

## Management and International Business

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**David Wernick**, *Lecturer*

### Participating Adjunct Faculty

**Mernoush Banton**

**Louis Melbourne**

**Kevin W. Brown**

**Martin C. Luytjes**

**John Kleban**

**Juan Pujol**

**Kaihan Krippendorff**  
**Mary Leckband**  
**Nancy Powell**

**Robert Soloff, PA**  
**Horace Williams**  
**David Wilson**  
**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 the evolving marketplace, the ability to lead and work within teams, computer literacy, and solid communication skills.

### Management Major

Undergraduate students can select a general Management Major, a Human Resource Management Major, an International Business Major, a Management Major with an Entrepreneurship Track or a Management Major with a Business Environment Track.

The Department also offers internship opportunities to undergraduate students through the University's Career Services Office (GC 230). 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     | 30 hours |
| Major Courses                    | 21 hours |
| Upper Division Electives         | 9 hours  |

### Lower Division/Pre-Business Core

The "General Information" section in this catalog describes the lower division requirements. The Business Pre-Core requirements are listed in the first section of this "College of Business Administration" chapter. Students must complete all lower division and Business Pre-Core requirements no later than the first semester of their third year of undergraduate study.

### Upper Division/Business Core

The College's Business Core Requirements are listed in the first section of this "College of Business Administration" chapter.

### Major Courses (3 credit-hours each)

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.

This major is designed for students interested in a general management major, with additional tracks in Business Environment and Entrepreneurship. To fulfill this major, students must meet their basic requirements of 60 hours of Lower Division credit-hours of Business Core courses. They must take the following:

1. **General Management:** All required  
 MAN 3025 Management and Organization  
 MAN 4151 Organizational Behavior  
 MAN 4722 Strategic Management
2. **Professional Responsibility:** One of the following is required  
 MAN 4065 Business Ethics  
 MAN 4102 Managing Diversity  
 MAN 4701 Business in Society  
 MAN 4707 Managing Organizational Reputation  
 MAN 4711 Business-Community Leadership
3. **International Business:** One course required  
 MAN 4602 International Business
4. **Human Resources:** One course required  
 MAN 4301 Human Resource Management
5. **Business Management:** One course required  
 GEB 4113 Entrepreneurship  
 MAN 4600 International Management  
 MAN 4802 Small Business Management  
 MAN 4864 Family Owned Business
6. **Electives:** Two (2) additional 4000 level courses are required. Courses must be chosen from the list below. Courses taken to satisfy the requirements listed in #2 or #5 above can not be used to satisfy this requirement:  
 GEB 4113 Entrepreneurship  
 MAN 4064 Crisis Management  
 MAN 4065 Business Ethics  
 MAN 4102 Managing Diversity  
 MAN 4120 Intergroup Relations in Organizations  
 MAN 4142 Intuition in Management  
 MAN 4320 Recruitment and Staffing  
 MAN 4322 Human Resource Information Systems  
 MAN 4330 Compensation and Benefits  
 MAN 4350 Training and Development  
 MAN 4401 Collective Bargaining  
 MAN 4410 Union-Management Relations  
 MAN 4660 Business in Latin America  
 MAN 4610 International Human Resources  
 MAN 4629 International Business Internship  
 MAN 4633 MNC Strategy Simulation  
 MAN 4701 Business in Society  
 MAN 4707 Managing Organizational Reputation  
 MAN 4711 Business-Community Leadership  
 MAN 4731 Modern Business History  
 MAN 4741 Managing Change in Organizations  
 MAN 4802 Small Business Management  
 MAN 4864 Family Owned Business  
 MAN 4949 Management Internship II  
 MAN 4956 Study Aboard in International Business  
 MAN 4294 Creativity and Innovation  
 MAN 4164 Leadership  
 MAN 4054 Managing Innovation

### 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 30 credit-hours of Business Core courses and 9 credit hours of upper division 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           |
| <b>PLUS</b> |                                    |
| Either:     |                                    |
| MAN 4402    | Collective Bargaining              |
| <b>or</b>   |                                    |
| MAN 4410    | Union-Management Relations         |
| <b>PLUS</b> |                                    |
| MAN 4102    | Managing Diversity                 |
| <b>or</b>   |                                    |
| BUL 4540    | Employment Law                     |
| <b>or</b>   |                                    |
| MAN 4610    | International Human Resources      |

### International Business Degree Program Requirements (120 credit-hours)

This major provides students with an intensive, in-depth study of the international dimensions of business. To fulfill this major, students must meet their basic requirements of 60 hours of Lower Division credit-hours and 30 credit-hours of Business Core courses and 9 hours of upper division electives.

For more information, please visit our departmental webpage at <http://ib.fiu.edu>.

Students must take 21 credit-hours in their major from the following list:

#### Required Courses

- |          |                          |
|----------|--------------------------|
| MAN 4602 | International Business   |
| FIN 4604 | International Finance    |
| MAN 4600 | International Management |
| MAR 4156 | International Marketing  |

#### AND

- |           |                          |
|-----------|--------------------------|
| Either:   |                          |
| ACG 4215  | International Accounting |
| <b>or</b> |                          |
| MAN 4633  | MNC Strategy Simulation  |

#### PLUS

Either:  
Two elective courses (6 credit-hours) from the electives list below.

#### or

One elective course (3 credit-hours) and one area studies course (3 credit-hours) (listed below):

#### Electives:

- |          |   |
|----------|---|
| FIN 4614 | International Capital Markets           |
| FIN 4615 | International Banking                   |
| MAN 4610 | International Human Resources           |
| MAN 4613 | International Risk Assessment           |
| MAR 4144 | Export Marketing                        |
| MAN 4442 | International Business Negotiations     |
| MAN 4673 | Trade Policy and Business               |
| MAN 4712 | IB Business-Government Relations        |
| MAN 4672 | IB Regulation and Ethics                |
| GEB 4364 | International Entrepreneurship          |
| REE 4956 | International Real Estate               |
| MAN 4203 | Leadership in Multilateral Institutions |
| TRA 4721 | Global Logistics                        |

#### Area Studies:

- |          |                           |
|----------|---------------------------|
| MAN 4660 | Business in Latin America |
| MAN 4xxx | Business in the Caribbean |

|          |   |
|----------|---|
| MAN 4662 | Business in Europe                                |
| MAN 4661 | Business in Asia                                  |
| MAN 4671 | Special Topics in International Business          |
| MAN 4956 | International Business Study Abroad               |
| MAN 4629 | International Business Internship                 |
| FIN 4651 | Latin American Financial Markets and Institutions |

### International Business Honors Program

The undergraduate International Business Honors program engages high-performing, demanding and motivated students in a highly innovative and challenging learning community. With a unique combination of business courses, regional studies courses and a foundation in the humanities supported by the Honors College, the International Business Honors program students are in a position to master the skills needed to make a mark in today's ultra competitive and quickly evolving global business world.

Students in the International Business Honors program must seek admission to the Honors College ([www.fiu.edu/~ibhonors](http://www.fiu.edu/~ibhonors)) and declare at the College of Business Administration that they wish to major in International Business Honors. The program emphasizes the development of critical thinking and writing abilities not only through traditional coursework, but also through providing a rich learning environment based on interaction with global business managers and leaders, study abroad and internship opportunities, and a senior year writing project. Upon completion of degree requirements (see [www.fiu.edu/~ibhonors](http://www.fiu.edu/~ibhonors)), students will receive a BBA degree in International Business with Honors.

Students interested in participating in the International Business Honors program should contact the program's director at (305) 348-2387, or consult the program's website at [www.fiu.edu/~ibhonors](http://www.fiu.edu/~ibhonors).

### Entrepreneurship Programs

The Eugenio Pino and Family Global Entrepreneurship Center, founded in 2003 at Florida International University, facilitates all entrepreneurial activities at FIU, which includes academic programs. 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 student, faculty, staff, and alumni. The Center encourages all majors to enroll in entrepreneurship courses.

### Entrepreneurship Track

The Entrepreneurship Track is designed for business students interested in developing new business initiatives and in acquiring self-reliance in the business world.

Students must take seven of the following courses (21 credit-hours) with a minimum grade of "C":

|  |   |
|--|---|
| GEB 4113   | Entrepreneurship                          |
| GEB 4110   | Business Plan Development                 |
| <b>PLUS</b> five of the following courses (15 credit-hours): |   |
| AMH 4373   | Entrepreneurs in the US                   |
| AMH 4375   | Technology and American Society           |
| GEB 4117   | Product Development and Innovation        |
| GEB 4364   | International Entrepreneurship            |
| GEB 4414   | Social & Nonprofit Entrepreneurship       |
| GEB 4932   | Professional Development Module           |
| HFT 4292C  | Entrepreneurship in Hospitality & Tourism |
| MAN 4142   | Intuition in Management                   |
| MAN 4802   | Small Business Management                 |
| MAN 4864   | Family-Owned Businesses                   |
| MAR 4025   | Marketing of Small Business Enterprises   |

### Business Environment Track

Students must take seven of the following courses (21 credit-hours):

|          |                                      |
|----------|--------------------------------------|
| MAN 4151 | Organizational Behavior              |
| MAN 4301 | Human Resource Management            |
| MAN 4602 | International Business               |
| MAN 4701 | Business in Society                  |
| MAN 4064 | Crisis Management                    |
| MAN 4711 | Business-Community Leadership        |
| MAN 4741 | Managing Change in Organizations     |
| MAN 4065 | Business Ethics                      |
| MAN 4028 | Community Service Program Management |
| MAN 4702 | Emergency and Disaster Management    |
| MAN 4742 | Environmental Management             |

### Entrepreneurship Minor for Non-Business Students

Non-business students wishing to earn a minor in Entrepreneurship must complete five of the following courses (15 credit-hours) with a minimum grade of "C":

|          |   |
|----------|---|
| GEB 4113 | Entrepreneurship<br>(or cross-listed course)          |
| GEB 4110 | Business Plan Development<br>(or cross-listed course) |

**PLUS** three of the following courses (9 credit-hours):

|           |  |
|-----------|--|
| ACG 3024  | Accounting for Managers and Investors                          |
| AMH 4373  | Entrepreneurs in the US  |
| AMH 4375  | Technology and American Society                                |
| GEB 4117  | Product Development and Innovation<br>(or cross-listed course) |
| GEB 4364  | International Entrepreneurship                                 |
| GEB 4414  | Social & Nonprofit Entrepreneurship                            |
| GEB 4932  | Professional Development Module                                |
| HFT 4292C | Entrepreneurship in Hospitality & Tourism                      |
| MAN 4142  | Intuition in Management<br>(or cross-listed course)            |
| MAN 4802  | Small Business Management                                      |
| MAN 4864  | Family-Owned Businesses  |
| MAR 4025  | Marketing of Small Business Enterprises                        |

### Entrepreneurship Certificate

Non-business students wishing to earn a certificate in entrepreneurship must complete six of the following courses (18 credit-hours) with a minimum grade of "C":

|          |  |
|----------|--|
| GEB 4113 | Entrepreneurship<br>(or cross-listed course) |
|----------|--|

|  |  |
|--|--|
| GEB 4110   | Business Plan Development<br>(or cross-listed course)          |
| <b>PLUS</b> four of the following courses (12 credit-hours): |  |
| ACG 3024   | Accounting for Managers and Investors                          |
| AMH 4373   | Entrepreneurs in the US  |
| AMH 4375   | Technology and American Society                                |
| GEB 2011   | Introduction to Business                                       |
| GEB 4117   | Product Development and Innovation<br>(or cross-listed course) |
| GEB 4364   | International Entrepreneurship                                 |
| GEB 4932   | Professional Development Module                                |
| GEB 4414   | Social & Nonprofit Entrepreneurship                            |
| HFT 3210   | Fundamentals of Management in the<br>Hospitality Industry      |
| HFT 4292C  | Entrepreneurship in Hospitality &<br>Tourism                   |
| MAN 3025   | Organization and Management                                    |
| MAN 4142   | Intuition in Management<br>(or cross-listed course)            |
| MAN 4802   | Small Business Management                                      |
| MAN 4864   | Family-Owned Businesses  |
| MAR 4025   | Marketing of Small Business<br>Enterprises                     |

**\*Note:** Courses from the Schools of Computing and Information Sciences and Journalism & Mass Communication, along with other courses from the Colleges of Arts and Sciences and Engineering, are currently being developed to fit into the Entrepreneurship Track, Entrepreneurship Minor for Non-Business Students and the Entrepreneurship Certificate. For further details on submitting a class to this curriculum or for the most up-to-date course listings, visit [www.entrepreneurship.fiu.edu](http://www.entrepreneurship.fiu.edu).

### **Academic Standard**

The Department of Management and International Business requires that students receive a grade of "C" or higher in all courses in their major and core management courses (MAN 3025 and MAN 4722) in order to remain in a degree program.