

Management and International Business

K. Galen Kroeck, *Professor and Chair*
Sungu Amragan, *Assistant Professor*
Constance S. Bates, *Associate 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 Dean of the Alvah H. Chapman, Jr., Graduate School of Business*
Gary Dessler, *Professor*
Dana L. Farrow, *Professor and Faculty Advisor to the International MBA Program*
G. Ronald Gilbert, *Associate Professor*
Carolina Gomez, *Associate Professor and Barsky-Greenstein Professor and Faculty Director of the International Business Honors Program*
Jerry Haar, *Clinical Professor and Director of the Family-Owned Business Institute*
Robert Hogner, *Associate Professor and Director of Development, International Business Programs*
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*
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*
Leonardo Rodriguez, *Professor Emeritus*
Donald Roomes, *Instructor and Faculty Director of the Weekend B.B.A Program and Early-Bird BBA Program*
Juan Sanchez, *Associate Professor and Faculty Advisor to the MSM, HR Track*
William Schneper, *Assistant Professor*
Philip Shepherd, *Associate Professor*
Ronnie Silverblatt, *Associate Professor*
Deborah Vidaver-Cohen, *Associate Professor*
Mary Ann Von Glinow, *Professor and Director of the Center for Business Education and Research (CIBER)*
David Wernick, *Instructor*

Participating Faculty

Mernoush Banton	Louis Melbourne
Kevin W. Brown	Martin C. Luytjes
Doreen Gooden	Nancy Powell
Mohammad Izadpanah	Juan Pujol
David Wilson	Robert Soloff, PA
Shawn Khosravi	David Wilson
John Kleban	Horace Williams
Kaihan Krippendorff	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.

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 Co-op and 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, senior standing, and approval from the Department Chair.

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 three required courses (9 credit-hours):

MAN 4151	Organizational Behavior
MAN 4301	Human Resource Management
MAN 4602	International Business
PLUS one (3 credit-hours) of the following:	
MAN 4701	Business in Society
MAN 4064	Crisis Management
MAN 4711	Business-Community Leadership
MAN 4741	Managing Change in Organizations
PLUS any three courses (9 credit-hours) from the following:	
GEB 4113	Entrepreneurship
MAN 4701	Business in Society
MAN 4065	Business Ethics
MAN 4102	Managing Diversity
MAN 4120	Intergroup Relations in Organizations
MAN 4142	Intuition in Management
MAN 4201	Organization Theory

MAN 4320	Recruitment and Staffing
MAN 4322	Human Resource Information Systems
MAN 4330	Compensation and Benefits
MAN 4401	Collective Bargaining
MAN 4410	Union-Management Relations
MAN 4584	Productivity and Project Management
MAN 4600	International Management
MAN 4064	Crisis Management
MAN 4633	MNC Strategy Simulation
MAN 4670	Management of Multimedia Enterprise
MAN 4711	Business-Community Leadership
MAN 4741	Managing Change in Organizations
MAN 4802	Small Business Management
MAN 4350	Training and Development
MAN 4660	Business in Latin America
MAN 4731	Modern Business History

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

PLUS

Either:

MAN 4402	Collective Bargaining
----------	-----------------------

or

MAN 4410	Union-Management Relations
----------	----------------------------

PLUS

Either:

MAN 4102	Managing Diversity
----------	--------------------

or

BUL 4540	Employment Law
----------	----------------

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. In addition, students must take 21 credit-hours 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
----------	--------------------------

or

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 and Comparative Management
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) 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), 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 web site at 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 the following seven courses (21 credit-hours):

GEB 4113 Entrepreneurship
GEB 4110 Business Plan Development

PLUS 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
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 the following five courses (15 credit-hours):

GEB 4113 Entrepreneurship
(or cross-listed course)
GEB 4110 Business Plan Development
(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

(or cross-listed course)
MAN 4142 Intuition in Management
(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):

GEB 4113 Entrepreneurship
(or cross-listed course)
GEB 4110 Business Plan Development
(or cross-listed course)

PLUS 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
(or cross-listed course)

MAN 4142 Intuition in Management
(or cross-listed course)
MAN 4802 Small Business Management
MAN 4864 Family-Owned Businesses
MAR 4025 Marketing of Small Business Enterprises

***Note:** Courses from the Schools of Computer Science 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.

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 in order to remain in a degree program.