Management and International Business

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Purpose

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

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.

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  Digital Marketing
REE 4956  International Real Estate – GL
TRA 4721  Global Logistics

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)

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
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
- 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**
- AFS 3011 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
- AFS 4265 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
- ASI 3410 Introduction to East Asia – GL
- ASN 4510 Dynamics of Asia
- ASI 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 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 3511 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 – GL
- ITA 3410 Advanced Italian Conversation
- MAN 4662 Business in Europe
- PHH 3602 Twentieth Century British Philosophy
- POR 3244 Portuguese Intermediate Conversation
- POR 3420 Review Grammar/Writing I
- POR 3421 Review Grammar/Writing II
- POR 3440 Portuguese for Business
SPN 3013  Language Skills for Professional Personnel
SPN 3301  Review Grammar and Writing
SPN 3440  Spanish Business Composition/Correspond
SPN 3422  Advanced Grammar and Composition I
SPN 3423  Advanced Grammar and Composition II
SPN 4500  Spanish Culture
SPN 4520  Latin American Culture – GL

GROUP J: Latin America

AFA 4241  The African Diaspora in Latin America
ANT 4332  Contemporary Latin American Women
ANT 4340  Cultures of the Caribbean
CPO 3304  Politics of Latin America
CPO 4303  Politics of South America
CPO 4333  Politics of Central America
ECS 3401  The Brazilian Economy
ECS 3402  The Political Economy of South America
ECS 3403  Economics of Latin America
FIN 4651  Latin American Financial Markets and Institutions

GEA 3320  Population and Geography of the Caribbean
GEA 3400  Population and Geography of Latin America

HAI 3213  Accelerated Haitian Creole
HAI 3214  Accelerated Intermediate Haitian Creole
HAI 3500  Haitian: Language and Culture
INR 3243  International Relations of Latin America
INR 3246  International Relations of the Caribbean
INR 4032  Asia and Latin America in World Affairs
LAH 3718  History of U.S.-Latin American Relations
LAS 3002  Introduction to Latin American and Caribbean Studies

MAN 4660  Business in Latin America
MAN 4663  Business in the Caribbean
PHH 3042  Latin American Philosophy
POR 3244  Portuguese Intermediate Conversation
POR 3420  Review Grammar/Writing I
POR 3421  Review Grammar/Writing II
POR 3440  Portuguese for Business
REL 3375  Religions of the Caribbean
REL 4481  Contemporary Latin American Religious Thought
SPN 3013  Language Skills for Professional Personnel
SPN 3301  Review Grammar and Writing
SPN 3343  Advanced Spanish for Native Speakers
SPN 3440  Spanish Business Composition/Correspondence
SPN 4500  Spanish Culture
SPN 4520  Latin American Culture – GL
SPN 4521  Topics on Latin American Culture

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 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.

MAN 3022  Introduction to Management
ENT 4113  Entrepreneurship: New Business Development
GEB 4110  Writing the Business Plan
MAN 4802  Small Business Management

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. This certificate program is open to degree-seeking students only.

Entrepreneurship Foundation Courses: Four (4) Courses Required (12 credit hours)

MAN 3025  Organization and Management or
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 businespeople from other countries. This certificate program is open to degree-seeking students only.

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. This certificate program is open to degree-seeking students only.

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:

1. Receive a grade of “C” or higher in each of the courses in their major.
2. Receive a grade of “C” or higher in each of the core management courses (MAN 3025 and MAN 4720).
3. Earn a grade of “C” or higher in each Upper Division business elective.