analysis
- MAN 7207 Theories of Organization
- MAN 7235 Management Philosophy and Strategy
- MAN 7305 Human Resource Management
MAN 7412  Labor-Management Topics  
MAN 7609  Comparative Management  
MAN 7620  International Business Operations I  
MAN 7621  International Business Operations II

**Required Research Methods Courses:**  
MAN 7155  Fundamentals of Behavioral Research  
MAN 7910  Advanced Management Research  
MAN 7640  International Business Research Methods  
QMB 7910  Quantitative Research Methods in Business  
GEB 7911  Quantitative Research Methods in Business  
MAN 7984  Doctoral Research Seminar: Development and Utilization of Large Scale Datasets

**Minimum of 4 Statistical Courses (not listed here)**

**Research Project Courses**  
ACG 7906  Independent Study (Required 6 hour course)  
MAN 7936  Doctoral Seminar in Business  
MAN 7980  Ph.D. Dissertation (Minimum of 24 credit hours)

**Master of Science in Finance/Master in International Business Joint Degree Program**

The Department of Finance and the MIB programs in the Alvah H. Chapman Jr. Graduate School of Business at Florida International University are proposing a joint degree program culminating in both a Master in International Business (MIB), and a Master of Science in Finance. Under the joint degree program, a student can obtain both degrees in significantly less time than it would take to obtain both degrees if pursued consecutively. The joint degree program will use existing faculty, courses, and resources. Important criteria relating to the joint degree program are as follows:

1. Candidates to the joint degree program must meet the entrance requirements established by each individual program.

2. Applications for a joint degree will not be accepted from candidates who have already completed either degree. MIB or MSF students must apply and be admitted no later than the second to last semester in which they are expected to complete their original degree requirements.

3. Candidates must satisfy all requirements for each degree. The two degrees will have four common courses. All courses transferred between degrees must be completed with a grade point average of 3.0 or higher. MSF courses transferred to meet MIB elective credit must be 6000 level courses approved by the University Curriculum Committee. Directors of the MSF and MIB degree programs may adjust these exact course requirements as a result of future changes to the MSF or MIB curriculums.

3.1. **To obtain the MIB degree,** MSF students who have finished their core courses, must complete a total of 36 credit hours as follows:

   In the MIB program (24 credits hours):  
   MAN 6617  Managing Global Production and Technology 3  
   MAR 6158  International Marketing 3  
   BUL 6850  International Business Law 3  
   MAN 6635  International Business Policy 3  
   MAN 6679  Master's Project in International Business 3  
   MAN 6601  International Management 3  
   MAN 6606  International Business Environment 3  
   MAN 6930A  Master's Seminar in Management 1  
   MAN 6930B  Master's Seminar in Management 2  
   MAN 6930C  Master's Seminar in Management 3

   From the MSF program (12 credit hours) will be transferred as follows:  
   FIN 6644  Global Financial Strategy 3  
   FIN 6465  Financial Planning and Statements Analysis 3  
   MAN 6606  International Business Environment 3  
   FIN 6XXX  Elective 3  
   FIN 6XXX  Elective 3

3.2. **To obtain the MSF degree,** MIB students who have finished their core courses, must complete a total of 33 credit hours as follows:

   From the MSF program (21 credit hours):  
   FIN 6406  Corporate Finance 3  
   FIN 6456  Quantitative Method in Financial Analysis 3  
   FIN 6246  Financial Markets and Institution 3  
   FIN 6515  Securities Analysis 3  
   FIN 6525  Portfolio Management 3  
   FIN 6465  Financial Future and Fixed Income Investments 3  
   FIN 6487  Financial Risk Management 3

   From the MIB program (12 credit hours) will be transferred as follows:  
   FIN 6644  Global Financial Strategy 3  
   ACG 6255  International Accounting 3  
   FIN 6XXX  Finance Elective 1  
   FIN 6XXX  Finance Elective 2

4. Joint degree candidates will not receive either degree until all requirements for both programs have been satisfied. Students deciding against completing a second degree must satisfy all first degree program requirements as if the student had never been a joint degree candidate.

5. With the joint degree program students will take a total of 57 credit hours to get both degrees. Without the joint degree program students will need to take 69 credit hours to get both degrees. Thus, MIB students who have taken twelve credits of MSF common courses may obtain an MSF degree with an additional 21 credits. MSF students who have taken twelve credits of the MIB classes, may obtain an MIB degree with an additional 24 credits.
Master of Science in Human Resource Management/Master of Business Administration Joint Degree Program

The Department of Management & International Business and the Alvah H. Chapman Jr. Graduate School of Business at Florida International University have a joint degree program culminating in both a Master of Business Administration degree (MBA), and a Master of Science in Human Resource Management (MSHRM). This joint degree would follow the same structure that was established by the two dual degrees currently approved by the University, that is, the MSF/MBA and MSMIS/MBA Programs. Under the joint degree program, a student can obtain both degrees in significantly less time than it would take to obtain both degrees if pursued consecutively. The joint degree program will use existing faculty, courses, and resources. Important criteria relating to the joint degree program are as follows:

1. Candidates to the joint degree program must meet the entrance requirements established by each individual program. Candidates must indicate on the joint degree student contract the intention to pursue both programs. Students deciding to pursue the joint degree option after having been admitted to one program will indicate this intention by completing the request to enter a joint degree program.

2. Applications for a joint degree will not be accepted from candidates who have already completed either degree. MBA or MSHRM students must apply and be admitted no later than the second to last semester in which they are expected to complete their original degree requirements.

3. Candidates must satisfy all requirements for each degree:
   a. To obtain the MSHRM degree, the student will be required to take twelve (12) 3-credit HR courses. This includes the existing HR Strategy course (MAN 6385) – which can replace the Strategic Management course in the core MBA curriculum (MAN 6726) – plus eleven HR courses from the MSHRM program, for a total of 36 credit hours. Four of these eleven MSHRM courses will be used to satisfy the elective requirements of the MBA program.
   b. To obtain the MBA degree, the student will have to fulfill all the MBA program requirements, that is, three prerequisites (9 credits unless waived), four one-credit seminars, ten 3-credit core courses and four 3-credit electives, for a total of 46-55 credits depending on prerequisites.
   c. Two degrees will have five common courses. All courses transferred between degrees must be completed with a grade point average of 3.0 or higher. MSHRM courses transferred to meet MBA elective credit may obtain an MBA core MSHRM course may obtain an MBA degree with only 40 credits.

4. Joint degree candidates will not receive either degree until all requirements for both programs have been satisfied. Students deciding against completing a second degree must satisfy all degree requirements for the first program as if the student had never been a joint degree candidate.

5. With the joint degree program students will take a total of 67-76 credit hours (depending on prerequisites) to get both degrees. Without the joint degree program students would need to take 82-91 credits hours (depending on prerequisites) to get both degrees. Thus, MBA students who have taken twelve credits of MSHRM common courses may obtain an MSHRM degree with an additional 21 credits. MSHRM students who have taken three credits of an MBA core MSHRM course may obtain an MBA degree with only 40 credits.

Master of Business Administration/Master in International Business Joint Degree Program

The MIB and MBA programs in the Alvah H. Chapman Jr. Graduate School of Business at Florida International University are proposing a joint degree program culminating in both a Master of Business Administration degree (MBA), and a Master in International Business (MIB). Under the joint degree program, a student can obtain both degrees in significantly less time than it would take to obtain both degrees if pursued consecutively. The joint degree program will use existing faculty, courses, and resources. Important criteria relating to the joint degree program are as follows:

1. Candidates to the joint degree program must meet the entrance requirements established by each individual program. Candidates must indicate on the application their intention to pursue the joint degree option. Students deciding to pursue the joint degree option after having been admitted to one program will indicate this intention only on their second application.

2. Applications for a joint degree will not be accepted from candidates who have already completed either degree. MBA or MIB students must apply and be admitted no later than the second to last semester in which they are expected to complete their original degree requirements.

3. Candidates must satisfy all requirements for each degree. The two degrees will have four common courses. All courses transferred between degrees must be completed with a grade point average of 3.0 or higher. MIB courses transferred to meet MBA elective credit and vice versa must be 6000 level courses approved by the University Curriculum Committee. Directors of the MBA and MIB degree programs may adjust these exact course requirements as a result of future changes to the MBA or MIB curriculums.

3.1. To obtain the MIB degree, MBA students who have finished their core courses, must complete a total of 36 credit hours as follows:

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACG 6255</td>
<td>International Accounting</td>
<td>3</td>
</tr>
<tr>
<td>MAN 6617</td>
<td>Managing Global Production and Technology</td>
<td>3</td>
</tr>
<tr>
<td>MAR 6158</td>
<td>International Marketing</td>
<td>3</td>
</tr>
<tr>
<td>MAN 6606</td>
<td>International Business Environment</td>
<td></td>
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<tr>
<td>or</td>
<td>International Business Elective</td>
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</table>

In the MIB program (24 credits hours):

<table>
<thead>
<tr>
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<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACG 6255</td>
<td>International Accounting</td>
<td>3</td>
</tr>
<tr>
<td>MAN 6617</td>
<td>Managing Global Production and Technology</td>
<td>3</td>
</tr>
<tr>
<td>MAR 6158</td>
<td>International Marketing</td>
<td>3</td>
</tr>
<tr>
<td>MAN 6606</td>
<td>International Business Environment</td>
<td></td>
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<tr>
<td>or</td>
<td>International Business Elective</td>
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</tbody>
</table>
国际商务学士学位

<table>
<thead>
<tr>
<th>课程</th>
<th>学分</th>
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<tbody>
<tr>
<td>MAN 6679</td>
<td>Master's Project in International Business</td>
</tr>
<tr>
<td>MAN 6601</td>
<td>International Management</td>
</tr>
<tr>
<td>MAN 6930A</td>
<td>Master's Seminar in Management</td>
</tr>
<tr>
<td>MAN 6930B</td>
<td>Master's Seminar in Management</td>
</tr>
<tr>
<td>MAN 6930C</td>
<td>Master's Seminar in Management</td>
</tr>
</tbody>
</table>

从MBA项目（12学分）将被转移如下：
- BUL 6810 | Legal Environment | 3 |
- FIN 6644 | Global Financial Strategy | 3 |
- MAN 6726 | Strategic Management | 3 |
- MAN 6606 | International Business Environment | 3 |

国际商务学士学位（一个不同的MIB项目）

### 3.2. 要获得MBA学位

MIB学生必须完成其核心课程，完成至少46-55学分（根据先决条件）。

从MBA项目（34-43学分）：
- 三个先修课程，除非被豁免（9学分）
- ACG 6026 | 会计学管理 | 3 |
- ECP 6705 | 管理经济学 | 3 |
- QMB 6357C | 决策业务分析 | 3 |
- MAN 6209 | 组织设计与行为 | 3 |
- FIN 6406 | 公司财务 | 3 |
- ACG 6175 | 财务报告与分析 | 3 |
- MAN 6830 | 组织信息管理 | 3 |
- MAN 6501 | 运营管理 | 3 |
- MAR 6816 | 公司模拟 | 3 |
- MAR 6805 | 全球环境管理 | 3 |
- MAN 6703 | 组织管理研讨会 | 3 |
- MAN 6356 | PDS I | 1 |
- MAN 6357 | PDS II | 1 |
- MAN 6358 | PDS III | 1 |
- 选修 1 | 3 |
- 选修 2 | 3 |
- 选修 3 | 3 |

从MIB项目（12学分）将被转移如下：
- BUL 6850 | 国际商务法律 | 3 |
- FIN 6644 | 国际金融战略 | 3 |
- MAN 6606 | 国际商务环境 | 3 |
- MAN 6635 | 国际商务政策 | 3 |

### 4. 联合学位候选人不会获得任何学位

直到所有要求均被满足。学生在完成第二个学位之前必须完全满足所有先修课程的要求，即使学生过去从未是联合学位候选人。

### 5. 联合学位项目的学生将需要获得总和70-79学分（根据先修条件）来获得两个学位。没有联合学位项目的学生将在需要22-91学分（根据先修条件）来获得两个学位。因此，MBA学生必须有十二个MIB课程学分才能获得MBA学位与另外24个学分。MIB学生

### Master of International Business/Juris Doctor Joint Degree Program

商学院的教师和学院的业务在佛罗里达国际大学已经批准了一个联合学位项目，包括一个法学位和一个MBA学位。联合学位项目下，一个学生可以同时获得MIB学位，由商学院授予，JD学位，由法学院授予，以及一个国际商业学士学位。联合学位项目要求学生在完成I半的课程后，才能被第二学院和在良好的学术状态。在第一学期开始前，学生必须通知第二学院。

### 1. 候选人必须满足申请程序中的要求，并被两个学院接受。

### 2. 合作学位项目不向已经在其他学院全日制学习的学生开放。

### 3. 对于法律学生，MIB项目在JD项目开始前至少63学分。

### 4. 学生必须满足每个学位所要求的课程。

### 5. 学生在联合学位项目中需要在第一学期开始前完成前三个学期的法律课程。

### 6. 学生在联合学位项目中需要在开始前完成JD项目。

### 7. 学生在联合学位项目中将有资格获得研究生助教和研究资格。
assistants in the College of Business on the same
basis as other MIB students, subject to the guidelines
and restrictions set by the College of Business.
For additional information, contact the MIB office at
(305) 348-3279 or the Law School Admissions Office at
(305) 348-8006.

Master of International Business/Master of Arts in International Studies Joint Degree Program

The Department of Politics and International Relations and
The Alvah H. Chapman Jr. Graduate School of Business
at Florida International University are proposing a joint
degree program culminating in both a Master in
International Business (MIB), and a Master of Arts in
International Studies (MAIS). Under the joint degree
program, a student can obtain both degrees in significantly
less time than it would take to obtain both degrees if
pursued consecutively. The joint degree program will use
existing faculty, courses, and resources. Important criteria
relating to the joint degree program are as follows:

1. Candidates to the joint degree program must meet the
entrance requirements established by each individual
program. Candidates must indicate on the application
their intention to pursue the joint degree option.
Students deciding to pursue the joint degree option
after having been admitted to one program will
indicate this intention only on their second application.

2. Applications for a joint degree will not be accepted
from candidates who have already graduated with
either degree. MIB or MAIS students must apply and
be admitted no later than the second to last semester
in which they are expected to complete their original
degree requirements, including the comprehensive
examination for the MAIS degree.

3. Candidates must satisfy all requirements for each
degree. The two degrees will have four common
courses. All courses transferred between degrees
must be completed with a grade point average of 3.0
or higher. Courses transferred to meet elective
credits must be 5000 or 6000 level courses. Directors
of the MAIS and MIB degree programs may adjust
these exact course requirements as a result of future
changes to the MAIS or MIB curriculums.

3.1. To obtain the MIB degree, MAIS students who
have successfully completed the required 36 credits
must, additionally, complete 24 credit hours in the
MIB program as follows:
MAN 6617 Managing Global Production and
Technology 3
MAR 6158 International Marketing 3
MAN 6635 International Business Policy 3
MAN 6679 Master’s Project in International
Business 3
MAN 6601 International Management 3
FIN 6644 Global Financial Strategy 3
ACG 6255 International Accounting 3
MAN 6930A Master’s Seminar in Management 11
MAN 6930B Master’s Seminar in Management 21
MAN 6930C Master’s Seminar in Management 31

In order to satisfy the 36 credits hours required by the
MIB program, 12 credit hours will be transferred from
the MAIS program as follows:
INR 6017 Comparative Approaches to Area
Studies and Global Issues 3
INR 5409 International Law 3
Elective 1 3
Elective 2 3

3.2. To obtain the MAIS degree, MIB students who
have successfully completed the required 36 credits
must, additionally, complete 24 credit hours in the
MAIS program as follows:
INR 6706 Political Economy of International
Relations 3
INR 5615 Research Design and International
Relations 3
GEO 6473 Space, Place and Identity 3
INR 5609 Contemporary Dynamics of
International Relations 3
INR 6017 Comparative Approaches to Area
Studies and Global Issues 3
Field course 1 3
Field course 2 3
Field course 3 3

In order to satisfy the 36 credits hours required by the
MAIS program, 12 credit hours will be transferred
from the MIB program as follows:
MAN 6606 International Business Environment 3
BUL 6850 International Business Law 3
Elective 1 3
Elective 2 3

All MAIS students coming into the MIB program will
be required, during the first month of classes, to take a
16-hour workshop in Accounting and a 16-hour
workshop in Quantitative Methods. The purpose of
these workshops is to ascertain that students have
the necessary background in both of these fields.
Students must pass each workshop with at least a B
grade (there is no charge for this workshop).
Otherwise, they must register, and pay the
corresponding tuition for the Accounting class (ACC
6026) and/or the Quantitative methods class (QMB
6357) in the Evening MBA program, and earn a grade
of B or higher.

4. Joint degree candidates will not receive either degree
until all requirements for both programs have been
satisfied. Students deciding against completing a
second degree must satisfy all first degree program
requirements as if the student had never been a joint
degree candidate.