

BA 317 – International Management

The session begins on the 1st day of the enrollment month and ends on the last day of the 6th month.

Instructor Information

Instructor Name: William King (Bill)

UIU Faculty Email: kingw@uiu.edu

Course Description

Semester Credits: 3 credits

Catalog Course Description: Offering a cross-cultural perspective on managing global organizations, this course helps students understand the influence of culture on international management practices. Covering strategic analysis, organizational structure, global coordination and control, and human resource management, the course prepares students to effectively address management issues in multinational organizations.

Prerequisites: BA

Course Fee: None

Credit Hour Policy: As a requirement of HLC Accreditation, all UIU courses, regardless of meeting schedule or instructional mode, follow the Federal Credit Hour Definition. As such, each credit hour earned at UIU is equivalent to a minimum of 45 hours of student engagement.

For more information on how specific instructional modes meet this requirement, please see UIU's Policy Guidelines for Instructional Time Expectations: [UIU Policies](#).

Textbook:

Doh, J. P., Luthans, F., & Gaur, A. S. (2024). International Management: Culture, Strategy, and Behavior (12th ed). Publisher: Richard D. Irwin, Inc. ISBN **978-1-265-80636-1**.

Recommended Resources

UIU Tutor and Writing Center

- Email: tutorcenter@uiu.edu
- Phone: (563) 425-5272

UIU Academic Success

- Email: academicsuccess@uiu.edu
- Phone: (563) 425-5264

Course Outcomes

- Understand the nature of international business, why it is important, and how it differs from domestic business.
- Examine the magnitude, direction, and trends of global trade, the theories behind it, and how it has grown in terms of importance.
- Compare and contrast payment methods for goods and services used in the course of international transactions

Program Student Learning Outcomes

1. Access, utilize, evaluate, and synthesize quantitative and qualitative information in making business decisions.
2. Understand how internal and external environments impact functional areas of business.
3. Communicate effectively in various forms, such as written, oral, visual, or electronic formats.

General Education Assessment

Upper Iowa University is committed to ensuring that all undergraduate students participating in its general education program receive a broad education, while gaining essential professional skills across multiple disciplines. The Peacock Professional Experience provides nine learning outcomes, each of which articulates a specific skill students should gain and are supported by knowledge provided by the courses students choose to take within the guidelines of the program. The outcome assessed in this course will reflect on each of these listed in the program learning outcomes.

Course Requirements and Grading Criteria

Course Requirements

The course is completely developed in uiuLearn and consists of 4 units (covering 15 chapters). All course materials will be available and all work should be completed in uiuLearn. All units are available at the start of the session so you can work at your own pace but keep in mind there is an end date to the session. Completing prior to the end of the session is acceptable based on your pace. Even though you do not attend a regular classroom in the traditional sense and keep up with a set schedule of assignments, it is important to maintain a regular schedule, if possible, to complete all course work in a timely fashion.

Participation

As noted, this is a web-based, self-paced, course. As such, it is not a typical situation where students are collaborating together in discussions. There are no specific participation related points in this course. All points are tied to assignments and quizzes/exams. You will submit all assignments into the appropriate folder in the Assignments tab in uiuLearn. Quizzes/exams can be found under the Quizzes tab and these will be done online.

Assignments

Each UNIT will have specific chapters tied to that unit. Each chapter will have a discussion question (What Have You Learned) to review and submit an answer against. Additionally, each chapter will have an Experiential Exercise for Self-Assessment that you will review and submit your answer against.

There will also be 2 Hot Topics due in the course. You will find additional guidance on these in the Content sections where they are due for submission to the appropriate folder in the Assignments tab. You can use a Power Point format or a Word doc format.

Lastly, there will be one additional writing assignment called Session Reflections. You will find guidance on this assignment in Unit 1 and also again in Unit 4 Content but it is intended to be done once you have completed all assignments and quizzes/exams. In that guidance you will see specific questions to respond against. No APA requirements in this case.

Quizzes/Exams

There will be an exam to complete for each of the Units assigned in this course. Again, each unit has specific chapters tied to that Unit.

Key Points

You will have access to only one UNIT at a time. Once all assignments and quizzes/exam are completed for that UNIT, then the next Unit will open. It will be very important for you to continue to progress consistently in this course. You can potentially finish prior to the end date of the course. I typically provide feedback on submissions within 24-48 hours.

Course Policies

Try to do your best to keep a consistent as possible approach to getting units completed in a timely fashion and avoid needing to have a late push by the end of the session to complete all assignments and quizzes/exams. If possible, try to make sure you are checking UIU email daily just in case I need to notify the students of anything.

AI-Free Assignments

Use of generative AI is not permitted for assignments requiring independent analysis, critical thinking, or personal reflection (e.g., take-home exams, reflective essays). Unauthorized use constitutes a violation of academic integrity and may fall under the Academic Misconduct Policy.

Grading Criteria

Criteria	Points
Student Autobiography	0
Short Answer Questions	200
Annotated Bibliography	200
Check On Learning Quiz	200
Midterm Exam	200
Final Exam	200
Total	1000

Grading Scale

Letter Grade	Points	Percentage
A	930 - 1000	93 - 100 %
A- (minus)	900 - 929	90 - 92 %
B+	870 - 899	87 - 89 %
B	830 - 869	83 - 86 %
B- (minus)	800 - 829	80 - 82 %
C+	770 - 799	77 - 79 %
C	730 - 769	73 - 76 %
C- (minus)	700 - 729	70 - 72 %
D+	670 - 699	67 - 69 %
D	630 - 698	63 - 66 %
D- (minus)	600 - 629	60 - 62 %
F	below 600	below 60 %

Grades and Feedback

All graded work available must be posted in the uiuLearn Gradebook by Sunday at 11:59pm (CT) one week prior to the course drop date, as well as posted by Sunday at 11:59 pm prior to the final week.

Turnitin

Turnitin is a tool for both teachers and students to ensure academic integrity by checking the originality of submitted papers to avoid issues of plagiarism and academic dishonesty.

Students should be aware that Turnitin scans submitted work and compares it to ALL other sources on file.

Extension Policy

Students will be allowed to request an extension and receive an 'X' (extension grade) at the end of their original six-month enrollment period if:

- A minimum of one assignment has been received for grading per guidelines AND
- All course units and exams are not completed and submitted OR

- A course withdrawal has not been initiated.

Note: The fee for a self-paced extension is \$99 per course. The request for an extension must be submitted no earlier than one month before the end of the course and no later than a week before the end of the course.

Extension grade details

- When the extension is granted and an “X” grade is issued, the student will receive a four-month enrollment period to complete the course.
- Students do not have the option to withdraw from a course after the initial six-month enrollment period.
- An ‘X’ grade posted to the student’s official record will be replaced with a final letter grade; however, the extension will remain on the official transcript as a notation.
- If the course is not completed by the end of the extension period, the instructor will assign a final grade (A-F) based on work completed in relation to the total course requirements.
- If credit is not earned by the end of the extension period, students can re-enroll and repeat the entire course for credit.

Note: Students are not reported as enrolled during the extension period and are not eligible for student loan deferment. No more than one extension will be granted.

AI-Free Assignments

Use of generative AI is not permitted for assignments requiring independent analysis, critical thinking, or personal reflection (e.g., take-home exams, reflective essays). Unauthorized use constitutes a violation of academic integrity and may fall under the Academic Misconduct Policy.

Course Schedule

Unit	Topics of Study	Activities	Assessments
------	-----------------	------------	-------------

Unit 1	Globalization and International Linkages. The Political, Legal, and Technological Environment	Read Chapters	Student's Autobiography Annotated Bibliography Short Answer Questions Unit Test
Unit 2	Ethics and Social Responsibility The Meanings and Dimensions of Culture	Read Chapters	Annotated Bibliography Short Answer Questions Unit Test
Unit 3	Managing Across Cultures Organizational Cultures and Diversity	Read Chapters	Annotated Bibliography Short Answer Questions Unit Test Midterm Exam
Unit 4	Cross-Cultural Communication and Negotiation Strategy Formulation and Implementation	Read Chapters	Annotated Bibliography Short Answer Questions Unit Test
Unit 5	Entry Strategies and Organizational Structures Managing Political	Read Chapters	Annotated Bibliography Short Answer Questions Unit Test



COURSE SYLLABUS

	Risk, Government Relations, and Alliances		
Unit 6	Management Decision and Control Motivation Across Cultures	Read Chapters	Annotated Bibliography Short Answer Questions Unit Test
Unit 7	Leadership Across Cultures Human Resource Selection and Development Across Cultures	Read Chapters	Annotated Bibliography Short Answer Questions Unit Test
Unit 8	Chapter 7-14 Evaluation	Final Exam	Final Exam

Course Expectations

Email

Upper Iowa University employees and students are issued a UIU email account (doej@uiu.edu). University email communications will only be sent to UIU email address. Faculty and staff are not obligated to respond to students using non-UIU email accounts.

Technology Requirements

Computer, appropriate software. and internet access.

Late Work

See course policies section. The important thing to keep in mind for a self-paced course is to stay consistent from start to finish on getting assignments and quizzes/exams turned in so you don't get into a crunch situation towards the end date of the session. This also helps avoid a potential Automatic Withdrawal situation.

Professional Writing and Speaking Guidelines

Communications in class and online should follow the Student Conduct and Discipline, Respect for the University Environment, and Code of Student Responsibility in the [Student Handbook](#). Respect the opinions of others using appropriate language and communications.

University Policies

Withdrawal (W)

If a student decides to withdraw from a course before the end of an enrollment period, the student's charges, financial aid, tuition assistance, and/or veteran benefits could be affected. All students should consult with the Business Office and Financial Aid Office to understand the financial impact of withdrawing prior to initiating the withdrawal process.

Tuition adjustments are independent from academic and financial aid deadlines. Upon receiving a request for withdrawal, using the number of lessons submitted as compared to the total due, a refund of tuition is made according to the following guideline.

On or before the first day of the enrollment period* 100%

After the first lesson through 10% of the enrollment period 90%

After the first 10% through the first 25% of the enrollment period 50%

After the first 25% of the enrollment period 0%

*Enrollment is measured by the number of assignments to be submitted during a six-month period of time, as determined by the University, during which semester credits are earned toward graduation. The refund/repayments shall be calculated using the percentages noted above as determined using the number of assignments completed and the number of assignments yet to be submitted.

For example, if a student submitted 2 of 17 assignments, they completed 11.76% of the class assignments. The student would be refunded 50% of the tuition cost.

For students from Wisconsin, Maryland, Georgia, Oregon, or Arizona, state laws apply. For students enrolled through the cpacredits.com program, no refund is allowed after the first two weeks.

Students who withdraw from a course prior to submitting the first assignment, or who are administratively withdrawn for non-submission of assignments, will be charged an administrative fee of \$99.

Course withdrawal may impact financial aid eligibility. A financial aid counselor is available to discuss this decision.

Upper Iowa University is required to use a pro-rata schedule to determine the amount of Title IV aid the student has earned at the time of withdrawal. If financial aid funds have been released to the student because of a credit balance on the student's account at Upper Iowa University, the student may be required to repay some or all of the amount released to the student. This policy is subject to federal regulations. Contact the Financial Aid Office for details.

Withdrawing from a course in progress may result in significant student account charges. Consult with the Business Office before withdrawing. For more information on financial aid implications, go to uiu.edu/financialaid.

Administrative Withdrawal (AW)

A grade of AW (administrative withdrawal) is recorded for any course from which a student is administratively withdrawn. **At least one complete assignment/unit must be received and verified by the instructor within the first 60 days of the enrollment period or the student will be administratively withdrawn from the course.** Students who are administratively withdrawn for non-submission of assignments, will be charged an administrative fee of \$99. Non-Attendance (NA): Never attended grades are not applicable to the Self-Paced Degree Program.

Academic Accommodations

It is the policy of Upper Iowa University to ensure equal access to educational and co-curricular activities to students with disabilities as

mandated by the Americans with Disabilities Act Amendments Act (ADAAA) and Section 504 of the Rehabilitation Act of 1973. A student seeking accommodations should contact the Director of Student Accessibility Services as early in the session as possible. In order to receive accommodations, students are required to disclose their disability to the Director by completing an application for services that can be found on the Student Accessibility Webpage. In addition to the application packet, the student is required to submit supporting documentation. Submit these to the Student Accessibility Services Office either in person or by email/Fax. A brief interview, in-person, by phone or virtually, with the Director will confirm or deny the accommodations requested. The Student Accessibility Services Office will email accommodation letters to the appropriate professor, the student, and the student's advisor. Additionally, students should work cooperatively with their instructors throughout the session to make sure that their accommodations are appropriate and effective.

Upper Iowa University (UIU) provides closed captioning/transcriptions in acknowledgment of the Americans Disability Act, Rehabilitation Act, and various state laws. The information displayed is computer generated and not reviewed before being published. UIU makes no representations or warranties and expressly disclaims any responsibility or liability with respect to any errors or omissions in, or the accuracy, reliability, timeliness, or completeness of, any information that appears in a closed caption or transcript.

Contact the Director at (563) 425-5949, accessibility@uiu.edu or stop by the office on the 2nd floor of the Student Center, Office of Student Life, Room 229.

Emergency Directives: (Fire, Natural Disaster, Threat on campus, etc.)

In accordance with Upper Iowa University's emergency management plan, any student that requires assistance in the event of an emergency (Fire, natural disaster, threat on campus) is responsible for notifying their instructor of the need for assistance. (Evacuation, and/or

indoor safety protocols) This information will be held confidential and only needed in the unlikely event that there is an emergency.

This syllabus is subject to change.

© 2025, Upper Iowa University