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VOLUME 11 • EFFECTIVE OCTOBER 5, 2026 – DECEMBER 31, 2027

INTERNATIONAL DUBLIN COLLEGE CATALOG



International Dublin College, LLC
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Publication date: October 5, 2026
Licensed by the Commission for Independent Education, Florida Department of Education.

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General Information

Purpose of the Institution

Mission. International Dublin College (IDC) provides distance education for adult learners. Guided by the United Nations 2030 Agenda for Sustainable Development, IDC offers professionally relevant degree programs and courses that promote quality education and lifelong learning.

Vision. IDC aspires to be a leader in online education by offering a globally accessible and flexible learning experience that supports sustainable and inclusive education for a diverse, worldwide community.

Values. Innovation • Personalized Learning • Professionalism • Respect • Sustainability

Educational Philosophy. IDC aims to empower students through knowledge, discussion, and discovery, supporting personal growth and professional skills. We focus on preparing global citizens and on research, creativity, and social responsibility.

Legal Control and Ownership

International Dublin College is operated by **International Dublin College, LLC**, a private, for-profit Florida limited liability company (Florida Department of State Document No. L24000164523), with its principal office at 10100 West Sample Road, Suite 401, Coral Springs, Florida 33065.

Member (owner)	Ownership
PGA Academy Education Software Trading Limited Company (Türkiye)	75%
Kevin Kaya	25%

Manager, Director and Officers	Title
Kevin Kaya	Manager (sole manager of the LLC) and Chief Executive Officer
Justin Berkowitz	President

The limited liability company has no board of trustees or board of directors; it is managed by its manager. The institution is controlled by the parent company named above, which holds the majority membership interest.

State Licensure

Licensed by the Commission for Independent Education, Florida Department of Education. Additional information regarding this institution may be obtained by contacting the Commission at 325 West Gaines Street, Suite 1414, Tallahassee, FL 32399-0400, toll-free telephone number (888) 224-6684.

Commission website: <https://www.fldoe.org/policy/cie/>

Accreditation

International Dublin College is **not accredited** by an accrediting agency recognized by the United States Department of Education and is not eligible to participate in federal student financial aid programs. Students should be aware that lack of accreditation may limit the acceptance of credits or degrees by other institutions, employers, or licensing bodies.

Programs Offered

Program	Credential awarded	Semester credits	Delivery
Bachelor of Arts in Business Administration	Bachelor of Arts Degree in Business Administration	120	Distance education
Master of Business Administration (MBA): International Management	Master of Business Administration (MBA)	36	Distance education
PhD in Business Administration: Global	Doctor of Philosophy (PhD) in	60	Distance education

Program	Credential awarded	Semester credits	Delivery
Management and Strategy	Business Administration		

Language of instruction. All instruction, course materials, and services are provided in English. IDC does not offer English as a Second Language instruction.

Facilities and Equipment

No instruction is provided at the main office. The office at 10100 West Sample Road, Suite 401, Coral Springs, Florida 33065 houses administrative operations and student records and contains office furniture and computers with access to electronic materials. All courses are delivered online through the DigiCampus learning management system (Moodle platform).

Coursework is completed at a location chosen by the student. To participate, students must have:

- A Windows or Apple laptop or desktop computer with a 2.5 GHz processor or higher (or equivalent), 8 GB RAM or higher, and 120 GB of available storage or higher;
- A webcam and a microphone;
- A high-speed internet connection of 50 Mbps or higher;
- Adobe Acrobat Reader (current version) and a word-processing program such as Microsoft Word;
- Current anti-virus software; Firefox or Chrome is recommended for the online classroom.

Administrative Hours

Administrative and technical support hours are Monday through Friday, 7:00 a.m. – 4:00 p.m. Eastern Time (ET), excluding the holidays listed in the Academic Calendar. Online courses remain available 24 hours a day, 7 days a week.

Academic Calendar

IDC admits students on a rolling basis. Students may begin at the start of any block (undergraduate) or session (graduate) listed below. The registration deadline is seven calendar days before the first day of the block or session, so that every applicant receives this catalog at least one week before enrollment. Final grades are posted within 10 business days after each block or session ends.

Undergraduate Calendar (6-week blocks)

Term	Block	Registration deadline	Classes begin	Classes end
Fall Term 2026	Block 1	August 17, 2026	August 24, 2026	October 4, 2026
	Block 2	September 28, 2026	October 5, 2026	November 15, 2026
	Block 3	November 9, 2026	November 16, 2026	December 27, 2026
Spring Term 2027	Block 1	December 28, 2026	January 4, 2027	February 14, 2027
	Block 2	February 8, 2027	February 15, 2027	March 28, 2027
	Block 3	March 22, 2027	March 29, 2027	May 9, 2027
Summer Term 2027	Block 1	May 10, 2027	May 17, 2027	June 27, 2027
	Block 2	June 21, 2027	June 28, 2027	August 8, 2027
Fall Term 2027	Block 1	August 16, 2027	August 23, 2027	October 3, 2027
	Block 2	September 27, 2027	October 4, 2027	November 14, 2027
	Block 3	November 8, 2027	November 15, 2027	December 26, 2027

Term dates: Fall Term 2026, August 24 – December 27, 2026; Spring Term 2027, January 4 – May 9, 2027; Summer Term 2027, May 17 – August 8, 2027; Fall Term 2027, August 23 – December 26, 2027.

Graduate Calendar (16-week semesters, two 8-week sessions)

Semester	Session	Registration deadline	Classes begin	Classes end
Fall Semester 2026	Session 1	August 17, 2026	August 24, 2026	October 18, 2026
	Session 2	October 12, 2026	October 19, 2026	December 13, 2026
Spring Semester 2027	Session 1	December 28, 2026	January 4, 2027	February 28, 2027
	Session 2	February 22, 2027	March 1, 2027	April 25, 2027
Summer Semester 2027	Session 1	April 26, 2027	May 3, 2027	June 27, 2027
	Session 2	June 21, 2027	June 28, 2027	August 22, 2027
Fall Semester 2027	Session 1	August 23, 2027	August 30, 2027	October 24, 2027
	Session 2	October 18, 2027	October 25, 2027	December 19, 2027

Courses of 16 weeks (MBA-602, MBA-604, RES-903, RES-904, RES-905) run across both sessions of a semester.

Holidays

The administrative office is closed on the following holidays. Online courses remain open, and assignment due dates that fall on a holiday move to the next business day.

Holiday	Date
Veterans Day	November 11, 2026
Thanksgiving Day and the day after	November 26–27, 2026
Christmas holiday	December 24–25, 2026
New Year's Day	January 1, 2027
Martin Luther King Jr. Day	January 18, 2027
Presidents' Day	February 15, 2027
Memorial Day	May 31, 2027
Independence Day (observed)	July 5, 2027
Labor Day	September 6, 2027

Holiday	Date
Veterans Day	November 11, 2027
Thanksgiving Day and the day after	November 25–26, 2027
Christmas holiday	December 23–24, 2027 (observed)

Other Significant Dates and Deadlines

- **Three-day cancellation:** within three business days after signing the enrollment agreement (see Cancellation and Refund Policy).
- **Course drop (DP):** by the end of the third week of a block or session.
- **Incomplete (I) work:** due no later than three weeks after the last day of the course.
- **Graduation application:** before the start of the student's final course.
- **Leave of absence request:** in writing before the leave begins, except in documented emergencies.

Administration and Faculty

Administrators

All of IDC's full-time and part-time administrators are listed below. The organizational chart on file with the Commission shows the same individuals and reporting lines.

Name	Title	Responsibilities
Kevin Kaya	Manager and Chief Executive Officer (CEO)	Corporate management, finance and business operations, admissions and student accounts, ADA Compliance Coordinator, technical support oversight, and appeal authority for grievances.
Justin Berkowitz	President	Chief academic officer: academic programs, faculty, academic advising, registrar and student records, satisfactory academic progress, transfer and prior-learning credit, and first-level grievance review.

Reporting lines. The President reports to the Manager and Chief Executive Officer. Faculty report to the President. The Manager and CEO reports to the members of the limited liability company.

Faculty

Instructor	Degrees held and awarding institutions	Courses taught	Status
Dr. Natalie Walker	DBA in Global Organizational Leadership, Keiser University; MBA, Florida A&M University	BA major requirements, business electives and HAS-103; all MBA courses (MBA-501 – MBA-604); PhD: BUS-803, BUS-805, BUS-806, RES-901, RES-902, RES-903, RES-904, RES-905, RES-906	Adjunct Instructor
Natasha Addison	PhD in Business of Technology (Business Management), Capella University (2021); MBA, concentration in Project Management, Strayer University (2012)	BA electives (MGT-445, SCM-412, STM-320, TRD-528); all MBA courses (MBA-501 – MBA-604); PhD: RES-701, RES-703, BUS-807, BUS-808, RES-901, RES-902, RES-903, RES-904, RES-905, RES-906	Adjunct Instructor
Claudette Morgan-Scott	DBA, Doctor of Business Administration, Argosy University	BA major requirements, business electives and HAS-103; all MBA courses (MBA-501 – MBA-604); PhD: RES-702, BUS-801, BUS-802, BUS-804, RES-901, RES-902, RES-903, RES-904, RES-905, RES-906	Adjunct Instructor
Jermaine Dykes	MBA and BS in Information Technology, University of Phoenix	BA major requirements, business electives and HAS-103	Adjunct Instructor
Armando Landeros	MS in Mathematics, Oregon State University; BS in Mathematics, University of Las Vegas	STM-108 College Math, STM-160 College Algebra, HAS-191 Statistics	Adjunct Instructor
Felicia Edwards	M.Ed. in English, Alabama State University	HAS-184 English Composition I, HAS-188 English Composition II	Adjunct Instructor
Matthew Horn	PhD in English, Kent State University; Master's in English, Bob Jones University	HAS-105 Writing Across the Curriculum, HAS-151 Introduction to the Short Story, HAS-170 American Literature, HAS-198 English Literature	Adjunct Instructor

Faculty credentials statement. Faculty members are assigned only to courses consistent with their earned degrees and graduate coursework. Official transcripts for all faculty degrees are maintained in faculty files and are available to the Commission on request. Faculty complete at least eight hours of continuing training related to their positions each year, as required by Section 1005.39, F.S.

Admissions

Admission Requirements

IDC admits applicants who demonstrate, through the documents and the interview below, the ability to complete the program for which they apply. Admission requirements by program:

Requirement	BA in Business Administration	MBA: International Management	PhD in Business Administration
Minimum age	18	18	18
Prior education	High school diploma or recognized equivalent (e.g., GED), or a DD214 showing high school completion, or a transcript showing a completed postsecondary degree	Bachelor's degree from an accredited institution (business or related field preferred)	Master's degree from an accredited institution (business or related field preferred)
Minimum GPA	Not applicable	3.0 on a 4.0 scale	3.0 on a 4.0 scale
English proficiency	TOEFL iBT 79+, IELTS 6.5+, or IDC English Proficiency Exam 70/100+ (waived for graduates of an English-language high school or college)	Same as BA	Same as BA
Experience	Not required	Two years of professional work experience preferred	Three years of professional or academic experience
Additional documents	None	Two professional recommendation letters	Two professional recommendation letters; statement of purpose; current CV or résumé
Interview	Admissions interview	Admissions interview	Admissions interview with a doctoral faculty member

Admission Procedure

1. Submit a completed application for admission and the \$50.00 application fee.
2. Submit a valid government-issued photo identification to verify identity and age.
3. Review this catalog (provided at least one week before enrollment or collection of tuition).
4. Submit official proof of prior education. Foreign credentials must be evaluated, at the applicant's expense, by a member of the National Association of Credential Evaluation Services (NACES), for example ECE (www.ece.org), Educational Perspectives (www.educational-perspectives.org), International Consultants of Delaware (www.icdel.com), IERF (www.ierf.org), or WES (www.wes.org). IDC does not endorse any evaluator; other members are listed at www.naces.org/members.
5. Submit proof of English proficiency, if required.
6. Complete the admissions interview, conducted in English.
7. Attest on the enrollment agreement that the equipment requirements are met.
8. Sign the enrollment agreement.

Applicants are notified of the admission decision in writing. Records of denied applicants and the reason for denial are kept on file for at least one year. There are no physical requirements, licensing examinations, or background-check requirements associated with the occupations for which these programs prepare students.

Transfer of Credit and Prior Learning

Transferability of Credit to IDC

IDC may accept credit earned at institutions accredited by an agency recognized by the U.S. Department of Education (or foreign institutions with an equivalent NACES evaluation) when the coursework is comparable in level, content, and learning outcomes to the IDC course it replaces and was completed with a grade of C (2.0) or better. Official transcripts and course descriptions or syllabi must be submitted before the program starts; unofficial transcripts are not accepted.

Credit by Examination

IDC accepts the following standardized examinations for undergraduate credit only:

- College-Level Examination Program (CLEP): minimum score of 50 on each examination.
- DSST examinations: minimum score at the level recommended by the American Council on Education (ACE).
- Advanced Placement (AP): minimum score of 3.

Examinations may be repeated according to the testing agency's retake policy; IDC uses the highest official score received. Examination fees are paid by the student directly to the testing agency. IDC charges no fee to evaluate examination results.

Credit for Prior Learning

Undergraduate students may request credit for learning gained through military training (evaluated using ACE credit recommendations) or through professional experience documented in a prior learning portfolio. A qualified faculty member in the subject area evaluates the portfolio against the learning outcomes of the specific IDC course; credit is awarded only when every outcome is demonstrated. The President confirms each award. IDC charges no fee for prior learning evaluation. Prior learning credit is not awarded in the MBA or PhD programs.

Limits, Recording, and Appeals

- **Bachelor's degree:** transfer credit, credit by examination, and prior learning credit combined may not exceed 75% of the program (90 semester credits); credit by examination and prior learning together may not exceed 30 semester credits. BUS-405 Global Business Plan must be completed at IDC.
- **MBA and PhD:** transfer credit may not exceed 75% of the program. Thesis and capstone courses (MBA-601 – MBA-604) and all dissertation courses (RES-901 – RES-906) must be completed at IDC.
- Transfer, examination, and prior learning credits are identified as such on the transcript (grade TR, CE, or PL), carry no grade points, and are not included in the GPA. The documents supporting each award are kept permanently in the student file.
- A student may appeal a credit decision in writing to the President within 10 business days of notification; the President's written decision is issued within 10 business days.

Transferability of Credit Earned at IDC

Transferability of credit is at the discretion of the accepting institution, and it is the student's responsibility to confirm whether or not credits will be accepted by another institution of the student's choice. International Dublin College does not guarantee the transferability of its credits or degrees and has no articulation agreements with other institutions. Because IDC is not accredited by an agency recognized by the U.S. Department of Education, students should assume that IDC credits may not transfer and should contact any institution they may later wish to attend before enrolling.

Bachelor of Arts in Business Administration

Program name	Bachelor of Arts in Business Administration
Credential awarded	Bachelor of Arts Degree in Business Administration
Total credits	120 semester credit hours (32 courses: 24 courses of 3 and 8 courses of 6 semester credit hours)
Program length	120 instructional weeks (20 six-week blocks), completed in approximately three calendar years by a full-time student following the plan below; maximum timeframe 180 instructional weeks (150%)
Delivery	Distance education, DigiCampus learning management system (asynchronous)
Course length	Each course is 6 weeks
Minimum grade requirements	Cumulative GPA of 2.0 and a passing grade (D or higher) in every course
Occupations (SOC)	11-1021.00 General and Operations Managers 13-2011.00 Accountants and Auditors 13-1161.00 Market Research Analysts and Marketing Specialists 11-2022.00 Sales Managers 13-1111.00 Management Analysts
Licensure	No state license, certification, or registration is required to work in these occupations.

Program Objective

The Bachelor of Arts in Business Administration degree allows students to build practical skills within a sound theoretical framework and was designed by academic and business leaders to offer a solid foundation in business administration processes and concepts while also developing core competencies across multiple disciplines. Graduates will:

- Gain a holistic understanding of the various elements that make up international business, including regulatory frameworks, economic principles, financial management, marketing strategies, and cultural considerations.
- Demonstrate an understanding of current key business skills, concepts, and systems.
- Demonstrate business management, accounting, microeconomics, and business communications knowledge.
- Make connections between the business functions necessary for success in today's dynamic enterprises.
- Apply quantitative and qualitative tools and problem-solving skills to critically assess modern business situations.
- Demonstrate the professional business communication skills necessary in the modern business environment.

Credit Distribution

Category	Courses	Semester credits
Major Requirements	12	36
Business Electives	6	18
General Educations	10	54
Electives	4	12
Total	32	120

All 32 courses are required. The business electives and electives are prescribed courses listed below. General education courses (54 semester credits) meet the definition in Rule 6E-1.003(38), F.A.C., and cover English composition, writing, literature, critical thinking, mathematics, and statistics.

Course List

#	Course No.	Course Title	Credits	Category	Prerequisite
1	BUS-102	Introduction to Business	3	Major Requirement	None
2	FAE-230	Business Accounting Concepts	3	Major Requirement	None
3	BUS-204	Entrepreneurship and Innovation	3	Major Requirement	None
4	BUS-303	International Business Ethics	3	Major Requirement	None
5	BUS-403	Global Marketing	3	Major Requirement	BUS-102
6	FAE-263	Principles of Microeconomics	3	Major Requirement	None
7	FAE-300	Business Finance	3	Major Requirement	FAE-230
8	FAE-301	Advanced Business Finance	3	Major Requirement	FAE-300
9	FAE-302	Global Finance	3	Major Requirement	FAE-300
10	BUS-404	Researching the Global Village	3	Major Requirement	None
11	BUS-405	Global Business Plan	3	Major Requirement	BUS-404
12	BUS-440	Legal Environment of Business	3	Major Requirement	None
13	BUS-113	Topics in Contemporary Business	3	Business Elective	None
14	BUS-118	Introduction to Business Writing	3	Business Elective	None
15	BUS-401	Global Culture	3	Business Elective	None
16	MGT-402	Global Strategic Management	3	Business Elective	BUS-102
17	FAE-450	International Economics	3	Business Elective	FAE-263
18	TRD-525	Auditing and Assessing Trade Compliance	3	Business Elective	None
19	HAS-103	Critical Thinking and Analysis	3	General Education ★	None
20	HAS-105	Writing Across the Curriculum	6	General Education ★	None
21	HAS-151	Introduction to the Short Story	6	General Education ★	None
22	HAS-170	American Literature	6	General Education ★	None
23	HAS-184	English Composition I	6	General Education ★	None
24	HAS-188	English Composition II	6	General Education ★	HAS-184
25	HAS-191	Statistics	6	General Education ★	STM-108
26	HAS-198	English Literature	6	General Education ★	None
27	STM-108	College Math	6	General Education ★	None
28	STM-160	College Algebra	3	General Education ★	STM-108
29	MGT-445	Competitive Human Resource Management	3	Elective	None
30	SCM-412	Global Supply Chain Strategies	3	Elective	None
31	STM-320	Introduction to Artificial Intelligence	3	Elective	None
32	TRD-528	Trade Compliance Treaties and Guidelines	3	Elective	None

★ General education course.

Program Plan (Full-Time)

Fall and Spring terms have three 6-week blocks; the Summer term has two. A full-time student completes 6 semester credits in each block: one 6-credit course or two 3-credit courses taken at the same time. A student may take one course per block (part-time) with the approval of the President, which extends the program length within the 150% maximum timeframe.

Year 1 (42 credits)

Term	Block	Course No.	Course Title	Credits
Fall Term	Block 1	BUS-102	Introduction to Business	3
	Block 1	HAS-103	Critical Thinking and Analysis	3
	Block 2	HAS-184	English Composition I	6
	Block 3	STM-108	College Math	6
Spring Term	Block 1	FAE-230	Business Accounting Concepts	3
	Block 1	BUS-113	Topics in Contemporary Business	3
	Block 2	HAS-188	English Composition II	6
	Block 3	HAS-105	Writing Across the Curriculum	6
Summer Term	Block 1	FAE-263	Principles of Microeconomics	3
	Block 1	BUS-118	Introduction to Business Writing	3

Year 2 (42 credits)

Term	Block	Course No.	Course Title	Credits
Fall Term	Block 1	BUS-204	Entrepreneurship and Innovation	3
	Block 1	FAE-300	Business Finance	3
	Block 2	HAS-151	Introduction to the Short Story	6
	Block 3	STM-160	College Algebra	3
	Block 3	BUS-303	International Business Ethics	3
Spring Term	Block 1	FAE-301	Advanced Business Finance	3
	Block 1	SCM-412	Global Supply Chain Strategies	3
	Block 2	HAS-191	Statistics	6
	Block 3	HAS-170	American Literature	6
Summer Term	Block 1	FAE-302	Global Finance	3
	Block 1	STM-320	Introduction to Artificial Intelligence	3

Year 3 (36 credits)

Term	Block	Course No.	Course Title	Credits
Fall Term	Block 1	BUS-403	Global Marketing	3
	Block 1	BUS-404	Researching the Global Village	3
	Block 2	TRD-525	Auditing and Assessing Trade Compliance	3
	Block 2	MGT-402	Global Strategic Management	3
	Block 3	HAS-198	English Literature	6
Spring Term	Block 1	BUS-440	Legal Environment of Business	3
	Block 1	FAE-450	International Economics	3
	Block 2	BUS-401	Global Culture	3
	Block 2	MGT-445	Competitive Human Resource Management	3
	Block 3	TRD-528	Trade Compliance Treaties and Guidelines	3
	Block 3	BUS-405	Global Business Plan	3

Graduation Requirements

- Completion of all 32 courses (120 semester credits) with a passing grade.
- Cumulative GPA of 2.0 or higher.
- Completion within the maximum timeframe (150% of program length).
- Payment of all tuition and fees, or written approval of other financial arrangements.

Master of Business Administration (MBA): International Management

Program name	Master of Business Administration (MBA): International Management
Credential awarded	Master of Business Administration (MBA)
Total credits	36 semester credit hours: 24 core + 12 in one specialization track (Thesis or Capstone)
Program length	Three 16-week semesters (48 instructional weeks, approximately 12 months) for a full-time student; maximum timeframe 18 months (150%)
Delivery	Distance education, DigiCampus learning management system; asynchronous coursework with scheduled live discussions
Course length	4-credit courses run 8 weeks; 8-credit thesis and capstone courses run 16 weeks
Minimum grade requirements	Cumulative GPA of 3.0
Occupations (SOC)	11-1021.00 General and Operations Managers 11-2021.00 Marketing Managers 13-1161.00 Market Research Analysts and Marketing Specialists 13-2051.00 Financial and Investment Analysts 13-1199.00 Business Operations Specialists, All Other
Licensure	No state license, certification, or registration is required to work in these occupations.

Program Objective

The MBA develops advanced knowledge of global business, finance, leadership, marketing, analytics, and ethics. Students complete a common core and then choose a research-oriented Thesis Track or an applied Capstone Track. Graduates will be able to analyze international business environments, make data-informed financial and strategic decisions, lead organizational change, and design ethical and compliant strategies for global operations.

Course List

Course No.	Course Title	Credits	Category	Length	Prerequisite
MBA-501	Introduction to International Business	4	Core	8 weeks	None
MBA-502	Organizational Leadership and Change	4	Core	8 weeks	None
MBA-503	Financial Decision-Making in a Global Context	4	Core	8 weeks	None
MBA-504	Advanced Marketing Strategies	4	Core	8 weeks	None
MBA-505	Data-Driven Decision-Making and Analytics	4	Core	8 weeks	None
MBA-506	Global Business Ethics and Compliance	4	Core	8 weeks	None
MBA-601	Research Methods in Business	4	Thesis Track	8 weeks	Completion of MBA-501 – MBA-506
MBA-602	Thesis in International Management	8	Thesis Track	16 weeks	MBA-601 (may be taken concurrently)
MBA-603	Applied Business Strategy	4	Capstone Track	8 weeks	Completion of MBA-501 – MBA-506
MBA-604	Capstone Project: Solving Global Business Challenges	8	Capstone Track	16 weeks	MBA-603 (may be taken concurrently)

Credit summary	Thesis Track	Capstone Track
Core (MBA-501 – MBA-506)	24	24
Track courses	12 (MBA-601, MBA-602)	12 (MBA-603, MBA-604)
Total	36	36

Program Plan (Full-Time)

Semester	Session 1 (weeks 1–8)	Session 2 (weeks 9–16)
Semester 1 (12 credits)	MBA-501, MBA-502	MBA-503
Semester 2 (12 credits)	MBA-504, MBA-505	MBA-506
Semester 3 – Thesis Track (12 credits)	MBA-601; MBA-602 begins	MBA-602 continues
Semester 3 – Capstone Track (12 credits)	MBA-603; MBA-604 begins	MBA-604 continues

Graduation Requirements

- Completion of 36 semester credits (core plus one track).
- Cumulative GPA of 3.0 or higher.
- Successful completion and defense of the thesis (MBA-602) or the capstone project (MBA-604).
- Completion within the maximum timeframe; payment of all tuition and fees.

PhD in Business Administration: Global Management and Strategy

Program name	PhD in Business Administration: Global Management and Strategy
Credential awarded	Doctor of Philosophy (PhD) in Business Administration
Total credits	60 semester credit hours: 9 research foundations + 24 core business + 27 dissertation
Program length	Nine 16-week semesters (3 calendar years) for a full-time student; maximum timeframe 4.5 years (150%)
Delivery	Distance education, DigiCampus learning management system; cohort-based coursework with synchronous and asynchronous discussion and faculty mentorship
Course length	3-credit courses run 8 weeks; 6-credit dissertation courses run 16 weeks
Minimum grade requirements	Cumulative GPA of 3.0
Occupations (SOC)	11-1011.00 Chief Executives 11-1021.00 General and Operations Managers 13-1111.00 Management Analysts 25-1011.00 Business Teachers, Postsecondary
Licensure	No state license, certification, or registration is required to work in these occupations.

Program Objective

The PhD prepares scholars and senior professionals to conduct original research on global strategy, leadership, ethics, and data-driven decision-making. Graduates will be able to design and carry out rigorous quantitative and qualitative research, contribute original knowledge to the field, and communicate findings to academic and professional audiences.

Course List

Course No.	Course Title	Credits	Category	Length	Prerequisite
RES-701	Quantitative Research Methods	3	Research Foundations	8 weeks	None
RES-702	Qualitative Research Methods	3	Research Foundations	8 weeks	None
RES-703	Advanced Business Statistics	3	Research Foundations	8 weeks	RES-701
BUS-801	Advanced Strategic Management	3	Core Business	8 weeks	None
BUS-802	Global Business Environment	3	Core Business	8 weeks	None
BUS-803	Leadership and Organizational Theory	3	Core Business	8 weeks	None
BUS-804	Corporate Ethics and Social Responsibility	3	Core Business	8 weeks	None
BUS-805	International Trade and Policy	3	Core Business	8 weeks	None
BUS-806	Entrepreneurship and Innovation in Global Markets	3	Core Business	8 weeks	None
BUS-807	Financial Decision-Making and Risk Analysis	3	Core Business	8 weeks	None
BUS-808	Data Analytics for Business Research	3	Core Business	8 weeks	RES-701
RES-901	Dissertation Proposal Development	3	Dissertation	8 weeks	RES-701, RES-702
RES-902	Dissertation Proposal Defense	3	Dissertation	8 weeks	RES-901; comprehensive examination
RES-903	Dissertation Research I	6	Dissertation	16 weeks	RES-902
RES-904	Dissertation Research II	6	Dissertation	16 weeks	RES-903
RES-905	Dissertation Writing and Analysis	6	Dissertation	16 weeks	RES-904
RES-906	Dissertation Defense	3	Dissertation	8 weeks	RES-905

Program Plan (Full-Time)

Year	Courses
Year 1 – Research Foundations and Core (27 credits)	RES-701, RES-702, RES-703, BUS-801, BUS-802, BUS-803, BUS-804, BUS-805, BUS-806
Year 2 – Core, Proposal and Research (24 credits)	BUS-807, BUS-808, RES-901, RES-902, RES-903, RES-904
Year 3 – Dissertation Completion (9 credits)	RES-905, RES-906

Graduation Requirements

- Completion of 60 semester credits.
- Cumulative GPA of 3.0 or higher.
- Passing the comprehensive examination, taken after RES-701 – RES-703 and BUS-801 – BUS-808 and before RES-902.
- Approval of the dissertation proposal (RES-902) and successful final defense before a faculty committee (RES-906).
- Completion within the maximum timeframe; payment of all tuition and fees.

Learning Resources for Doctoral Students

Doctoral courses require SPSS, R, or Python for data analysis and Microsoft Office. Students have 24/7 access to the Aquinas Network Online Library (www.aquinasnetwork.com/online-library), which provides peer-reviewed journals, e-books, and subject databases.

Course Numbering System and Unit of Credit

Each course number has a three-letter prefix identifying the subject area and a three-digit number identifying the level:

Prefix	Subject area	Prefix	Subject area
BUS	Business	STM	Science, Technology, and Mathematics
FAE	Finance, Accounting, and Economics	TRD	International Trade
MGT	Management, Organizational Behavior, and Leadership	SCM	Supply Chain Management
HAS	Humanities, Arts, and Social Sciences	MBA	Master of Business Administration
RES	Research (doctoral)		

Number range	Level
100–199	Lower division, first-year undergraduate
200–299	Lower division, second-year undergraduate
300–399	Upper division, third-year undergraduate
400–499	Upper division, fourth-year and capstone undergraduate
500–599	Master's core (MBA prefix); TRD-525 and TRD-528 are senior-level undergraduate courses in the BA program
600–699	Master's specialization, thesis, and capstone
700–799	Doctoral research foundations
800–899	Doctoral core business
900–999	Doctoral dissertation

IDC's course numbers are assigned by IDC. IDC does not participate in the Florida Statewide Course Numbering System (Section 1007.24, F.S.); a course with a similar number at another institution is not necessarily equivalent.

Unit of credit. IDC awards **semester credit hours**. One semester credit hour represents a minimum of 15 hours of instruction (academic engagement such as directed reading, lectures, discussions, and faculty-guided activities) plus a minimum of 30 hours of outside preparation.

Tuition and Fees

IDC conducts business in United States dollars. Refunds to international students are issued at the exchange rate on the date of the refund.

Program	Application fee	Tuition (per semester credit × credits)	Books and materials (estimated)	Graduation fee	Estimated total program cost
Bachelor of Arts in Business Administration	\$50.00	$\$40.00 \times 120 = \$4,800.00$	\$4,000.00	\$50.00	\$8,900.00
Master of Business Administration (MBA): International Management	\$50.00	$\$55.00 \times 36 = \$1,980.00$	\$900.00	\$50.00	\$2,980.00
PhD in Business Administration: Global Management and Strategy	\$50.00	$\$65.00 \times 60 = \$3,900.00$	\$1,500.00	\$50.00	\$5,500.00

- **Application fee (\$50.00):** refunded in full if the applicant is not accepted or cancels within three business days after signing the enrollment agreement; non-refundable after that.
- **Tuition:** charged per course at the per-credit rate (BA \$120.00 per 3-credit course; MBA \$220.00 per 4-credit course and \$440.00 per 8-credit course; PhD \$195.00 per 3-credit course and \$390.00 per 6-credit course). Refundable as described in the Refund Policy.
- **Books and materials:** an estimate of the cost of required textbooks and e-books purchased by the student from third-party vendors; IDC does not collect this amount.
- **Graduation fee (\$50.00):** paid with the graduation application; refunded if the student does not graduate.
- **Other charges, if applicable:** official transcript \$5.00 each; course audit \$50.00 per course; expedited or international shipping billed at cost after the student approves the amount in writing.
- There are no other charges for supplies, tools, equipment, student activities, rentals, or deposits.

Payment

Tuition for each course is due before the course begins. Payment may be made by debit or credit card, check, money order, or wire transfer.

Financial Aid

IDC does not offer financial aid of any kind: no scholarships, grants, institutional (in-house) loans, third-party loan programs, tuition discounts, or federal or state financial aid. IDC is not accredited by an agency recognized by the U.S. Department of Education, so students are not eligible for federal student aid. A student who obtains a private loan to pay for an educational program is responsible for repaying the full amount of the loan plus interest and fees.

Cancellation and Refund Policy

- **Applicant not accepted:** all monies paid are refunded within 30 days of the decision.
- **Three-day cancellation:** an applicant who gives written notice of cancellation within three business days (excluding Saturdays, Sundays, and federal and state holidays) after signing the enrollment agreement receives a refund of all monies paid, within 30 days of the notice.
- **Cancellation before the program starts:** after the three-day period but before the first course begins, all monies paid are refunded except the \$50.00 application fee, within 30 days of the notice.

Withdrawal After Classes Begin

A student may withdraw at any time by written notice (e-mail or the student portal). The withdrawal date is the date IDC receives the notice, or, if the student stops participating without notice, the last date of documented academic participation. IDC also withdraws a student who fails to maintain satisfactory academic progress, violates the code of conduct, is absent for two consecutive weeks, or fails to meet financial obligations. IDC confirms each withdrawal in writing. Tuition for each course is refunded according to the percentage of the course completed on the withdrawal date:

Percentage of the course completed	Tuition refunded
10% or less	90%
More than 10% and up to 20%	80%
More than 20% and up to 30%	70%
More than 30% and up to 40%	60%
More than 40% and up to 50%	50%
More than 50%	No refund

Courses not yet started are refunded in full. When a student is enrolled in two courses at the same time, each course is calculated separately. All refunds are made within 30 days after IDC determines that the student has withdrawn.

Academic Policies

Satisfactory Academic Progress

Standard	Undergraduate (BA)	Graduate (MBA, PhD)
Minimum cumulative GPA (qualitative)	2.0	3.0
Maximum timeframe (quantitative)	150% of published program length; at least 67% of attempted credits completed	150% of published program length; at least 67% of attempted credits completed
Evaluation point	End of every 6-week block	End of every 8-week session

Probation and dismissal. A student below the standard at an evaluation point is placed on Academic Probation and must complete an academic plan with the President. A student still below the standard at the next evaluation point is placed on Secondary Probation. A student below the standard for three consecutive evaluation points is dismissed for unsatisfactory progress. A student who cannot finish within the maximum timeframe is dismissed.

Re-entrance after dismissal. A student dismissed for unsatisfactory progress may apply for readmission after one block or session. The student must submit a written explanation of the changes that will allow success; if readmitted, the student returns on probation with an academic plan and must meet the standard at the next evaluation point.

Attendance and Participation

Attendance is measured by documented academic participation in the online classroom (discussion posts, assignments, quizzes, and other graded activities); logging in alone does not count. Students are expected to participate on at least five of every seven days of each course week. A student with no academic participation for two consecutive weeks is withdrawn from the course. Students who miss work remain responsible for completing it by the published due dates.

Leave of Absence

A leave of absence (LOA) for serious circumstances such as illness, injury, military service, or family emergency may be granted for up to 180 calendar days in any 12-month period. The request must be made in writing in advance (except in documented emergencies) and state the expected return date. No tuition is charged during an approved LOA. A student who does not return on the approved date is withdrawn as of the last date of participation, and refund rules apply.

Grading System

Grade	Percentage	Grade points	Notes
A	90–100%	4.0	
B	80–89%	3.0	
C	70–79%	2.0	
D	60–69%	1.0	Not passing in graduate courses
F	Below 60%	0.0	Failing
I	Incomplete	—	Work must be completed within three weeks after the course ends or the grade becomes F
WD	Withdrawal	—	Not in GPA; counts as attempted credit
AD	Administrative drop	—	Not in GPA; counts as attempted credit
DP	Drop	—	Dropped by the end of week 3; not in GPA or attempted credit. Maximum two drops of the same course and four drops per program
AU	Audit	—	No credit; not in GPA
TR / CE / PL	Transfer / credit by exam / prior learning	—	Credit awarded; not in GPA

Repeated courses. A failed course must be repeated. When a course is repeated, the higher grade is used in the GPA; both attempts appear on the transcript and count toward the maximum timeframe. Tuition is charged for each attempt. The same grading scale appears on the transcript.

Grade posting. Final grades are posted to the student portal within 10 business days after a course ends.

Assessments and proctoring. Assessment is primarily assignment-based. An instructor may require a proctored online examination; it will be stated in the syllabus and students will be notified at least 30 days in advance. Students must show valid government-issued photo identification.

Graduation

Students apply for graduation before beginning their final course. Degrees are conferred after the President completes the degree audit confirming that all academic and financial requirements are met.

Readmission

A withdrawn student may request readmission in writing. Readmission is decided by the President and is not guaranteed. A student readmitted within one year resumes at the point of furthest progress with the same academic status; tuition is charged at the current published rate for remaining courses.

Student Identity Verification

Students submit government-issued photo identification at admission and receive a unique, confidential username and password. Sharing login credentials is prohibited. Proctored examinations require photo identification.

Student Conduct and Dismissal

By enrolling, students agree to:

- Treat faculty, staff, and fellow students professionally, courteously, and respectfully.
- Provide truthful information during admission.
- Submit original work, cite sources, and not present another person's ideas or work (including undisclosed AI-generated work where prohibited by the syllabus) as their own.
- Not give, receive, or request unauthorized assistance, or share quiz or examination content.
- Not alter or misuse IDC documents, transcripts, or records, or share login credentials.
- Report violations of this code to the President.

Conditions for dismissal. Violations may result in a warning, a failing grade on the work or course, probation, suspension, or dismissal, depending on severity and repetition. Fabrication of admission documents, repeated academic dishonesty, harassment, threats, or hazing are grounds for dismissal on the first offense.

Anti-hazing policy. IDC prohibits hazing in any form, as defined in Section 1006.63, F.S., whether conducted online or in person. Violations result in disciplinary action up to and including dismissal and may be reported to law enforcement.

Appeals of Academic and Disciplinary Actions

A student may appeal a final grade, a credit decision, a probation or dismissal decision, or a disciplinary action by submitting a written appeal with supporting documents to the President within 10 business days of notification. The President (or, if the President made the original decision, the Manager and CEO) reviews the appeal and issues a written decision within 10 business days. The student may submit a further written appeal to the Manager and CEO within 5 business days; that decision is the final institutional decision. Grade appeals must state the factual or calculation error alleged.

Student Services

Academic Advising

Advising is available throughout the program to plan course sequences, monitor progress, and make referrals. Students schedule advising sessions with their instructor or with the President.

Learning Resources

Students have 24/7 access to the Aquinas Network Online Library (www.aquinasnetwork.com/online-library) with institutional credentials. The Aquinas Network provides an online librarian for one-on-one help with research, citation, database use, and source evaluation, by e-mail or scheduled online session.

Technical Support

Help with access, setup, and navigation of the online classroom is available Monday through Friday, 7:00 a.m. – 4:00 p.m. Eastern Time, by e-mail at ldcaz2024@gmail.com or by telephone at (602) 648-5750.

Career Services

International Dublin College does not offer career or placement services and does not promise or guarantee employment, income, or wage rate to any student or graduate. IDC offers education and training, not employment.

Disability Accommodations

IDC provides reasonable accommodations to qualified students with disabilities, consistent with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act. Requests are made to the ADA Compliance Coordinator, Kevin Kaya (ldcaz2024@gmail.com, (602) 648-5750), preferably at least two weeks before the accommodation is needed. Supporting documentation from a qualified professional, generally dated within the last three years, may be requested. The coordinator determines reasonable accommodations through an interactive process with the student. A student denied an accommodation may use the Grievance Procedure or file a complaint with the U.S. Department of Education, Office for Civil Rights.

Student Records and Privacy

IDC permanently maintains a complete and accurate record for every student, including admission documents, the enrollment agreement, transfer and prior-learning evaluations with supporting documents, grades and participation records, advisory notices, complaints, and a record of all charges and payments. The academic transcript is kept current and retained permanently. Records are kept in English at the administrative office and are available to the Commission on request.

IDC does not receive federal funds and is not subject to the Family Educational Rights and Privacy Act (FERPA) as a matter of law, but it follows FERPA's protections as institutional policy. Students may inspect their records within 45 days of a written request to the President, may request correction of inaccurate records, and must give written consent before personally identifiable information is released, except to IDC officials with a legitimate educational interest, to the Commission for Independent Education, in a health or safety emergency, or as required by law. Directory information (name, program, dates of attendance, and degrees conferred) may be released unless the student submits a written non-disclosure request.

Grievance Procedure

- **Step 1.** Discuss the concern with the instructor or staff member involved.
- **Step 2.** If the concern is not resolved, submit a written grievance to the President within 30 days of the occurrence, stating the issue and the outcome requested, with supporting documents. The President reviews the grievance, gathers facts, and responds in writing within 5 business days.
- **Step 3.** If the student is not satisfied, the student may appeal in writing to the Manager and CEO within 5 business days. The Manager and CEO issues a final written decision within 10 business days. A grievance concerning the President is submitted directly to the Manager and CEO.

Students will not be retaliated against for filing a grievance. If a complaint cannot be resolved after exhausting the institution's grievance procedure, the student may file a complaint with the Florida Commission for Independent Education. The student must contact the Commission for further details:

Commission for Independent Education, 325 West Gaines Street, Suite 1414, Tallahassee, Florida 32399-0400. Telephone (888) 224-6684. E-mail CIEINFO@fldoe.org. Website <https://www.fldoe.org/policy/cie/>

Non-Discrimination, Equal Opportunity, and Conflict of Interest

International Dublin College does not discriminate on the basis of race, color, sex, gender identity or expression, sexual orientation, age, ethnicity, religion, national origin, disability, marital status, veteran status, or any other basis protected by federal, state, or local law in admission, enrollment, or employment. Complaints of discrimination or harassment should be reported immediately to the President or the Manager and CEO; they will be investigated promptly, and no one will be retaliated against for reporting.

Academic freedom. IDC supports the academic freedom of faculty, students, and staff. Faculty address the published course objectives and major topics and make clear when they speak as individuals rather than for the institution.

Conflict of interest. When a pre-existing relationship between an instructor and a student (for example, the same employer, a close personal relationship, or a family relationship) could affect objectivity, either party must inform the President. The student will be reassigned to another instructor if one is available or, if both agree, the course will continue under the President's review of all grades.

Disclaimer. This catalog is the official statement of IDC's policies, programs, services, charges, and fees and constitutes a contractual obligation of the institution to the student. IDC may change policies, courses, faculty, or charges only by issuing a revised catalog or addendum filed with the Commission; changes do not reduce the rights of students already enrolled under their enrollment agreement.

Course Descriptions

All courses are taught in English through distance education. Credits are semester credit hours.

Bachelor of Arts in Business Administration

BUS-102 Introduction to Business

3 semester credits • 6 weeks • Major Requirement • Prerequisite: None • Business (BUS)

This course introduces fundamental business concepts, including management, marketing, finance, and organizational structures. Students explore how businesses operate in local and global contexts, with emphasis on critical thinking and decision-making. The course provides the foundation for advanced business courses.

BUS-113 Topics in Contemporary Business

3 semester credits • 6 weeks • Business Elective • Prerequisite: None • Business (BUS)

This course covers current trends and challenges in contemporary business, including emerging markets, technological change, and ethical issues. Students engage in case studies and discussions on the evolving business landscape.

BUS-118 Introduction to Business Writing

3 semester credits • 6 weeks • Business Elective • Prerequisite: None • Business (BUS)

In this course, students develop effective business writing skills, including memos, reports, and proposals. The focus is on clarity, conciseness, and professionalism in written business communication.

BUS-204 Entrepreneurship and Innovation

3 semester credits • 6 weeks • Major Requirement • Prerequisite: None • Business (BUS)

This course focuses on the entrepreneurial process, from idea generation to launching a new business. Topics include innovation, opportunity recognition, business planning, financing, risk assessment, and market strategies for successful entrepreneurship.

BUS-303 International Business Ethics

3 semester credits • 6 weeks • Major Requirement • Prerequisite: None • Business (BUS)

This course examines ethical issues in international business, with a focus on cross-cultural challenges, corporate social responsibility, and regulatory compliance. Case studies are used to explore ethical decision-making in a global context.

BUS-401 Global Culture

3 semester credits • 6 weeks • Business Elective • Prerequisite: None • Business (BUS)

This course explores the influence of culture on global business practices. Topics include cross-cultural communication, negotiation strategies, and the challenges of managing diverse teams. Students develop skills to work across cultural differences in international business.

BUS-403 Global Marketing

3 semester credits • 6 weeks • Major Requirement • Prerequisite: BUS-102 • Business (BUS)

This course focuses on marketing strategies in international markets. Students study consumer behavior, product adaptation, pricing, distribution, and digital marketing practices across cultures. Real-world cases illustrate global branding strategies and strengthen skills in market analysis and communication.

BUS-404 Researching the Global Village

3 semester credits • 6 weeks • Major Requirement • Prerequisite: None • Business (BUS)

This course teaches students how to conduct research for a global business environment. Topics include market analysis, forecasting, and the use of data to inform strategic decisions. Students complete a research project related to international trade.

BUS-405 Global Business Plan

3 semester credits • 6 weeks • Major Requirement • Prerequisite: BUS-404 • Business (BUS)

This capstone course requires students to develop a comprehensive global business plan. Using knowledge gained in previous courses, students analyze market trends, competitive advantages, and strategic options and present a business model with financial projections.

BUS-440 Legal Environment of Business

3 semester credits • 6 weeks • Major Requirement • Prerequisite: None • Business (BUS)

This course examines the legal and regulatory environment in which businesses operate. Topics include contract law, intellectual property, business regulations, and dispute resolution. Students gain an understanding of the legal issues faced by businesses today.

FAE-230 Business Accounting Concepts

3 semester credits • 6 weeks • Major Requirement • Prerequisite: None • Finance, Accounting, and Economics (FAE)

This course covers basic accounting principles, financial statements, and accounting cycles. It introduces students to key concepts in financial reporting and analysis for business decision-making.

FAE-263 Principles of Microeconomics

3 semester credits • 6 weeks • Major Requirement • Prerequisite: None • Finance, Accounting, and Economics (FAE)

This course introduces students to microeconomic theory, including supply and demand, market structures, and consumer behavior. It provides foundational knowledge for understanding economic decision-making at the individual and business levels.

FAE-300 Business Finance

3 semester credits • 6 weeks • Major Requirement • Prerequisite: FAE-230 • Finance, Accounting, and Economics (FAE)

This course introduces fundamental concepts in business finance, including capital management, investment decisions, and financial markets. Students learn how to interpret financial statements and apply financial analysis tools to business decisions.

FAE-301 Advanced Business Finance

3 semester credits • 6 weeks • Major Requirement • Prerequisite: FAE-300 • Finance, Accounting, and Economics (FAE)

Building on the concepts introduced in Business Finance, this course examines advanced topics such as financial planning, risk management, and capital budgeting. Students learn how to apply financial strategies to improve business performance.

FAE-302 Global Finance

3 semester credits • 6 weeks • Major Requirement • Prerequisite: FAE-300 • Finance, Accounting, and Economics (FAE)

This course explores the financial challenges faced by multinational corporations, including foreign exchange risk, international financial markets, and global investment strategies. Students learn how to manage financial operations across borders.

FAE-450 International Economics

3 semester credits • 6 weeks • Business Elective • Prerequisite: FAE-263 • Finance, Accounting, and Economics (FAE)

This course covers key concepts in international economics, including trade theory, exchange rates, and the global economy. Students explore the impact of economic policies on global trade and investment decisions.

HAS-103 Critical Thinking and Analysis

3 semester credits • 6 weeks • General Education • Prerequisite: None • Humanities, Arts, and Social Sciences (HAS)

This course is designed to enhance students' critical thinking abilities. It focuses on logical reasoning, argument analysis, and problem-solving, which are essential for academic and professional success.

HAS-105 Writing Across the Curriculum

6 semester credits • 6 weeks • General Education • Prerequisite: None • Humanities, Arts, and Social Sciences (HAS)

This course emphasizes college-level writing skills across disciplines, focusing on research, argumentation, and clarity. Students develop their writing through a series of assignments tailored to different academic fields.

HAS-151 Introduction to the Short Story

6 semester credits • 6 weeks • General Education • Prerequisite: None • Humanities, Arts, and Social Sciences (HAS)

This course introduces students to the literary genre of the short story, analyzing themes, character development, and narrative techniques. Students read and critique works from a range of authors and styles.

HAS-170 American Literature

6 semester credits • 6 weeks • General Education • Prerequisite: None • Humanities, Arts, and Social Sciences (HAS)

This course explores selected major works of American literature. Encompassing a wide range of time, the course includes works by a variety of American authors. Historical background and social forces that shape literature are emphasized, and literary genres and elements are explored.

HAS-184 English Composition I

6 semester credits • 6 weeks • General Education • Prerequisite: None • Humanities, Arts, and Social Sciences (HAS)

This course focuses on academic writing and critical reading. Students practice the writing process through essays, argumentation, and an introduction to research, with emphasis on clarity, organization, and grammar.

HAS-188 English Composition II

6 semester credits • 6 weeks • General Education • Prerequisite: HAS-184 • Humanities, Arts, and Social Sciences (HAS)

This course teaches the principles of the writing process, emphasizing scholarly writing and the research paper. It includes basic research and documentation methods.

HAS-191 Statistics

6 semester credits • 6 weeks • General Education • Prerequisite: STM-108 • Humanities, Arts, and Social Sciences (HAS)

This course covers the mathematical and statistical quantitative analysis techniques used in decision-making. Students study descriptive statistics, probability theory, sampling, hypothesis formulation and testing, and correlation and regression analysis.

HAS-198 English Literature

6 semester credits • 6 weeks • General Education • Prerequisite: None • Humanities, Arts, and Social Sciences (HAS)

This course surveys major works of English literature from the medieval period to the present. Students read poetry, drama, and prose in their historical and cultural contexts and analyze literary forms, themes, and techniques.

MGT-402 Global Strategic Management

3 semester credits • 6 weeks • Business Elective • Prerequisite: BUS-102 • Management, Organizational Behavior, and Leadership (MGT)

This course provides an in-depth analysis of strategic management in a global business context. Students learn to develop and implement strategies that address competitive challenges, market conditions, and organizational goals in international settings.

MGT-445 Competitive Human Resource Management

3 semester credits • 6 weeks • Elective • Prerequisite: None • Management, Organizational Behavior, and Leadership (MGT)

This course explores the strategic role of human resource management in gaining competitive advantage. Students learn how to align HR practices with organizational goals, focusing on recruitment, development, and retention of talent.

SCM-412 Global Supply Chain Strategies

3 semester credits • 6 weeks • Elective • Prerequisite: None • Supply Chain Management (SCM)

This course focuses on logistics and operations in international contexts. Students learn to design and manage supply chains for efficiency, resilience, and sustainability. Case studies illustrate real-world supply chain challenges.

STM-108 College Math

6 semester credits • 6 weeks • General Education • Prerequisite: None • Science, Technology, and Mathematics (STM)

This course develops college-level quantitative reasoning through the study of equations and inequalities, linear, quadratic, exponential, and logarithmic functions, and their graphs, with emphasis on mathematical principles and problem solving.

STM-160 College Algebra

3 semester credits • 6 weeks • General Education • Prerequisite: STM-108 • Science, Technology, and Mathematics (STM)

In this course, students develop problem-solving skills, critical thinking, computational proficiency, and contextual fluency through the study of equations, functions, and their graphs. Topics include solving equations and inequalities, function properties, transformations of graphs, operations on functions, composite and inverse functions, polynomial and rational functions, and exponential and logarithmic functions.

STM-320 Introduction to Artificial Intelligence

3 semester credits • 6 weeks • Elective • Prerequisite: None • Science, Technology, and Mathematics (STM)

This course provides an introduction to artificial intelligence, covering key concepts such as machine learning, neural networks, and natural language processing. Students explore AI applications across industries and their ethical and social implications.

TRD-525 Auditing and Assessing Trade Compliance

3 semester credits • 6 weeks • Business Elective • Prerequisite: None • International Trade (TRD)

This course focuses on the methods and practices for auditing trade compliance in international transactions. Students learn how to assess risks, review regulations, conduct compliance audits, and implement effective compliance programs in global business.

TRD-528 Trade Compliance Treaties and Guidelines

3 semester credits • 6 weeks • Elective • Prerequisite: None • International Trade (TRD)

This course focuses on international trade compliance treaties and guidelines. Students explore key international agreements that govern trade, including the World Trade Organization (WTO) and regional trade agreements, and how these treaties affect global trade operations.

Master of Business Administration (MBA): International Management

MBA-501 Introduction to International Business

4 semester credits • 8 weeks • Core • Prerequisite: None

This course introduces students to the fundamentals of international business, including global markets, trade policies, and cross-border operations. It covers cultural diversity, international business environments, and emerging markets.

Learning outcomes: Analyze international business environments and strategies. Evaluate global trade and investment policies. Develop strategic thinking for entering new markets.

MBA-502 Organizational Leadership and Change

4 semester credits • 8 weeks • Core • Prerequisite: None

This course explores leadership theories, organizational behavior, and change management strategies. Students examine real-world leadership challenges and learn how to lead teams and drive organizational transformation.

Learning outcomes: Apply leadership theories to organizational challenges. Design strategies for effective change management. Build innovative and adaptive organizational cultures.

MBA-503 Financial Decision-Making in a Global Context

4 semester credits • 8 weeks • Core • Prerequisite: None

This course focuses on the financial decision-making process for businesses operating in international markets. Topics include risk assessment, capital allocation, currency exposure, and financial analysis tools.

Learning outcomes: Perform financial risk assessments for international operations. Analyze financial data to support strategic decisions. Explain currency exchange impacts on financial planning.

MBA-504 Advanced Marketing Strategies

4 semester credits • 8 weeks • Core • Prerequisite: None

This course examines advanced marketing techniques and strategies for global markets, including branding, customer behavior analysis, and digital marketing strategies that build competitive advantage.

Learning outcomes: Create marketing strategies tailored to global audiences. Analyze consumer behavior across cultures. Design digital marketing campaigns for international markets.

MBA-505 Data-Driven Decision-Making and Analytics

4 semester credits • 8 weeks • Core • Prerequisite: None

This course equips students with analytical tools and techniques for making data-driven business decisions. Topics include predictive analytics, data visualization, and the use of AI in business decision-making.

Learning outcomes: Use data analytics to solve business problems. Interpret complex datasets for strategic decisions. Apply AI tools to business analysis.

MBA-506 Global Business Ethics and Compliance

4 semester credits • 8 weeks • Core • Prerequisite: None

This course examines ethical decision-making and compliance challenges faced by businesses in global markets, including regulatory frameworks, corporate social responsibility, and ethical leadership.

Learning outcomes: Evaluate ethical challenges in international business. Develop compliance strategies for global operations. Design corporate social responsibility initiatives.

MBA-601 Research Methods in Business

4 semester credits • 8 weeks • Thesis Track • Prerequisite: Completion of MBA-501 – MBA-506

This course prepares students to conduct research in business and management, including research design, data collection methods, and academic writing.

Learning outcomes: Design business research studies. Analyze data using appropriate research methods. Write scholarly business research.

MBA-602 Thesis in International Management

8 semester credits • 16 weeks • Thesis Track • Prerequisite: MBA-601 (may be taken concurrently)

Students produce an original research thesis that addresses a complex problem in international management, with one-on-one mentoring from a faculty advisor, and present and defend the thesis.

Learning outcomes: Conduct in-depth research on an international management topic. Present and defend a well-structured thesis. Contribute original insights to business management.

MBA-603 Applied Business Strategy

4 semester credits • 8 weeks • Capstone Track • Prerequisite: Completion of MBA-501 – MBA-506

This course applies strategic management principles to real-world business challenges. Students analyze cases and develop actionable strategies for global business scenarios.

Learning outcomes: Apply strategic frameworks to business problems. Develop practical solutions for organizational challenges. Integrate multidisciplinary insights into strategic planning.

MBA-604 Capstone Project: Solving Global Business Challenges

8 semester credits • 16 weeks • Capstone Track • Prerequisite: MBA-603 (may be taken concurrently)

In this project-based course, students address a real-world business challenge and deliver a comprehensive strategy, demonstrating mastery of business management principles.

Learning outcomes: Design practical solutions for complex business problems. Demonstrate mastery of business management principles. Present actionable strategies to address global challenges.

PhD in Business Administration: Global Management and Strategy

RES-701 Quantitative Research Methods

3 semester credits • 8 weeks • Research Foundations • Prerequisite: None

This course introduces advanced quantitative research techniques, focusing on statistical analysis, hypothesis testing, and research model design. Students apply statistical software to analyze large datasets and interpret findings to address complex business problems.

RES-702 Qualitative Research Methods

3 semester credits • 8 weeks • Research Foundations • Prerequisite: None

This course covers qualitative research design, data collection, and analysis methods such as case studies, interviews, and thematic analysis, applied to organizational culture and business dynamics.

RES-703 Advanced Business Statistics

3 semester credits • 8 weeks • Research Foundations • Prerequisite: RES-701

This course covers advanced statistical tools, including multivariate analysis, regression models, and factor analysis, and their integration into business research.

BUS-801 Advanced Strategic Management

3 semester credits • 8 weeks • Core Business • Prerequisite: None

This course explores advanced concepts in strategic management, including competitive analysis, global strategy formulation, and organizational performance evaluation.

BUS-802 Global Business Environment

3 semester credits • 8 weeks • Core Business • Prerequisite: None

This course examines international trade regulations, cultural diversity, global market entry strategies, and geopolitical influences on business operations.

BUS-803 Leadership and Organizational Theory

3 semester credits • 8 weeks • Core Business • Prerequisite: None

This course investigates leadership theories and their application in modern organizations, including leadership styles, organizational behavior, and the management of diverse teams.

BUS-804 Corporate Ethics and Social Responsibility

3 semester credits • 8 weeks • Core Business • Prerequisite: None

This course addresses ethical challenges and corporate social responsibility, including corporate governance, sustainability, and ethical decision-making in a global context.

BUS-805 International Trade and Policy

3 semester credits • 8 weeks • Core Business • Prerequisite: None

This course examines international trade practices and policies, including trade agreements, tariffs, global supply chains, and the role of international organizations such as the WTO.

BUS-806 Entrepreneurship and Innovation in Global Markets

3 semester credits • 8 weeks • Core Business • Prerequisite: None

This course focuses on entrepreneurial strategy and innovation management in a global context, including opportunity identification and innovative business models.

BUS-807 Financial Decision-Making and Risk Analysis

3 semester credits • 8 weeks • Core Business • Prerequisite: None

This course examines financial decision-making, risk assessment, and mitigation, including capital budgeting, financial modeling, and techniques for managing financial uncertainty.

BUS-808 Data Analytics for Business Research

3 semester credits • 8 weeks • Core Business • Prerequisite: RES-701

This course teaches advanced data analytics techniques for business research, including predictive modeling, machine learning applications, and data visualization.

RES-901 Dissertation Proposal Development

3 semester credits • 8 weeks • Dissertation • Prerequisite: RES-701, RES-702

Students develop a dissertation proposal that sets out the research topic, research questions, methodology, and expected contribution to the field.

RES-902 Dissertation Proposal Defense

3 semester credits • 8 weeks • Dissertation • Prerequisite: RES-901; comprehensive examination

Students present and defend their dissertation proposal before a faculty committee and refine it in response to committee feedback.

RES-903 Dissertation Research I

6 semester credits • 16 weeks • Dissertation • Prerequisite: RES-902

Initial stages of dissertation research, including data collection, literature review expansion, and preliminary analysis under the supervision of the dissertation advisor.

RES-904 Dissertation Research II

6 semester credits • 16 weeks • Dissertation • Prerequisite: RES-903

Continued dissertation research focusing on data analysis, interpretation, and refinement of findings, with regular progress reports to the advisor.

RES-905 Dissertation Writing and Analysis

6 semester credits • 16 weeks • Dissertation • Prerequisite: RES-904

Students synthesize research findings, draw conclusions, and prepare the dissertation manuscript for submission.

RES-906 Dissertation Defense

3 semester credits • 8 weeks • Dissertation • Prerequisite: RES-905

Students defend the completed dissertation before a faculty committee; the course ensures the research meets doctoral standards.

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