program. TIM 800a is a prerequisite for TIM 800b. This capstone course provides an integrative, hands-on team experience with an actual company in assessing its strategic capacity for innovation, and specific ways to improve its overall competitive performance. Concepts and tools from all program courses are available for application in this assessment.

**International Business (IBS)**

**397 Global Organizational Behavior (3) (W) (IG)**
Prerequisite: MGT 330. Examines the influence of individual differences and ethnic and national culture on behaviors in organizations. Addresses the questions of when and how to be sensitive to these issues, and develops skills required to effectively manage in the diverse environment of the 21st century. Within this context, the course focuses on six essential skill-building areas: managing diversity, team building, communicating, motivating, negotiating and conflict management, and creativity and critical thinking. Cross-listed as MGT 345. (*fall and spring semesters)

**398 Survey of International Business (3) (W) (IG)**
Prerequisites: MGT 330, MAT 160 and ECO 205. Focuses on the functional and environmental differences between domestic and international business. Analyzes the cultural, economic, legal and political factors influencing international operations. Examines the unique problems faced by a multinational corporation (MNC) developing organization, finance, marketing, labor, production and ethics policies. Cross-listed as MGT 350. (*fall and spring semesters)

**399 The Art and Science of Negotiation (3)**
Prerequisite: MGT 330. Focuses on the development of problem-solving and communications skills relevant to a broad spectrum of negotiation settings. Students learn the basic competencies needed to be effective negotiators in a global business environment. The course provides students with useful analytical frameworks of conflict resolution, communication and negotiation. Through the use of simulations, role plays and case studies, students have the opportunity to practice an array of negotiation techniques and to develop their communication and problem-solving skills. Cross-listed as MGT 355. (*spring semester)

**402 International Accounting (3) (IG)**
Prerequisites: ACC 202 and 203. This course compares accounting and auditing between countries, and addresses financial/managerial accounting issues faced by U.S. multinational firms. Topics include cultural issues affecting accounting and auditing; international accounting harmonization; standard setting bodies; disclosure practices; currency exchange rates and the accounting impacts of transactions conducted in foreign currencies; defenses against currency rate changes such as forward exchange contracts; restating subsidiary foreign currency financial statements; differences in auditor qualifications and auditing standards; and selected managerial accounting issues. Cross-listed as ACC 460. (*fall semester)

**403 International Economics and Finance (3) (IG)**
Prerequisites: ECO 204 and 205. Analyzes international economic and financial developments. Emphasis is on current issues in the operation of the international financial system. Cross-listed as ECO 430. (*spring semester)

**404 Economic Development (3) (NW) (IG)**
Prerequisites: ECO 204 and 205. Analyzes the economic, social, and institutional mechanisms needed to bring about improvements in the standard of living of people in third world countries. Emphasis is placed upon developmental policies of Latin American countries. Cross-listed as ECO 450. (*every other spring semester)

**405 International Financial Management (3) (IG)**
Prerequisite: FIN 310. The course examines the role of the multinational firm as a catalyst and facilitator of international business. Explores the management of international financial
risk, foreign exchange, corporate financing from a global perspective, direct foreign investment decisions, and the management of ongoing operations. Not open to graduate students. Cross-listed as FIN 425. (*fall semester)

**406 International Marketing (3) (W) (IG)**
Prerequisite: MKT 300. Not open to graduate students. Prepares students for the global marketing environment by examining marketing in other countries, the marketing implications of cultural and environmental differences, international marketing research, and adaptation of product, price, promotion and distribution decisions to the foreign environment. Cross-listed as MKT 410. (*spring semester)

**410 Contemporary Latin American Business Issues (3)**
For graduate and undergraduate students. Examines select economic, political and cultural aspects of the Latin American environment. Topics include economic development, economic history, export-led growth, the North American Free Trade Agreement, U.S.-Latin American relations, contemporary issues facing Latin America, geography, ethnic and regional differences, culture and literature, attitudes toward work, time, power and decision-making, and strategies for doing business in Latin America. (*every other spring)

**411 Contemporary European Business Issues (3)**
Examines select economic, political and cultural aspects of the Western European environment. Topics include economic and political models, comparisons among Western European countries, European Economic Community, economic history, U.S. relations with selected countries, geography, ethnic and regional differences, culture and literature, and strategies for doing business in Western Europe. (*every other spring)

**486 International Entrepreneurship (3)**
Prerequisites: MGT 330 and 389. This introductory course provides an understanding of international entrepreneurship, which includes the development of managerial and knowledge-based skills that underlie the successful launch of a new venture or existing business in the global economy. Cross-listed as MGT 486.

**490 International Business Internship (3-6)**
Prerequisites: junior or senior standing with at least a 2.75 overall GPA or at least a 2.5 overall GPA and a 3.0 in COB courses, and completion of at least 45 hours of COB core and major requirements. May be used to satisfy the cross-cultural experience requirement of the IB major. Approval of the college of business required. (*fall and spring semesters)

**491 Special Projects in International Business (3)**
Prerequisites: completion of at least 45 hours of COB core and major requirements, and approval of the associate dean. A supervised project in conjunction with a Tampa-based international organization or association. Graded on a pass-fail basis. May be used to satisfy the cross-cultural experience requirement of the IB major.

**492 Seminar in International Business (3) (IG)**
Prerequisite: ECO 205. Examines select economic, political and cultural aspects of specific countries through readings, lectures, research and travel abroad. Country selection varies with instructor. Travel abroad includes visits to foreign stock exchanges, universities, corporations and international organizations. The trip is required for course credit, and the cost of the trip is not included in tuition. May require class meetings during the last seven weeks of the spring semester. (*in summer only, at the discretion of the coordinator of International Business and the International Programs office)

**495 Special Topics in International Business (3)**
Prerequisites: to be specified at time of offering. A course offered at the discretion of the IBS Department. Subject may focus on a topic of current interest in the field, training in a specific area of the field, or a topic that is of interest to a particular group of students. (*as needed)
499 Independent Study in International Business (1-3)
Prerequisite: Minimum 3.0 GPA, consent of the department chair and associate dean. A readings or independent study course taken under faculty guidance for variable credit.

601 International Finance (3)
For graduate students only. Prerequisite: FIN 610. Course applies no-arbitrage theory to multinational financial management. Topics include international financial markets, international parity conditions, hedging foreign cash flows, arbitrage portfolios, international capital budgeting, international portfolio allocation, and international cost of capital. Cross-listed as FIN 630. (CFA®) (*spring semester)

602 International Management (3)
For graduate students only. Prerequisites: MGT 602 and 610. Examines the challenges associated with managing business enterprises whose operations stretch across national boundaries. Through extensive readings and case analyses, students will be able to obtain a fundamental understanding of the strategic, operational and behavioral aspects of managing across cultures. Cross-listed as MGT 625. (*fall semester)

603 International Marketing (3)
For graduate students only. Prerequisite: MKT 607. Investigates the development and implementation of marketing techniques and programs on an international scale. Evaluates cultural differences, marketing strategies and decision-making processes that are part of international marketing. Cross-listed as MKT 613.

695 Special Topics in International Business (3)
Prerequisites: to be specified at time of offering. A course offered at the discretion of the IBS Department. Subject may focus on a topic of current interest in the field, training in a specific area of the field, or a topic that is of interest to a particular group of students. (*as needed)

699 Independent Study in International Business (1-3)
For graduate students only. Prerequisite: minimum 3.5 GPA, written permission of department chair. Contemporary topics in international business.

International Studies (IST)

205 Contemporary Europe (4) (IG)
This course analyzes the cultural, economic and political spheres of Europe in the wake of the European Union, the demise of the Cold War and broad globalization trends. (*every other year)

206 Contemporary Latin America (4) (IG) (NW)
This course analyzes the cultural, economic, social and political dimensions of Latin America. Primary focus is on the ways several broad issues have shaped contemporary Latin America. (*every other spring)

250 Introduction to Thailand (4) (NW)(IG)
Introduces students to the political, economic, social and cultural evolution as well as contemporary aspects of Thailand. Course concludes with two week travel to Thailand. Cross listed with GWA.

260 Greece’s Contribution to Western Civilization (4) (NW) (IG)
This course will examine the cultural contributions of ancient Greece to western civilization. The course will focus on the social, political, economic and philosophical aspects of this contribution. Course concludes with two week travel to Greece. Cross-listed with GWA.

270 Introduction to International Studies Research Methods (2) (IG)
Introduction to essential skills and critical issues in international studies research. (*spring semester)