



JANUARY 1, 2025 – DECEMBER 31, 2025

INTERNATIONAL DUBLIN COLLEGE CATALOG



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General Information

Overview

Mission

International Dublin College (IDC) integrates the 2030 Agenda for Sustainable Development into its mission of providing distance education for adult learners. Committed to excellence, International Dublin College offers Professionally Significant Degrees® and innovative courses, aiming to foster quality education and lifelong learning in line with global sustainability goals.

Vision

International Dublin College aspires to be a forefront leader in online education, harmonizing with the 2030 Agenda for Sustainable Development. Our vision is to offer a globally accessible, flexible online learning experience tailored to each student while fostering sustainable and inclusive education that meets the evolving demands of our diverse, worldwide community.

Values

Innovation

**Personalised
Learning**

Professionalism

Respect

Sustainability

Educational Philosophy

International Dublin College aims to empower students through knowledge, discussion, and discovery, nurturing personal growth and professional skills. Aligning with the 2030 Agenda for Sustainable Development, we focus on creating global citizens, and transcending geographic boundaries while fostering research, creativity, and social responsibility. Our vision is to cultivate a diverse, collaborative community, committed to sustainable development and global wellbeing.

Disclaimers

International Dublin College reserves the right to alter or discontinue specific courses, programs, or fields of study, make faculty adjustments, modify tuition rates and fees, and implement policy changes at any time as deemed necessary to improve and deliver educational services. For the most current information, please visit our website.

This catalog publication does not constitute a binding agreement between the student, International Dublin College, or any other parties involved and should not be construed as such. While every reasonable effort has been made to ensure the accuracy of all policies and provisions at the time of publication, International Dublin College retains the right to make updates and changes to existing policies as required. Any such changes will be communicated on the International Dublin College website. Students impacted by policy alterations will be contacted by staff to discuss their options under the revised policy.

Non-Discrimination

International Dublin College is committed to maintaining a work and learning environment that is free from unlawful discrimination and harassment for all employees and students. Accordingly, International Dublin College does not discriminate based on an individual's race, gender, age, ethnicity, religion, national origin, disability, sex, gender identity or expression, veteran status, or any other basis protected by federal, state, or local law.

International Dublin College cannot resolve matters that are not brought to our attention. If you believe you have experienced or witnessed discrimination or harassment, immediately report the incident to the President or other member of International Dublin College management. International Dublin College will investigate all complaints. Individuals will not be retaliated against for bringing a complaint of discrimination or harassment.

Equal Opportunity

International Dublin College does not discriminate on the basis of disability. International Dublin College does not receive federal funds and is therefore not required to comply with Section 504 of the Rehabilitation Act of 1973 ("Section 504"). However, International Dublin College has an institutional commitment to ensuring equal access for individuals with disabilities and therefore will provide disabled individuals with reasonable accommodation(s) consistent with Section 504 (29 U.S.C. Section 794) and the Americans with Disabilities Act (42 U.S.C Section 12182) ("ADA"), their related statutes and regulations and corresponding state and local laws.

ADA Compliance Coordinator: Kevin Kaya / idcaz2024@gmail.com or (602) 648-5750.

Disability Accommodations

Requests for Accommodation:

Individuals with disabilities wishing to request an accommodation must contact the ADA Compliance Coordinator. A disclosure of a disability or a request for accommodation made to any staff, faculty, or personnel other than the ADA Compliance Coordinator will not be treated as a request for accommodation. However, if a student discloses a disability to such an individual, he or she is required to direct the student to the ADA Compliance Coordinator. Upon request, the ADA Compliance Coordinator (or their trained designee) will provide a student or applicant with a Request for Accommodations form. To help ensure timely consideration and implementation, individuals making a request for an accommodation are asked to contact the ADA Compliance Coordinator and/or submit a Request for Accommodations form at least two weeks prior to when the accommodation is needed.

Individuals requesting reasonable accommodation may be asked to provide medical documentation substantiating their physical and/or mental impairment(s) and/or the need for the requested accommodation(s), including but not limited to when the limitation or impairment is not readily apparent and/or a requested accommodation does not clearly relate to the impairment(s). Such documentation should specify that a student has a physical or mental impairment and how that impairment substantially limits one or more major life activities. In general, the supporting documentation must be dated less than three years from the date a student requests a reasonable accommodation, and must be completed by a qualified professional in the area of the student's disability, as enumerated below:

Disability Type	Qualified Professional
Physical disability	MD, DO
Visual impairment	MD, Ophthalmologist, Optometrist
Mobility, orthopedic impairment	MD, DO
Hearing impairment	MD, Audiologist (Au.D) *Audiology exam should not be older than a year.
Speech and language impairment	Licensed Speech Professional
Learning disability	PhD Psychologist, College Learning Disability Specialist, Other Appropriate Professional
Acquired brain impairment	MD Neurologist, Neuropsychologist
Psychological disability	Psychiatrist, PhD Psychologist, LMFT or LCSW
ADD/ADHD	Psychiatrist; PhD Psychologist, LMFT or LCSW
Other disabilities	MD who practices or specializes within the field of the disability

Documentation used to evaluate the need and reasonableness of potential accommodations may include a licensed professional's current medical diagnosis and date of diagnosis, evaluation of how the student's disability affects one or more of the major life activities and recommendations, psychological and/or emotion diagnostic tests, functional effects or limitations of the disability, and/or medications and recommendations to ameliorate the effects or limitations. The college may request additional documentation as needed.

After the ADA Compliance Coordinator receives the Request Form and the required documentation, they (or their trained designee) will engage the student or applicant in an interactive process to determine what accommodations may be reasonable.

If the student or applicant is denied the requested accommodation, they may file a grievance or they may file a complaint with the U.S. Department of Education's Office for Civil Rights or a similar state entity. The college will make appropriate arrangements to ensure that disabled persons are provided other accommodations, if needed, to participate in this grievance process. The ADA Compliance Coordinator will be responsible for such arrangements.

For more information: dcz2024@gmail.com or (602) 648-5750.

Program Offered

- Bachelor of Arts in Business Administration
- Master of Business Administration (MBA): International Management
- PhD in Business Administration: Global Management and Strategy

English

All instructions occur in English. International Dublin College (IDC) does not provide English courses/programs or services.

State Authorization

International Dublin College (IDC) is licensed to operate by the Arizona State Board for Private Postsecondary Education:

Arizona State Board for Private Postsecondary Education

1740 W. Adams Street, Phoenix, AZ 85007

Tel: 602-542-5709

Web: <https://ppse.az.gov>

Licensure

Florida Licensing Application (Pending):

International Dublin College has applied for licensure with the Florida Commission for Independent Education, Florida Department of Education. The application is currently pending review. Additional information regarding this institution's application status in Florida can be obtained by contacting:

Commission for Independent Education

325 West Gaines Street, Suite 1414, Tallahassee, FL 32399-0400

Toll-free telephone: (888) 224-6684

Accreditation

International Dublin College (IDC) is unaccredited and not eligible for Federal Student Aid (FSA) programs.

Facilities

Facilities

No instruction is provided at International Dublin College's main campus. The main campus consists of an office that contains office furniture and access to electronic materials via computer.

Equipment

Coursework is delivered at a distance and is completed at a location determined by the student. To participate in the program, students must have access to the following:

- A computer: Windows or Apple laptop/desktop with 2.5GHz processor or higher (or equivalent), 8GB of RAM or higher, 120GB HD space or higher, with webcam with microphone capabilities.
- A webcam.
- A microphone.
- High-speed internet connection with 50 Mbps or higher speed.
- Adobe Acrobat Reader (current version)
- A Word processing program such as Microsoft Word.
- Use an appropriate virus application to prevent virus transmittal from submitted assignments.
- Firefox and Chrome are the recommended browsers for accessing the Moodle/Online classroom.

Administrative Hours

International Dublin College administrative hours are Monday – Friday from **7 am – 4 pm** Mountain Standard Time (MST) from the first Sunday in November to the second Sunday in March and Mountain Daylight Time (MDT) the remainder of the year, excluding holidays.

Calendar

- Spring Semester 2024 (Jan 1 - May 15)
- Summer Term (May 16 - August 15)
- Fall Term (August 16 - December 31)

Holidays

International Dublin College observes the following holidays:

- New Year's Day
- Martin Luther King Jr.'s Birthday
- Presidents' Day
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving & the Day After Thanksgiving
- Christmas Holiday December 24-25

Admissions

Admissions Policy

To be eligible for acceptance, all prospective students must meet the following criteria:

1. Be at least 18 years of age.
2. Obtain an application for admission.
3. Obtain a copy of the catalog.
4. Have a high school diploma or equivalent, a DD214 that indicates high school graduation/equivalency, or documentation of completion of a postsecondary degree by means of a transcript. Foreign documents must be evaluated.
5. Schedule an admissions interview with International Dublin College.
6. Be able to speak and write English fluently.
 - a. **Proof of English proficiency (TOEFL 79+, IELTS 6.5+, or equivalent).**
 - b. **IDC EPE (English Proficiency Exam): 70+ (out of 100)**
7. Have the minimum equipment requirements.

Please note: In addition to the general admissions requirements listed above, some academic programs at International Dublin College may have additional or program-specific requirements. These may include prerequisite coursework, work experience, or higher academic standards. Applicants are strongly encouraged to review the individual program descriptions provided in this catalog to ensure they meet all necessary criteria.

Admissions Procedure

To apply for acceptance, prospective students will:

1. Submit a valid government-issued photo identification to validate age.
2. Submit a completed application for admission.
3. Review International Dublin College's catalog.
4. Submit proof of a high school diploma or equivalency.

All foreign education documents must be evaluated by a member of the National Association of Credential Evaluation Service (NACES), at the expense of the prospective student). The following is a sample of foreign transcript and degree evaluators. International Dublin College does not endorse any evaluators.

- Educational Credential Evaluators: <http://www.ece.org/>
- Educational Perspectives: <http://www.educational-perspectives.org/>
- International Consultants of Delaware: <http://www.icdel.com/>
- International Research Foundation, Inc.: <http://www.ierf.org/>
- World Education Services: <http://www.wes.org/>

Additional third-party evaluators can be found at: <https://www.naces.org/members>

5. Complete an admissions interview with a representative of International Dublin College.
6. Demonstrate English fluency by the admissions interview and completing the admissions process in English.
7. Attest to having the requirements to participate in the program on the enrollment agreement.
 - A computer: Windows or Apple laptop/desktop with 2.5GHz processor or higher (or equivalent), 8GB of RAM or higher, 120GB HD space or higher, with webcam with microphone capabilities.
 - A webcam.
 - A microphone.
 - High-speed internet connection with 50 Mbps or higher speed.
 - Adobe Acrobat Reader (current version)
 - A Word processing program such as Microsoft Word.
 - Use an appropriate virus application to prevent virus transmittal from submitted assignments.
 - Firefox and Chrome are the recommended browsers for accessing the Moodle/Online classroom.

A prospective student admitted into a program must sign an enrollment agreement and submit a **\$50.00** application fee, by the date provided in the acceptance notification.

Transfer of Credit

Transferability of Credit to International Dublin College

International Dublin College may accept some prior completed coursework for transfer credit into the program. International Dublin College evaluates a wide range of credits for prior learning from accredited institutions recognized by the U.S. Department of Education, College Board exams, military training, and other sources. It is at the discretion of the college as to which credits it will accept and how the credits will be applied. A maximum of 75% of the program credits can be transferred to International Dublin College.

A student must submit an official transcript from an accredited postsecondary institution and corresponding course description/syllabus prior to starting their program. Unofficial transcripts will not be accepted for evaluation. To receive transfer credit, students must have successfully completed courses similar in scope and content to the college's courses with a grade of C (2.0) or better.

All foreign education documents must be evaluated by a member of the National Association of Credential Evaluation Service (NACES), at the expense of the prospective student). The following is a sample of foreign transcript and degree evaluators. International Dublin College does not endorse any evaluators.

- Educational Credential Evaluators: <http://www.ece.org/>
- Educational Perspectives: <http://www.educational-perspectives.org/>
- International Consultants of Delaware: <http://www.icdel.com/>
- International Research Foundation, Inc.: <http://www.ierf.org/>
- World Education Services: <http://www.wes.org/>

Additional third-party evaluators can be found at: <https://www.naces.org/members>

Transferability of Credit Earned at International Dublin College

International Dublin College does not guarantee the transferability of its credits or degree to another college, university, or institution. Any decision on the comparability, appropriateness, and applicability of credits and whether they should be accepted is the decision of the receiving institution.

For this reason, you should make certain that your attendance at International Dublin College will meet your educational goals. This may include contacting an institution to which you may seek to transfer after attending International Dublin College to determine if your credits or degree will transfer. Students should assume that credits earned at International Dublin College are not transferable to other institutions.

International Dublin College (IDC) is unaccredited and not eligible for Federal Student Aid (FSA) programs. Students should be aware that lack of accreditation may limit the acceptance of degrees or credits by other institutions or employers. Prospective students are encouraged to carefully consider their educational and career objectives before enrolling.

Programs

Bachelor of Arts in Business Administration

Program Name	Bachelor of Arts in Business Administration
Program Length	120 Semester Credits Approximately – 144 weeks - 3 years
Delivery Method	Distance Education (Online via DigiCampus LMS) The Bachelor of Arts in Business Administration program offers a comprehensive curriculum designed to equip students with foundational and advanced knowledge of business principles and practices. Spanning 120-semester credits over approximately three years, this distance education program allows students to engage with coursework remotely while balancing personal and professional commitments. Students will explore key areas such as management, marketing, finance, accounting, and organizational behavior. The program emphasizes critical thinking, strategic planning, and effective communication skills, preparing graduates to navigate and lead within diverse business environments. Upon successful completion, graduates will earn a Bachelor of Arts Degree in Business Administration, positioning them for various career opportunities in the business sector.
Graduation Document	Bachelor of Arts Degree
Standard Occupational Codes	Additional details can be found at: O*NET OnLine (onetonline.org)
Potential Employment Titles	Graduates of this program may qualify for positions related to the following Standard Occupational Codes: <ul style="list-style-type: none">• 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
Program Schedule	A full-time student completes 24 credit hours per year (eight 3-credit-hour courses), organized into three terms (Fall, Spring and Summer). Both the Fall and Spring terms consist of three sequential (non-consecutive) 6-week blocks, while the Summer term is comprised of two sequential (non-consecutive) 6-week blocks. A full-time student with no transfer credit or credit for prior learning credit would take approximately five-and-one-quarter years to complete their degree. Depending upon student goals, outside commitments, transfer credit accepted, and the student's level of academic achievement, it is reasonable to assume that a student could complete the program in a shorter time frame.
Course Scheduling	Students complete courses consecutively in a sequential order (back to back), rather than concurrently (at the same time). Concurrent enrollment in more than one course is not encouraged. Sequential enrollment allows students to focus their attention and resources on one course of study, thereby creating an environment for the student to master a particular subject. Students wishing to take more than one course at a time should confer with the Vice President of Administrative Affairs.
Semester Credit Defined	A semester credit typically represents 15 hours of academic engagement and 30 hours of preparation.
Course Coding	Each course begins with a three-letter prefix that denotes the department or subject area: <ul style="list-style-type: none">• HAS: Humanities, Arts, and Social Sciences• STM: Science, Technology, and Math• BUS: Business• FAE: Finance, Accounting, and Economics• MGT: Management, Organizational Behavior, and Leadership• TRD: International Trade• SCM: Supply Chain Management
Course Numbering System	The numeric part of the course code consists of three digits, which generally indicate the level and progression of the course: <ul style="list-style-type: none">• Year 1: 100-199 level courses (Introductory or freshman-level)• Year 2: 200-299 level courses (Sophomore-level)• Year 3: 300-499 level courses (Junior and Senior-level)

Program Description

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.

Program Description

- 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.

Program Overview

This program offers a comprehensive and efficient pathway for students to complete their degree in three years. Designed for motivated individuals, the program encompasses a total of 120 credits distributed across 40 courses, ensuring a robust and in-depth educational experience.

- Total Credits Required: 120 credits
- Courses: 40 courses at 3 credits each = 120 credits
- Total Number of Courses: 40 courses
- Semesters: 9 semesters (3 years x 3 semesters per year)

Note: For details on term structure and credit breakdown, please refer to the Program Overview on page 14.

- Applicants must meet the general admissions requirements outlined in the Admissions Policy section of this catalog. There are no additional program-specific requirements for the program.
- To graduate, students must complete 120 credit hours, maintain a minimum GPA of 2.0, fulfil all academic and financial obligations, and apply for graduation before their final term.

Academic Goal

The accelerated program is meticulously designed to provide a comprehensive and rigorous educational experience that aligns with students' ambitions to graduate within three years. The primary academic goals of the program are:

1. In-Depth Knowledge Acquisition

- Objective: Equip students with a thorough understanding of core concepts and advanced topics within their field of study.
- Approach: A curriculum comprising 40 courses, including foundational and specialized classes, ensures a broad and deep grasp of the subject matter.

2. Balanced and Manageable Workload

- Objective: Equip students with a thorough understanding of core concepts and advanced topics within their field of study.
- Approach: A curriculum comprising 40 courses, including foundational and specialized classes, ensures a broad and deep grasp of the subject matter.

3. Focused Learning through Sequential Blocks

- Objective: Enhance learning efficiency and retention by concentrating on fewer courses at a time.
- Approach: The use of 6-week sequential blocks enables students to delve deeply into course material, promoting better understanding and academic success.

4. Development of Critical Skills

- Objective: Foster essential skills such as critical thinking, problem-solving, effective communication, and collaboration.
- Approach: Interactive coursework, group projects, and presentations are integrated into the curriculum to build these competencies.

5. Preparation for Professional and Academic Advancement

- Objective: Prepare students for immediate entry into the workforce or for further academic pursuits upon graduation.
- Approach: The program combines theoretical knowledge with practical application, ensuring graduates are well-equipped for their next steps.

6. Flexibility and Personalization

- Objective: Allow students to tailor their educational journey to align with personal interests and career goals.
- Approach: Elective courses and academic advising provide opportunities for customization within the accelerated framework.

7. Efficient Use of Time and Resources

- Objective: Maximize educational outcomes within a condensed timeframe without compromising quality.
- Approach: Year-round enrollment, including summer terms, ensures continuous progress and effective use of academic resources.

8. Cultivation of Lifelong Learning

- Objective: Instill a passion for ongoing education and personal development beyond the program.
- Approach: Encouraging intellectual curiosity and providing tools for self-directed learning prepares students for continuous growth.

Program Overview

The Bachelor of Arts in Business Administration (BABA) program is designed to be completed over three years, with each year consisting of three terms: Fall, Spring, and Summer. Each term is further divided into blocks of six weeks, allowing students to focus on two to three courses at a time, ensuring better engagement and reduced cognitive load.

The course progression follows an increasing level of difficulty to ensure that students develop foundational knowledge before moving on to advanced topics. The program consists of 40 courses, totaling 120 credits, which include **major requirements, business electives, general education requirements, and electives.**

Final Breakdown

- Year 1: 42 credits
- Year 2: 39 credits
- Year 3: 39 credits
- Total Program Credits: 120 credits

Year 1 (42 Credits Total)

Fall Semester (15 credits total)

Block 1 (6 weeks):

1. BUS-102: Introduction to Business – Major (3 credits)
2. HAS-103: Critical Thinking and Analysis – General Education (3 credits)

Block 2 (6 weeks):

3. STM-106: Computing Essentials – General Education (3 credits)
4. HAS-132: Introduction to Psychology – General Education (3 credits)

Block 3 (6 weeks):

5. BUS-113: Topics in Contemporary Business – Business Elective (3 credits)

Spring Semester (15 credits total)

Block 1 (6 weeks):

6. FAE-230: Business Accounting Concepts – Major (3 credits)
7. HAS-151: Introduction to American Government – General Education (3 credits)

Block 2 (6 weeks):

8. HAS-170: Introduction to World Religions – General Education (3 credits)
9. BUS-204: Entrepreneurship and Innovation – Major (3 credits)

Block 3 (6 weeks):

10. HAS-105: Writing Across the Curriculum – General Education (3 credits)

Summer Semester (12 credits total)

Block 1 (6 weeks):

- 11. FAE-263: Principles of Microeconomics – Major (3 credits)
- 12. HAS-188: Introduction to the Revolutionary War – General Education (3 credits)

Block 2 (6 weeks):

- 13. BUS-118: Introduction to Business Writing – Business Elective (3 credits)
- 14. HAS-184: Introduction to the Short Story – General Education (3 credits)

Year 2 (39 Credits Total)

Fall Semester (15 credits total)

Block 1 (6 weeks):

- 15. BUS-204: Entrepreneurship and Innovation – Major (3 credits)
- 16. FAE-300: Business Finance – Major (3 credits)

Block 2 (6 weeks):

- 17. STM-160: Business Statistics – General Education (3 credits)
- 18. HAS-191: Introduction to Theatre History – General Education (3 credits)

Block 3 (6 weeks):

- 19. TRD-225: Documentation for the Global Village – Business Elective (3 credits)

Spring Semester (15 credits total)

Block 1 (6 weeks):

- 20. BUS-303: International Business Ethics – Major (3 credits)
- 21. HAS-198: Introduction to the Humanities – General Education (3 credits)

Block 2 (6 weeks):

- 22. FAE-301: Advanced Business Finance – Major (3 credits)
- 23. SCM-412: Global Supply Chain Strategies – Elective (3 credits)

Block 3 (6 weeks):

- 24. HAS-240: Introduction to Shakespeare – Elective (3 credits)

Summer Semester (9 credits total)

Block 1 (6 weeks):

- 25. FAE-302: Global Finance – Major (3 credits)
- 26. HAS-270: Introduction to Anthropology – Elective (3 credits)

Block 2 (6 weeks):

- 27. STM-320: Introduction to Artificial Intelligence – Elective (3 credits)

Year 3 (39 Credits Total)

Fall Semester (15 credits total)

Block 1 (6 weeks):

- 28. BUS-404: Researching the Global Village – Major (3 credits)
- 29. BUS-405: Global Business Plan – Major (3 credits)

Block 2 (6 weeks):

- 30. TRD-525: Auditing and Assessing Trade Compliance – Business Elective (3 credits)
- 31. MGT-402: Global Strategic Management – Business Elective (3 credits)

Block 3 (6 weeks):

- 32. MGT-445: Competitive Human Resource Management – Elective (3 credits)

Spring Semester (15 credits total)

Block 1 (6 weeks):

- 33. BUS-440: Legal Environment of Business – Major (3 credits)
- 34. FAE-450: International Economics – Business Elective (3 credits)

Block 2 (6 weeks):

- 35. HAS-260: Terrorism in the 21st Century – Elective (3 credits)
- 36. BUS-401: Global Culture – Business Elective (3 credits)

Block 3 (6 weeks):

- 37. TRD-528: Trade Compliance Treaties and Guidelines – Elective (3 credits)

Summer Semester (9 credits total)

Block 1 (6 weeks):

- 38. HAS-280: Introduction to Digital Humanities – Elective (3 credits)

Block 2 (6 weeks):

- 39. BUS-401: Global Culture – Business Elective (3 credits)
- 40. TRD-528: Trade Compliance Treaties and Guidelines – Elective (3 credits)

Student Guidance

This curriculum has been thoughtfully designed to balance learning across three years and nine semesters, ensuring a manageable cognitive load. Each semester is divided into six-week blocks, allowing students to focus on fewer subjects at a time. This method reduces overwhelm and will enable students to retain knowledge more effectively.

All courses are selected to progressively build skills, starting with introductory topics in Year 1 and moving to more advanced and specialized courses in Years 2 and 3. The flexible block structure also provides the opportunity for focused learning, which has been shown to improve engagement and outcomes. This program balances core business requirements with general education and electives, ensuring well-rounded graduates equipped to face modern business challenges.

- **Year 1** focuses on foundational knowledge across business, social sciences, and humanities.
- **Year 2** deepens the understanding of business practices and statistics while broadening skills in areas like global trade and supply chain management.
- **Year 3** focuses on advanced and strategic-level courses, preparing students for leadership roles in business environments.

Courses

#	Course Code	Course Name	Credit Hours	Category
1	BUS-102	Introduction to Business	3	Major Requirements
2	FAE-230	Business Accounting Concepts	3	Major Requirements
3	BUS-204	Entrepreneurship and Innovation	3	Major Requirements
4	BUS-303	International Business Ethics	3	Major Requirements
5	BUS-403	Global Marketing	3	Major Requirements
6	FAE-263	Principles of Microeconomics	3	Major Requirements
7	FAE-300	Business Finance	3	Major Requirements
8	FAE-301	Advanced Business Finance	3	Major Requirements
9	FAE-302	Global Finance	3	Major Requirements
10	BUS-404	Researching the Global Village	3	Major Requirements
11	BUS-405	Global Business Plan	3	Major Requirements
12	BUS-440	Legal Environment of Business	3	Major Requirements
13	BUS-113	Topics in Contemporary Business	3	Business Electives
14	BUS-118	Introduction to Business Writing	3	Business Electives
15	BUS-401	Global Culture	3	Business Electives
16	MGT-402	Global Strategic Management	3	Business Electives
17	FAE-450	International Economics	3	Business Electives
18	TRD-225	Documentation for the Global Village	3	Business Electives
19	TRD-525	Auditing and Assessing Trade Compliance	3	Business Electives
20	HAS-103	Critical Thinking and Analysis	3	General Education

#	Course Code	Course Name	Credit Hours	Category
21	HAS-105	Writing Across the Curriculum	3	General Education
22	HAS-132	Introduction to Psychology	3	General Education
23	HAS-151	Introduction to American Government	3	General Education
24	HAS-170	Introduction to World Religions	3	General Education
25	HAS-184	Introduction to the Short Story	3	General Education
26	HAS-188	Introduction to the Revolutionary War	3	General Education
27	HAS-191	Introduction to Theatre History	3	General Education
28	HAS-198	Introduction to the Humanities	3	General Education
29	STM-106	Computing Essentials	3	General Education
30	STM-108	College Math	3	General Education
31	STM-160	Business Statistics	3	General Education
32	HAS-240	Introduction to Shakespeare	3	Electives
33	HAS-260	Terrorism in the 21st Century	3	Electives
34	HAS-270	Introduction to Anthropology	3	Electives
35	HAS-280	Introduction to Digital Humanities	3	Electives
36	MGT-445	Competitive Human Resource Management	3	Electives
37	SCM-412	Global Supply Chain Strategies	3	Electives
38	STM-320	Introduction to Artificial Intelligence	3	Electives
39	TRD-528	Trade Compliance Treaties and Guidelines	3	Electives
40	TRD-225	Documentation for the Global Village	3	Electives

Totals

- Major Requirements: 36 Credit Hours
 - Business Electives: 21 Credit Hours
 - General Education Requirements: 33 Credit Hours
 - Electives: 30 Credit Hours
- Total Program Credits: 120 Credit Hours

Master of Business Administration (MBA): International Management

Program Name	Master of Business Administration (MBA): International Management
Program Length	36 Semester Credits (Approx. 18 months, 3 semesters)
Delivery Method	Distance Education (Online via DigiCampus LMS)
Program Overview	The MBA in International Management program is designed to equip students with advanced knowledge in global business, finance, leadership, and strategic decision-making. The program offers two specialization tracks: Thesis (for research-oriented students) and Capstone (for practical business solutions). Students develop competencies in international trade, leadership, financial analysis, marketing, and data-driven decision-making, ensuring their success in global business environments.
Graduation Document	Master of Business Administration (MBA)
Standard Occupational Codes	<p>Graduates of this program may qualify for positions related to the following Standard Occupational Classification (SOC) codes:</p> <ul style="list-style-type: none"> • 11-1020.00 – General and Operations Managers • 13-1160.00 – Market Research Analysts and Marketing Specialists • 11-2021.00 – Marketing Managers • 11-9199.00 – Business Operations Specialists
Potential Employment Titles	<ul style="list-style-type: none"> • Business Analyst • Strategy Consultant • Global Business Manager • Financial Analyst • Marketing Strategist
Program Schedule	The MBA program follows a structured 3-semester schedule with rolling admissions. Each semester consists of 12 credit hours, with core courses in the first two semesters and specialization options in the final semester. Students can choose between a Thesis Track (focused on research and academic study) or a Capstone Track (focused on applied business solutions).
Course Scheduling	Courses are delivered asynchronously with scheduled live discussions, case study analyses, and team projects. Students have flexible access to online materials, discussion forums, and research databases.
Semester Credit Defined	A semester credit typically represents 15 hours of academic engagement and 30 hours of preparation.
Course Coding	<p>The academic credit system follows the standard framework of 36 credits distributed as follows:</p> <ul style="list-style-type: none"> • 1st Semester (12 Credits): Core business foundation courses • 2nd Semester (12 Credits): Advanced business and specialization preparation • 3rd Semester (12 Credits): Thesis or Capstone specialization
Course Numbering System	<p>The numbering system consists of three digits, which indicate the course level:</p> <ul style="list-style-type: none"> • - 500–599 – Core Business Courses (Master's Level) • - 600–699 – Specialization and Research Courses (Advanced Master's Level)

Course Structure and Descriptions

1st Semester: Foundational Courses (12 Credits)

Course Code	Course Name	Credits
MBA-501	Introduction to International Business	4
MBA-502	Organizational Leadership and Change	4
MBA-503	Financial Decision-Making in a Global Context	4

2nd Semester: Advanced Courses (12 Credits)

Course Code	Course Name	Credits
MBA-504	Advanced Marketing Strategies	4
MBA-505	Data-Driven Decision-Making and Analytics	4
MBA-506	Global Business Ethics and Compliance	4

3rd Semester: Specialization Tracks (12 Credits)

Track 1: Thesis

Course Code	Course Name	Credits
MBA-601	Applied Business Strategy	4
MBA-602	Capstone Project: Solving Global Challenges	8

Admission Requirements

- A bachelor's degree from an accredited institution (preferably in business or a related field).
- Minimum undergraduate GPA of **3.0** on a **4.0** scale.
- Proof of English proficiency (**TOEFL 79+**, **IELTS 6.5+**, or equivalent).
- **IDC EPE (English Proficiency Exam): 70+ (out of 100)**
- Minimum of **2 years of professional work experience** (preferred).
- Official transcripts and professional recommendation letters.
- Application fee: **\$50**.

Graduation Requirements

- Completion of 36 credit hours.
- Minimum cumulative GPA of 3.0.
- Successful completion of Thesis or Capstone Track.
- Fulfillment of all financial obligations.

Job Outlook & Industry Opportunities

Category	Details
Industries	Finance, Marketing, International Trade, Strategic Management
Job Titles	Business Analyst, Strategy Consultant, Project Manager, Global Business Leader
Starting Salary (U.S.)	\$80,000–\$120,000
Job Growth Rate	7% (2023–2030)

Master of Business Administration (MBA) – Course List

Core Courses (24 Credits)

Course Code	Course Name	Department	Category	Credits	Duration	Prerequisites
MBA-501	Introduction to International Business	Business Administration (MBA)	Core	4	8 weeks	None
MBA-502	Organizational Leadership and Change	Business Administration (MBA)	Core	4	8 weeks	None
MBA-503	Financial Decision-Making in a Global Context	Finance (FAE)	Core	4	8 weeks	None
MBA-504	Advanced Marketing Strategies	Marketing (MKT)	Core	4	8 weeks	None
MBA-505	Data-Driven Decision Making and Analytics	Business Administration (MBA)	Core	4	8 weeks	None
MBA-506	Global Business Ethics and Compliance	Business Administration (MBA)	Core	4	8 weeks	None

Specialization Track: Thesis (12 Credits)

Course Code	Course Name	Department	Category	Credits	Duration	Prerequisites
MBA-601	Research Methods in Business	Research (RES)	Specialization	4	8 weeks	None
MBA-602	Thesis in International Management	Research (RES)	Specialization	8	16 weeks	MBA-601

Specialization Track: Capstone (12 Credits)

Course Code	Course Name	Department	Category	Credits	Duration	Prerequisites
MBA-603	Applied Business Strategy	Business Administration (MBA)	Specialization	4	8 weeks	None
MBA-604	Capstone Project: Solving Global Challenges	Business Administration (MBA)	Specialization	8	16 weeks	MBA-603

Doctor of Business Administration: Global Management and Strategy

Program Name	PhD in Business Administration: Global Management and Strategy
Program Length	3–5 years (typically completed in 9–15 semesters depending on course load and student pace)
Total Credit Hours	60 credit hours
Delivery Method	Distance Education (Online via DigiCampus LMS)
Program Overview	The PhD program is designed to develop scholars and professionals in global business strategy, leadership, ethical compliance, and data-driven decision-making. The program prepares students for careers in academia, research, consulting, and executive leadership.
Graduation Document	Doctor of Business Administration
Standard Occupational Codes	<ul style="list-style-type: none"> • 11-1011.00 – Chief Executives • 11-1021.00 – General and Operations Managers • 13-1111.00 – Management Analysts
Potential Employment Titles	<ul style="list-style-type: none"> • University Professor • Research Scholar • Strategy Consultant • Corporate Executive • Global Business Leader
Program Schedule	<p>The PhD program consists of 60 credit hours and follows a structured semester plan:</p> <ul style="list-style-type: none"> • Year 1: Research foundations and core business courses • Year 2: Specialization courses and dissertation proposal • Year 3–5: Dissertation research, writing, and defense
Course Scheduling	Courses are offered in structured cohorts with online coursework, synchronous and asynchronous discussions, and faculty mentorship.
Semester Credit Outline	<p>The program includes:</p> <ul style="list-style-type: none"> • 9 credits of Research Foundations • 24 credits of Core Business Courses • 27 credits of Dissertation Research
Course Coding	<p>Courses are coded as follows:</p> <ul style="list-style-type: none"> • RES-7XX – Research Methods and Foundations • BUS-8XX – Core Business and Specialization Courses • RES-9XX – Dissertation Research and Writing
Course Numbering System	<ul style="list-style-type: none"> • 700–799 – Research Foundations • 800–899 – Core Business Courses • 900–999 – Dissertation Research

Course Structure and Descriptions

1st Year: Research Foundations & Core Business Courses (27 Credits)

Course Code	Course Name	Credits
RES-701	Quantitative Research Methods	3
RES-702	Qualitative Research Methods	3
RES-703	Advanced Business Statistics	3
BUS-801	Advanced Strategic Management	3
BUS-802	Global Business Environment	3
BUS-803	Leadership and Organizational Theory	3
BUS-804	Corporate Ethics and Social Responsibility	3
BUS-805	International Trade and Policy	3
BUS-806	Entrepreneurship and Innovation in Global Markets	3

2nd Year: Specialization and Research Preparation (24 Credits)

Course Code	Course Name	Credits
BUS-807	Financial Decision-Making & Risk Analysis	3
BUS-808	Data Analytics for Business Research	3
RES-901	Dissertation Proposal Development	3
RES-902	Dissertation Proposal Defense	3
RES-903	Dissertation Research I	6
RES-904	Dissertation Research II	6

3rd to 5th Year: Dissertation Research & Completion (27 Credits)

Course Code	Course Name	Credits
RES-905	Dissertation Writing and Analysis	6
RES-906	Dissertation Defense	3

Admission Requirements

- A **master's degree** (preferably in Business Administration or a related field) from an accredited institution.
- Minimum **graduate GPA of 3.0** on a **4.0** scale.
- Proof of **English proficiency**:
 - » TOEFL: **79+**
 - » IELTS: **6.5+**
 - » **IDC EPE (English Proficiency Exam): 70+ (out of 100)**
- Minimum **3 years of professional or academic experience**.
- Submission of the following:
 - » **Official transcripts**
 - » **Two professional recommendation letters**
 - » **Statement of purpose** outlining research interests and career goals.
 - » **Current CV or resume**.

Graduation Requirements

- Completion of **60 credit hours**.
- Minimum **GPA of 3.0**.
- Successful **comprehensive exam** at the end of coursework.
- **Dissertation requirements**:
 - » Proposal development
 - » Dissertation research and analysis
 - » Final defense before a faculty panel.

Technology & Learning Resources

- **Learning Management System**: DigiCampus LMS
- **Software Requirements**:
 - » **SPSS, R, or Python** (for data analytics courses)
 - » **Microsoft Office Suite**
- **Digital Resources**:
 - » Access to **academic databases**, research journals, and case studies.
 - » Aquinas Network Online Library, offering 24/7 access to peer-reviewed journals, eBooks, multimedia materials, and subject-specific databases via www.aquinasnetwork.com/online-library

Career Outlook & Industry Opportunities

Category	Details
Industries	Strategic Management, International Trade, Finance, Academia
Job Titles	University Professor, Strategy Consultant, Research Scholar, Business Leader
Projected Job Growth	8% (2023–2030, U.S. Bureau of Labor Statistics)
Salary Range	\$100,000 – \$150,000+

PhD in Business Administration: Global Management and Strategy Course List

Research Foundations (9 Credits)

Course Code	Course Name	Department	Category	Credits	Duration	Prerequisites
RES-701	Quantitative Research Methods	Research (RES)	Research Core	3	8 weeks	None
RES-702	Qualitative Research Methods	Research (RES)	Research Core	3	8 weeks	None
RES-703	Advanced Business Statistics	Research (RES)	Research Core	3	8 weeks	None

Core Business Courses (24 Credits)

Course Code	Course Name	Department	Category	Credits	Duration	Prerequisites
BUS-801	Advanced Strategic Management	Business Administration (BUS)	Core	3	8 weeks	None
BUS-802	Global Business Environment	Business Administration (BUS)	Core	3	8 weeks	None
BUS-803	Leadership and Organizational Theory	Business Administration (BUS)	Core	3	8 weeks	None
BUS-804	Corporate Ethics and Social Responsibility	Business Administration (BUS)	Core	3	8 weeks	None
BUS-805	International Trade and Policy	International Trade (TRD)	Core	3	8 weeks	None
BUS-806	Entrepreneurship and Innovation in Global Markets	Business Administration (BUS)	Core	3	8 weeks	None
BUS-807	Financial Decision-Making and Risk Analysis	Finance (FAE)	Core	3	8 weeks	None
BUS-808	Data Analytics for Business Research	Business Administration (BUS)	Core	3	8 weeks	None

Dissertation Research (27 Credits)

Course Code	Course Name	Department	Category	Credits	Duration	Prerequisites
RES-901	Dissertation Proposal Development	Research (RES)	Dissertation	3	8 weeks	RES-701, RES-702
RES-902	Dissertation Proposal Defense	Research (RES)	Dissertation	3	8 weeks	RES-901
RES-903	Dissertation Research I	Research (RES)	Dissertation	6	16 weeks	RES-902
RES-904	Dissertation Research II	Research (RES)	Dissertation	6	16 weeks	RES-903
RES-905	Dissertation Writing and Analysis	Research (RES)	Dissertation	6	16 weeks	RES-904
RES-906	Dissertation Defense	Research (RES)	Dissertation	3	8 weeks	RES-905

Tuition and Fees

Currency

International Dublin College conducts its business operations using United States dollars as its base currency. For international students, all refunds will be issued using the exchange rate at the time the refund is made, not the exchange rate at the time payment was made.

Bachelor of Arts in Business Administration Estimated Tuition and Fees		
Application Fee:	\$50.00	Non-refundable within three days (excluding Saturday, Sunday, and federal and state holidays) of signing an enrollment agreement.
Books	\$4,000.00	Estimated Costs
Tuition:	\$4,800.00	See Refund Policy
Graduation Fee:	\$50.00	Non-refundable upon receipt of payment.
Estimated Total Program Cost:	\$8,900.00	

Tuition Rate: \$40.00 per semester credit hour
A typical 3-credit course would cost \$120.00 in tuition.

Master of Business Administration (MBA): International Management Estimated Tuition and Fees		
Application Fee:	\$50.00	Non-refundable within three days (excluding Saturday, Sunday, and federal and state holidays) of signing an enrollment agreement.
Books	\$900.00	Estimated Costs
Tuition:	\$1,980.00	See Refund Policy
Graduation Fee:	\$50.00	Non-refundable upon receipt of payment.
Estimated Total Program Cost:	\$ 2,980.00	

Tuition Rate: \$55.00 per semester credit hour
A typical 3-credit course would cost \$165.00 in tuition..

PhD in Business Administration: Global Management and Strategy Estimated Tuition and Fees		
Application Fee:	\$50.00	Non-refundable within three days (excluding Saturday, Sunday, and federal and state holidays) of signing an enrollment agreement.
Books	\$1,500.00	Estimated Costs
Tuition:	\$3,900.00	See Refund Policy
Graduation Fee:	\$50.00	Non-refundable upon receipt of payment.
Estimated Total Program Cost:	\$ 5,500.00	

Tuition Rate: \$65.00 per semester credit hour
A typical 3-credit course would cost \$195.00 in tuition.

Estimated Program Costs

Note: Additional costs may apply for optional certifications, dissertation-related travel, or research expenses.

Additional Fees, if applicable:

- Transcripts \$5.00 each
- Audit requests \$50.00 each
- Expedited and/or international shipping billed at the current rate, disclosed for approval in writing before shipping.

Payment

Tuition for each six-week term is due before the start of the six-week term. Payments may be made via debit or credit card, check, money order, and/or wire transfer.

Loan

If a student receives a loan to pay for an educational program, the student is responsible for repaying the full loan amount plus interest and fees.

Federal Financial Aid

International Dublin College is not accredited by an agency recognized by the United States Department of Education (USDE), and students are not eligible for federal financial aid programs.

Cancellation and Refund Policy

If International Dublin College does not accept an applicant for any reason, the applicant is entitled to a refund of all monies paid within 30 days from the date the application was not accepted.

Cancellation

Three-Day Cancellation

An applicant who provides written notice of cancellation within three days (excluding Saturday, Sunday, and federal and state holidays) of signing an enrollment agreement is entitled to a refund of all monies paid. The college shall provide a 100% refund no later than 30 days after receiving the cancellation notice.

Other Cancellations

An applicant requesting cancellation more than three (3) days after signing an enrollment agreement and making an initial payment but before the program start date is entitled to a refund of all monies paid, minus the \$50.00 application fee. No later than 30 days after receiving the cancellation notice, the college shall provide a refund of all monies paid, other than the application fee.

Refund

Program Withdrawal

A student has the right to withdraw from the college at any time. The date the college receives a student's withdrawal request is the official withdrawal date for documentation and refund purposes. Confirmation of receipt of the withdrawal notice is sent via the student portal. If the student does not receive a confirmation **within 30 days**, the student should contact the administration. Any money due to the student will be refunded within 30 days of the withdrawal request date receipt.

The college will withdraw a student from the program for failure to maintain satisfactory progress, failure to abide by the policies and procedures of the college, absences over the maximum set forth by the college, and/or failure to meet financial obligations to the college.

Course Withdrawal

Once a course has started, the date of receipt of the course withdrawal request is used to determine the refundable tuition percentage for the course. Refundable tuition is the total course tuition.

If the student enrolls in two or more courses at one time, each course is treated separately for the purposes of calculating any refundable tuition to the student.

Refund Table

The following table lists the percentage of tuition that will be refunded to students who withdraw from or are withdrawn from a course:

Percentage of the Course Completed	Tuition Refund Amount
10% or less	90%
More than 10% and less than or equal to 20%	80%
More than 20% and less than or equal to 30%	70%
More than 30% and less than or equal to 40%	60%
More than 40% and less than or equal to 50%	50%
More than 50%	No refund due

Academic Policies

Satisfactory Progress

International Dublin College standards of satisfactory progress apply to all students. Students must continually remain enrolled, unless on an approved leave of absence, and maintain satisfactory progress to continue their education. To maintain satisfactory progress, students must meet the following:

- **Qualitative Measurement** – students must maintain a minimum of a 2.0 cumulative grade point average (“C” average) on all coursework attempted or be subject to probation.
- **Quantitative Measurement (Pace)** – students must continue to progress toward program completion within a maximum timeframe of 150% of the published program length.

Absences, Leave of Absence and Attendance

Although courses at International Dublin College (IDC) are conducted through distance learning technologies, consistent participation is crucial for both academic success and meeting attendance requirements. Active participation is a graded component of all IDC courses, and students are expected to attend the virtual classroom on at least five out of seven days during each seminar week.

To ensure a thorough understanding of the course material and eligibility for exams, students must participate in at least two-thirds of the course. Missing a significant portion of the course may render students ineligible for exams and can negatively affect their final grade. Students who are absent for two consecutive weeks may be dropped from the course.

Make-Up Work

Students who miss any classwork are responsible for completing all missed content. Course requirements, including assignments and tests, must be fulfilled regardless of absences. Assignments must be submitted by the specified deadlines, and participation will be measured based on substantive contributions in alignment with the course syllabus. Substantive posts typically include meaningful interactions, such as responding to discussion prompts or engaging in peer feedback, and not merely logging into the course platform.

Leave of Absence

A Leave of Absence (LOA) is a temporary break from attendance, during which students remain enrolled in their degree program. IDC understands that personal circumstances may occasionally necessitate such breaks, and students are encouraged to apply for an LOA to avoid disruption to their academic standing.

- **Duration:** A leave of absence may be granted for up to 180 calendar days in a 12-month period. Multiple leaves of absence may be approved provided that the total duration does not exceed 180 days within one year.
- **Conditions:** A leave of absence may be requested for serious circumstances, including illness, injury, or family emergencies. Other cases will be considered on an individual basis.
- **Request Procedure:** Students must submit a written request for an LOA to the administration in advance, except in emergencies. The request must include the anticipated return date and a valid reason for the leave. The IDC administration must have reasonable assurance that the student will return within the specified timeframe.
- **Extension of Leave:** If needed, an LOA may be extended, provided the extension request follows the same guidelines and the total duration does not exceed the maximum allowed limit.
- **Failure to Return:** If a student does not return by the specified date on the LOA form, they will be considered withdrawn from the program and must reapply if they wish to resume their studies.
- **Communication During LOA:** Students on LOA are encouraged to maintain communication with the college for updates on re-enrollment procedures and academic guidance. Academic advising is available for students on leave to assist with any concerns regarding their return to the program.

Grade	Definition	Grade Point Average (GPA)
A	90-100%	4.0
B	80-89%	3.0
C	70-79%	2.0
D	60-69%	1.0
F	50% and below	0.0
AU	Audit	Not calculated in the cumulative GPA.
WD	Withdrawal	0.00
AD	Administrative Drop	0.00
DP	Drop	May be provided if a student is enrolled in more than one course concurrently and drops a course by the end of the third week. A student may withdraw from the same course a maximum of two times and from any courses a maximum of four times during their program.
I	Incomplete	Valid for three weeks after the end of the course to complete required coursework. If not completed by the third week, the grade turns into an "F."
R	Repeat Course	0.00

Grade Posting and Notification

End-of-course grades are sent electronically to students within 10 business days after the course concludes.

Proctored Assignments and Exams

At International Dublin College (IDC), our goal is to ensure academic integrity while accommodating the flexibility needed for distance learners. As part of your program, assessments will primarily be assignment-based, eliminating the need for traditional exams. Each course will include regular assignments, and participation in the course discussions and activities will form the core of the evaluation process.

Instructors reserve the right to administer proctored exams on a case-by-case basis if necessary to ensure understanding of specific material or for specialized courses. Should a proctored exam be required, students will be notified at least 30 days in advance, and exams will be conducted online using secure proctoring services.

Students are expected to have a functioning webcam and will need to present a valid government-issued photo ID on exam day. If a proctored exam is required, it will be clearly outlined in the course syllabus. All students must adhere to the instructions and guidelines for proctored assignments to maintain their academic standing at IDC.

Graduation Requirements

A student will be eligible for graduation when all required credits have been earned, and all financial obligations have been met. This includes either full payment of tuition and fees or approval of other financial arrangements in writing by International Dublin College.

As students approach the completion of their degree program—typically before the start of their final course—they must apply for graduation and pay the required graduation fee. The application to apply for graduation can be obtained through the Student Services Portal on the IDC website or by contacting the Registrar's Office.

Graduation is contingent upon meeting all academic, financial, and administrative requirements, including the completion of all required coursework and any other program-specific conditions.

Probation

Students are required to maintain a cumulative grade point average (CGPA) of 2.0 or higher. If a student's CGPA falls below 2.0 during any six-week period, they will be subject to academic probation, with potential dismissal from the program if their CGPA does not improve as follows:

- **Academic Probation:** Issued if a student's CGPA drops below 2.0 after a six-week period.
- **Secondary Academic Probation:** Applied if the student's CGPA remains below 2.0 for two consecutive six-week periods.
- **Program Withdrawal:** The student will be withdrawn from International Dublin College if their CGPA remains below 2.0 for three consecutive six-week periods.

Readmission

International Dublin College considers the readmission of withdrawn students on a case-by-case basis. As part of the readmission process, students must provide a written explanation of the changes in their circumstances that will enable them to successfully complete the program upon readmission. It is important to note that readmission is not guaranteed by the College.

Students readmitted within one calendar year of withdrawal will resume the program at the point of their furthest progress and maintain the same academic status they had prior to withdrawal. Tuition will be charged at the current published rate at the time of reenrollment and adjusted for any previously completed portion of the program.

Student Identification

Students are required to submit a copy of a photo ID as a part of their admissions process. The identification must be a government-issued photo ID, such as a driver's license or passport. Students are given a unique username and password to access the online classroom and are expected to keep their login information confidential. A wide range of assessment tools, from written work samples to proctored exams, give the college ample opportunities to ensure that the student who registered for the course is the person completing the work for credit. Students must show government-issued ID when taking a proctored exam in fulfillment of college requirements.

Student Conduct

Students at International Dublin College are expected to be familiar with all published policies and procedures and will be held responsible for adherence to these standards throughout their academic journey.

By enrolling, students agree to:

- Conduct themselves professionally, courteously, and respectfully toward all faculty, staff, and fellow students.
- Present their qualifications and background truthfully and accurately during the admissions process.
- Adhere to all International Dublin College policies and procedures related to submitting coursework, taking exams, participating in online discussions, and conducting research.
- Submit original work and refrain from presenting another person's ideas or scholarship as their own.
- Avoid asking for, receiving, or providing unauthorized assistance on graded assignments, quizzes, or exams.
- Use only authorized materials during assignments or examinations as instructed by faculty.
- Refrain from sharing quiz or exam content or answers with other students.
- Avoid tampering with, altering, or misusing any International Dublin College documents, transcripts, or records.
- Safeguard their online username and password, ensuring it is not shared with others.
- Follow the recommended study schedule for their program of study.
- Refrain from engaging in, encouraging, or tolerating any form of hazing, bullying, or harassment. Hazing, as defined by state and federal laws, is strictly prohibited and may result in disciplinary action, including suspension or expulsion, as well as legal consequences.
- Report any violations of this Code of Conduct or instances of academic dishonesty, including cheating or plagiarism, to the appropriate college officials.

Student Services

Student Success Tips

While every student's experience is different, certain guidelines have been established to ensure that the credit assigned for each course is representative of higher education best practices. As a general rule, for each credit hour assigned, students will spend 15 hours directly engaged with course materials and 30 hours preparing for class. Students may spend more or less time completing a course because of their learning styles and academic experiences.

Academic Advising

International Dublin College is committed to providing students with individual advice and assistance as needed throughout their program. Advising is available to students throughout their program to monitor their students' progress, assist in the enrollment process, and make referrals. Please contact your current faculty member to schedule an advising session.

Learning Resources

International Dublin College offers students a comprehensive range of digital learning tools and academic databases through its partnership with the Aquinas Network. Students can access the **Aquinas Network Online Library 24/7** by visiting www.aquinasnetwork.com/online-library, using their institutional credentials.

In addition to the extensive digital collections, the Aquinas Network provides professional academic support for both students and faculty. Research assistance, citation help, and training in the use of online databases are available through the platform's dedicated support services.

Students also have access to a qualified Online Librarian through the Aquinas Network, who provides one-on-one support for research, information literacy, and source evaluation. Assistance is available for all levels of academic study, including guidance on database use, referencing, and topic refinement.

Depending on the nature of the request, support may be provided via email or scheduled online sessions. For further assistance, students are encouraged to use the help tools available on the Aquinas Network website or consult their academic advisor at IDC.

Technical Support

Students requiring assistance with installation, setup, access, or navigation of the online classroom can reach out to the college's Technical Support team for detailed help. The team is available to provide step-by-step guidance and resolve technical issues related to the virtual learning environment.

Technical support at International Dublin College is available Monday through Friday, from 7:00 AM to 4:00 PM Mountain Standard Time (MST) between the first Sunday in November and the second Sunday in March, and Mountain Daylight Time (MDT) for the remainder of the year, excluding holidays.

Career Services

International Dublin College does not offer career services.

International Dublin College does not and cannot promise or guarantee either employment or level of income or wage rate to any Student or Graduate.

Records

International Dublin College maintains a complete, accurate, and permanent record for each student ever enrolled, which includes:

- Admission documents.
- Enrollment Agreement.
- Transfer Credit request.
- Grades received.
- Student attendance.
- Copies of advisory notices.
- Copies of formal complaints.
- A record of all obligations incurred, and all funds paid by or on behalf of the student to the college.
- Job placement data received, including place of employment and beginning salary after graduation.
- Transcript.

Student records are maintained electronically in accordance with Arizona Administrative Code R4-39-401.

Transcripts, enrollment agreements, attendance records, academic progress reports, disciplinary records, and records of certificate or degree issuance are maintained permanently.

All other student records are retained for a minimum of five years from the date of completion or withdrawal.

Grievance Procedure

When a concern occurs, the student is requested to discuss the concern directly with their assigned faculty member. If a resolution cannot be reached, the student should document the concern in writing and make an appointment to speak with International Dublin College's Vice President Administrative Affairs. The formal written concern must state the issue and desired outcome and should include any documentation that supports the concern. All concerns should be submitted within 30 days of the occurrence. International Dublin College's Grievance Committee will review the written statement and any supporting documentation, gather facts, and provide a written response to the student within 5 business days. International Dublin College's Grievance Committee will provide their decision to the student and the decision is final.

If the Student complaint cannot be resolved after exhausting International Dublin College's grievance procedure, the student may file a complaint with the Arizona State Board for Private Postsecondary Education. The student must contact the State Board for further details.

1740 W. Adams Street, Suite 3008
Phoenix, Arizona 85007
602.542.5709
Email: info@azppse.gov
Website: <https://ppse.az.gov>

Ownership, Management, Staff, and Faculty

Ownership

International Dublin College is a private, for-profit Arizona-based corporation owned and operated by International Dublin College, LLC. The company's officers are Kevin Kaya (25%) and PGA Academy (75%) (Shareholders - Murat Gezer and Harun Acar).

Senior Leadership

Name	Position
Justin Berkowitz (University of Phoenix, MBA. in Business Administration)	President

Commitment to Integrity and Equal Opportunity

International Dublin College (IDC) is dedicated to upholding the highest standards of integrity and ethical behavior. Integrity encompasses honesty in all operations, compliance with applicable laws, regulations, and standards, and alignment between our mission, vision, and values with our actions. We are committed to maintaining our reputation as a quality provider of distance education and ensuring fairness in all interactions with internal and external stakeholders.

Bound by a core commitment to ethical practices, IDC expects students, faculty, and staff to embody the principles of stewardship and fairness in their conduct.

International Dublin College does not discriminate on the basis of race, gender, age, ethnicity, religious beliefs, national origin, disability, sexual orientation, marital status, status with regard to public assistance, or any other protected class in its admissions, enrollment, or employment practices.

IDC is firmly committed to providing equal educational opportunities to all students, ensuring they receive fair consideration throughout their academic journey. We provide prompt, fair, and impartial consideration of all complaints of discrimination. Any complaint of discrimination should be promptly submitted in writing to the administration for thorough review.

Faculty and Conflict of Interest Policy

International Dublin College (IDC) employs faculty who are proficient in distance education and effective communicators. Faculty members are selected based on their academic credentials and professional achievements. The role of faculty is not only to teach but also to facilitate meaningful interaction within the virtual classroom. Those interested in teaching positions at IDC should contact Faculty Services at **idcaz2024@gmail.com**

IDC supports and encourages the academic freedom of its faculty, students, and staff, promoting engagement in scholarly activities, professional development, and creative pursuits. Faculty are encouraged to participate in ongoing education, publish research, present at conferences, and maintain affiliations with professional organizations.

Classroom discussions at IDC are expected to be conducted with open-mindedness and respect for differing viewpoints. Faculty are required to adhere to the course objectives and address the major topics as set forth in faculty contracts and the faculty handbook.

When representing IDC in any setting, faculty and staff are expected to exercise good judgment, show respect for differing opinions, and make it clear when they are speaking as individuals rather than on behalf of the institution.

Conflict of Interest Policy

To uphold ethical standards and ensure equal educational opportunities for all students, IDC has established a conflict of interest policy to address situations where a pre-existing relationship between an instructor and a student may impair objectivity in the educational process.

A conflict of interest may arise in cases where students and instructors share a relationship that could influence grading or other academic decisions. These relationships may include, but are not limited to:

- Working for the same employer (as a subordinate, peer, or superior)
- Close personal friendships or associations
- Family relationships

This policy is designed to ensure that all students are treated fairly and impartially. Instructors must adhere to the same grading criteria for all students and are prohibited from showing favoritism or imposing penalties due to any personal relationships.

If either a student or instructor believes that a conflict of interest may exist, they are responsible for informing the college administration. The administration will review the situation and propose one of the following courses of action:

1. The student may be reassigned to a different section of the course, taught by a different instructor, if available.
2. Both the student and instructor may agree that the relationship will not impact fairness, and with administrative oversight, continue the course as planned.

This policy helps ensure that ethical standards and the academic integrity of the learning experience are maintained at IDC. Faculty, staff, and students are expected to act responsibly and notify the administration of any potential conflicts.

Courses

The **Bachelor of Arts in Business Administration** program at International Dublin College features 40 diverse courses providing a comprehensive business foundation. These courses span essential areas like management, finance, marketing, and international trade, supporting the development of critical leadership, problem-solving, and strategic thinking skills. With a well-balanced mix of major requirements, business electives, and general education, the curriculum enhances specialized knowledge and broader analytical abilities.

1. BUS-102: Introduction to Business

Credits: 3 credit hours, 6 weeks, no prerequisites

Department: Business (BUS)

Category: Major Requirement

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.

2. HAS-103: Critical Thinking and Analysis**Credits:** 3 credit hours, 6 weeks, no prerequisites**Department:** Humanities, Arts, and Social Sciences (HAS)
Category: General Education Requirement

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.

3. STM-106: Computing Essentials**Credits:** 3 credit hours, 6 weeks, no prerequisites**Department:** Science, Technology, and Math (STM)
Category: General Education Requirement

In this course, students learn basic computing concepts, including hardware, software, and the internet. The course provides a foundational understanding of technology applications in various industries.

4. HAS-132: Introduction to Psychology**Credits:** 3 credit hours, 6 weeks, no prerequisites**Department:** Humanities, Arts, and Social Sciences (HAS)
Category: General Education Requirement

This course introduces students to the science of psychology, exploring human behavior, cognition, and emotions. Topics include learning, memory, motivation, personality, and psychological disorders.

5. BUS-113: Topics in Contemporary Business**Credits:** 3 credit hours, 6 weeks, no prerequisites**Department:** Business (BUS)
Category: Business Elective

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

6. FAE-230: Business Accounting Concepts**Credits:** 3 credit hours, 6 weeks, no prerequisites**Department:** Finance, Accounting, and Economics (FAE)
Category: Major Requirement

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.

**7. HAS-151: Introduction
to American Government****Credits:**3 credit hours, 6 weeks, no prerequisites**Department:** Humanities, Arts, and Social Sciences (HAS)
Category: General Education Requirement

This course provides an overview of the American political system, focusing on the Constitution, federalism, and the functions of government institutions. Students learn about the political processes and the roles of citizens in democracy.

**8. HAS-170: Introduction
to World Religions****Credits:**3 credit hours, 6 weeks, no prerequisites**Department:** Humanities, Arts, and Social Sciences (HAS)
Category: General Education Requirement

This course explores major world religions, including Christianity, Islam, Judaism, Hinduism, and Buddhism. Students examine religious texts, beliefs, rituals, and their impact on cultures worldwide.

**9. BUS-204: Entrepreneurship
and Innovation****Credits:**3 credit hours, 6 weeks, no prerequisites**Department:** Business (BUS)
Category: Major Requirement

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

**10. HAS-105: Writing
Across the Curriculum****Credits:**3 credit hours, 6 weeks, no prerequisites**Department:** Humanities, Arts, and Social Sciences (HAS)
Category: General Education Requirement

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

**11. FAE-263: Principles
of Microeconomics****Credits:**3 credit hours, 6 weeks, no prerequisites**Department:** Finance, Accounting, and Economics (FAE)
Category: Major Requirement

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.

12. HAS-188: Introduction to the Revolutionary War

Credits: 3 credit hours, 6 weeks, no prerequisites

Department: Humanities, Arts, and Social Sciences (HAS)
Category: General Education Requirement

This course covers the history of the American Revolutionary War, examining its causes, major battles, and consequences. Students explore key figures and events that shaped the founding of the United States.

13. BUS-118: Introduction to Business Writing

Credits: 3 credit hours, 6 weeks, no prerequisites

Department: Business (BUS)
Category: Business Elective

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.

14. HAS-184: Introduction to the Short Story

Credits: 3 credit hours, 6 weeks, no prerequisites

Department: Humanities, Arts, and Social Sciences (HAS)
Category: General Education Requirement

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

15. BUS-204: Entrepreneurship and Innovation

Credits: 3 credit hours, 6 weeks, no prerequisites

Department: Business (BUS)
Category: Major Requirement

This course focuses on the entrepreneurial process, from the development of innovative ideas to the creation of new businesses. It includes lessons on identifying opportunities, risk assessment, and managing innovation in competitive markets.

16. FAE-300: Business Finance

Credits: 3 credit hours, 6 weeks, no prerequisites

Department: Finance, Accounting, and Economics (FAE)
Category: Major Requirement

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.

17. STM-160: Business Statistics

Credits: 3 credit hours, 6 weeks, no prerequisites

Department: Science, Technology, and Math (STM)
Category: General Education Requirement

This course covers basic statistical methods used in business, including data analysis, probability, and hypothesis testing. Students learn to apply statistical techniques to solve real-world business problems.

18. HAS-191: Introduction to Theatre History

Credits: 3 credit hours, 6 weeks, no prerequisites

Department: Humanities, Arts, and Social Sciences (HAS)
Category: General Education Requirement

This course surveys the history of theatre from ancient Greece to the modern era, focusing on significant playwrights, theatrical movements, and cultural contexts. Students explore the evolution of performance and its social impact.

19. TRD-225: Documentation for the Global Village

Credits: 3 credit hours, 6 weeks, no prerequisites

Department: International Trade (TRD)
Category: Business Elective

This course provides an overview of international trade documentation, including commercial invoices, bills of lading, and letters of credit. It equips students with the skills needed to navigate the complexities of global trade transactions.

BUS-303: International Business Ethics

Credits: 3 credit hours, 6 weeks, no prerequisites

Department: Business (BUS)
Category: Major Requirement

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.

21. HAS-198: Introduction to the Humanities

Credits: 3 credit hours, 6 weeks, no prerequisites

Department: Humanities, Arts, and Social Sciences (HAS)
Category: General Education Requirement

This course offers a broad introduction to the humanities, exploring literature, philosophy, art, and music from various historical periods. Students gain insight into the human experience and its cultural expressions.

**22. FAE-301: Advanced
Business Finance****Credits:** 3 credit hours, 6 weeks, no prerequisites**Department:** Finance, Accounting, and Economics (FAE)
Category: Major Requirement

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

**23. SCM-412: Global
Supply Chain Strategies****Credits:** 3 credit hours, 6 weeks, no prerequisites**Department:** Business (BUS)
Category: Business Elective

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.

**24. HAS-240: Introduction
to Shakespeare****Credits:** 3 credit hours, 6 weeks, no prerequisites**Department:** Humanities, Arts, and Social Sciences (HAS)
Category: Elective

This course examines the works of William Shakespeare, focusing on his most influential plays and their impact on literature and society. Students analyze themes, characters, and the cultural significance of Shakespeare's work.

**25. FAE-302: Global
Finance****Credits:** 3 credit hours, 6 weeks, no prerequisites**Department:** Finance, Accounting, and Economics (FAE)
Category: Major Requirement

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.

**26. HAS-270: Introduction
to Anthropology****Credits:** 3 credit hours, 6 weeks, no prerequisites**Department:** Humanities, Arts, and Social Sciences (HAS)
Category: Elective

This course introduces students to the field of anthropology, focusing on the study of human societies, cultures, and their development. Topics include cultural diversity, social structures, and human evolution.

27. STM-320: Introduction to Artificial Intelligence**Credits:**3 credit hours, 6 weeks, no prerequisites**Department:** Science, Technology, and Math (STM)
Category: Elective

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 various industries.

28. BUS-404: Researching the Global Village**Credits:**3 credit hours, 6 weeks, no prerequisites**Department:** Business (BUS)
Category: Major Requirement

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.

29. BUS-405: Global Business Plan**Credits:**3 credit hours, 6 weeks, no prerequisites**Department:** Business (BUS)
Category: Major Requirement

This capstone course requires students to develop a comprehensive global business plan. Using knowledge gained from previous courses, students analyze market trends, competitive advantages, and strategic planning to create a successful business model.

30. TRD-525: Auditing and Assessing Trade Compliance**Credits:**3 credit hours, 6 weeks, no prerequisites**Department:** International Trade (TRD)
Category: Business Elective

This course focuses on trade compliance auditing practices, reviewing regulations and best practices for assessing compliance in global trade. Students learn how to conduct compliance audits and assess risks in international business transactions.

31. MGT-402: Global Strategic Management**Credits:**3 credit hours, 6 weeks, no prerequisites**Department:** Management, Organizational Behavior, and Leadership (MGT)
Category: Business Elective

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.

**32. MGT-445: Competitive
Human Resource Management**

Credits: 3 credit hours, 6 weeks, no prerequisites

Department: Management, Organizational Behavior, and Leadership (MGT)
Category: Elective

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 top talent.

**33. BUS-440: Legal
Environment of Business**

Credits: 3 credit hours, 6 weeks, no prerequisites

Department: Business (BUS)
Category: Major Requirement

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.

**34. FAE-450:
International Economics**

Credits: 3 credit hours, 6 weeks, no prerequisites

Department: Finance, Accounting, and Economics (FAE)
Category: Business Elective

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.

**36. BUS-401: Global
Culture**

Credits: 3 credit hours, 6 weeks, no prerequisites

Department: Business (BUS)
Category: Business Elective

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 navigate cultural differences in international business.

**37. TRD-528: Trade Compliance
Treaties and Guidelines**

Credits: 3 credit hours, 6 weeks, no prerequisites

Department: International Trade (TRD)
Category: Elective

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. Emphasis is placed on understanding how these treaties impact global trade operations.

**38. HAS-280: Introduction to
Digital Humanities****Credits:** 3 credit hours, 6 weeks, no prerequisites**Department:** Humanities, Arts, and Social Sciences (HAS)
Category: Elective

This course introduces students to the field of digital humanities, where technology intersects with traditional humanities disciplines. Students learn how digital tools and methods are used in research, data visualization, and the analysis of cultural artifacts.

**39. TRD-225: Documentation
for the Global Village****Credits:** 3 credit hours, 6 weeks, no prerequisites**Department:** International Trade (TRD)
Category: Business Elective

This course provides an in-depth study of the documentation required for international trade transactions. Topics include commercial invoices, bills of lading, certificates of origin, and customs documentation. Students develop the skills to manage documentation effectively in global business.

**40. TRD-525: Auditing and
Assessing Trade Compliance****Credits:** 3 credit hours, 6 weeks, no prerequisites**Department:** International Trade (TRD)
Category: Business Elective

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

The **Master of Business Administration (MBA)** program at International Dublin College features 12 carefully designed courses that provide a comprehensive and advanced understanding of global business principles. The curriculum covers critical areas such as strategic management, financial decision-making, marketing, data analytics, and ethical leadership, preparing students to excel in leadership roles across industries. The program integrates two specialization tracks – Thesis (research-focused) and Capstone (practical application) – allowing students to tailor their learning experience based on career aspirations. The combination of core business courses and specialization pathways equips students with problem-solving, decision-making, and analytical skills, essential for navigating complex global markets.

The coursework is structured into three semesters as follows:

- Semester 1: Foundational Business Knowledge
- Semester 2: Advanced Business Strategies
- Semester 3: Specialization Track – Thesis or Capstone

Each course follows a rigorous academic framework, integrating case studies, simulations, and real-world applications to ensure practical and research-oriented learning.

Semester 1: Foundational Courses (12 Credit Hours)

1. MBA-501: Introduction to International Business

Credits: 4 credits

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. Students will explore case studies and develop an understanding of how global businesses operate in a competitive landscape.

Learning Outcomes:

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

2. MBA-502: Organizational Leadership and Change

Credits: 4 credits

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

Learning Outcomes:

- Apply leadership theories to organizational challenges.
- Design strategies for effective change management.
- Foster innovative and adaptive organizational cultures.

3. MBA-503: Financial Decision-Making in a Global Context

Credits: 4 credits

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

Learning Outcomes:

- Perform financial risk assessments for international operations.
- Analyze financial data to support strategic decisions.
- Understand currency exchange impacts on financial planning.

Semester 2: Advanced Courses (12 Credit Hours)

4. MBA-504: Advanced Marketing Strategies

Credits: 4 credits

This course delves into advanced marketing techniques and strategies tailored for global markets. Students will learn about branding, customer behavior analysis, and digital marketing strategies that drive competitive advantage in international settings.

Learning Outcomes:

- Create marketing strategies tailored to global audiences.
- Analyze consumer behavior across diverse cultures.
- Design digital marketing campaigns for international markets.

5. MBA-505: Data-Driven Decision-Making and Analytics

Credits: 4 credits

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

Learning Outcomes:

- Use data analytics to solve business challenges.
- Interpret complex datasets for strategic decision-making.
- Apply AI tools to enhance business insights.

6. MBA-506: Global Business Ethics and Compliance

Credits: 4 credits

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

Learning Outcomes:

- Evaluate ethical challenges in international business.
- Develop compliance strategies for global operations.
- Foster corporate social responsibility initiatives.

Semester 3: Specialization Tracks (12 Credit Hours)

Track 1: Thesis

1. MBA-601: Research Methods in Business

Credits: 4 credits

This course prepares students for conducting rigorous research in business and management. Students will learn research design, data collection methods, and academic writing techniques.

Learning Outcomes:

- Design and conduct business research studies.
- Analyze data using appropriate research methodologies.
- Develop scholarly writing skills for business research.

2. MBA-602: Thesis in International Management

Credits: 8 credits

In this course, students will produce an original research thesis that addresses a complex problem in international management. The course includes one-on-one mentoring sessions with faculty advisors.

Learning Outcomes:

- Conduct in-depth research on international management topics.
- Present and defend a well-structured thesis.
- Contribute original insights to the field of business management.

Track 2: Capstone

1. MBA-603: Applied Business Strategy

Credits: 4 credits

This course focuses on applying strategic management principles to real-world business challenges. Students will engage in case studies and develop actionable strategies for global business scenarios.

Learning Outcomes:

- Apply strategic frameworks to solve business problems.
- Develop practical solutions for organizational challenges.
- Integrate multidisciplinary insights into strategic planning.

2. MBA-604: Capstone Project: Solving Global Business Challenges

Credits: 8 credits

In this project-based course, students will tackle a real-world business challenge and deliver a comprehensive strategy. This capstone emphasizes teamwork, innovation, and strategic thinking.

Learning Outcomes:

- Collaborate to design practical solutions for complex problems.
- Demonstrate mastery of business management principles.
- Present actionable strategies to address global challenges.

Doctor of Philosophy (PhD) – Courses

The **Doctor of Philosophy (PhD) in Business Administration: Global Management and Strategy** at **International Dublin College** is a 60-credit doctoral program that provides advanced academic training in research, leadership, strategy, and innovation. Designed for professionals and scholars aiming for academic, consultancy, or executive roles, the curriculum emphasizes original research, data-driven decision-making, and strategic business insights.

The PhD coursework is divided into three key components:

1. Research Foundations (9 credits): Advanced methodological training in quantitative and qualitative research, as well as business statistics to support rigorous academic inquiry.
2. Core Business Knowledge (24 credits): A comprehensive exploration of global strategy, leadership, corporate governance, international trade, and data analytics to develop strategic decision-making abilities.
3. Dissertation Research (27 credits): A structured pathway for independent research, enabling students to produce a high-quality doctoral dissertation that contributes original insights to global business practices.

The curriculum follows a progressive structure, where students transition from theoretical foundations to applied research, ensuring intellectual depth and professional relevance. Expert faculty mentorship, research collaborations, and access to advanced business analytics tools further enhance the PhD experience, preparing graduates for leadership in academia and industry.

Research Foundations (9 Credit Hours)

RES-701: Quantitative Research Methods

Credits: 3 credits

This course introduces advanced quantitative research techniques, focusing on statistical analysis, hypothesis testing, and data-driven decision-making. Students will learn how to apply statistical software to analyze large datasets, design research models, and interpret findings to address complex business problems.

RES-702: Qualitative Research Methods

Credits: 3 credits

This course emphasizes qualitative research design, data collection, and analysis methods, such as case studies, interviews, and thematic analysis. Students will develop skills to examine human behavior, organizational culture, and business dynamics through qualitative lenses.

RES-703: Advanced Business Statistics

Credits: 3 credits

This course delves into advanced statistical tools and techniques, including multivariate analysis, regression models, and factor analysis. Students will learn how to integrate statistical methodologies into business research and interpret complex data to derive actionable insights.

Core Courses (24 Credit Hours)

BUS-801: Advanced Strategic Management

Credits: 3 credits

This course explores advanced concepts in strategic management, including competitive analysis, global strategy formulation, and organizational performance evaluation. Students will analyze case studies to understand how strategic decisions impact long-term business success.

BUS-802: Global Business Environment

Credits: 3 credits

This course examines the complexities of operating in a global business environment. Topics include international trade regulations, cultural diversity, global market entry strategies, and geopolitical influences on business operations.

BUS-803: Leadership and Organizational Theory

Credits: 3 credits

This course investigates leadership theories and their application in modern organizations. Students will study leadership styles, organizational behavior, and strategies for managing diverse teams in a rapidly evolving global market.

BUS-804: Corporate Ethics and Social Responsibility

Credits: 3 credits

This course addresses ethical challenges and corporate social responsibility in business. Students will explore topics such as corporate governance, sustainability, and ethical decision-making in a global context.

BUS-805: International Trade and Policy

Credits: 3 credits

This course provides an in-depth understanding of international trade practices and policies. Topics include trade agreements, tariffs, global supply chains, and the role of international organizations like the WTO in regulating trade.

BUS-806: Entrepreneurship and Innovation in Global Markets

Credits: 3 credits

This course focuses on entrepreneurial strategies and innovation management in a global context. Students will learn how to identify market opportunities, develop innovative business models, and overcome challenges in international entrepreneurship.

BUS-807: Financial Decision-Making and Risk Analysis**Credits:** 3 credits

This course examines financial decision-making processes, risk assessment, and mitigation strategies. Topics include capital budgeting, financial modeling, and techniques for managing financial uncertainty in global markets.

BUS-808: Data Analytics for Business Research**Credits:** 3 credits

This course teaches advanced data analytics techniques for business research, including predictive modeling, machine learning applications, and data visualization. Students will use analytics tools to uncover insights and drive strategic decisions.

Dissertation Research**RES-901: Dissertation Proposal Development****Credits:** 3 credits

In this course, students develop a research proposal that outlines their dissertation topic, research questions, methodology, and expected contributions to the field. Emphasis is placed on aligning the research with academic and industry needs.

RES-902: Dissertation Proposal Defense**Credits:** 3 credits

Students will present and defend their dissertation proposals before a faculty committee. The course focuses on refining research objectives, addressing feedback, and ensuring the feasibility of the proposed study.

RES-903: Dissertation Research I**Credits:** 6 credits

This course involves the initial stages of dissertation research, including data collection, literature review expansion, and preliminary analysis. Students will work closely with advisors to ensure methodological rigor.

RES-904: Dissertation Research II**Credits:** 6 credits

In this course, students continue their dissertation research, focusing on data analysis, interpretation, and refining their study's findings. Regular progress reports and advisor consultations are integral components.

**RES-905: Dissertation
Writing and Analysis**

Credits: 6 credits

This course emphasizes the writing and analytical components of the dissertation. Students will synthesize research findings, draw conclusions, and prepare their dissertation manuscript for submission.

**RES-906: Dissertation
Defense**

Credits: 3 credits

The final course in the program, students will defend their completed dissertations before a faculty committee. The course prepares students for academic and professional presentations and ensures their research meets doctoral standards.



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