Management and International Business

William Newburry, Professor and Chair, and Ryder Eminent Scholar of Global Business
Donald Roomes, University Instructor and Assistant Chair
Sungu Armagan, Senior Instructor
Brooke Buckman, Assistant Professor
Eric Cartaya, Instructor
Aya Chacar, Professor and Ingersoll-Rand Professor
Jose de la Torre, Professor Emeritus
Stav Fainshmidt, Assistant Professor
Ravi Gajendran, Assistant Professor
Carolina Gomez, Professor
Doreen Goeden, University Instructor
Orhun Guldiken, Assistant Professor
Jerry Haar, Clinical Professor
Nathan J. Hiller, Associate Professor and Knight-Ridder Research Fellow
Danielle Jones, Assistant Professor
K. Galen Kroeck, Professor Emeritus
Arun Kumarswamy, Associate Professor
Sumit Kundu, Professor, James K. Batten Eminent Scholar Chair in International Business and Associate Dean, International Programs, Academic Director, MIB Programs
Curba Lampert, Assistant Professor
Karl O. Magnusen, Professor Emeritus
Modesto A. Maidique, Professor, FIU President Emeritus and Alvah H. Chapman Eminent Scholar Chair in Leadership
Louis Melbourne, Senior Instructor
Ronaldo Parente, Associate Professor and Knight-Ridder Research Fellow
Karen Paul, Professor
Clifford R. Perry, University Instructor
Seema Pissaris, Clinical Professor
Dileep Rao, Clinical Professor
Juan Sanchez, Professor and Knight Ridder Byron Harless Eminent Scholar Chair in Management
Hock-Peng Sin, Ph.D., Associate Professor, Faculty Director for IMBA Program
Philip Shepherd, Associate Professor
Mary Ann Von Glinow, Professor and Knight Ridder Eminent Scholar Chair in International Management
Fred Walumbwa, Associate Professor
Marc Weinstein, Clinical Professor and Academic Director, MSHRM Programs
David Wernick, University Lecturer

Participating Adjunct Faculty
Dana Farrow
G. Ronald Gilbert
S. Shawn Khosravi
Juan Pujol
Jose Rocha
Eduardo Safille
David Wilson

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 Management 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 Majors may take any 3000 level or higher course outside of the College of Business to satisfy their Upper Division Business Elective requirement. All upper division electives outside the College of Business must demonstrate a relationship to business and receive the approval of the Management and IB Department Chair.

Human Resource Management Majors may take any 3000 level or higher course outside of the College of Business to satisfy their Upper Division Business Elective requirement. All upper division electives outside the College of Business must demonstrate a relationship to the human resources function and receive the approval of the Management and IB Department Chair.
International Business Majors may take any 3000 level or higher course outside of the College of Business to satisfy their Upper Division Business Elective requirement. All upper division electives outside the College of Business must demonstrate a relationship to International Business and receive the approval of the Management and IB Department Chair.

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**

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

**Management Courses: All five courses are required (15 credit hours)**

- MAN 4151 Organizational Behavior
- MAN 4301 Human Resource Management
- MAN 4600 International Management
- ENT 4113 Entrepreneurship: New Business Development plus
- GEB 4110 Writing the Business Plan or MAN 4065 Business Ethics

**Management Major Electives**

Two (2) additional 3000 and/or 4000 level courses offered by the Management and IB Department are required (6 credit hours).

**Upper Division Business Elective Requirements (12 credit hours):**

Management majors may take any 3000 level or higher course outside of the College of Business to satisfy their Upper Division Business Elective requirement. All upper division electives outside the College of Business must demonstrate a relationship to business and receive the approval of the Management and IB Department Chair.

**Human Resource Management**

**Degree Program Requirements (120 credit-hours)**

This major is designed for students interested in human resource management. To fulfill this major, students must meet their basic requirements of 60 hours of Lower Division credit-hours and 27 credit-hours of Business Core courses and 12 credit hours of upper division business electives. In addition, they must take 21 credits as follows:

- MAN 4301 Human Resource Management
- MAN 4320 Recruitment and Staffing
- MAN 4322 Human Resource Information Systems
- MAN 4330 Compensation and Benefits
- MAN 4350 Training and Development
- MAN 4410 Union-Management Relations plus
- MAN 4102 Managing Diversity or
- BUL 4540 Employment Law or
- MAN 4610 International Human Resources

**Upper Division Business Elective Requirements:**

In addition to the above, HR majors may take any 3000 level or higher course outside of the College of Business to satisfy their Upper Division Business Elective requirement. All upper division electives outside the College of Business must demonstrate a relationship to the human resources function and receive the approval of the Management and IB Department Chair.

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

**Upper Division Business Elective Requirements:**  
IB majors may take any 3000 level or higher course outside of the College of Business to satisfy their Upper Division Business Elective requirement. All upper division electives outside the College of Business must demonstrate a relationship to international business and receive the approval of the Management and IB Department Chair.  
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.  
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.

**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.

**INTERNATIONAL EXPLORATION:** Students in the program will have the opportunity to be exposed to various topics and themes germane to international business through multidisciplinary coursework.

**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. Students must have a minimum GPA of 3.3 and have earned a minimum grade of “B” in MAN 3025 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](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)**

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower-Division/Business Pre-Core</td>
<td>60</td>
</tr>
<tr>
<td>Upper-Division/Business Core</td>
<td>27</td>
</tr>
<tr>
<td>Major Courses</td>
<td>33</td>
</tr>
</tbody>
</table>

**Honors in IB program**

**REQUIRED UPPER DIVISION CORE COURSES (9 courses, 27 credit-hours)**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUL 4310</td>
<td>The Legal Environment of Business</td>
</tr>
<tr>
<td>or CGS 3300</td>
<td>Introduction to Information Systems</td>
</tr>
<tr>
<td>or ISM 3011</td>
<td>Information Systems Management</td>
</tr>
<tr>
<td>or MAN 4504</td>
<td>Operations Management</td>
</tr>
<tr>
<td>or OMB 4680</td>
<td>Operations Analytics</td>
</tr>
<tr>
<td>or COM 3150</td>
<td>Advanced Communications for Business</td>
</tr>
<tr>
<td>or FIN 3403</td>
<td>Financial Management</td>
</tr>
<tr>
<td>or MAN 3025</td>
<td>Organization and Management</td>
</tr>
<tr>
<td>or MAN 4720</td>
<td>Strategic Management – GL</td>
</tr>
<tr>
<td>or MAR 3023</td>
<td>Introduction to Marketing – GL</td>
</tr>
<tr>
<td>or OMB 3200</td>
<td>Applied Business Statistics</td>
</tr>
</tbody>
</table>

**HONORS IN IB REQUIRED MAJOR COURSES (7 courses, 21 credit-hours)**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>FIN 4604</td>
<td>International Financial Management – GL</td>
</tr>
<tr>
<td>MAN 4600</td>
<td>International Management</td>
</tr>
<tr>
<td>MAN 4602</td>
<td>International Business</td>
</tr>
<tr>
<td>MAN 4633</td>
<td>MNC Strategy</td>
</tr>
<tr>
<td>MAN 4970</td>
<td>International Business Honors Project Seminar</td>
</tr>
<tr>
<td>MAR 4156</td>
<td>International Marketing</td>
</tr>
<tr>
<td>or MAN 4946</td>
<td>International Business Internship</td>
</tr>
</tbody>
</table>

Note: HC IBH students can take INR 3403, International Law, in lieu of BUL 4310.
Students may select two (2) courses (6 credit-hours) from the following list:

- International Entrepreneurship
- Leadership in Multilateral Organizations
- International Business Negotiations
- International Human Resources
- Foreign Direct Investment
- Business in Latin America
- Business in the Caribbean
- Special Topics in International Business
- International Business Regulation and Ethics
- Trade Policy and Business
- Independent Study in International Business
- International Business - Government Relations
- World Economy
- International Trade Theory and Policy
- International Macroeconomics – GL
- Comparative Economic Systems
- Asian Financial Markets
- International Banking – GL
- Global Private Banking
- Latin American Financial Markets and Institutions
- International Real Estate – GL
- Applied Macroeconomics
- Export Marketing
- Marketing Channels
- e-Marketing
- Consumer Behavior
- Global Logistics
- African Civilization, Religion and Philosophy – GL
- Health, Society and Culture in the African World
- Gender and Sexualities in Sub-Saharan African Contexts – GL
- Women and Human Rights in Sub-Saharan Africa – GL
- Latin America and the Caribbean in Africa: South-South Interactions – GL
- African Politics
- Iraq: Politics and Society
- Population and Geography of Africa – GL
- International Relations of Sub-Saharan Africa
- Business in Africa
- African Religions
- Arabic Language and Culture
- South Asian Cultures
- Women in Asian Society
- Introduction to East Asia – GL
- Dynamics of Asia
- Modern Asia
- Intermediate Chinese Conversation
- Advanced Chinese I
- Business Chinese

or

- Study Abroad in International Business
- Chinese Culture and Society
- Cultural Communication Patterns of Asia
- Politics of the Middle East
- Politics of the Far East
- Government and Politics of Japan
- Economics of Asia
- Japan and the United States
- International Relations of East Asia
- International Relations of the Middle East
- Asia and Latin America in World Affairs
- International Relations of China
- Population and Geography of the Middle East
- Japanese for Business
- Japan and Asia
- Japanese Culture
- Business in Asia
- Asian Religions in the Americas
- Introduction to Asian Religions
- Religions and Japanese Culture
- Sociology of Gender and Power in Asia
- Politics of China
- Politics of Western Europe
- Politics of the European Union
- European History, 1945 to Present
- Review Grammar/Writing I
- Review Grammar/Writing II
- Advanced Business French
- Language and Culture
- Population and Geography of Europe
- Geography of Russia and Central Eurasia
- Review Grammar/Writing I
- International Relations of Europe
- International Relations of Russia and the former USSR
- Review Grammar/Writing I
- Review Grammar/Writing II
- Italian Culture and Society – GL
- Advanced Italian Conversation
- Business in Europe
- Twentieth Century British Philosophy
- Portuguese Intermediate Conversation
- Review Grammar/Writing I
- Review Grammar/Writing II
- Portuguese for Business
- Language Skills for Professional Personnel
- Advanced Spanish for Non-Heritage Speakers
- Spanish Business
- Composition/Correspond
- Advanced Grammar and Composition I
- Advanced Grammar and Composition II
- Spanish Culture – GL
- Latin American Culture – GL
- The African Diaspora in Latin America
- Latin America
- Contemporary Latin American Women
- Cultures of the Caribbean
- Politics of Latin America
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

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. 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:

<table>
<thead>
<tr>
<th>Four Required Courses: (12 credit hours)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>MAN 3025 Organization and Management</td>
<td></td>
</tr>
<tr>
<td>or</td>
<td></td>
</tr>
<tr>
<td>MAN 3022 Introduction to Management</td>
<td></td>
</tr>
<tr>
<td>MAN 4120 Managing Virtual Teams</td>
<td></td>
</tr>
<tr>
<td>MAN 4151 Organizational Behavior</td>
<td></td>
</tr>
<tr>
<td>MAN 4164 Leadership</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Two Elective Courses: (6 credit hours)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>MAN 3100 Happiness at Work</td>
<td></td>
</tr>
<tr>
<td>MAN 4054 Managing Innovation</td>
<td></td>
</tr>
<tr>
<td>MAN 4102 Managing Diversity</td>
<td></td>
</tr>
<tr>
<td>MAN 4152 Facilitating Activities for Teambuilding</td>
<td></td>
</tr>
<tr>
<td>MAN 4442 International Business Negotiations</td>
<td></td>
</tr>
<tr>
<td>MAN 4583 Project Management</td>
<td></td>
</tr>
<tr>
<td>MAR 4643 Decision Making and Negotiations</td>
<td></td>
</tr>
</tbody>
</table>

Academic Standard

The Department of Management and International Business requires that students fulfill the following requirements in order to remain in a degree program:

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.