



Dillard College of Business Administration

Syllabus: International Management MGMT 3353.X20 Online Summer Semester 2025

Contact Information

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Course Materials

Schneider and Barsoux, Managing Across Cultures, 2nd Edition. ISBN-10: 027364663X • ISBN-13: 9780273646631

Additional readings are posted to D2L

Course Description

International business has become a reality of today's business world. The world is becoming flat(ter)! Companies across the world are becoming more interconnected. Crumbling of trade barriers, proliferation of technology, and opening up of emerging economies have facilitated doing business across national borders. This course serves as an introduction to the basics of international management.

Through a combination of lectures and class participation via discussion boards, we will explore the domain of International Management through three main sections: (1) The meaning of culture, (2) Culture and Management Practice, and (3) Managing Cultural Differences. We will seek to learn the tools and vocabulary necessary for a critical and effective management analysis, thinking, and communication across national borders.

Course Prerequisite(s)

Enrolled in the undergraduate business management program.

Learning Goals

Students will have an understanding of the influence of global and multicultural issues on business activities:

- This is the main goal of this class. **Instruction** will occur through online discussion via video lecture of each chapter which have to do with international aspects of management. There will be some application of this skill area in exercises and cases. Each of these items will be **assessed** as part of the total class point schedule.

Competency in Speaking Within Common Business Scenarios:

- Students will **practice** their oral presentation skills in individual presentations that they will present to the class. **Assessment:** the student's ability to present their perspective will be evaluated and included in the point profile for the course. Students will be expected to actively participate in discussions and answer questions, as well as ask their own during these presentations.

Competency in writing about common business scenarios:

- Students will answer questions comprised of analyses about each chapter. Hence, **practice** of written skills occurs through these assignments.

Problem Solving and Decision-Making Abilities Through Critical Analysis, Evaluation, and Interpretation of Business Information:

- These critical skill areas are **practiced** through case applications in diagnostic and analytical skills and in cases given to students. They are **assessed** through the point values given oral discussion/class participation.

Students will be able to utilize available technology for common business applications:

- Students will **practice** this skill area by using word processing, data collection, and the internet. **Assessment** is reflected in the evaluation of the report.

Course Policies

Attendance Policy:

Students are expected to attend all class meetings for this course, following the university attendance policy. (See **Midwestern State University Undergraduate Catalog**, Volume LXXVIII, Number 1, page 78). See attendance and class participation section below.

My Expectation:

I prefer to treat my students as responsible adults who have made an active choice to be where they are. Since the choice is yours, I expect that you will not only be attentive to the course material posted but also use the available resources including group discussion,

individual project, video clips and lecture-discussions to your advantage to get the most out of this class. I expect that you will watch the videos after having read the assigned textbook chapter.

An environment of respect is very important to me and I expect that you will respect me and the other students in the class— no comments will be tolerated which are rude, demeaning, slanderous, prejudicial, or offensive. I reserve the right to significantly lower the grade (down to zero on hundred for the participation grade) of a person who takes away from a positive and constructive online classroom environment. In some cases, I might even remove this person from the online class completely.

If there are university excused reasons because of which you will not be able to watch the videos in time for the tests/exams or complete assignments on time, I expect that you will discuss the same with me in **advance** and not after the due date/missed class. Email is the best way to reach me. I check email on phone and so am very accessible through email.

My personal philosophy revolves around fairness so please know that I will put only as much effort into the development of a student and a class as I get from them.

Examination Policy: For tests and exams, you will have one attempt and no make ups are allowed. Again- once logged into an exam, you need to complete it in one go (re-login is not possible). If your screen freezes or you have genuine D2L issues, do your best to take screen shots with time stamps to email me as evidence of the difficulties you were facing and I will reset the quiz for you (if I believe you). The exams are closed book, no notes, no outside/internet assistance and no talking with another person in the room. Our dean has asked all of us to be very strict with monitoring your online tests and exam proctoring. So if you do not follow Respondus monitor and lockdown browser instructions correctly (e.g.: do not show your environment to the camera before starting the test), there will be consequences such as either not counting the whole grade you made for that test or not counting that test at all. If there is evidence of cheating, you will receive an F in the class and I will be forced to report you to the university. Please take this very seriously.

Course Format

International Management, as other management courses, is best learned through active (not passive) experience. My goal is to create an environment that stimulates your thinking and prepare you to use the principles of international management in the business. I have designed this course to promote the objectives described above. The structure of this course will challenge you to think beyond the obvious and constantly apply the concepts, frameworks and tool kits we learn in class to real-life situations.

Grading and Evaluation:

Many different tools are used to test your degree of success at achieving the different learning goals. Here is the breakdown of points in this class.

Activity/Assignment	Points	Distribution
Discussion board participation	100	Individual
10 Individual Online Quizzes (10 points each)	100	Individual
Exams (3 online exams @ 33 points each, one bonus point added)	100	Individual
International Management Country Presentation	100	Individual
Total	400	

Grades will be determined on the basis of the total points earned. Letter grades will be given according to the following scale:

A = 360-400 points

B = 320-359 points

C = 280-319 points

D = 240-279 points

F = less than 239 points

Late Assignment:

The presentation YouTube link is due on the date mentioned in the syllabus for your team. During each hour the assignment is late, its available graded value for you drops by 25 percent. After 4 hours delay, the YouTube link will not be accepted at all and you will not receive a presentation grade. Should you have any pressing reason for not completing this on time, you should inform me early on. Informing me the day before the due date is not acceptable.

Grading Details

Discussion board participation

You are expected to watch all sessions. In addition, I expect that you will actively participate in class discussions online.

Class participation is graded in the following 2 components: 1) Class discussion per chapter (total 70 points) and 2) Oral presentation questions (total 30 points).

Class discussion per chapter (total 70 points): There are 10 Chapters that you can participate in. I will grade participation for a maximum of 7 points per chapter. Contributions that can earn you points consist of meaningful answers to the questions posted. I will use a discussion forum on D2L to ask questions. Each chapter will have its own discussion forum that will begin the day we start the chapter and end the day mentioned in the syllabus. You are expected to use the discussion forum to answer a question that I will post about that

chapter on the discussion forum. You are required to give only one contribution per discussion forum. When typing up your answer, use the KISS principle: Keep it short and sweet. I expect no more than one paragraph (4-5 lines, around 200-300 words). Points given will depend on:

1. Thoughtfulness/quality of your answer. This is the primary criteria to earn a good participation grade. This includes the originality of the answer. Any suspicion of using AI will significantly affect this grade.
2. When you answered (i.e. the later you answer/participate in that discussion forum, the higher the bar I will use to grade your answer (i.e. tougher it is to score a full 7). Hence there is an incentive to answer the question within the first couple of days of the discussion boards opening rather than waiting for the last day.)

Oral Presentation questions (total 30 points): Upon watching each of the other student presentations, you are required to ask at least one question of each team (i.e. one question per country presented). Depending on the quality of your question, you can earn 3 points per presentation or a total of 27 points since we will have 10 presentations (one will your own). I will add 3 bonus points to this score to make it worth a total of 30. Note: very detailed instructions will be sent to you via email and D2L news on how to ask and answer questions for presentations.

These two components combined will give you a final participation grade out of 100.

Individual Online Quizzes

A multiple-choice question format quiz will be given for each chapter covered. Quizzes will be available to take online with start and end dates mentioned in the syllabus. Quiz format: 15 minutes, 10 questions @ 1 point per question. Quizzes are all closed book, no notes, no external help. They are monitored. Please take this very seriously as suspicion of cheating will result in being dropped from the class after one warning.

Exams

There will be 3 non-cumulative online exams that will be based on 33 multiple choice questions (1 point each). One or more of these questions may be on article/cases/video clips that were discussed in class. You have 75 minutes for each exam, starting from when you first start the exam on D2L. Exams (like the quizzes) are all closed books, closed notes and no outside help and internet assistance. If you miss the exam and ask for a reset, I can only do so for a university approved reason (most of which required paperwork like doctor's notes or evidence for funerals etc.) that need to be submitted to student services and once I get clearance from them, I can reset.

International Business Consulting Presentation:

Working in assigned teams of 3-4 this project is an opportunity to demonstrate your knowledge of concepts taught in class by applying them to research the challenges of

management and doing business in a specific country that will be assigned to you early during the semester.

Formally dressed and acting like a management culture training consultant you will present to the rest of the class on the country you were assigned. You are expected to be a cultural expert on that country so make sure you start reading up and researching the country earlier rather than later. You will give the rest of the class a total of a 20-21-minute oral presentation accompanied with slides (3 seven-minute YouTube videos or 4 five-minute YouTube videos depending on how many people are in your team). You will essentially be training the class on the dos and don'ts when working with people from that country. (Example: that country's attitude towards punctuality, dress codes etc.). Your presentation grade is individual.

More detailed instructions and sample videos from past classes will be posted on D2L and emailed to you by end of week 1.

Academic Integrity:

With regard to academic honesty, students are referred to the "Student Honor Creed" on p. 19 of **Midwestern State University Undergraduate Catalog**, Volume LXXVIII, Number 1. Plagiarism **will not** be tolerated. If you are suspected of using Chat GPT or other AI, points will be deducted. Any student who plagiarizes on any written assignment will receive a 0 for the assignment and/or course and be referred to the Dean of Students for further disciplinary action.

Desire2 Learn (D2L)

This is the website for the course. Students are expected to check this website for important course information, course documents, quizzes and exams and correspondence from the instructor multiple times per week.

Americans with Disabilities Act:

This class follows the guidelines suggested by the Center for Counseling and Disabilities Services for those students who qualify for disability services. See **Midwestern State University Undergraduate Catalog**, Volume LXXVIII, Number 1, page 21.

Syllabus Change Policy:

This syllabus is a general outline of material covered, learning goals, grading procedures and student performance requirements. Material covered, dates of tests, and percent of total grade may vary as necessitated by the pace material is covered and any unforeseen class interruptions such as weather cancelations, guest lectures, or instructor illness.

Tentative Course Calendar

Date	Topic
June 2	Read Syllabus and ask me if you need any clarification
June 3-6	Quizzes and discussions boards for Chapters 1-3 begin at 12AM June 3 rd and stay open till June 6 th 11:59PM
June 9	Exam 1* (based on Chapter 1-3) (open for a 24-hour period).
June 10-13	Quizzes and discussions boards for Chapters 4-6 begin at 12AM June 10 and stay open till June 13 th 11:59PM
June 16	Exam 2* (based on chapter 4-6) (open for a 24-hour period).
June 17-23	Quizzes and discussions boards for Chapters 7-10 begin at 12AM June 17 and stay open till June 23 rd 11:59PM
June 24	Exam 3* (based on chapter 7-10) (open for a 24-hour period).
June 25	Student Presentations for Teams 1 and 2 are available for the rest of the class to watch starting at 10AM and ask questions to presenters on the related discussion forums that will be open for 48 hours (Teams 1 and 2: Your individual YouTube links are due to me via email by June 23, 5PM. Any delay causes significant loss of points to you)
June 26	Student Presentations for Teams 3 and 4 are available for the rest of the class to watch starting at 10AM and ask questions to presenters on the related discussion forums that will be open for 48 hours (Teams 3 and 4: Your individual YouTube links are due to me via email by June 23, 5PM. Any delay causes significant loss of points)

June 27	<p>Student Presentations for Teams 5 and 6 are available for the rest of the class to watch starting at 10AM and ask questions to presenters on the related discussion forums that will be open for 48 hours across June 27 and June 30- not including the weekend. (Teams 5 and 6: Your individual YouTube links are due to me via email by June 23, 5PM. Any delay causes significant loss of points)</p>
July 1	<p>Student Presentations for Teams 7 and 8 are available for the rest of the class to watch starting at 10AM and ask questions to presenters on the related discussion forums that will be open for 48 hours (Teams 7 and 8: Your individual YouTube links are due to me via email by June 30th, 5PM. Any delay causes significant loss of points)</p>
July 2	<p>Student Presentation for Team 9 is available for the rest of the class to watch starting at 10AM and ask questions to presenters on the related discussion forum that will be open for 48 hours (Team 9: Your individual YouTube links are due to me via email by June 30th, 5PM. Any delay causes significant loss of points)</p>