

## Part 11

# FACULTY OF MANAGEMENT

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### 1. PHILOSOPHY AND PROGRAMS

The Faculty of Management incorporates in its program the University of Lethbridge philosophy of providing a liberal education. The program encourages personal growth through the enhancement of knowledge about the individual and society and our political and economic environments and through development of interpersonal abilities, habits of precise reasoning and confidence in professional skills.

The Faculty offers a four-year, 40-course program leading to the Bachelor of Management degree (B.Mgt.).

Within the B.Mgt. program, students may choose one of the following majors: Accounting; Computer Science; Economics; First Nations' Governance; Finance; General Management; Human Resource Management and Labour Relations; Information Systems\*; International Management; Marketing; and Political Science.

\*Major in Information Systems has been suspended (see p. 216)

The Faculty offers a two-year, 20-course Post-Diploma program leading to the Bachelor of Management degree. The Post-Diploma program is open to students holding an

approved college diploma in business administration, management or a related discipline (see **Part 20 - Collaborating and Partnering Institutions** for a list of colleges with approved diplomas). Majors available are Accounting; Finance; First Nations' Governance; General Management; Human Resource Management and Labour Relations; Information Systems\*; International Management; and Marketing.

\*Major in Information Systems for the Post-Diploma B.Mgt. has been suspended (see p. 220)

The Faculty offers a 25-course Post-Diploma program with a General Management major leading to the Bachelor of Management degree. This program is available to graduates of approved diploma programs.

Management Certificate programs for both degree-holding and non-degree students are also offered in the fields of Finance; First Nations' Governance; General Management; Human Resource Management and Labour Relations; Information Systems\*; International Management; and Marketing.

\*Information Systems Certificate has been suspended (see p. 225)

The Faculty of Management offers a Professional Diploma in Accounting (PDA) for students with an undergraduate degree seeking a Chartered Professional Accountant (CPA) designation, or diploma in accounting (see **Section 18, p. 226**).

The Faculty of Management also offers a Bachelor of Management (B.Mgt.) as a second degree program (see **Section 14, p. 223**).

The Faculty of Management offers minors in First Nations' Governance, Information Systems\*, International Management, New Media, Population Health, Social Responsibility, and Supply Chain Management (see **Section 13. Minors, p. 222**).

\*Minor in Information Systems has been suspended (see p. 222)

## 2. FACULTY OF MANAGEMENT CAMPUSES

The Faculty of Management offers programs on three campuses: Calgary, Edmonton, and Lethbridge. On the Lethbridge campus, students can pursue all programs and majors offered by the Faculty of Management.

The Calgary and Edmonton campuses serve adult learners who may be in the work force wanting to further their education. These campuses offer the B.Mgt., Post-Diploma B.Mgt., second degree in Management, the Professional Diploma in Accounting, and other Management Certificates. The following majors are offered on the Calgary Campus: Accounting, Finance, General Management, Human Resource Management and Labour Relations, and Marketing. Students who wish to complete International Management on the Calgary Campus may require alternate arrangements to complete the requirements for this major. The Edmonton Campus offers the General Management major and the Professional Diploma in Accounting program.

Combined Degrees programs (B.A./B.Mgt., B.Sc./B.Mgt., B.F.A. - New Media/B.Mgt., B.H.Sc./B.Mgt., B.Mgt./B.Ed., and Post-Diploma B.Mgt./B.Ed.) cannot be completed in their entirety on the Calgary or Edmonton campuses, and all Combined Degrees applicants will be assigned to the Lethbridge campus (see **Section 4., p. 206**).

### Lethbridge Campus

Phone: 403-329-2153

Email: [undergrad.management@uleth.ca](mailto:undergrad.management@uleth.ca)

### Calgary Campus

Phone: 403-571-3360

Email: [calgary.campus@uleth.ca](mailto:calgary.campus@uleth.ca)

### Edmonton Campus

Phone: 780-424-0425

Email: [edmonton.campus@uleth.ca](mailto:edmonton.campus@uleth.ca)

## 3. ADVISING AND INFORMATION

The need for programs to meet degree requirements makes it essential for new and returning students to seek advice concerning their academic goals, program and standing.

Students must obtain the approval of the Faculty of Management for:

- Admission to Management programs.
- Advance approval of programs based on transfer credit.
- B.Mgt. as a second degree.
- Authorized study at other universities.

Students may obtain advice and information from the Faculty of Management Undergraduate Programs Office for:

- Program selection and planning.
- Academic regulations and degree requirements.
- Grading system and appeals.
- Future scheduling of courses.
- Prerequisite(s), corequisite(s), and recommended backgrounds.
- Availability of Independent and Applied Study.
- Eligibility for the Post-Diploma Program.

## 4. ADMISSION

Students applying to Management programs are advised to refer to **Section 2, p. 206** and **Part 1, Section 3, p. 28**. For application and document deadlines, see **Part 1 - Admission, p. 27**.

### a. Bachelor of Management (B.Mgt.)

Admission to the Bachelor of Management degree program in the Faculty of Management is based on the following requirements:

- Admission to the Bachelor of Management program may be gained by one of the following admission routes. (Please note that the admission policies and procedures set out in **Part 1 - Admission** of this Calendar are applicable in this section, unless otherwise noted in this section.)
  - Alberta or other Canadian high school credentials.
  - Transfer from recognized colleges or universities.
  - Adult (Mature) Admission.
  - Credentials from other countries.
- As outlined in **Part 1 - Admission, Section 3.a.1. (p. 28)**, all applicants must satisfactorily complete Alberta's:

English Language Arts 30-1

\*Pure Mathematics 30, Mathematics 30-1, or Mathematics 30-2

Two other 30-level Academic Courses (see p. 28)

A Fifth Course (not including Special Projects) at the Grade 12 level (see p. 28)

*\*Students are strongly encouraged to complete Mathematics 30-1 or Pure Mathematics 30.*

*For quantitative majors, Mathematics 30-1 or Pure Mathematics 30 must be presented. For non-quantitative majors, Mathematics 30-2 is also accepted.*

*Quantitative Majors - Mathematics 30-1 or Pure Mathematics 30 is required for admission to the Bachelor of Management with majors in Accounting, Economics, and Finance.*

*Non-quantitative Majors - Mathematics 30-1, Mathematics 30-2, or Pure Mathematics 30 is required for admission to the Bachelor of Management with majors in Computer Science, First Nations' Governance, General Management, Human Resource Management and Labour Relations, Information Systems, International Management, Marketing, and Political Science.*

*Instead of Mathematics 30-1 or Pure Mathematics 30 students may use U of L's Mathematics 0500.*

**b. Post-Diploma Bachelor of Management (20 course)**

A student may gain admission to the Post-Diploma Bachelor of Management Degree program by completing an approved diploma in business administration or management with a cumulative program grade point average (GPA) at or above the current admission cut-off and not less than 2.00.

For current information on approved diploma programs, see [www.uleth.ca/postdiploma/](http://www.uleth.ca/postdiploma/).

**c. Post-Diploma Bachelor of Management (25 course)**

A student may gain admission to the Post-Diploma Bachelor of Management Degree (25 course) program by completing an approved diploma with a cumulative program grade point average (GPA) at or above the current admission cut-off and not less than 2.00. Students should consult with an Academic Advisor and see [www.uleth.ca/postdiploma](http://www.uleth.ca/postdiploma) for information on specific diplomas.

**d. Co-operative Education Studies**

Admission requirements for the Co-operative Education program include the same courses as for the respective non-Co-operative Education route. In addition, students must meet the following eligibility requirements:

- Complete a minimum of 10 courses (30.0 credit hours) prior to the first work term.
- Obtain a minimum cumulative GPA of 2.70, or 70% for direct entry from high school.
- Be in good academic standing.
- Have courses left to complete. Students who have applied to graduate are no longer eligible for Co-op.
- Submit an application to the Management Co-operative Education program online: [www.uleth.ca/management/co-op-apply-now](http://www.uleth.ca/management/co-op-apply-now). The application includes submission of a resume, transcripts and current registration.
- Attend a mandatory intake appointment.
- Attend a mandatory Career Management Workshop.

It is recommended that students develop an experiential portfolio consisting of previous employment, volunteer experience and extracurricular activities in order to enhance their level of success in the Co-op program. For details on the Co-operative Education program, see **Section 6(p. 209)**.

**e. Bachelor of Management as a Second Degree (B.Mgt.)**

Admission to the Bachelor of Management Second Degree program in the Faculty of Management occurs following completion of an approved degree, other than the degree B.Comm. or its equivalent, and a minimum grade point average of 2.00 (based on a 4.00 scale) on the last 20 graded university-level semester courses is required. An approved degree is a baccalaureate degree (with 30 courses or more), or its academic equivalent, from a recognized degree-granting institution. Other three-year International baccalaureate degrees or Applied Degrees may be considered a basis for admission to second degree programs with the prior approval of the Dean of the Faculty of Management.

International applicants presenting approved degrees and seeking admission to similar degree programs offered by the Faculty of Management will be considered with the prior approval of the Dean. The decision of the Faculty will be final in these matters.

**f. Certificate Program in Management**

Admission to this program is possible through four admission routes (see **Part 1 - Admission**):

- Eight or more transfer courses
- A college diploma
- A previous undergraduate degree
- Adult applicants who are 21 years of age or older. Please refer to **Section 3.c. Adult Student (Mature) Admission Route (p. 36)**. Note that, in most cases, English Language Arts 30-1 and Pure Mathematics 30 or Mathematics 30 are required.

Courses for the Certificate program in Management are listed in **Section 17 (p. 224)**.

**g. Professional Diploma in Accounting**

Admission requirements to the Professional Diploma in Accounting (PDA) consist of an undergraduate university degree and a minimum grade point average of 2.00 (based on a 4.00 scale) on the last 20 graded university-level semester courses. Courses for the Professional Diploma in Accounting program in Management are listed in **Section 18 (p. 226)**.

**Note:** *The Professional Diploma in Accounting replaces the Post-Baccalaureate Certificate in Accounting.*

**h. Limitation on Enrolment: Programs and Quotas**

Students should note that satisfactory completion of the admission requirements does not guarantee admission to Management programs. Enrolment limits may be placed on the number of students admitted to programs and/or majors in the Faculty of Management. Enrolment limits may also be placed on the number of students admitted to a campus (i.e., Calgary, Edmonton or Lethbridge). If enrolment limits are invoked, admission to the program is competitive and is based upon academic achievement prior to admission as assessed by the Faculty of Management, whose decision shall be final.

**i. Time Limit for Retention of Course Credit**

Students may receive credit for both Management and non-Management courses. Management courses must have been completed at an accredited post-secondary institution not more than eight years prior to admission to the Faculty of Management.

Eligible diplomas for the Post-Diploma Bachelor of Management Degree program can be no more than eight years old.

**j. Conditional Admission**

Conditional admission to the Faculty of Management may be offered to applicants in the following situations:

**1. Four-year Bachelor of Management**

**a. High School**

Applicants who are currently completing courses at a high school, are presenting the subjects required for admission to the program and major, and have a projected high school average at the date of application which meets the general admission requirements (see Section h. above). Admission will be rescinded if an applicant does not present a minimum final high school average of 65% or higher. Admission to a specific major is not guaranteed.

**b. Transfer**

Applicants who are currently completing courses at another college or university and have a cumulative grade point average at the date of application which is at or above the Faculty's admission cut-off and not less than 2.00. Admission may be rescinded if an applicant does not present a final GPA at or above the Faculty's final admission cut-off. Admission to a specific major is not guaranteed.

**2. Post-Diploma**

Applicants in possession of an approved college diploma or in the final year of an approved college diploma program and have a cumulative GPA at the date of application which is at or above the Faculty's admission cut-off and not less than 2.00. Admission to a specific major is not guaranteed.

**3. Second Degree**

Applicants who have applied for admission to the second degree program and are in the final semester of their first degree. The offer of admission will be rescinded if the applicant does not successfully complete the first degree. Admission to a specific major is not guaranteed.

Applicants who are offered conditional admission must meet the conditions specified in their Letter of Offer. Admission will be rescinded if applicants fail to meet these conditions.

**Note:** *Students who plan to pursue one major and subsequently change to another major will be required to complete all compulsory courses for the new major.*

**k. Returning After an Absence from the Faculty of Management**

Students returning after no more than a two-year absence may be readmitted to their program of studies in the Faculty of Management upon application to the University and the Faculty.

1. Management students in good standing who are returning after an absence of up to two years are eligible to return to their previous program of studies regardless of the current admission GPA.
2. Any student who takes transferable post-secondary courses during an absence must meet the current admission GPA requirement, grades on transferable courses included.

Applicants who possess the degree B.Comm. or its equivalent from a recognized institution are not admissible to the B.Mgt. program.

**5. UNDERGRADUATE THESIS COURSE (HONOURS THESIS DESIGNATION)**

Qualified students in the Bachelor of Management degree, second degree in Management, and Post-Diploma Bachelor of Management programs may elect to complete an Undergraduate Thesis course (6.0 credit hours) linked to their declared major. Students who complete all requirements and satisfy the academic standards required for the undergraduate thesis course for their declared major are eligible to receive the 'Honours Thesis' designation on their official transcript and degree parchment. The Undergraduate Thesis course is Management 4995. Please note that not all eligible candidates will be selected. Approval will also be subject to the availability of appropriate supervision.

**a. Application**

Students are strongly recommended to apply to the Undergraduate Thesis course after completion of 10 U of L courses (30.0 credit hours) with a GPA of 3.30 or higher.

Applications to the Faculty of Management Undergraduate Thesis course must include academic transcripts, a resume, a letter of intent and written consent from supervisors of each of the program requirements. The application is available from the Faculty of Management Undergraduate Programs Office or online at [www.uleth.ca/management/programs-degrees/honours](http://www.uleth.ca/management/programs-degrees/honours). Please see an Academic Advisor for more information.

**b. Prerequisites**

Prospective 'Honours Thesis' candidates must meet the following requirements:

1. A GPA of 3.30 or higher on the last 10 U of L courses (30.0 credit hours) completed.
2. Two honours-approved Management courses at the 3000/4000 level, one of which must be within the student's major.
3. Management 4895 - Honours Component I
4. Management 4896 - Honours Component II
5. One of the following enrichment experiences:
  - a. Management 3002 - Work Experience I
  - b. Management 3091/3092 - Integrated Management Experience

- c. Full-semester international exchange
- d. Management 3990 - Independent Study and Management 4990 - Independent Study
- e. Management 3980 - Applied Studies and Management 4980 - Applied Studies
- f. Management 3980 - Applied Studies and Management 4640 - Cross-Cultural Work Study

**Note:** For information on international exchanges, see the International Programs website: [www.uleth.ca/management/man-int](http://www.uleth.ca/management/man-int).

**c. Supervision**

Each prospective candidate for the Undergraduate Thesis course is responsible for obtaining support from a faculty supervisor for the Undergraduate Thesis.

**d. Initial Approval**

1. The prospective student must present a *Thesis Proposal* to be approved by the supervisor and the Faculty of Management Honours Committee prior to registration for the course.
2. The supervisor will establish at the outset the weighting of the written and oral components of the thesis, as well as the procedure for determining the final grade.
3. Subsequent changes to the approved Thesis Proposal must be approved by the supervisor.
4. Admission to the course is achieved through approval of the supervisor and the Faculty of Management Honours Committee.
5. The student must register for the Undergraduate Thesis course by the last day for course Add/Drop for the given fall/spring semester or summer session.

**e. Final Assessment**

The final assessment for the undergraduate thesis is based on two criteria:

1. Written Component
  - a. The Undergraduate Thesis must be a sustained piece of supervised research demonstrating a superior level of academic ability on a matter approved by the supervisor prior to registration in the course.
  - b. The thesis should be of high quality and made publicly available by the Faculty of Management.
2. Oral Component
 

The student will be required to make a formal oral presentation demonstrating the ability to articulate clearly the nature of the thesis undertaken, the research methodology and the results of the thesis. This component is a demonstration of the student's competence in oral communication and not necessarily an oral defence of the thesis, unless so designated by the Faculty.

**f. Eligibility for 'Honours Thesis' Designation**

Students are eligible to receive the 'Honours Thesis' designation on their official transcript and degree parchment only if they achieve a minimum grade of 'B' (3.00 or higher) for the Undergraduate Thesis course,

and have satisfactorily completed the required oral component. Students who achieve grades between 'D' and 'B-', inclusive, and/or do not complete the oral component will retain credit for the equivalent of two courses (6.0 credit hours) but will not be eligible for the 'Honours Thesis' designation. Please refer to **Part 4 - Academic Regulations, Section 2.f. (p. 71)** for more information on the 'Honours Thesis' designation.

**g. Standards for Continuance**

In order to receive the 'Honours Thesis' designation on their official transcript and degree parchment, students must maintain a term GPA of at least 3.30 at the University of Lethbridge. Students will be given one semester "grace" if the term GPA falls below 3.30, to accommodate life circumstances.

Inquiries about the Undergraduate Thesis should be directed to the Faculty of Management Undergraduate Programs Office (M2060; tel. 403-329-2153; email: [undergrad.management@uleth.ca](mailto:undergrad.management@uleth.ca); website: [www.uleth.ca/management/programs-degrees/honours](http://www.uleth.ca/management/programs-degrees/honours)).

**Note:** *The Management Undergraduate Thesis is not available for Combined Degrees programs.*

**6. CO-OPERATIVE EDUCATION STUDIES**

Co-operative Education is a program that integrates students' academic studies with full-time remunerated work experience directly related to their major area of study. Co-operative Education provides a well-rounded education and enriches academic knowledge with practical experience.

The Faculty of Management and those in the Co-op office who provide professional guidance; employment mentors and supervisors; and the Co-op student all share in the intellectual growth and the professional and personal development of the Co-op student.

Co-operative Education is available in all undergraduate Management programs. We encourage students to apply for placements at the end of the first year provided they meet the criteria specified above. Students are therefore encouraged to contact the Faculty of Management Co-operative Education Office as soon as possible in their programs.

Students who successfully complete the minimum required work terms and all requirements in their undergraduate management program will have the Co-op designation acknowledged on the official transcript and degree parchment. While participating in a Co-op work term, students will be enrolled in one of the following courses that signify participation and contain the deliverables required to complete the work term successfully:

**a. Work Term Requirements**

- Management 3002 - Work Experience I
- Management 3003 - Work Experience II
- Management 3004 - Work Experience III

Three optional four-month Co-op work terms may be served extra to degree prior to the conferral of the B.Mgt. degree:

- Management 3005 - Work Experience IV
- Management 3008 - Work Experience V
- Management 3009 - Work Experience VI

Students must be registered for the entire duration of the work term(s) applied for and, once registered, are not permitted to withdraw from the work placement without penalty of failure. A grade of 'F' (fail) will be entered on the transcript for the whole term(s) unless extenuating circumstances warrant granting of a Withdrawal with

Cause ('WC'), in accordance with University of Lethbridge policy (see **Part 4, Section 2, p. 68**). Where approval is granted by the Coordinator of Co-operative Education and the Director of Student Program Services, a 'WC' will be entered on the transcript. Tuition fees will be assessed as per the University's Withdrawal with Cause policy. Students may consult the Co-op student handbook for further information/regulations and should contact the Coordinator of Co-operative Education for assistance with the procedure.

Further information and details concerning admission and requirements may be obtained from the Office of Co-operative Education Programs (AH154; tel. 403-380-1810).

**b. Transfer of Co-op Work Terms**

For the purpose of fulfilling the Management Co-operative Education requirement of three work term courses to earn the Co-op designation, a maximum of one Co-op work term from another institution with formal Co-operative education programs shall be eligible for recognition toward the requirement. To be eligible for recognition, the Co-op work term shall be subject to special assessment by the Management Co-op office. An approved Co-op work term must be registered as a non-academic course on the student's transcript from the sending institution, and must have received a passing grade (either a letter grade or 'Pass').

**7. ACADEMIC STANDARDS**

To retain satisfactory academic standing students must maintain a cumulative grade point average of 2.00 or above at all stages in their progress toward a degree or certificate.

**a. In Good Standing**

To be in good standing, a student must maintain the following minimum cumulative GPA:

Number of Completed Courses (includes transfer courses)	GPA (U of L)
1-10	1.70
11-20	1.85
21 or more	2.00

**b. Academic Probation**

Students whose cumulative GPA falls below the levels identified above are considered to be on academic probation. A student on academic probation may not register in more than four courses in a semester.

**c. Required Withdrawal for One Full Year**

Students will be required to withdraw only following the spring semester. Students whose cumulative GPA, at the end of the spring semester, falls below the following for two consecutive semesters are required to withdraw for one full year from the Faculty of Management:

Number of Completed Courses (includes transfer courses)	GPA (U of L)
6-10	1.50
11-20	1.70
21 or more	2.00

A student who has taken fewer than six courses at the University of Lethbridge will not be required to withdraw. A student who completes courses in any School, Faculty or institution during the period of required withdrawal from the Faculty of Management is not permitted to count such courses for credit toward the B.Mgt. degree.

Should a student take a course or courses which are required for fulfillment of his/her degree, additional courses will be assigned to meet that requirement. A student may repeat courses to raise his/her GPA.

A student required to withdraw for academic reasons must wait a minimum of 12 months from the date of the required withdrawal to reapply. An application for readmission must include evidence that the causes of previous unsatisfactory work have been identified and remedied. The Faculty of Management does not guarantee that students who have been Required to Withdraw will be permitted to return to their previous program of studies. A student who is readmitted after a required withdrawal is placed on academic probation for the next semester in which he/she registers.

**8. REGULATIONS THAT APPLY TO COURSES TAKEN IN MANAGEMENT**

**a. Course Load**

The usual course load for a full-time student is five courses (15.0 credit hours) per semester. Students in good standing may take up to six courses (18.0 credit hours) in the fall and spring semesters (see **Part 2 - Registration, Section 6.b. Maximum Credit Hours, p. 54**). Students may accelerate their programs by carrying heavier study loads or by attending summer sessions (see **Summer Session chart, p. 54**). Students may also complete degree requirements with a diminished course load or entirely on a part-time basis.

**It should be stressed that heavy course loads are a common cause of poor academic performance.**

**b. Course Enrolment Limits**

Enrolment limits are placed on Management courses to maintain the quality of instruction.

**c. Prerequisite(s), Corequisite(s), and Recommended Background**

Course prerequisites and corequisites must be met. Only students with the appropriate prerequisite(s) and/or corequisite(s) are considered for enrolment. For some courses, a recommended background is listed instead of, or in addition to, the prerequisite(s) and/or corequisites(s) so that the student may judge his or her own academic preparation (see **Part 14 - Courses, Section 4.d.5. Prerequisite(s), Corequisite(s), Recommended Background, and Other Registration Restrictions, p. 296** and **Part 4 - Academic Regulations, Policies and Program Requirements, Section 2.d. Waiver of Prerequisite/Corequisite, p. 71**).

**d. Applied Studies**

Applied studies provide an opportunity to earn credit for an employment or volunteer experience with a significant learning component. Completion of a written report is required, which includes consultation of relevant literature and relation of theoretical precepts to practical experience.

Management students may earn a maximum of 18.0 credit hours in applied studies (see **Part 4, Section 2.c, Exceeding Course Limits, p. 70**), broken down as follows:

- a maximum of 6.0 credit hours in Management 3980-3981,
- a maximum of 6.0 credit hours in Management 4980-4981, and
- a maximum of 6.0 credit hours in Applied Studies 2000-2001 and Applied Studies 2010-2011.

Registration in Applied Studies courses is initiated by application to the Office of Applied Studies no later than the deadline published in the Timetable. Application packages may be obtained from the Office of Applied Studies (AH154; tel. 403-329-2000).

#### e. Independent Study

A student may be permitted to earn credit by Independent Study, designated by the numbers Management 3990 or Management 4990. An Independent Study may not be used to duplicate course offerings.

A proposal for study must be submitted to a faculty member who will supervise the proposed study. The student may proceed with a formal registration of the study when approval from the instructor and the Dean of the Faculty of Management has been obtained. It is advisable to register in the study in the semester in which the work is expected to be completed.

All applications for Independent Studies shall be reviewed by a committee of the Faculty of Management and no grade shall be registered until approved by the committee. Completion of a written research report is required; contact Student Program Services in the Faculty of Management for details.

The grading mode is standard.

The prerequisite for Management 3990 is third-year standing (a minimum of 60.0 credit hours), admission to the Faculty of Management, and successful application to a committee of the Faculty of Management.

The prerequisite for Management 4990 is fourth-year standing (a minimum of 90.0 credit hours), admission to the Faculty of Management, and successful application to a committee of the Faculty of Management.

No student shall receive credit for more than three such Independent Studies while registered in the Bachelor of Management or Post-Diploma Bachelor of Management programs (see **Part 4, Section 2.c, Exceeding Course Limits, p. 70**).

## 9. GRADUATION

### a. Minimum Grade Requirement

Students must meet the minimum grade requirement specified for their program—see Bachelor of Management (**p. 212**), Post-Diploma Bachelor of Management (**p. 217**), Certificate Programs (**p. 224**), B.A./B.Mgt. or B.Sc./B.Mgt. (**p. 264**), B.Mgt./B.Ed. (**p. 262**), Post-Diploma B.Mgt./B.Ed. (**p. 284**), B.F.A. - New Media/B.Mgt. (**p. 287**), B.H.Sc./B.Mgt. (**p. 289**), and Professional Diploma in Accounting (**p. 226**).

### b. Minimum Cumulative Grade Point Average

For graduation, a student must attain a minimum cumulative GPA of 2.00 in courses taken at the University of Lethbridge. Courses from another institution

accredited to a transfer student are not included in calculation of the cumulative GPA.

A student must also attain a minimum graduation GPA of 2.00 to graduate with a Bachelor of Management degree, a Management Certificate, or the Professional Diploma in Accounting.

### c. How Graduation GPA is Calculated

The Faculty of Management calculates graduation GPA as follows:

Program	How GPA is Calculated
B.Mgt. (first degree)	GPA calculated on the last 20 courses <sup>1</sup> taken at the U of L
Post-Diploma B.Mgt.	GPA calculated on the last 20 courses <sup>1</sup> taken at the U of L
B.Mgt. (second degree)	GPA calculated on the last 20 courses <sup>1</sup> required for the second degree taken at the U of L
B.Mgt./B.Ed.	GPA calculated on all Mgt. courses (from 10-16) taken at the U of L
Post-Diploma B.Mgt./B.Ed.	GPA calculated on the 8 Mgt. courses and 7 Arts and Science courses <sup>2</sup> , required for the combined degree, taken at the U of L
B.A./B.Mgt., B.Sc./B.Mgt., B.F.A. - New Media/B.Mgt., and B.H.Sc./B.Mgt.	GPA calculated on all Mgt. courses (from 10-20) taken at the U of L
Management Certificate and Professional Diploma in Accounting	GPA calculated on all Mgt. and non-Mgt. courses (from 5-10), required for the Mgt. Certificate or Professional Diploma in Accounting, taken at the U of L

1. *The 20 courses needed for GPA calculation will be counted starting from the most recent courses completed to the least recent. If the 20th course falls in a semester where the student has completed more courses than needed for GPA calculation, the courses with the highest grades in that semester will be used.*

2. *May be less than seven Arts and Science courses.*

### d. Limit on Introductory-Level Courses

Not more than 12 courses (36.0 credit hours) may be completed at the 1000 level (or lower) for credit towards the degree, excluding Activity courses (labelled PHAC and MUSE).

### e. Maximum Number of Activity Courses

Not more than six credit hours in Activity courses may be taken for credit towards the degree.

### f. Residence Requirement

A student must satisfy the minimum residence requirement through successful completion of courses, or their equivalent, at the University of Lethbridge as follows:

**B.Mgt.**

As the first degree:

20 courses, including 10 3000/4000-level courses in Management.

Accounting residence requirement: see note below.

As the second degree:

15 courses, including at least 10 3000/4000-level courses in Management.

Accounting residence requirement: see note below.

**Post-Diploma B.Mgt.**

20 courses

Accounting residence requirement: see note below.

**Management Certificate**

5 courses after admission to a Certificate program in the Faculty of Management.

**Professional Diploma in Accounting**

5 courses towards the Professional Diploma in Accounting taken at the UoFL.

**Note:** In addition to meeting the residence requirement for their program, students in the Accounting major must complete five of the following courses at the University of Lethbridge:

Management 3100

Management 3101

Management 3130

Management 3131

Management 3151

Management 3160

Management 3170

Management 3180

Management 4110

Management 4130

Management 4151

Management 4160

**g. Time Limit for Degree**

All degree requirements must be completed within 10 years after acceptance into the Faculty of Management.

All certificate and Professional Diploma in Accounting requirements must be completed within five years after acceptance into the Faculty of Management.

**h. General Liberal Education Requirement**

See **Part 4 - Academic Regulations, Section 10 (p. 83)**.

**10. INSTITUTIONAL HONOURS****a. Dean's Honour List**

Students with outstanding academic performance are recognized on the Dean's Honour List. The list is compiled twice yearly at the end of each of the fall and spring semesters. There are two ways to qualify for the Dean's Honour List:

1. Students completing four or more graded courses (12.0 credit hours or more) in one semester must achieve a grade point average of 3.75 or higher on these courses; or
2. Students completing fewer than four graded courses (12.0 credit hours) in one semester must achieve a GPA of 3.75 or higher on these courses AND must have a cumulative University of Lethbridge GPA of 3.75 or higher AND must have completed a minimum of four graded courses at the University, including those completed in the current semester.

**b. Standards for Distinction and Great Distinction**

Students who have displayed outstanding academic performance during their undergraduate degree programs are awarded their degrees 'With Distinction' or 'With Great Distinction.'

Students with a Graduation GPA of 3.50 to 3.74 are awarded their degree 'With Distinction.' Students with a graduation GPA of 3.75 or higher are awarded their degree 'With Great Distinction.' See **Section 9.c. (p. 211)** for information on how the graduation GPA is calculated.

**11. BACHELOR OF MANAGEMENT (B.Mgt.)**

Students may apply for admission to one of the following majors: Accounting; Computer Science; Economics; Finance; First Nations' Governance; General Management; Human Resource Management and Labour Relations; Information Systems\*; International Management; Marketing; and Political Science.

\*Major in Information Systems has been suspended (see **p. 216**)

Students are advised to take the following courses in their first year:

Management 1000 - Introduction to Management  
 Management 2100 - Introductory Accounting  
 Economics 1010 - Introduction to Microeconomics  
 Economics 1012 - Introduction to Macroeconomics  
 Statistics 1770 - Introduction to Probability and Statistics

**One of:**

Writing 1000 - Introduction to Academic Writing  
 A university English course

**Students are strongly recommended to consult program planning materials, and complete certain courses in the recommended semesters, to graduate on schedule. These courses vary, depending on the chosen major.**

**Minimum Grade Requirement**

A minimum grade of 'C-' is required in Statistics 1770; Economics 1010 and Economics 1012; Writing 1000 OR a university English course; all Management courses; and all courses in the major marked with an asterisk (\*) in order to meet degree requirements.

**a. Core Requirements**

Economics 1010 - Introduction to Microeconomics  
 Economics 1012 - Introduction to Macroeconomics  
 Management 1000 - Introduction to Management  
 Management 2020 - Marketing  
 Management 2030 - Introduction to Organizational Behaviour  
 Management 2070/Economics 2070 - Operations and Quantitative Management  
 Management 2100 - Introductory Accounting  
 Management 2400 - Management Accounting  
 Management 3031 - Managing Responsibly in a Global Environment  
 Management 3040 - Finance  
 Management 3050/Political Science 3420 - Human Resource Management  
 Management 3061 - Information Systems and Management  
 Management 3080 - Managerial Skill Development  
 \*Management 3650 - Introduction to International Management  
 Management 4090 - Management Policy and Strategy  
 Statistics 1770 - Introduction to Probability and Statistics



**One of:**

Writing 1000 - Introduction to Academic Writing  
A university English course

\*Students completing the Accounting major are not required to complete Management 3650

**b. Major Requirements**

**1. Accounting**

Economics 3030 - Managerial Economics  
Management 3010 - Management Law  
Management 3100 - Intermediate Financial Accounting I  
Management 3101 - Intermediate Financial Accounting II  
Management 3130 - Cost Accounting  
Management 3131 - Management Control Systems  
Management 3151 - Introduction to Tax  
Management 3160 - Auditing  
Management 3470 - Corporate Finance  
Management 4110 - Advanced Financial Accounting  
Management 4151 - Advanced Tax  
Management 4160 - Accounting Theory

**Two of:**

Management 3170 - Accounting Information Systems  
Management 3180 - Financial Reporting in a Case-Based Environment  
Management 4130 - Advanced Managerial Accounting II

**One of:**

Mathematics 1410 - Elementary Linear Algebra  
Mathematics 1510 - Calculus for Management and Social Sciences  
Mathematics 1560 - Calculus I

**One of:**

Economics 2900 - Economics and Business Statistics  
Statistics 2780 - Statistical Inference

**Note:** A maximum of four Economics courses can be counted toward the GLER. Therefore, if Economics 2900 is chosen, students must take one non-Economics course from List II - Social Sciences or List III - Sciences (refer to Lists II and III, p. 85) instead of an elective to fulfill the GLER. Students choosing Statistics 2780 may take any elective offered by any Faculty.

One 3000/4000-level course offered by any Faculty

Three Fine Arts and Humanities courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 11, p. 83**)

Four electives offered by any Faculty, any level

**Note:** Refer to 9.f. Residence Requirement (p. 211) for the Accounting residence requirement.

**Suggested Sequencing Plan**

See [www.uleth.ca/ross/sequencing-plans/acct\\_seq](http://www.uleth.ca/ross/sequencing-plans/acct_seq) for a suggested sequencing plan for the Accounting major in the Bachelor of Management program.

**2. Computer Science**

**Note:** Due to the suspension of the Information Systems major, certain courses in the Computer Science major will not be offered after the 2013/2014 academic year, until further notice. This applies to Management 3821, 3830, 4840, and 4841. Students interested in the Computer Science major should choose Option A below and consult with a Management advisor.

- \*Computer Science 1620 - Fundamentals of Programming I
- \*Computer Science 1820 - Discrete Structures
- \*Computer Science 2610 - Introduction to Digital Systems
- \*Computer Science 2620 - Fundamentals of Programming II
- \*Computer Science 2720 - Practical Software Development
- \*Computer Science 3615 - Computer Architecture
- \*Computer Science 3620 - Data Structures and Algorithms
- \*Computer Science 3740 - Programming Languages
- \*Three additional 3000/4000-level Computer Science courses offered by the Department of Mathematics and Computer Science, at least one of which must be a regularly offered 4000-level course (excluding Computer Science 4850 - Topics in Computer Science, Computer Science 4980 - Applied Studies, and Computer Science 4990 - Independent Study).

Management 3821 - Visual Programming Applications

Mathematics 2000 - Mathematical Concepts

**One of:**

- \*Computer Science 3660 - Introduction to Database Systems
- Management 3830 - Contemporary Database Applications

**One of A or B:**

- A. \*Computer Science 3720 - Introduction to Software Engineering, and
- \*Computer Science 3780 - Data Communications and Networking

**OR**

- B. Management 4840 - Systems Analysis, and Management 4841 - Systems Design

Three Fine Arts and Humanities courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

One Social Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

Three 3000/4000-level courses offered by any faculty

**Note:** The Faculty of Management has an additional residence requirement of ten 3000/4000-level Management courses; an exception applies to Computer Science majors who can also use 3000/4000-level Computer Science courses to meet this requirement.

\*A minimum grade of 'C-' is required in these courses to meet degree requirements.

### Suggested Sequencing Plan

See [www.uleth.ca/ross/sequencing-plans/cpsc\\_seq](http://www.uleth.ca/ross/sequencing-plans/cpsc_seq) for a suggested sequencing plan for the Computer Science major in the Bachelor of Management program.

### 3. Economics

\* Economics 2750 - Quantitative Methods in Economics

\* Economics 3010 - Intermediate Microeconomic Theory

\* Economics 3012 - Intermediate Macroeconomic Theory

#### One of:

Mathematics 1510 - Calculus for Management and Social Sciences

Mathematics 1560 - Calculus I

#### One of:

\* Economics 2900 - Economics and Business Statistics

\* Statistics 2780 - Statistical Inference

**Note:** A maximum of four Economics courses can be counted toward the GLER. Therefore, if Economics 2900 is chosen, students must take one non-Economics course from List II - Social Sciences or List III - Sciences (refer to Lists II and III, p. 85) instead of an elective to fulfill the GLER. Students choosing Statistics 2780 may take any elective offered by any Faculty.

\* Five Economics courses, four of which must be at the 3000/4000 level

Three 3000/4000-level Management courses

Four 3000/4000-level courses offered by any Faculty

Three Fine Arts and Humanities courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

Three electives offered by any Faculty, any level

**Note:** The Faculty of Management has an additional residence requirement of ten 3000/4000-level Management courses; an exception applies to Economics majors who can also use 3000/4000-level Economics courses to meet this requirement.

\* A minimum grade of 'C-' is required in these courses to meet degree requirements.

### Suggested Sequencing Plan

See [www.uleth.ca/ross/sequencing-plans/econ\\_seq](http://www.uleth.ca/ross/sequencing-plans/econ_seq) for a suggested sequencing plan for the Economics major in the Bachelor of Management program.

### 4. Finance

Economics 3030 - Managerial Economics

Management 3412 - Fundamentals of Investments

Management 3470 - Corporate Finance

Management 4430 - Financial Management

Management 4451 - Derivative Securities Markets

#### Three of:

Management 3441 - Financial Analysis

Management 3460 - Global Financial Management

Management 3480 - Personal Finance

Management 4421 - Financial Institutions and Markets

Management 4460 - Trading and Portfolio

Management

Management 4470-4471 - Student Managed Investment Fund

#### One of:

Mathematics 1510 - Calculus for Management and Social Sciences

Mathematics 1560 - Calculus I

#### One of:

Economics 2900 - Economics and Business Statistics

Statistics 2780 - Statistical Inference

**Note:** A maximum of four Economics courses can be counted toward the GLER. Therefore, if Economics 2900 is chosen, students must take one non-Economics course from List II - Social Sciences or List III - Sciences (refer to Lists II and III, p. 85) instead of an elective to fulfill the GLER. Students choosing Statistics 2780 may take any elective offered by any Faculty.

Six 3000/4000-level courses offered by any Faculty

Three Fine Arts and Humanities courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

Four electives offered by any Faculty, any level

### Suggested Sequencing Plan

See [www.uleth.ca/ross/sequencing-plans/fin\\_seq](http://www.uleth.ca/ross/sequencing-plans/fin_seq) for a suggested sequencing plan for the Finance major in the Bachelor of Management program.

### 5. First Nations' Governance

\* Native American Studies 1000 - Introduction to Native American Studies

\* Native American Studies 2100 - Aboriginal Peoples and Law

#### One of:

\* Native American Studies 2400 - Traditional Aboriginal Political Economy

\* Native American Studies 2800 - Native American Politics

#### One of:

\* Management 4507/Native American Studies 4120 - Historical and Legal Aspects of First Nations' Governments

\* Management 4508/Native American Studies 4150 - Administrative Aspects of First Nations' Governments

#### One of:

\* Blackfoot 1000 - Introductory Spoken Blackfoot

\* Cree 1000 - Introductory Spoken Cree

Two 2000/3000/4000-level Native American Studies courses

A minimum of four courses from one of the following subfield lists (Community, Gender, and Traditional Knowledge; Government, Organizations, and Politics; History and Law):

#### List 1 - Community, Gender, and Traditional Knowledge

\* Management 4508/Native American Studies 4150 - Administrative Aspects of First Nations' Governments

- \* Native American Studies 2000 - Native American Philosophy
- \* Native American Studies 2230 - Family and First Nations' Community Development
- \* Native American Studies 2400 - Traditional Aboriginal Political Economy
- \* Native American Studies 2700 - Native American Women
- \* Native American Studies 3000 - Native American Philosophy - Advanced
- \* Native American Studies 3250/Management 3500 - Financial Management in Aboriginal Communities
- \* Native American Studies 3506/Management 3506 - Aboriginal Small Business and Entrepreneurship in Canada
- \* Native American Studies 3700 - Native American Health
- \* Native American Studies 4700 - The Métis <sup>1</sup>
- \* Any offering in Native American Studies 3850 or Native American Studies 4850 with an emphasis on Community, Gender, and Traditional Knowledge.

### List 2 - Government, Organizations, and Politics

- Management 3590/Native American Studies 3590 - Current Practices in Aboriginal Governments
- \* Management 4507/Native American Studies 4120 - Historical and Legal Aspects of First Nations' Governments
- \* Management 4508/Native American Studies 4150 - Administrative Aspects of First Nations' Governments
- \* Native American Studies 2150 - Native Rights in the United States
- \* Native American Studies 2400 - Traditional Aboriginal Political Economy
- \* Native American Studies 2800 - Native American Politics
- \* Native American Studies 3400 - Contemporary Aboriginal Political Economy
- \* Native American Studies 3550 - U.S. Indian Policy <sup>2</sup>
- \* Any offering in Native American Studies 3850 or Native American Studies 4850 with an emphasis on Government, Organizations, and Politics.

### List 3 - History and Law

- \* Management 4507/Native American Studies 4120 - Historical and Legal Aspects of First Nations' Governments
- \* Native American Studies 2150 - Native Rights in the United States
- \* Native American Studies 2500 - Canadian Indian History
- \* Native American Studies 2550 - U.S. Indian History
- \* Native American Studies 3280/Management 3580 - Aboriginal Peoples and Natural Resources
- \* Native American Studies 3500 - History of Prairie Indian Treaties
- \* Native American Studies 4200 - Law and Aboriginal Development in Canada
- \* Native American Studies 4400 - Indians and the Criminal Justice System

- \* Native American Studies 4700 - The Métis <sup>1</sup>
- \* Any offering in Native American Studies 3850 or Native American Studies 4850 with an emphasis on History and Law.

**Note:** Courses may count only for a major requirement or for one subfield.

1. Prerequisite required: Native American Studies 3500

2. Prerequisite required: Native American Studies 2550

Three 3000/4000-level Management courses

Three 3000/4000-level courses offered by any faculty

Two Science courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

One Social Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

Three electives offered by any faculty, any level

**Note:** The Faculty of Management has an additional residence requirement of ten 3000/4000-level Management courses; an exception applies to First Nations' Governance majors who can also use 3000/4000-level Native American Studies courses to meet this requirement.

\* A minimum grade of 'C-' is required in these courses to meet degree requirements.

### Suggested Sequencing Plan

See [www.uleth.ca/ross/sequencing-plans/fng\\_seq](http://www.uleth.ca/ross/sequencing-plans/fng_seq) for a suggested sequencing plan for the First Nations' Governance major in the Bachelor of Management program.

## 6. General Management

Management 2700 - Research Methodology

Six 3000/4000-level Management courses

Seven 3000/4000-level courses offered by any faculty

Three Fine Arts and Humanities courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

Two Science courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

One Social Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

Three electives offered by any faculty, any level

### Suggested Sequencing Plan

See [www.uleth.ca/ross/sequencing-plans/gen\\_seq](http://www.uleth.ca/ross/sequencing-plans/gen_seq) for a suggested sequencing plan for the General Management major in the Bachelor of Management program.

## 7. Human Resource Management and Labour Relations

Management 2700 - Research Methodology

Management 3310 - Collective Labour Relations

Management 4310 - Advanced Organizational Behaviour

Management 4350 - Staffing

**Three of:**

Management 3305 - Managing Employee Health and Safety

Management 3315 - Diversity in Employment  
 Management 3920 - Project Management  
 Management 4305 - Canadian Labour and Employment Law  
 Management 4315 - Performance Management  
 Management 4330 - Collective Bargaining  
 Management 4370 - Leadership in Organizations  
 Management 4390 - Leading Organizational Change

**One of:**

Economics 2900 - Economics and Business Statistics  
 Statistics 2780 - Statistical Inference

Seven 3000/4000-level courses offered by any Faculty

Three Fine Arts and Humanities courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

One Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

One Social Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

Three electives offered by any Faculty, any level

**Suggested Sequencing Plan**

See [www.uleth.ca/ross/sequencing-plans/hr\\_bmgmt](http://www.uleth.ca/ross/sequencing-plans/hr_bmgmt) for a suggested sequencing plan for the Human Resource Management and Labour Relations major in the Bachelor of Management program.

**8. Information Systems**

**Note:** Admission to the Major in Information Systems for the B.Mgt. has been suspended, beginning May 1, 2013 (i.e. for the 2013/2014 academic year and thereafter, until further notice).

Computer Science 1620 - Fundamentals of Programming I  
 Economics 3030 - Managerial Economics  
 Management 3821 - Visual Programming Applications  
 Management 3822 - Object-Oriented Programming for Web Applications  
 Management 3830 - Contemporary Database Applications  
 Management 4380 - Management Issues in Information Systems  
 Management 4840 - Systems Analysis  
 Management 4841 - Systems Design

**One of:**

Economics 2900 - Economics and Business Statistics  
 Statistics 2780 - Statistical Inference

**Note:** A maximum of four Economics courses can be counted toward the GLER. Therefore, if Economics 2900 is chosen, students must take one non-Economics course from List II - Social Sciences or List III - Sciences (refer to Lists II and III, p. 85) instead of an elective to fulfill the

GLER. Students choosing Statistics 2780 may take any elective offered by any Faculty.

Seven 3000/4000-level courses offered by any Faculty

Three Fine Arts and Humanities courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

Four electives offered by any Faculty, any level

**Suggested Sequencing Plan**

See [www.uleth.ca/ross/sequencing-plans/is\\_bmgmt](http://www.uleth.ca/ross/sequencing-plans/is_bmgmt) for a suggested sequencing plan for the Information Systems major in the Bachelor of Management program.

**9. International Management**

**Five of:**

Management 3070 - Introduction to Supply Chain Management  
 Management 3460 - Global Financial Management  
 Management 3552 - Sustainable Tourism  
 Management 3640 - Cross-Cultural Management Practices  
 Management 3660/Geography 3225 - Industrial Location and Globalization of Enterprise  
 Management 3670/Political Science 3170 - The Politics of Canadian Trade Policy  
 Management 3685 - Issues in International Management (Series)  
 Management 3815 - Regional Aspects of International Management (Series)  
 Management 3860 - Law and Institutions of International Trade  
 Management 4220 - Cross-Cultural Marketing  
 Management 4580 - Environmental Management  
 Management 4640 - Cross-Cultural Work Study

**Note:** Students may take up to two Series courses to meet the "Five of" Elective requirement: two offerings in the Management 3685 series; two offerings in the Management 3815 series; or one offering from each series.

Five 3000/4000-level Management electives

Four 3000/4000-level courses offered by any Faculty

Two Science courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

One Social Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

Two electives offered by any Faculty, any level

**Language Minor:**

In addition to completing an international exchange semester as part of the major, students in the International Management major must declare and complete a Language minor. The Language minor will be acknowledged on the official transcript. All Language courses completed prior to the exchange must have a minimum grade of 'C-.' Students must select one of the following minors:

- a. Minor: French  
Four courses in French
- b. Minor: German

**Note:** Admission to the minor in German in the International Management major for the B.Mgt. has been suspended, beginning May 1, 2013 (i.e. for the 2013/2014 academic year and thereafter, until further notice).

- Four courses in German
- c. Minor: Japanese  
Four courses in Japanese
- d. Minor: Spanish  
Four courses in Spanish

**Note:** If the University does not offer a sufficient number of courses to meet the four-course Language minor, students may obtain permission from the Faculty of Management to attend other institutions in order to fulfill their language requirements and credit will be approved toward the University of Lethbridge degree. The International Management major includes an international exchange semester. In general, a student may not select his or her native language as the language of study.

All students in the International Management major are required to participate in an international exchange. Students study at an international university for one semester, and take the equivalent of the following courses while on the exchange:

- Two 3000/4000 level Management electives
- Two electives chosen to meet the General Liberal Education Requirement

The exchange courses are part of the 40 courses required for the Bachelor of Management degree. Students participating in a European exchange must complete a minimum of courses equivalent to 24.0 credits under the European Credit Transfer Accumulation System (ECTS). Course credits completed at an international university may vary from the U of L credit system.

### Suggested Sequencing Plan

See [www.uleth.ca/ross/sequencing-plans/intl\\_mgt\\_seq](http://www.uleth.ca/ross/sequencing-plans/intl_mgt_seq) for a suggested sequencing plan for the International Management major in the Bachelor of Management program.

## 10. Marketing

Economics 3030 - Managerial Economics  
 Management 3210 - Consumer Behaviour  
 Management 3220 - Marketing Research  
 Management 4230 - Marketing Management  
 Psychology 1000 - Basic Concepts of Psychology  
 Sociology 1000 - Introduction to Sociology

### One of:

Psychology 2800 - Social Psychology  
 Sociology 2600 - The Individual and Society  
 Sociology 3210 - Classical Sociological Theory

### One of:

Economics 2900 - Economics and Business Statistics  
 Statistics 2780 - Statistical Inference

### Three of:

Management 3230 - Retailing Management  
 Management 3240 - Sales Management  
 Management 3250 - Social Marketing

Management 3260 - Not-for-Profit Marketing  
 Management 3280 - Services Marketing Management  
 Management 3290 - Marketing and Society  
 Management 3806 - Small Business Management  
 Management 4210 - Advertising and Promotions  
 Management 4220 - Cross-Cultural Marketing

Seven 3000/4000-level courses offered by any Faculty

Three Fine Arts and Humanities courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

Two electives offered by any Faculty, any level

### Suggested Sequencing Plan

See [www.uleth.ca/ross/sequencing-plans/mkt\\_seq](http://www.uleth.ca/ross/sequencing-plans/mkt_seq) for a suggested sequencing plan for the Marketing major in the Bachelor of Management program.

## 11. Political Science

Management 2700 - Research Methodology  
 Political Science 1000 - Introduction to Political Science  
 Political Science 2210 - Canadian Politics and Government

\* Seven Political Science courses, four of which must be at the 3000/4000 level

Three 3000/4000-level Management courses  
 Four 3000/4000-level courses offered by any Faculty  
 Three Fine Arts and Humanities courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

Two Science courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

One elective offered by any Faculty, any level

**Note:** The Faculty of Management has an additional residence requirement of ten 3000/4000-level Management courses; an exception applies to Political Science majors who can also use 3000/4000-level Political Science courses to meet this requirement.

\* A minimum grade of 'C-' is required in these courses to meet degree requirements.

### Suggested Sequencing Plan

See [www.uleth.ca/ross/sequencing-plans/poli\\_seq](http://www.uleth.ca/ross/sequencing-plans/poli_seq) for a suggested sequencing plan for the Political Science major in the Bachelor of Management program.

## 12. POST-DIPLOMA BACHELOR OF MANAGEMENT

Students who are admitted to the Post-Diploma Bachelor of Management program cannot receive credit for courses at the University of Lethbridge for which they have equivalent credit in their diplomas. Substitute courses will be assigned by the Faculty of Management to replace any courses for which they have equivalent credit. Substitute courses must be approved by the Faculty of Management. Diploma courses that satisfy Core Requirements must have a minimum grade requirement of 'C-'. Students should consult with an academic advisor and see [www.uleth.ca/postdiploma](http://www.uleth.ca/postdiploma) for information on specific diplomas.

**Minimum Grade Requirement**

A minimum grade of 'C-' is required in Statistics 1770; Writing 1000 OR a university English course; all Management courses; and all courses in the major marked with an asterisk (\*) in order to meet degree requirements.

**Note:** Students who take Economics 1010 and/or Economics 1012 as part of their degree requirements must achieve a minimum grade of 'C-'.

**a. Post-Diploma Program (25 course)**

Students will complete 15 Management courses as specified in the General Management major that follows, and 10 Arts and Science or Fine Arts courses to complete a modified General Liberal Education Requirement as defined in **Part 4 - Academic Regulations, Section 10 p. 83**.

Economics 1010 - Introduction to Microeconomics  
 Economics 1012 - Introduction to Macroeconomics  
 Management 1000 - Introduction to Management  
 Management 2020 - Marketing  
 Management 2030 - Introduction to Organizational Behaviour  
 Management 2070/Economics 2070 - Operations and Quantitative Management  
 Management 2100 - Introductory Accounting  
 Management 2400 - Management Accounting  
 Management 2700 - Research Methodology  
 Management 3031 - Managing Responsibly in a Global Environment  
 Management 3040 - Finance  
 Management 3050/Political Science 3420 - Human Resource Management  
 Management 3061 - Information Systems and Management  
 Management 3080 - Managerial Skill Development  
 Management 3650 - Introduction to International Management  
 Management 4090 - Management Policy and Strategy  
 Statistics 1770 - Introduction to Probability and Statistics

**One of:**

Writing 1000 - Introduction to Academic Writing  
 A university English course

Two 3000/4000-level Management courses

Three Fine Arts and Humanities courses chosen to ensure completion of the General Liberal Education Requirement (see Part 4, Section 11, p. 83)

Two electives chosen from any list of the General Liberal Education Requirement (see Part 4, Section 11, p. 83)

**Note:** Students should be aware that these are the requirements for the General Management major only. Students may choose to complete a different Management major in the post-diploma (25-course) program. If students choose a different Management major, they may be required to extend their programs beyond 25 courses (see Section 11, p. 218, in Part 11 - Faculty of Management for all Management major requirements). For example, students who choose the International Management major are required to complete a Language minor and are required to take 30 courses in order to meet degree requirements (see Section 11.b.7., p. 221, in Part 11 - Faculty of Management).

**Suggested Sequencing Plan**

See [www.uleth.ca/ross/sequencing-plans/gen\\_pd\\_25\\_seq](http://www.uleth.ca/ross/sequencing-plans/gen_pd_25_seq) for a suggested sequencing plan for the General Management major in the Post-Diploma Bachelor of Management (25 course) program.

**b. Post-Diploma Program (20 course)**

Students will complete 10 Management courses as specified in the majors that follow, and 10 Arts and Science or Fine Arts courses to complete a modified General Liberal Education Requirement as defined in **Part 4 - Academic Regulations, Section 10 p. 83**. In some cases students will be assigned extra courses beyond 10 Management and 10 Arts and Science or Fine Arts courses. Extra courses are assigned where a diploma does not provide the appropriate background for the major chosen.

**Eligibility for Majors**

The Post-Diploma program is available in the following majors: Accounting; Finance; First Nations' Governance; General Management; Human Resource Management and Labour Relations; Information Systems\*; International Management; and Marketing. Students admitted to the Post-Diploma program are also eligible for participation in the Management Co-operative Education program (see **Section 6, p. 209**).

\*Major in Information Systems for the Post-Diploma B.Mgt. has been suspended (see p. 220)

**Core Requirements**

Management 2070/Economics 2070 - Operations and Quantitative Management  
 Management 3031 - Managing Responsibly in a Global Environment  
 Management 3050/Political Science 3420 - Human Resource Management  
 Management 3061 - Information Systems and Management

\*Management 3650 - Introduction to International Management  
 Management 4090 - Management Policy and Strategy  
 Statistics 1770 - Introduction to Probability and Statistics

**One of:**

Writing 1000 - Introduction to Academic Writing  
 A university English course

\*Students completing the Accounting major are not required to complete Management 3650

**Major Requirements****1. Accounting**

Economics 3030 - Managerial Economics  
 Management 3131 - Management Control Systems  
 Management 3151 - Introduction to Tax  
 Management 3160 - Auditing  
 Management 4110 - Advanced Financial Accounting  
 Management 4160 - Accounting Theory

**Two of:**

Management 3101 - Intermediate Financial Accounting II  
 Management 3170 - Accounting Information Systems  
 Management 3470 - Corporate Finance  
 Management 4130 - Advanced Managerial Accounting II  
 Management 4151 - Advanced Tax

**One of:**

Mathematics 1410 - Elementary Linear Algebra  
Mathematics 1510 - Calculus for Management  
and Social Sciences  
Mathematics 1560 - Calculus I

**One of:**

Economics 2900 - Economics and Business  
Statistics  
Statistics 2780 - Statistical Inference

Three Fine Arts and Humanities courses chosen to  
ensure completion of the General Liberal  
Education Requirement (see **Part 4, Section  
10, p. 83**)

**Note:** Refer to 9.f. Residence Requirement (p. 211) for the  
Accounting residence requirement.

**Suggested Sequencing Plan**

See [www.uleth.ca/ross/sequencing-plans/  
acct\\_pd\\_seq](http://www.uleth.ca/ross/sequencing-plans/acct_pd_seq) for a suggested sequencing plan for the  
Accounting major in the Post-Diploma Bachelor of  
Management program.

**2. Finance**

Economics 3030 - Managerial Economics  
Management 3412 - Fundamentals of Investments  
Management 3470 - Corporate Finance  
Management 4430 - Financial Management  
Management 4451 - Derivative Securities Markets

**Two of:**

Management 3441 - Financial Analysis  
Management 3460 - Global Financial  
Management  
Management 3480 - Personal Finance  
Management 4421 - Financial Institutions and  
Markets  
Management 4460 - Trading and Portfolio  
Management  
Management 4470-4471 - Student Managed  
Investment Fund

**One of:**

Mathematics 1510 - Calculus for Management  
and Social Sciences  
Mathematics 1560 - Calculus I

**One of:**

Economics 2900 - Economics and Business  
Statistics  
Statistics 2780 - Statistical Inference

Three Fine Arts and Humanities courses chosen to  
ensure completion of the General Liberal  
Education Requirement (see **Part 4, Section  
10, p. 83**)

**Suggested Sequencing Plan**

See [www.uleth.ca/ross/sequencing-plans/fin\\_pd\\_seq](http://www.uleth.ca/ross/sequencing-plans/fin_pd_seq)  
for a suggested sequencing plan for the Finance  
major in the Post-Diploma Bachelor of Management  
program.

**3. First Nations' Governance**

- \* Native American Studies 1000 - Introduction to  
Native American Studies
- \* Native American Studies 2100 - Aboriginal Peoples  
and Law

**One of:**

- \* Native American Studies 2400 - Traditional  
Aboriginal Political Economy
- \* Native American Studies 2800 - Native  
American Politics

**One of:**

- \* Blackfoot 1000 - Introductory Spoken  
Blackfoot
- \* Cree 1000 - Introductory Spoken Cree

A minimum of four courses from one of the  
following subfield lists (Community, Gender,  
and Traditional Knowledge; Government,  
Organizations, and Politics; History and Law):

**List 1 - Community, Gender, and  
Traditional Knowledge**

- \* Management 4508/Native American  
Studies 4150 - Administrative Aspects of  
First Nations' Governments
- \* Native American Studies 2000 - Native  
American Philosophy
- \* Native American Studies 2230 - Family and  
First Nations' Community Development
- \* Native American Studies 2400 - Traditional  
Aboriginal Political Economy
- \* Native American Studies 2700 - Native  
American Women
- \* Native American Studies 3000 - Native  
American Philosophy - Advanced
- \* Native American Studies 3250/  
Management 3500 - Financial Management  
in Aboriginal Communities
- \* Native American Studies 3506/  
Management 3506 - Aboriginal Small  
Business and Entrepreneurship in Canada
- \* Native American Studies 3700 - Native  
American Health
- \* Native American Studies 4700 - The Métis <sup>1</sup>
- \* Any offering in Native American Studies 3850  
or Native American Studies 4850 with an  
emphasis on Community, Gender, and  
Traditional Knowledge.

**List 2 - Government, Organizations, and  
Politics**

- Management 3590/Native American  
Studies 3590 - Current Practices in  
Aboriginal Governments
- \* Management 4507/Native American  
Studies 4120 - Historical and Legal  
Aspects of First Nations' Governments
- \* Management 4508/Native American  
Studies 4150 - Administrative Aspects of  
First Nations' Governments
- \* Native American Studies 2150 - Native Rights  
in the United States
- \* Native American Studies 2400 - Traditional  
Aboriginal Political Economy
- \* Native American Studies 2800 - Native  
American Politics
- \* Native American Studies 3400 - Contemporary  
Aboriginal Political Economy
- \* Native American Studies 3550 - U.S. Indian  
Policy <sup>2</sup>
- \* Any offering in Native American Studies 3850  
or Native American Studies 4850 with an  
emphasis on Government, Organizations,  
and Politics.

**List 3 - History and Law**

- \* Management 4507/Native American Studies 4120 - Historical and Legal Aspects of First Nations' Governments
- \* Native American Studies 2150 - Native Rights in the United States
- \* Native American Studies 2500 - Canadian Indian History
- \* Native American Studies 2550 - U.S. Indian History
- \* Native American Studies 3280/Management 3580 - Aboriginal Peoples and Natural Resources
- \* Native American Studies 3500 - History of Prairie Indian Treaties
- \* Native American Studies 4200 - Law and Aboriginal Development in Canada
- \* Native American Studies 4400 - Indians and the Criminal Justice System
- \* Native American Studies 4700 - The Métis <sup>1</sup>
- \* Any offering in Native American Studies 3850 or Native American Studies 4850 with an emphasis on History and Law.

**Note:** Courses may count only for a major requirement or for one subfield.

1. Prerequisite required: Native American Studies 3500

2. Prerequisite required: Native American Studies 2550

One 3000/4000-level Management course

One Social Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

Two additional non-Management electives

\* A minimum grade of 'C-' is required in these courses to meet degree requirements.

**Suggested Sequencing Plan**

See [www.uleth.ca/ross/sequencing-plans/fng\\_pd\\_seq](http://www.uleth.ca/ross/sequencing-plans/fng_pd_seq) for a suggested sequencing plan for the First Nations' Governance major in the Post-Diploma Bachelor of Management program.

**4. General Management**

Management 2700 - Research Methodology

Five Management courses at the 3000/4000 level

Three Fine Arts and Humanities courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

One Social Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

Two electives chosen from any list of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

**Suggested Sequencing Plan**

See [www.uleth.ca/ross/sequencing-plans/gen\\_pd\\_seq](http://www.uleth.ca/ross/sequencing-plans/gen_pd_seq) for a suggested sequencing plan for the General Management major in the Post-Diploma Bachelor of Management program.

**5. Human Resource Management and Labour Relations**

Management 2700 - Research Methodology  
 Management 3310 - Collective Labour Relations  
 Management 4310 - Advanced Organizational Behaviour  
 Management 4350 - Staffing

**Two of:**

Management 3080 - Managerial Skill Development  
 Management 3305 - Managing Employee Health and Safety  
 Management 3315 - Diversity in Employment  
 Management 3920 - Project Management  
 Management 4305 - Canadian Labour and Employment Law  
 Management 4315 - Performance Management  
 Management 4330 - Collective Bargaining  
 Management 4370 - Leadership in Organizations  
 Management 4390 - Leading Organizational Change

**One of:**

Economics 2900 - Economics and Business Statistics  
 Statistics 2780 - Statistical Inference

Three Fine Arts and Humanities courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

One Social Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

One elective chosen from any list of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

**Suggested Sequencing Plan**

See [www.uleth.ca/ross/sequencing-plans/hr\\_pd\\_seq](http://www.uleth.ca/ross/sequencing-plans/hr_pd_seq) for a suggested sequencing plan for the Human Resource Management and Labour Relations major in the Post-Diploma Bachelor of Management program.

**6. Information Systems**

**Note:** Admission to the major in Information Systems for the Post-Diploma B.Mgt. has been suspended, beginning May 1, 2013 (i.e. for the 2013/2014 academic year and thereafter, until further notice).

Computer Science 1620 - Fundamentals of Programming I  
 Management 3821 - Visual Programming Applications  
 Management 3822 - Object-Oriented Programming for Web Applications  
 Management 3830 - Contemporary Database Applications  
 Management 4380 - Management Issues in Information Systems  
 Management 4840 - Systems Analysis  
 Management 4841 - Systems Design



**One of:**

- Economics 2900 - Economics and Business Statistics
- Statistics 2780 - Statistical Inference

Three Fine Arts and Humanities courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

One Social Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

**Suggested Sequencing Plan**

See [www.uleth.ca/ross/sequencing-plans/is\\_pd\\_bmgmt](http://www.uleth.ca/ross/sequencing-plans/is_pd_bmgmt) for a suggested sequencing plan for the Information Systems major in the Post-Diploma Bachelor of Management program.

**7. International Management**

**Four of:**

- Management 3070 - Introduction to Supply Chain Management
- Management 3460 - Global Financial Management
- Management 3552 - Sustainable Tourism
- Management 3640 - Cross-Cultural Management Practices
- Management 3660/Geography 3225 - Industrial Location and Globalization of Enterprise
- Management 3670/Political Science 3170 - The Politics of Canadian Trade Policy
- Management 3685 - Issues in International Management (Series)
- Management 3815 - Regional Aspects of International Management (Series)
- Management 3860 - Law and Institutions of International Trade
- Management 4220 - Cross-Cultural Marketing
- Management 4580 - Environmental Management
- Management 4640 - Cross-Cultural Work Study

**Note:** *Students may take up to two series courses to meet the "Four of" Elective requirement: two offerings in the Management 3685 series; two offerings in the Management 3815 series; or one offering from each series.*

- Two 3000/4000 level Management electives
- One Social Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)
- One elective chosen from any list of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

**Language Minor:**

In addition to completing an international exchange semester as part of the major, students in the International Management major must declare and complete a Language minor. The Language minor will be acknowledged on the official transcript. All Language courses completed prior to the exchange must have a minimum grade of 'C-'. Students must select one of the following minors:

- a. Minor: French

Four courses in French

- b. Minor: German

**Note:** Admission to the minor in German in the International Management major for the B.Mgt. has been suspended, beginning May 1, 2013 (i.e. for the 2013/2014 academic year and thereafter, until further notice).

Four courses in German

- c. Minor: Japanese

Four courses in Japanese

- d. Minor: Spanish

Four courses in Spanish

**Note:** *If the University does not offer a sufficient number of courses to meet the four-course Language minor, students may obtain permission from the Faculty of Management to attend other institutions in order to fulfill their language requirements and credit will be approved toward the University of Lethbridge degree. The International Management major includes an international exchange semester. In general, a student may not select his or her native language as the language of study.*

All students in the International Management major are required to participate in an international exchange. Students study at an international university for one semester, and take the equivalent of the following courses while on the exchange:

- Two 3000/4000 level Management electives
- Two electives chosen to meet the General Liberal Education Requirement

The exchange courses are part of the 20 courses required for the Bachelor of Management degree.

Students participating in a European exchange must complete a minimum of courses equivalent to 24.0 credits under the European Credit Transfer Accumulation System (ECTS). Course credits completed at an international university may vary from the U of L credit system.

**Suggested Sequencing Plan**

See [www.uleth.ca/ross/sequencing-plans/intl\\_mgt\\_pd\\_bmgmt](http://www.uleth.ca/ross/sequencing-plans/intl_mgt_pd_bmgmt) for a suggested sequencing plan for the International Management major in the Post-Diploma Bachelor of Management program.

**8. Marketing**

- Management 3210 - Consumer Behaviour
- Management 3220 - Marketing Research
- Management 4230 - Marketing Management
- Psychology 1000 - Basic Concepts of Psychology
- Sociology 1000 - Introduction to Sociology

**One of:**

- Psychology 2800 - Social Psychology
- Sociology 2600 - The Individual and Society
- Sociology 3210 - Classical Sociological Theory

**Two of:**

- Management 3230 - Retailing Management
- Management 3240 - Sales Management
- Management 3250 - Social Marketing
- Management 3260 - Not-for-Profit Marketing
- Management 3280 - Services Marketing Management
- Management 3290 - Marketing and Society

Management 3806 - Small Business  
Management  
Management 4210 - Advertising and  
Promotions  
Management 4220 - Cross-Cultural Marketing

**One of:**

Economics 2900 - Economics and Business  
Statistics  
Statistics 2780 - Statistical Inference

Three Fine Arts and Humanities courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4, Section 10, p. 83**)

**Suggested Sequencing Plan**

See [www.uleth.ca/ross/sequencing-plans/mkt\\_pd\\_bmgmt](http://www.uleth.ca/ross/sequencing-plans/mkt_pd_bmgmt) for a suggested sequencing plan for the Marketing major in the Post-Diploma Bachelor of Management program.

**13. MINORS**

**General Requirements**

Students must complete at least four courses (12.0 credit hours), including at least one course (3.0 credit hours) at the 3000/4000 level. Required courses for each minor are listed below.

Students may not double count courses required for the minor in fulfilling requirements for their major or second minor. The four courses comprising the minor must be distinct from any such major or second minor requirements.

For students who complete the required courses, the minor will be acknowledged on the official transcript.

Minors are available in the Bachelor of Management degree, Post-Diploma Bachelor of Management degree, Professional Diploma in Accounting, Management Certificate and second degrees in Management. For minors available in Combined Degrees, refer to Part 13 – Combined Degrees.

**a. First Nations Governance**

A minor in First Nations' Governance is available as an adjunct to all majors, except First Nations' Governance. The four courses required for the minor in First Nations Governance include:

**Required Course:**

Native American Studies 1000 - Introduction to Native American Studies

**Three of:**

Native American Studies 2100 - Aboriginal Peoples and Law  
Management 3500/Native American Studies 3250 - Financial Management in Aboriginal Communities  
Management 3506/Native American Studies 3506 - Aboriginal Small Business and Entrepreneurship in Canada  
Management 3590/Native American Studies 3590 - Current Practices in Aboriginal Governments  
Management 4507/Native American Studies 4120 - Historical and Legal Aspects of First Nations' Governments  
Management 4508/Native American Studies 4150 - Administrative Aspects of First Nations' Governments

**Note:** Students should be aware that some of the above courses have prerequisites which may require taking courses extra to their degrees. Check with an Academic Advisor for more information.

**b. Information Systems**

**Note:** The minor in Information Systems for Management programs has been suspended, beginning May 1, 2013 (i.e. for the 2013/2014 academic year and thereafter, until further notice).

A minor in Information Systems is available as an adjunct to all majors, except Information Systems.

The four courses required for the minor in Information Systems include:

**Required Course:**

Management 3830 - Contemporary Database Applications

**Three of:**

Management 3170 - Accounting Information Systems  
Management 3821 - Visual Programming Applications  
Management 3862 - E-commerce Management  
Management 3920 - Project Management  
Management 4380 - Management Issues in Information Systems  
Management 4840 - Systems Analysis

**Note:** Students should be aware that some of the above courses have prerequisites which may require taking courses extra to their degrees. Check with an Academic Advisor for more information.

**c. International Management**

A minor in International Management is available as an adjunct to all majors, except International Management.

The four courses required for the minor in International Management include:

**Required Course:**

**One of:**

Management 3650 - Introduction to International Management  
Management 3070 - Introduction to Supply Chain Management  
Management 3460 - Global Financial Management  
Management 3552 - Sustainable Tourism  
Management 3640 - Cross-Cultural Management Practices  
Management 3660/Geography 3225 - Industrial Location and Globalization of Enterprise  
Management 3670/Political Science 3170 - The Politics of Canadian Trade Policy  
Management 3685 - Issues in International Management (Series)  
Management 3815 - Regional Aspects of International Management (Series)  
Management 3860 - Law and Institutions of International Trade  
Management 4220 - Cross-Cultural Marketing  
Management 4580 - Environmental Management  
Management 4640 - Cross-Cultural Work Study

<sup>1</sup> If students choose Management 4640 - Cross-Cultural Work Study as their required International Management minor course, they cannot use it toward their exchange requirement.

## International Exchange Semester

Participation in an international exchange semester is required. Students complete one required course at the U of L and then complete the equivalent of three courses while on exchange at a partner school. Students have the option to take two summer exchanges in two different countries, or one summer exchange and Management 4640 - Cross-Cultural Work Study if they cannot participate in a full-semester exchange. Where possible, courses completed while on exchange will have international content; where international content is not possible, courses should reflect the unique cultural aspects of the host country or region.

- At least two courses must be Management courses
- One course may be a language or culture course

**Note:** Students should be aware that some of the above courses have prerequisites which may require taking courses extra to their degrees. Check with an Academic Advisor for more information.

## d. New Media

A minor in New Media is available as an adjunct to all majors and the four courses required for the minor include:

### Required Course:

New Media 1000 - Introduction to New Media

New Media 2005 - Design Fundamentals for New Media

### Two of:

New Media 2010 - Visual Communications for New Media

New Media 2030 - Digital Video Production

New Media 3150 - Seminar in New Media Studies

New Media 3250 - Media, Advertising, and Consumer Culture

<sup>1</sup> New Media 3520 - Web Design and Development

<sup>1</sup> New Media 3520 has a prerequisite of New Media 2010 or Art 3060.

## e. Population Health

A minor in Population Health is available as an adjunct to all majors and the four courses required for the minor include:

### Required Course:

#### Four of:

Addictions Counselling 4200 - Community Development and Outreach

Health Sciences 2003/Biology 2003 - Epidemiology

Health Sciences 2600/Women and Gender Studies 2100 - Women and Health

Health Sciences 2700/Sociology 2700 - Health and Society

Health Sciences 2806/Biology 2806 - Immunology

Health Sciences 3002 - Health Promotion

Health Sciences 3800 - Teaching and Learning for Health Professions

Health Sciences 3802 - Gerontology

Health Sciences 3860 - Men's Health

Public Health 1000 - Introduction to Public Health

Public Health 2000 - Population Health

Public Health 3000 - Canadian and Global Perspectives

Public Health 3420 - Public Health Ethics

**Note:** Students should be aware that some of the above courses have prerequisites which may require taking courses extra to their degrees. Check with an Academic Advisor for more information.

## f. Social Responsibility

A minor in Social Responsibility is available as an adjunct to all majors and the four courses required for the minor include:

### Required Course:

Management 3710 - Managing Not-for-Profit Organizations

### Three of:

Management 3250 - Social Marketing

Management 3260 - Not-for-Profit Marketing

Management 3290 - Marketing and Society

Management 3315 - Diversity in Employment

Management 3552 - Sustainable Tourism

Management 3640 - Cross-Cultural Management Practices

Management 3670/Political Science 3170 - The Politics of Canadian Trade Policy

Management 3980 - Applied Study/Field Experience (with a not-for-profit organization)

Management 4390 - Leading Organizational Change

Management 4580 - Environmental Management

Management 4640 - Cross-Cultural Work Study

**Note:** Students should be aware that some of the above courses have prerequisites which may require taking courses extra to their degrees. Check with an Academic Advisor for more information.

## g. Supply Chain Management

A minor in Supply Chain Management is available as an adjunct to all majors and the four courses required for the minor include:

### Required Course:

Management 3070 - Introduction to Supply Chain Management

### Three of:

Management 3920 - Project Management

Management 3862 - E-commerce Management

Management 3130 - Cost Accounting

Management 3660/Geography 3225 - Industrial Location and Globalization of Enterprise

**Note:** Students should be aware that some of the above courses have prerequisites which may require taking courses extra to their degrees. Check with an Academic Advisor for more information.

## 14. BACHELOR OF MANAGEMENT AS A SECOND DEGREE

Students with previous degrees, other than the degree B.Comm. or its equivalent, may pursue the degree B.Mgt. as a second degree. Second degree programs consist of the following:

- core requirements, which include specific Management and Arts and Science courses, and
- specific Management and Arts and Science courses, which are required for the chosen major.

A minimum of 15 courses, including 10 3000/4000-level Management courses, must be completed at the University of Lethbridge, extra to the first degree, in order to satisfy the residence requirement. Second degree programs will be developed individually and will be a maximum of 25 courses in length. Courses completed as part of a first degree may be used to waive course requirements in the B.Mgt. as a second degree. Such waivers will be decided at the time of admission by the Undergraduate Programs Office in the Faculty of Management.

## 15. DOUBLE MAJORS

Although the Faculty of Management does not recognize double majors as official student programs leading toward a Bachelor of Management degree, it will authorize the designation of the double major for all students who, upon graduation, have completed all of the minimum requirements for two majors.

Double majors can only be formed by completing the requirements of two established single disciplinary majors.

Because all possible combinations of single disciplinary majors are eligible for double major designation by a student, the Faculty cannot guarantee that course sequencing and timetables will accommodate all double major combinations within four consecutive regular semesters of work. While students may intend to pursue two majors, only one major will be recognized on their official program forms and for establishing priority in access to courses. Double major status will only be designated upon application for graduation.

Interested students are encouraged to consult with Management Academic Advisors.

## 16. COMBINED DEGREES

There are Combined Degrees leading to the degrees B.A./B.Mgt., B.Sc./B.Mgt., B.F.A. - New Media/B.Mgt., B.H.Sc./B.Mgt., B.Mgt./B.Ed. and Post-Diploma B.Mgt./B.Ed. Upon successful completion of the program, the student receives the degree B.A. or B.Sc. from the Faculty of Arts and Science or the degree B.Ed. (Career and Technology Studies (CTS): Business Focus) from the Faculty of Education or the degree B.F.A. - New Media from the Faculty of Fine Arts or the degree B.H.Sc. from the Faculty of Health Sciences, and the degree B.Mgt. from the Faculty of Management. Both degrees are granted when the entire program is completed. Persons already holding baccalaureate degrees are not eligible for these programs.

For further information, please refer to **Part 13 - Combined Degrees**.

## 17. CERTIFICATE PROGRAMS

The Faculty of Management offers certificate programs with a focus in Finance; First Nations' Governance; General Management; Human Resource Management and Labour Relations; Information Systems\*; International Management; and Marketing.

Please contact an Academic Advisor before applying to this program for information on course sequencing and possible waivers for equivalent courses already taken.

Management certificates are composed of a series of 10 required courses designed to provide a suitable combination of breadth and depth of knowledge in a specific area of study. These programs are designed to be completed on a part-time studies basis, and many of the certificate courses have prerequisite, corequisite and/or recommended background requirements that are above and beyond the 10 courses in the program. As a result, completion of this program will take more than one year of study. Please contact an Academic Advisor before applying to this program to discuss your specific program requirements.

\*Information Systems Certificate has been suspended (see p. 225)

### Minimum Grade Requirement

A minimum grade of 'C-' is required in all courses taken towards a Certificate program.

## a. Finance Certificate

Economics 1010 - Introduction to Microeconomics  
 Management 2100 - Introductory Accounting  
 Management 2400 - Management Accounting  
 Management 3040 - Finance  
 Management 3412 - Fundamentals of Investments  
 Management 3470 - Corporate Finance  
 Management 4430 - Financial Management  
 Statistics 1770 - Introduction to Probability and Statistics

### One of:

Economics 2900 - Economics and Business Statistics  
 Statistics 2780 - Statistical Inference

### One of:

Management 3441 - Financial Analysis  
 Management 3460 - Global Financial Management  
 Management 3480 - Personal Finance  
 Management 4421 - Financial Institutions and Markets  
 Management 4451 - Derivative Securities Markets  
 Management 4460 - Trading and Portfolio Management  
 Management 4470-4471 - Student Managed Investment Fund

## b. First Nations' Governance Certificate

Management 2030 - Introduction to Organizational Behaviour  
 Management 2100 - Introductory Accounting  
 Management 3080 - Managerial Skill Development  
 Native American Studies 1000 - Introduction to Native American Studies

### One of:

Writing 1000 - Introduction to Academic Writing  
 A University English course

### Two of:

Management 2020 - Marketing  
 Management 2400 - Management Accounting  
 Management 3010 - Management Law  
 Management 3031 - Managing Responsibly in a Global Environment  
 Management 3050/Political Science 3420 - Human Resource Management  
 Management 3061 - Information Systems and Management  
 Management 3315 - Diversity in Employment  
 Management 3360 - Organization Theory  
 Management 3500/Native American Studies 3250 - Financial Management in Aboriginal Communities  
 Management 3580/Native American Studies 3280 - Aboriginal Peoples and Natural Resources  
 Management 3590/Native American Studies 3590 - Current Practices in Aboriginal Governments  
 Management 3660/Geography 3225 - Industrial Location and Globalization of Enterprise  
 Management 3806 - Small Business Management  
 Management 3862 - E-commerce Management  
 Management 3920 - Project Management

A minimum of three courses from one of the following subfield lists (Community, Gender, and Traditional Knowledge; Government, Organizations, and Politics; History and Law):

### List 1 - Community, Gender, and Traditional Knowledge

- Native American Studies 2000 - Native American Philosophy  
 Native American Studies 2230 - Family and First Nations' Community Development  
 Native American Studies 2400 - Traditional Aboriginal Political Economy  
 Native American Studies 2700 - Native American Women  
 Native American Studies 3000 - Native American Philosophy - Advanced  
 Native American Studies 3250/Management 3500 - Financial Management in Aboriginal Communities  
 Native American Studies 3506/Management 3506 - Aboriginal Small Business and Entrepreneurship in Canada  
<sup>1</sup> Native American Studies 3700 - Native American Health  
 Any offering in Native American Studies 3850 or Native American Studies 4850 with an emphasis on Community, Gender, and Traditional Knowledge.

### List 2 - Government, Organizations, and Politics

- Management 3590/Native American Studies 3590 - Current Practices in Aboriginal Governments  
 Management 4507/Native American Studies 4120 - Historical and Legal Aspects of First Nations' Governments  
 Management 4508/Native American Studies 4150 - Administrative Aspects of First Nations' Governments  
 Native American Studies 2100 - Aboriginal Peoples and Law  
 Native American Studies 2400 - Traditional Aboriginal Political Economy  
 Native American Studies 2800 - Native American Politics  
 Native American Studies 3400 - Contemporary Aboriginal Political Economy  
 Any offering in Native American Studies 3850 or Native American Studies 4850 with an emphasis on Government, Organizations, and Politics.

### List 3 - History and Law

- Management 4507/Native American Studies 4120 - Historical and Legal Aspects of First Nations' Governments  
 Native American Studies 2100 - Aboriginal Peoples and Law  
 Native American Studies 2400 - Traditional Aboriginal Political Economy  
 Native American Studies 2500 - Canadian Indian History  
 Native American Studies 2550 - U.S. Indian History  
 Native American Studies 3280/Management 3580 - Aboriginal Peoples and Natural Resources  
 Native American Studies 3500 - History of Prairie Indian Treaties  
 Native American Studies 4200 - Law and Aboriginal Development in Canada  
 Native American Studies 4400 - Indians and the Criminal Justice System  
<sup>2</sup> Native American Studies 4700 - The Métis

Any offering in Native American Studies 3850 or Native American Studies 4850 with an emphasis on History and Law.

**Note:** Courses may count only for a major requirement or for one subfield.

1. Prerequisite required: One of Native American Studies 2100 or Native American Studies 2800

2. Prerequisite required: Native American Studies 3500

### c. General Management Certificate

- Economics 1010 - Introduction to Microeconomics  
 Management 2030 - Introduction to Organizational Behaviour  
 Management 2100 - Introductory Accounting  
 Management 3031 - Managing Responsibly in a Global Environment  
 Management 3050/Political Science 3420 - Human Resource Management  
 Management 3061 - Information Systems and Management

Any four 3000/4000-level courses in Management, which may include either one Management Applied Study or Management Independent Study

### d. Human Resource Management and Labour Relations Certificate

- Management 2030 - Introduction to Organizational Behaviour  
 Management 2700 - Research Methodology  
 Management 3031 - Managing Responsibly in a Global Environment  
 Management 3050/Political Science 3420 - Human Resource Management  
 Management 3310 - Collective Labour Relations  
 Management 4310 - Advanced Organizational Behaviour  
 Management 4350 - Staffing

#### Two of:

- Management 3080 - Managerial Skill Development  
 Management 3305 - Managing Employee Health and Safety  
 Management 3315 - Diversity in Employment  
 Management 3920 - Project Management  
 Management 4305 - Canadian Labour and Employment Law  
 Management 4315 - Performance Management  
 Management 4330 - Collective Bargaining  
 Management 4370 - Leadership in Organizations  
 Management 4390 - Leading Organizational Change

#### One of:

- Psychology 2030 - Methods and Statistics  
 Statistics 1770 - Introduction to Probability and Statistics

### e. Information Systems Certificate

**Note:** Admission to the Information Systems Certificate has been suspended, beginning May 1, 2013 (i.e. for the 2013/2014 academic year and thereafter, until further notice).

- Computer Science 1620 - Fundamentals of Programming I  
 Management 2030 - Introduction to Organizational Behaviour  
 Management 2060 - Introduction to Information Technology

Management 2100 - Introductory Accounting  
 Management 3061 - Information Systems and Management  
 Management 3821 - Visual Programming Applications  
 Management 3822 - Object-Oriented Programming for Web Applications  
 Management 3830 - Contemporary Database Applications  
 Management 4840 - Systems Analysis  
 Management 4841 - Systems Design

**f. International Management Certificate**

Management 3650 - Introduction to International Management

**Four of:**

Management 3070 - Introduction to Supply Chain Management  
 Management 3460 - Global Financial Management  
 Management 3552 - Sustainable Tourism  
 Management 3640 - Cross-Cultural Management Practices  
 Management 3660/Geography 3225 - Industrial Location and Globalization of Enterprise  
 Management 3670/Political Science 3170 - The Politics of Canadian Trade Policy  
 Management 3685 - Issues in International Management (Series)  
 Management 3815 - Regional Aspects of International Management (Series)  
 Management 3860 - Law and Institutions of International Trade  
 Management 4220 - Cross-Cultural Marketing  
 Management 4580 - Environmental Management  
 Management 4640 - Cross-Cultural Work Study

**Note:** *Students may take up to two Series courses to meet the "Four of" elective requirement: two offerings in the Management 3685 series; two offerings in the Management 3815 series; or one offering from each series.*

One language course (3.0 credit hours) in French, Japanese, or Spanish

International exchange requirement: 12.0 University of Lethbridge credit hours

Students participating in a European exchange must complete a minimum of courses equivalent to 24.0 credits under the European Credit Transfer Accumulation System (ECTS). Course credits completed at an international university may vary from the U of L credit system.

In certain cases, 3.0 credit hours from the exchange are taken at the University of Lethbridge and the language course is then taken on exchange.

The 12.0 credit hours on exchange count toward meeting the minimum residence requirement for the certificate (see **Section 9.f. p. 211**).

**g. Marketing Certificate**

Economics 1010 - Introduction to Microeconomics  
 Management 2020 - Marketing  
 Management 3210 - Consumer Behaviour  
 Management 3220 - Marketing Research  
 Management 4230 - Marketing Management  
 Statistics 1770 - Introduction to Probability and Statistics

**Four of:**

Management 3080 - Managerial Skill Development  
 Management 3230 - Retailing Management  
 Management 3240 - Sales Management  
 Management 3250 - Social Marketing  
 Management 3260 - Not-for-Profit Marketing  
 Management 3280 - Services Marketing Management  
 Management 3290 - Marketing and Society  
 Management 3806 - Small Business Management  
 Management 4210 - Advertising and Promotions  
 Management 4220 - Cross-Cultural Marketing

For complete information or to receive a brochure outlining the certificate program, please contact the Faculty of Management (M2060; tel. 403-329-2153).

**18. PROFESSIONAL DIPLOMA IN ACCOUNTING (PDA)/CHARTERED PROFESSIONAL ACCOUNTANT (CPA) BRIDGING**

The Faculty of Management offers a 10-course Professional Diploma in Accounting for students with an undergraduate degree seeking a Chartered Professional Accountant (CPA) designation or diploma in accounting.

Students can earn the PDA by completing the following 10 courses:

Management 3131 - Management Control Systems  
 Management 3160 - Auditing  
 Management 4110 - Advanced Financial Accounting  
 Management 4151 - Advanced Tax

**Six of:**

Management 2020 - Marketing  
 Management 3010 - Management Law  
 Management 3040 - Finance  
 Management 3061 - Information Systems and Management  
 Management 3100 - Intermediate Financial Accounting I  
 Management 3101 - Intermediate Financial Accounting II  
 Management 3130 - Cost Accounting  
 Management 3151 - Introduction to Tax  
 Management 3170 - Accounting Information Systems  
 Management 3180 - Financial Reporting in a Case-Based Environment  
 Management 3470 - Corporate Finance  
 Management 4090 - Management Policy and Strategy  
 Management 4130 - Advanced Managerial Accounting II  
 Management 4160 - Accounting Theory

**Minimum Grade Requirement**

A minimum grade of 'C-' is required in all Management courses to meet Professional Diploma in Accounting requirements. It is important to note that the CPA professional body has their own minimum grade requirements. For further information, please contact an academic advisor or professional body representative.

Students are responsible for ensuring they have the necessary prerequisites and corequisites for any courses in which they are registered, before they begin their program. Please consult with an Academic Advisor.