

Global Leadership and Management

Juan I. Sanchez, *Professor and Chairperson, and Knight Ridder Byron Harless Eminent Scholar*

Sungu Armagan, *Senior Instructor*

Brooke Buckman, *Assistant Professor*

Eric Cartaya, *Instructor*

Ravi Gajendran, *Associate Professor*

Carolina Gomez, *Professor, and Alvah Chapman Eminent Scholar*

Nathan J. Hiller, *Associate Professor, and Academic Director, Center for Leadership*

Karl O. Magnusen, *Professor Emeritus*

Modesto A. Maidique, *Professor, and FIU President Emeritus*

Hock-Peng Sin, Ph.D., *Associate Professor, Faculty Director for IMBA Program, and Alvah Chapman Eminent Scholar*

Marc Weinstein, *Clinical Professor and Academic Director, MSHRM Programs*

Purpose

The Department of Global Leadership and Management 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 and Human Resource Management Business Majors

Undergraduate students can select a general Management Major or a Human Resource Management Major.

Internships: Students who are interested in receiving academic credit for an internship are required to submit an internship student application for Department Chair approval. To qualify for academic credit, activities carried out in the internship should be supervised and deemed capable of enhancing the student's business management skills and post-graduation employability. A minimum of 2.75 GPA, junior or senior standing is also required. For further instructions and to download the internship application, please visit our departmental webpage: <http://glam.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 preferably inside 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 Global Leadership and Management Department Chair.

Human Resource Management Majors may take any 3000 level or higher course inside or 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 Global Leadership and Management Department Chair.

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:

MAN 4151	Organizational Behavior
MAN 4301	Human Resource Management
MAN 4771	Executive Skill Development

plus two of the following courses:

MAN 3100	Happiness at Work
MAN 4164	Leadership
MAN 4102	Managing Diversity
ENT 4113	Entrepreneurship: New Business Development
GEB 4110	Writing the Business Plan
MAN 4065	Business Ethics
MAN 4600	International Management

Management Major Electives

Two (2) additional 3000 and/or 4000 level courses offered by any department in the College of Business are required (6 credit hours).

Upper Division Business Elective Requirements (12 credit hours):

Management majors may take any 3000 level or higher course preferably inside 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 Global Leadership and Management Chair.

Management majors are encouraged to meet their Major and Upper Division Elective Requirements by pursuing one of the Certificates offered by the College of Business (e.g., Banking, Sales and Customer Relationship Management, Social Media and E-Marketing Analytics, Import-Export and Supply Chain Management). Although pursuing a certificate is not required, certificates increase the employability of the students by allowing them to acquire specific, in-demand skills.

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 3100	Happiness at Work
or	
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 inside or 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 Global Leadership and Management Department Chair.

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

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, Information Systems and Business Analytics, Management and International Business, and Marketing and Logistics. 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

- All certificate course work must be completed at FIU;
- Students will be required to obtain a grade of "C" or higher in each of the six courses comprising the certificate;
- The certificate must be earned concurrently with a Bachelor's degree at FIU; and
- 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
and	
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
or	
ISM 4314C	Project Management
MAR 4643	Decision Making and Negotiations

Academic Standard

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

- Receive a grade of "C" or higher in each of the courses in their major.
- Receive a grade of "C" or higher in each of the core management courses (MAN 3025 and MAN 4720).
- Earn a grade of "C" or higher in each Upper Division business elective.