



**FLORIDA  
ATLANTIC  
UNIVERSITY**

**NEW/CHANGE PROGRAM REQUEST  
Undergraduate Programs**

**Department Management Programs**  
**College Business**

UUPC Approval 12/2/19  
UFS Approval \_\_\_\_\_  
Banner Posted \_\_\_\_\_  
Catalog \_\_\_\_\_

**Program Name**

**International Business**

New Program  
 Change Program

**Effective Date  
(TERM & YEAR)**

**Fall 2020**

**Please explain the requested change(s) and offer rationale below or on an attachment**

Rationale for adding MAN 4610 Managing Human Resources Globally.  
The IB Undergraduate subcommittee has examined ways to improve FAU's undergraduate IB program. The committee analyzed data from 28 undergraduate IB programs at public universities ranked by US News & World Report (USNWR) in 2019 or are full members of the Consortium of Undergraduate International Business Education (CUIBE) to identify the combinations of select features that are associated with these recognized programs. The committee used an iterative process to decide which features should be included in FAU's program and we developed a final list. The relevant features are 1) a Cross-Cultural Management (CCM)/Organizational Behavior (OB) course; 2) an International Human Resource Management (IHRM) course; 3) travel or time abroad; an applied experience (internship, project); 4) context (area studies, additional language); and 5) whether a minor or second major is required.  
We generated eight combinations using Crisp-set QCA qualitative comparative analysis (Ragin & Strand, 2008) and these described the ranked programs at public universities. Of the programs which are members of CUIBE, including FAU, four of those five models had the presence of IHRM course as a core causal condition. This suggests that the IHRM course would be a good feature to have if FAU desired to mimic ranked programs. FAU was recently ranked by USNWR as having a top 25 IB program. In three of those four programs, the presence of the CCM/OB course is a complementary causal condition, meaning it is not key. Thus we recommended to the committee that the college add an IHRM course to the curriculum. In practice, this means that we are proposing that MAN 4610 should replace the current CCM/OB course (MAN 3611). In addition, we recommend that MAN 3442 (International Business Negotiations), a new class proposal, be added to the IB cognate.

**Faculty Contact/Email/Phone**

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**Consult and list departments that may be affected by the change(s) and attach documentation**

N/A

**Approved by**

Department Chair

College Curriculum Chair

College Dean

UUPC Chair

Undergraduate Studies Dean

UFS President

Provost

*Paul E. Arnold*  
*Etalyn Williams*  
*Paul Harris*  
*J E Ivy*  
*Chad Spratt*

**Date**

10/29/19

11/21/19

11.26.19

12/3/19

12/6/19

Email this form and attachments to [mjenning@fau.edu](mailto:mjenning@fau.edu) one week before the UUPC meeting so that materials may be viewed on the UUPC website prior to the meeting.