INTERNATIONAL BUSINESS

College of Business
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Professor
JOEL NICHOLSON (1996), Professor of International Business; B.A. (1976), Central Washington University; graduate study (1978), Washington State University; M.B.A. (1985), Gonzaga University; Ph.D. (1991), The Florida State University.
LIHUA WANG (2006), Professor of International Business; B.A. (1991), Nankai University, China; M.B.A. (1996), Chinese University of Hong Kong; Ph.D. (2003), Northwestern University.

Assistant Professor
SERGEY LEBEDEV (2016), Assistant Professor of International Business; B.S. (2007), M.S. (2009), Moscow State University; Ph.D. (2016), University of Texas at Dallas.

Major
• Bachelor of Sciences in Business Administration: Concentration in International Business (bulletin.sfsu.edu/colleges/business/international-business/bs-business-administration-concentration-international-business)

Minor
• Minor in International Business (bulletin.sfsu.edu/colleges/business/international-business/minor-international-business)

IBUS 130 Globalization and Business in the 21st Century (Units: 3)
Introduction to concepts related to globalization; the impact of globalization on ethical, ecological, political, legal, social, economic and technological aspects of the 21st century; examination of perspectives and tools for psychological, social and professional readiness in the global world.
Course Attributes:
• D1: Social Sciences
• Global Perspectives

IBUS 330 International Business and Multicultural Relations (Units: 3)
Prerequisites: Restricted to students with upper-division standing; successful completion of GE Areas A1, A2, A3, and B4; or consent of the instructor.
International business: social, political, cultural and economic environments and their effects on functional management. Trade, global strategy, foreign direct investment, economic integration, foreign exchange, and the multinational enterprise.
Course Attributes:
• UD-D: Social Sciences
• Global Perspectives

IBUS 331 Cross-cultural Creativity in Business (Units: 3)
Prerequisite: ENG 214 or equivalent.
Cross-cultural creativity arising from multiple information processing perspectives in business environments and international competition. May not be counted as an elective course in the International Business concentration.

IBUS 430 Import-Export Management and Small Business Operations (Units: 3)
Prerequisite: IBUS 330 with a grade of C- or better, or consent of instructor.
Practical aspects of export and import management in small and medium-size businesses; export and import procedures, foreign sales, documentations, legal considerations, logistics and financial practices.

IBUS 440 Advanced Import-Export Management (Units: 3)
Prerequisite: IBUS 430 with a grade of C- or better or consent of the instructor.
The import-export process from product/service development to marketing overseas. (Plus-minus letter grade only)

IBUS 517 Legal Environment of World Business (Units: 3)
Prerequisite: IBUS 330 with a grade of C- or better or consent of the instructor.
Status of persons and property within a foreign country. International transactions with or by governments or instrumentalities. Legal systems: overlapping or conflicting interests, problems of nationalization, annulment of contracts, or concessions in foreign countries.
IBUS 531 Cross-Cultural Innovation and Creativity in Business and Management (Units: 3)
Prerequisites: Upper division standing; IBUS 330 with a grade of C- or better; or consent of instructor.
Examination of the innovative, creative products, services and management processes in a cross-cultural environment. Exploration of macro and micro environment factors that influence innovation and creativity within. (Plus-minus letter grade only)

IBUS 566 Careers in International Business (Units: 3)
Prerequisites: IBUS 330 with a grade of C- or better; two additional IBUS courses; or consent of instructor.
Designed for students interested in working with and in the international business environment. Career decision making and career management skills. (Plus-minus letter grade only)

IBUS 567 Internship in International Business (Units: 1-3)
Prerequisites: Restricted to upper-division International Business majors and minors; IBUS 330 with a grade of C- or better; IBUS 590, IBUS 681, and IBUS 690; a minimum 3.0 SF State GPA; appropriate employment; or consent of the instructor.
Analysis of experience with an international business or government. Weekly individual conferences with instructor. May be repeated for a total of 6 units. (CR/NC grading only)

IBUS 576 Global Entrepreneurship (Units: 3)
Prerequisite: IBUS 330 with a grade of C- or better or consent of instructor.
Introduction to the context that enables entrepreneurs to be successful in developed, emerging and developing economies. Focus on local context and contents of these economies, along with mainstream conceptions with emergent settings. (Plus-minus letter grade only)

Course Attributes:
- E1: Lifelong Learning Develop

IBUS 590 International Environmental Analysis (Units: 3)
Prerequisites: ENG 214, IBUS 330 with a grade of C- or better; or consent of instructor.
Factors affecting the conduct of contemporary business transactions in a number of specific global environments. (Plus-minus letter grade only)

IBUS 591 Doing Business in Latin America (Units: 3)
Prerequisite: IBUS 330 with a grade of C- or better or consent of instructor.
Business in Latin America. Demographics, psychographics, cultural and social values, business and managerial methods and systems. (Plus-minus letter grade only)

IBUS 592 Doing Business in Greater China (Units: 3)
Prerequisites: ENG 214 or equivalent, IBUS 330 with a grade of C- or better, or consent of instructor.
Business in Greater China: demographics, cultural and social values (philosophies, language, etc.), business and managerial methods and systems.

IBUS 593 Doing Business in Europe (Units: 3)
Prerequisite: IBUS 330 with a grade of C- or better or consent of instructor.
Business, economic, political, and social conditions affecting commercial conduct in Europe. Opportunities and challenges for investment and trade.

IBUS 594 Doing Business in Asia-Pacific Countries (Units: 3)
Prerequisites: IBUS 330 with a grade of C- or better or consent of instructor.
In-depth study of current issues in Asia-Pacific economic, cultural, political, social, and institutional environments and their impacts on national competitiveness within the region.

IBUS 596 Doing Business in Japan (Units: 3)
Prerequisite: IBUS 330 with a grade of C- or better or consent of instructor.
Insight into or guidelines for ways of interacting and doing business with the wide range of cultures, institutions, businesses, and regions that are associated with emerging markets. (Plus-minus letter grade only)

IBUS 618 International Human Resource Management (Units: 3)
Prerequisites: IBUS 330 with a grade of C- or better, MGMT 405 and MGMT 610; or consent of instructor.
International aspects of human resources. Legal requirements, cultural issues, and the management practices and systems critical for success. Students may not take the course a second time under an alternate prefix. (Plus-minus letter grade only)
(This course is offered as MGMT 618 and IBUS 618. Students may not repeat the course under an alternate prefix.)

IBUS 620 Research in International Business and the Global Market (Units: 3)
Prerequisite: IBUS 330 with a grade of C- or better or consent of instructor.
Strengthening skills in analyzing international markets and conducting a business plan. International business entry strategy, international environment analysis, international business risks, and more. (Plus-minus letter grade only)

IBUS 628 Global Human Resource Management (Units: 3)
Prerequisite: IBUS 330 with a grade of C- or better or consent of instructor.
Examination of the nature of developing and managing human resources at the global level; exploration of the challenges in the global environment and strategies used to effectively develop and manage a global workforce in culturally and geographically diverse environments. (Plus-minus letter grade only)
IBUS 638 Global Leadership and Cultural Competencies (Units: 3)
Prerequisite: IBUS 330 with a grade of C- or better or consent of instructor.

Examination of different aspects in developing global leadership skills and cultural competencies in the volatile, competitive environments from an individual, collective and organizational collaborator’s perspective. Focus on the mindset, concepts and tools, cultural and contextual intelligence, and self awareness. (Plus-minus letter grade only)

IBUS 659 Introduction to International Business Negotiation (Units: 3)
Prerequisites: IBUS 330 and MGMT 405 with a grade of C- or better or consent of instructor.

Intercultural negotiating skills become more essential as business becomes more global and participative. Exercises involving various protagonists, organizational contexts, and situations. (Plus-minus letter grade only)
(This course is offered as IBUS 659 and MGMT 659. Students may not repeat the course under an alternate prefix.)

IBUS 676 Social Entrepreneurship in a Global Context (Units: 3)
Prerequisite: IBUS 330 with a grade of C- or better.

Examination of social entrepreneurship in a global context. Focus on new business models, micro-financing, and community-based entrepreneurship. (Plus-minus letter grade only)

Course Attributes:
- Social Justice

IBUS 681 Seminar in Comparative Management (Units: 3)
Prerequisites: ENG 214, IBUS 330 with a grade of C- or better, or consent of instructor.

Analysis of managerial performance in different cultures. Examines the international dimensions of organizational behavior in different countries and the varying socioeconomic, political, and legal variables that interact with culture to affect local and international management.

IBUS 690 Global Strategic Management (Units: 3)
Prerequisites: ENG 214, IBUS 330, and MGMT 405 with grades of C- or better; FIN 350; or consent of the instructor; FIN 536 recommended.

A case study approach to business strategy, tactics, and decision-making in a multinational enterprise. Interactive effects of governmental and business policies.

IBUS 699 Independent Study (Units: 1-3)
Prerequisite: Consent of the instructor, adviser, and department chair. Open only to upper-division students that have demonstrated the ability to work independently.

Intensive problem analysis under the direction of an international business faculty member. May be repeated for a total of 6 units. [CSL may be available]

IBUS 815 Seminar in International Business (Units: 3)
Prerequisite: Restricted to graduate Business students; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Exploration of themes of culture and environments. Emphasis on the multinational enterprise and forms of international structure and strategy, rationalization of value chains, locational decisions, and FDI, foreign exchange, and global and regional economic integration. (Plus-minus letter grade only)

IBUS 829 Global Human Resources Management (Units: 3)
Prerequisite: Restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

The theory and applied aspects of human resources management in a global context. Topics cover critical areas and the emerging issues and leverage them for business practices. Focus on strategic HRM for sustained operational excellence. (Plus minus letter grade only)

IBUS 838 Global Leadership in the Modern World (Units: 3)
Prerequisite: Restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Examination of the impacts of globalization on society; the value of intellectual capital; and management in cross-cultural, interdisciplinary, and pluralistic environments. (Plus-minus letter grade only)

IBUS 841 Creativity for Managers: A Global Perspective (Units: 3)
Prerequisite: Restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Recognize, analyze, and support the value-adding determinants of creative behavior in global context; techniques for enacting and fostering productive creativity. (Plus-minus letter grade only)

IBUS 857 Seminar on Business in Greater China (Units: 3)
Prerequisites: BUS 788. Restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Analysis of opportunities, challenges, and approaches required for effective trade, investment, and business operations in The People’s Republic of China, Taiwan, and Hong Kong. Cultural, institutional, legal, and economic environment. Business and government systems. (Plus-minus letter grade only)

IBUS 859 International Business Negotiating (Units: 3)
Prerequisites: Restricted to graduate Business students and Ethics & Compliance Certificate students; 6 units in SF State graduate program; graduate students in other programs permitted on a space-available basis with the consent of the Faculty Director of Graduate Programs.

Development of intercultural negotiating skills through cases involving protagonists, organizational contexts, and situations. (Plus-minus letter grade only)
(This course is offered as BUS 859 and IBUS 859. Students may not repeat the course under an alternate prefix.)

IBUS 867 Graduate Internship in International Business (Units: 1-3)
Prerequisites: BUS 788. Restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Compliance Certificate students; 6 units in SF State graduate program; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Prerequisite: Restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Analysis of opportunities, challenges, and approaches required for effective trade, investment, and business operations in The People’s Republic of China, Taiwan, and Hong Kong. Cultural, institutional, legal, and economic environment. Business and government systems. (Plus-minus letter grade only)

IBUS 829 Global Human Resources Management (Units: 3)
Prerequisite: Restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

The theory and applied aspects of human resources management in a global context. Topics cover critical areas and the emerging issues and leverage them for business practices. Focus on strategic HRM for sustained operational excellence. (Plus minus letter grade only)

IBUS 838 Global Leadership in the Modern World (Units: 3)
Prerequisite: Restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Examination of the impacts of globalization on society; the value of intellectual capital; and management in cross-cultural, interdisciplinary, and pluralistic environments. (Plus-minus letter grade only)

IBUS 841 Creativity for Managers: A Global Perspective (Units: 3)
Prerequisite: Restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Recognize, analyze, and support the value-adding determinants of creative behavior in global context; techniques for enacting and fostering productive creativity. (Plus-minus letter grade only)

IBUS 857 Seminar on Business in Greater China (Units: 3)
Prerequisites: BUS 788. Restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Analysis of opportunities, challenges, and approaches required for effective trade, investment, and business operations in The People’s Republic of China, Taiwan, and Hong Kong. Cultural, institutional, legal, and economic environment. Business and government systems. (Plus-minus letter grade only)

IBUS 859 International Business Negotiating (Units: 3)
Prerequisites: Restricted to graduate Business students and Ethics & Compliance Certificate students; 6 units in SF State graduate program; graduate students in other programs permitted on a space-available basis with the consent of the Faculty Director of Graduate Programs.

Development of intercultural negotiating skills through cases involving protagonists, organizational contexts, and situations. (Plus-minus letter grade only)
(This course is offered as BUS 859 and IBUS 859. Students may not repeat the course under an alternate prefix.)

IBUS 867 Graduate Internship in International Business (Units: 1-3)
Prerequisites: BUS 788. Restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Compliance Certificate students; 6 units in SF State graduate program; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Prerequisite: Restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Analysis of opportunities, challenges, and approaches required for effective trade, investment, and business operations in The People’s Republic of China, Taiwan, and Hong Kong. Cultural, institutional, legal, and economic environment. Business and government systems. (Plus-minus letter grade only)
IBUS 868 Strategies in Emerging and Developing Economies (Units: 3)
Prerequisite: Restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Examination of the strategies and basic institutions underlying emerging markets in developing economies. Focus on strategies, business models, micro-financing, and community-based initiatives. (Plus-minus letter grade only)

IBUS 876 Entrepreneurship in a Global Context (Units: 3)
Prerequisite: Restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Theory and practice of entrepreneurship in a global context; awareness of business opportunities in different institutional environments; strategic skills and a global and ethical mindset that meet the requirements of entrepreneurial ventures in a global economy. (Plus-minus letter grade only)

IBUS 881 Seminar in Comparative Management (Units: 3)
Prerequisites: IBUS 815 or consent of instructor. Restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Analysis of managerial performance in different cultures. Examines the international dimensions of organizational behavior in different countries and the varying socioeconomic, political, and legal variables that interact with culture to affect local and international management. (Plus-minus letter grade only)

IBUS 889 International Business Strategy (Units: 3)
Prerequisite: Restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

International strategy and structure; analysis of the multinational enterprise, tools and techniques of global industry analysis. (Plus-minus letter grade only)

IBUS 895 Research Project in International Business (Units: 3)
Prerequisites: Two International Business 800-level courses; two additional 800-level courses; consent of the Business Graduate Studies office and instructor; and approval of Advancement to Candidacy (ATC) and Culminating Experience (CE) forms by Graduate Studies.

Open to International Business M.S.B.A. candidates only. (CR/NC grading only)

IBUS 899 Independent Study (Units: 1-3)
Prerequisites: Restricted to graduate Business students; consent of the instructor, adviser, and department chair; open only to graduate students that have demonstrated the ability to work independently.

Intensive study of a particular problem under the direction of an international business faculty member. (Plus-minus letter grade only)

[CSL may be available]