

Management and International Business

K. Galen Kroeck, Professor

Sungu Amragan, Assistant Professor

Natarajan Balasubramanian, Assistant Professor

Constance S. Bates, Associate Professor and Barsky-Greenstein Professor

Alan Carsrud, Clinical Professor and Director of the Global Center for Entrepreneurship

Aya Chacar, Assistant Professor

Changwa (Chris) Chung, Assistant Professor

Linda Clarke, Visiting Instructor

Jose de la Torre, Professor and J.K. Batten Eminent Scholar Chair in Strategy Management and International Business, and Dean of the Alvah H. Chapman, Jr., Graduate School of Business

Gary Dessler, Clinical Professor

Dana L. Farrow, Professor and Faculty Advisor to the International MBA Program

G. Ronald Gilbert, Clinical Professor

Carolina Gomez, Associate Professor

Dorreen Gooden, Instructor

Jerry Haar, Clinical Professor, Faculty Director of the International Business Honors Program and Director of the Family-Owned Business Institute

Robert Hogner, Associate Professor

Sumit Kundu, Associate Professor, Faculty Advisor to the Executive MBA Program, and Department Coordinator of Doctoral Studies Program

Karl O. Magnusen, Professor Emeritus

Modesto A. Maidique, Professor and President of Florida International University

J. Randall Martin, Lecturer and Coordinator of Study Abroad Programs

William Newburry, Assistant Professor

Karen Paul, Professor

Clifford R. Perry, Distinguished Executive Professor, Knight-Ridder Research Fellow, and Associate Dean of the College of Business Administration

Paul Reynolds, Visiting Distinguished Professor of Entrepreneurship

Donald Rooms, Instructor and Faculty Director of the BBA+ Programs

Juan Sanchez, Professor and Knight Ridder Byron Harless Eminent Scholar Chair in Management

William Schneper, Assistant Professor

Philip Shepherd, Associate Professor

Vasyl Taras, Assistant Professor

Ronnie Silverblatt, Associate Professor

Deborah Vidaver-Cohen, Associate Professor

Mary Ann Von Glinow, Professor, Knight Ridder Eminent Scholar Chair in International Management, Faculty Advisor to the MSHRM Program and Director of the Center for Business Education and Research (CIBER)

Participating Faculty

Mernoush Banton

Kevin W. Brown

Mohammad Izadpanah

Shawn Khosravi

John Kleban

Kaihan Krippendorff

Mary Leckband

Martin C. Luytjes

Nancy Powell

Juan Pujol

Robert Soloff, PA

David Wilson

Andrew Yap

Louis Melbourne

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 the evolving marketplace, the ability to lead and work within teams, computer literacy, and solid communication skills.

Master of Science in Human Resource Management

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 twelve-course (36-hour) program is designed to be completed in 12 months, 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 and Conflict Management
MAN 6347	Performance and Talent Management
MAN 6157	Wellness Management
MAN 6626	International Human Resource Management
MAN 6316	HRM Metrics
MAN 6403	Employment Law
MAN 6385	HR Strategy and Planning
MAN 6365	Staffing Organizations
MAN 6336	Reward Systems Management
MAN 6359	HR Knowledge Management
MAN 6327	High Involvement HRM
MAN 6317	Critical Thinking

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*
GEB 6116 Business Plan Development*

Plus two of the following elective courses (6 credit-hours):

FIN 6936 Special Topics in Finance –
Entrepreneurship Finance
GEB 6118 Starting and Growing Professional
Practice
MAN 6038 Family Owned Businesses
MAN 6057 Managing Innovation
MAN 6086 Product and Service Development
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

And Either

MAN 7616 Multinational Firm Global Strategy

OR

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

AND

GEB 7910 Quantitative Research Methods in
Business

OR

GEB 7911 Quantitative Research Methods in
Business

OR

MAN 7984 Doctoral Research Seminar:
Development and Utilization of Large
Scale Datasets

Minimum of 4 Statistical Courses (not listed here)

Research Project Courses

GEB 7906 Doctoral Research Project in Business
(Required 6 hour course)
GEB 7936 Doctoral Seminar in Business
GEB 7980 Ph.D. Dissertation
(Minimum of 24 credit hours)

Graduate Certificate in Entrepreneurship

Admission

Students must be admitted into any existing graduate program at FIU or admitted as a non-degree seeking student at the graduate level, including a 3.0 GPA in the last two years of undergraduate studies, or a 2.75 GPA in conjunction with significant related work experience related to entrepreneurship.

Requirements

All of the courses listed here are currently taught as part of the Entrepreneurial Academy of the Eugenio Pino & Family Global Entrepreneurship Center in conjunction with existing graduate programs across a wide range of departments in various colleges.

Complete a minimum of six courses from the following courses listed below, with at least a minimum overall "B" average and no individual course grade below a "C". A maximum of one previously taken course can be transferred into the certificate program.

NOTE: Courses taken in the certificate program can be applied towards the MBA track in Entrepreneurship at FIU provided the student is admitted to the MBA program prior to the completion of no more than 12 graduate certificate credits hours.

Required Courses

MAN 6805	Entrepreneurship <i>(or cross-listed course in other schools and colleges at FIU)</i>
GEB 6116	Business Plan Development <i>(or cross-listed course in other schools and colleges at FIU)</i>

Approved Electives

AMH 5935	Entrepreneurs in the US
AMH 6906	Technology and American Society
FIN 6xxx	Entrepreneurial Finance
MAN 6038	Family Owned Businesses
MAN 6057	Managing Innovation <i>(or cross-listed course)</i>
MAN 6086	Product and Service Development <i>(or cross-listed course)</i>
MAN 6678	International Entrepreneurship
MAN 6xxx	Small Business Management
GEB 6118	Starting and Growing a Professional Practice <i>(or cross-listed course)</i>
PUR 6607	Advertising and Public Relations Management
PUR 6806	Integrated Communications Strategy

Graduate Certificate in International Business

Admission

Students will be admitted to the Graduate Certificate program in the Fall, Spring, and Summer semesters. The applicant must have a Bachelors degree in Business Administration or related area with GPA 2.75 or better.

After a student has completed 12 hours in the certificate program, the students may express an interest for further graduate studies in International Business. In that case, if the certificate GPA is 3.25 or higher the student may transfer into the Master in International Business (MIB) Program provided he/she has completed the necessary graduate application and has submitted all required materials. If a student does not meet 3.25 GPA in the first 12 credits, he/she cannot be considered for admission to the Master in International Business (MIB) Program. The student will complete an additional 6 credits in the Certificate Program and will be awarded the Graduate Certificate in International Business.

Courses

The Graduate Certificate in International Business will consist of 18 credit hours for completion. Students will be required to take part in three 1-credit seminars in addition to five 3-credit courses from the Master of International Business (MIB) program's list of required core courses.

Required Seminars

MAN 6930	Introduction to International Business	3
----------	--	---

Core Courses

MAN 6606	The International Business Environment	3
MAN 6601	International Management	3
ACG 6255	International Accounting	3

FIN 6644	Global Financial Strategies	3
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

These courses are currently part of the Master in International Business (MIB) degree and students are eligible to transfer to the Masters program would do so with no loss of credits. Potential eligible students would have to apply for the MIB Program during the first 12 credits.