

Part II

FACULTY OF MANAGEMENT

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I. 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. 224)*

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. 229)*

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. 235)*

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 **p. 236**).

The Faculty of Management also offers a Bachelor of Management (B.Mgt.) as a second degree program (see **p. 233**).

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. 231**).

**Minor in Information Systems has been suspended (see p. 231)*

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. 215**).

Lethbridge Campus

Phone: 403-329-2153

Email: undergrad.management@uleth.ca

Calgary Campus

Phone: 403-571-3360

Email: calgary.campus@uleth.ca

Edmonton Campus

Phone: 780-424-0425

Email: 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:

- Authorized study at other universities.

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

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

4. ADMISSION

Applicants to Faculty of Management programs are advised to refer to **Part I - Admission** for general admission requirements, policies, and application deadlines.

a. Bachelor of Management

Enrolment in the Bachelor of Management (B.Mgt.) degree program is limited and fulfilment of the minimum admission requirements does not guarantee admission. The Faculty of Management reserves the right of selection of all applicants for admission and readmission based on admission average. In addition to the general admission requirements outlined in **Part I - Admission**, applicants to the B.Mgt. program must satisfactorily complete the following Alberta high school math course, University of Lethbridge's MATH 0500, or equivalent:

Major	Additional Admission Requirement
Quantitative Majors: Accounting, Economics, Finance	Mathematics 30-1
Non-Quantitative Majors: All other Management majors	One of: Mathematics 30-1 or Mathematics 30-2

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

Applicants may gain admission to the competitive Post-Diploma Bachelor of Management (20 course) degree program by completing an approved diploma in business administration or management no more than 8 years prior to admission, with a cumulative program grade point average (GPA) at or above the current admission cut-off and not less than 2.00 (on the U of L 4.00 scale). Admission is guaranteed to applicants who have completed an approved diploma with a GPA of 3.00 or higher (on the U of L 4.00 scale).

See www.uleth.ca/postdiploma for current information on diplomas approved for admission to the Post-Diploma Bachelor of Management (20 course) program. The Faculty of Management will consider diplomas not previously approved for admission on a case-by-case basis.

Note: Some students may be required to extend their programs beyond 20 courses, depending on the major chosen and the diploma completed. For details, see **Post-Diploma Program (20 course)** (p. 227).

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

Applicants may gain admission to the competitive Post-Diploma Bachelor of Management (25 course) degree program by completing an approved diploma no more than 8 years prior to admission, with a cumulative program grade point average (GPA) at or above the current admission cut-off and not less than 2.00 (on the U of L 4.00 scale). Admission is guaranteed to applicants who have completed an approved diploma with a GPA of 3.00 or higher (on the U of L 4.00 scale).

See www.uleth.ca/postdiploma for current information on diplomas approved for admission to the Post-Diploma Bachelor of Management (25 course) program. The Faculty of Management will consider diplomas not previously approved for admission on a case-by-case basis.

Applicants to the Post-Diploma Bachelor of Management (25 course) program will be admitted to the General

Management major. Applicants may choose a different major after admission by contacting an Academic Advisor. Additional courses will be required for the new major (see p. 226 for details).

d. Bachelor of Management as a Second Degree

The Bachelor of Management (B.Mgt.) as a Second Degree program in the Faculty of Management is available to applicants who have completed an approved undergraduate degree in a field other than management or an equivalent, and have a minimum grade point average of 2.00 (on the U of L 4.00 scale) on the last 20 graded university-level semester courses (60.0 credit hours). An approved degree is a baccalaureate degree requiring a minimum of 30 courses (90.0 credit hours), or its academic equivalent, from a recognized degree-granting institution.

International applicants who possess a management-related degree from a recognized institution will be considered for admission on a case-by-case basis and are not admissible without the prior approval of the Faculty of Management. The decision of the Faculty will be final.

e. Certificate Program in Management

Admission to this program is possible through four admission routes (see **Part I - 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 **Part I - Admission, 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.

- I. Certificates in Finance, Human Resource Management and Labour Relations, and Marketing
In addition to the General Admission requirements outlined in **Part I - Admission**, applicants to the Certificates program in Finance, Human Resource Management and Labour Relations, or Marketing must satisfactorily complete:

Alberta's Mathematics 30-1 or Mathematics 30-2, U of L's Mathematics 0500, or equivalent

Applicants with a management-related college diploma or previous undergraduate degree are considered to have met this requirement.

Courses for the Certificate program in Management are listed in **Certificate Programs (p. 233)**.

f. Professional Diploma in Accounting (PDA)/ Chartered Professional Accountant (CPA) Bridging

The Professional Diploma in Accounting (PDA) program is available to applicants who have completed an approved undergraduate degree and have a minimum grade point average of 2.00 (on the U of L 4.00 scale) on the last 20 graded university-level courses (60.0 credit hours).

Note: Some courses required in the PDA program have prerequisite, corequisite and/or recommended background requirements. Students who do not have this background upon admission may be required to complete more than 10 courses to meet the requirements of this program. Please contact an Academic Advisor before applying for admission to discuss your specific program requirements.

- g. **Bachelor of Management/Bachelor of Education**
See **Part 13 – Combined Degrees (p. 274)**.
- h. **Bachelor of Arts or Bachelor of Science/Bachelor of Management**
See **Part 13 – Combined Degrees (p. 277)**.
- i. **Post-Diploma Bachelor of Management/Bachelor of Education**
See **Part 13 – Combined Degrees (p. 299)**.
- j. **Bachelor of Fine Arts - New Media/Bachelor of Management**
See **Part 13 – Combined Degrees (p. 301)**.
- k. **Bachelor of Health Sciences/Bachelor of Management**
See **Part 13 – Combined Degrees (p. 304)**.
- l. **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 study in the Faculty of Management upon application to the University and the Faculty prior to the published deadline (see **Part 1 - Admission, 2016/2017 Undergraduate Application and Document Deadlines, p. 29**).

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 current admission requirements.
2. Any student who has been absent for more than two years or who takes transferable post-secondary courses during an absence must meet current admission requirements.

m. Readmission after Required Withdrawal

Students dismissed for academic reasons may be granted readmission after the lapse of one year. Applicants for readmission after required withdrawal will complete no less than eight transferable courses (24.0 credit hours) with an overall GPA of 2.00 or higher on the University of Lethbridge 4.00 GPA scale, after being required to withdraw, to be eligible for readmission. Students required to withdraw twice are not usually eligible for readmission.

Tabula Rasa will be granted to all first-degree University of Lethbridge students registered in a degree program offered by the Faculty of Management upon readmission after required withdrawal for unsatisfactory academic performance.

Tabula Rasa will be granted only once, upon readmission after the first required withdrawal. Credit is retained for all previous courses completed with a grade of 'C-' or above, or 'P', or 'Cr', up to the following limits (includes transfer credit):

Single Degree (60.0 credit hours)	
B.Mgt.	20 ungraded courses
Combined Degree (45.0 credit hours)	
B.Mgt.,B.Ed.	15 ungraded courses
Combined Degrees (30.0 credit hours)	
other	10 ungraded courses
Post-Diploma (15.0 credit hours)	
B.Mgt.	5 ungraded courses

Although credit is retained, the grades for these courses are not calculated in the GPA. Students readmitted after required withdrawal are readmitted on condition of academic probation and are limited to registration in a maximum of four courses (12.0 credit hours).

n. 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.

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 or 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. 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 University of Lethbridge 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. Any TWO of the following: Management 3980 - Applied Studies, Management 3990 - Independent Study, Management 4640 - Cross-Cultural Work Study, Management 4980 - Applied Studies, or Management 4990 - Independent Study

Note: For information on international exchanges, see the International Programs website: 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 in 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, Honours Thesis Designation, (p. 73)** 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; website: 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, as well as 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 below. Students are therefore encouraged to contact the Faculty of Management Co-operative Education Office as early as possible in their programs. Students are recommended to complete a minimum of 10 courses (30.0 credit hours) prior to beginning their first work term.

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.

a. Admission

Faculty of Management students seeking admission to the Co-operative Education program must meet the following eligibility requirements:

- Obtain a minimum cumulative GPA of 2.70, or 70% for direct entry from high school.
- Students who have applied to graduate are no longer eligible to apply for Co-op positions.
- Submit an application to the Management Co-operative Education program online: www.uleth.ca/management/co-op-apply-now. The application includes submission of a resume, transcripts and current registration.
- Attend BOTH an intake appointment AND the Co-op Essentials for Success Workshop (Part I & 2).

It is recommended that students develop an experiential portfolio consisting of previous employment, volunteer experience and extracurricular activities in order to enhance their success in the Co-op program.

b. Work Term Requirements

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:

- 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 - Academic Regulations, Academic Regulations, p. 70**). Where approval is granted by the Coordinator of Co-operative Education and the Director of Undergraduate Programs, 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).

c. 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 required to withdraw for academic reasons must wait a minimum of 12 months from the date of the required withdrawal to reapply. The Faculty of Management does not guarantee that students who have been Required to Withdraw will be readmitted. Upon readmission, a student is admitted on condition of academic probation.

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, Maximum Credit Hours, p. 56**). Students may accelerate their programs by carrying heavier study loads or by attending summer sessions (see **Summer Session chart, p. 57**). 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 - Course Catalogue, Prerequisite(s), Corequisite(s), Recommended Background, and Other Registration Restrictions, p. 310** and **Part 4 - Academic Regulations, Waiver of Prerequisite/ Corequisite, p. 73**).

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 - Academic Regulations, Exceeding Course Limits, p. 72**), 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 - Academic Regulations, Exceeding Course Limits, p. 72**).

New Media/B.Mgt. (**p. 301**), B.H.Sc./B.Mgt. (**p. 304**), and Professional Diploma in Accounting (**p. 236**).

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 ¹ taken at the U of L
Post-Diploma B.Mgt.	GPA calculated on the last 20 courses ¹ taken at the U of L
B.Mgt. (second degree)	GPA calculated on the last 20 courses ¹ 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 ² , 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.

9. GRADUATION

a. Minimum Grade Requirement

Students must meet the minimum grade requirement specified for their program—see Bachelor of Management (**p. 220**), Post-Diploma Bachelor of Management (**p. 226**), Certificate Programs (**p. 233**), B.A./B.Mgt. or B.Sc./B.Mgt. (**p. 277**), B.Mgt./B.Ed. (**p. 274**), Post-Diploma B.Mgt./B.Ed. (**p. 299**), B.F.A. -

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 towards a Management Certificate.

Professional Diploma in Accounting

5 courses towards the Professional Diploma in Accounting.

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, General Liberal Education Requirement (p. 85)**.

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 **How Graduation GPA is Calculated (p. 219)** for information on how the graduation GPA is calculated.

11. BACHELOR OF MANAGEMENT (B.Mgt.)

The Bachelor of Management program is available with 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. 224)

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

I. 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 1010 - Introduction to Calculus
 Mathematics 1410 - Elementary Linear Algebra
 Mathematics 1510 - Calculus for Management and Social Sciences

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. 87) 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 - Academic Regulations, General Liberal Education Requirement, p. 86**)

Four electives offered by any Faculty, any level

Note: Refer to **Residence Requirement (p. 220)** for the Accounting residence requirement.

Suggested Sequencing Plan

See www.uleth.ca/ross/sequencing-plans/acct_bmgmt for a suggested sequencing plan for the Accounting major in the Bachelor of Management program.

2. Computer Science

*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 3660 - Introduction to Database Systems
 *Computer Science 3720 - Introduction to Software Engineering
 *Computer Science 3740 - Programming Languages
 *Computer Science 3780 - Data Communications and Networking
 *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 3920 - Project Management
 Mathematics 2000 - Mathematical Concepts

Three Fine Arts and Humanities courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4 - Academic Regulations, General Liberal Education Requirement, p. 86**)

One Social Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4 - Academic Regulations, General Liberal Education Requirement, p. 86**)

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_bmgmt 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 1010 - Introduction to Calculus
 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. 87) 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 - Academic Regulations, General Liberal Education Requirement, p. 86**)

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_bmgmt for a suggested sequencing plan for the Economics major in the Bachelor of Management program.

4. Finance

Economics 3030 - Managerial Economics
Mathematics 1510 - Calculus for Management and Social Sciences

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:

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. 87) 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 - Academic Regulations, General Liberal Education Requirement, p. 86**)

Four electives offered by any Faculty, any level

Suggested Sequencing Plan

See www.uleth.ca/ross/sequencing-plans/fin_bmgmt 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 I - 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

¹*Native American Studies 4700 - The Métis

*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
 - ¹*Native American Studies 3550 - U.S. Indian Policy
 - *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
- ¹*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: 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 - Academic Regulations, General Liberal Education Requirement, p. 86**)

One Social Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4 - Academic Regulations, General Liberal Education Requirement, p. 86**)

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_bmgmt 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 - Academic Regulations, General Liberal Education Requirement, p. 86**)

Two Science courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4 - Academic Regulations, General Liberal Education Requirement, p. 86**)

One Social Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4 - Academic Regulations, General Liberal Education Requirement, p. 86**)

Three electives offered by any faculty, any level

Suggested Sequencing Plan

See www.uleth.ca/ross/sequencing-plans/gen_bmgmt 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 - Academic Regulations, General Liberal Education Requirement, p. 86**)

One Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4 - Academic Regulations, General Liberal Education Requirement, p. 86**)

One Social Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4 - Academic Regulations, General Liberal Education Requirement, p. 86**)

Three electives offered by any Faculty, any level

Suggested Sequencing Plan

See www.uleth.ca/ross/sequencing-plans/hr_bmgt 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. 87) 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 - Academic Regulations, General Liberal Education Requirement, p. 86**)

Four electives offered by any Faculty, any level

Suggested Sequencing Plan

See www.uleth.ca/ross/sequencing-plans/is_bmgt 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 - Academic Regulations, General Liberal Education Requirement, p. 86**)

One Social Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4 - Academic Regulations, General Liberal Education Requirement, p. 86**)

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 University of Lethbridge credit system.

Suggested Sequencing Plan

See www.uleth.ca/ross/sequencing-plans/intl_mgt_bmgt 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 3215 - Introduction to Marketing Communications and Social Media
- Management 3220 - Marketing Research
- Management 4230 - Marketing Management
- Psychology 1000 - Basic Concepts of Psychology
- Sociology 1000 - Introduction to Sociology

One of:

- Psychology 2320 - Cognition and Perception: Thinking and Seeing
- Psychology 2330 - Learning and Cognition
- Psychology 2700 - Behaviour and Evolution
- Psychology 2800 - Social Psychology
- Sociology 2300 - Committing Sociology
- Sociology 2410 - Sociology of Gender
- Sociology 2600 - The Individual and Society
- Sociology 2700/Health Sciences 2700 - Health and Society
- Sociology 3220 - Contemporary Sociological Theory

Sociology 3420 - Sociology of Work

One of:

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

Four of*:

- Management 3205 - Sports Marketing
- Management 3225 - Brand Management
- 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 3862 - E-commerce Management
- Management 4215 - Advanced Marketing Communications and Social Media
- Management 4220 - Cross-Cultural Marketing

Five 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 - Academic Regulations, General Liberal Education Requirement, p. 86**)

Two electives offered by any Faculty, any level

**If students wish to further specialize within the field of Marketing, they may choose a concentration in Marketing Communications or Socially Responsible Marketing. Concentrations are not required. Students who choose a concentration will replace the "Four of" requirement above with the courses in the chosen concentration, listed below.*

Marketing Communications Concentration

- Management 3862 - E-commerce Management
- Management 4215 - Advanced Marketing Communications and Social Media

Two of:

- Management 3225 - Brand Management
- Management 3980 - Applied Studies (with a marketing communications focus)
- Management 3990 - Independent Study (with a marketing communications focus)
- ¹ New Media 2005 - Design Fundamentals for New Media
- ¹ New Media 2010 - Visual Communications for New Media
- New Media 3250 - Media, Advertising, and Consumer Culture
- New Media 3700 - Event and Exhibition Design

OR

Socially Responsible Marketing Concentration

Two of:

- ² Management 3250 - Social Marketing
- ² Management 3260 - Not-for-Profit Marketing
- ² Management 3290 - Marketing and Society

Two of:

- ² Management 3250 - Social Marketing
- ² Management 3260 - Not-for-Profit Marketing
- ² Management 3290 - Marketing and Society
- Management 3552 - Sustainable Tourism
- Management 3710 - Managing Not-for-Profit Organizations

- Management 3980 - Applied Studies (with a not-for-profit organization)
- Management 4580 - Environmental Management
- ³ Management 4640 - Cross-Cultural Work Study
- New Media 3250 - Media, Advertising, and Consumer Culture

¹ Students should be aware that these courses have prerequisites which may require taking courses extra to their minimum degree requirements. Students are strongly advised to discuss their program with an Academic Advisor early in their program.

² Students cannot use Management 3250, Management 3260, and Management 3290 to fulfill requirements from both "Two of:" lists.

³ The work study placement must have a primary focus on social responsibility, social marketing, or it must be housed within a non-for-profit organization in order to receive credit for the Socially Responsible Marketing Concentration.

Suggested Sequencing Plan

See www.uleth.ca/ross/sequencing-plans/mkt_bmg for a suggested sequencing plan for the Marketing major in the Bachelor of Management program.

II. 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 - Academic Regulations, General Liberal Education Requirement, p. 86**)

Two Science courses chosen to ensure completion of the General Liberal Education Requirement (see **Part 4 - Academic Regulations, General Liberal Education Requirement, p. 86**)

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_bmg 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 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, General Liberal Education Requirement, p. 86**.

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, General Liberal Education Requirement, p. 86)

Two electives chosen from any list of the General Liberal Education Requirement (see Part 4, General Liberal Education Requirement, p. 86)

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 Program (25 course). If students choose a different Management major, they may be required to extend their programs beyond 25 courses (see Bachelor of Management (B.Mgt.), p. 220, 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 International Management, p. 229).

Suggested Sequencing Plan

See www.uleth.ca/ross/sequencing-plans/gen_pd_25_bmgt 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, General Liberal Education Requirement, p. 86**. 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 **Co-operative Education Studies, p. 217**).

*Major in Information Systems for the Post-Diploma B.Mgt. has been suspended (see p. 229)

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

I. Accounting

Economics 3030 - Managerial Economics
Management 3131 - Management Control Systems
Management 3151 - Introduction to Tax
Management 3160 - Auditing

Management 3180 - Financial Reporting in a Case-Based Environment
Management 4110 - Advanced Financial Accounting
Management 4160 - Accounting Theory

One 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 1010 - Introduction to Calculus
Mathematics 1410 - Elementary Linear Algebra
Mathematics 1510 - Calculus for Management and Social Sciences

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 - Academic Regulations, General Liberal Education Requirement, p. 86**)

Note: Refer to **Residence Requirement (p. 220)** for the Accounting residence requirement.

Suggested Sequencing Plan

See www.uleth.ca/ross/sequencing-plans/acct_pd_bmgt for a suggested sequencing plan for the Accounting major in the Post-Diploma Bachelor of Management program.

2. Finance

Economics 3030 - Managerial Economics
Mathematics 1510 - Calculus for Management and Social Sciences

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:

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 - Academic Regulations, General Liberal Education Requirement, p. 86**)

Suggested Sequencing Plan

See www.uleth.ca/ross/sequencing-plans/fin_pd_bmgmt 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
- ¹*Native American Studies 4700 - The Métis
- *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
- ¹*Native American Studies 3550 - U.S. Indian Policy
- *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
- ¹*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: 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 - Academic Regulations, General Liberal Education Requirement, p. 86**)

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_bmgmt 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 - Academic Regulations, General Liberal Education Requirement, p. 86**)

One Social Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4 - Academic Regulations, General Liberal Education Requirement, p. 86**)

Two electives chosen from any list of the General Liberal Education Requirement (see **Part 4 - Academic Regulations, General Liberal Education Requirement, p. 86**)

Suggested Sequencing Plan

See www.uleth.ca/ross/sequencing-plans/gen_pd_bmgmt 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 - Academic Regulations, General Liberal Education Requirement, p. 86**)

One Social Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4 - Academic Regulations, General Liberal Education Requirement, p. 86**)

One elective chosen from any list of the General Liberal Education Requirement (see **Part 4 - Academic Regulations, General Liberal Education Requirement, p. 86**)

Suggested Sequencing Plan

See www.uleth.ca/ross/sequencing-plans/hr_pd_bmgmt 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 - Academic Regulations, General Liberal Education Requirement, p. 86**)

One Social Science course chosen to ensure completion of the General Liberal Education Requirement (see **Part 4 - Academic Regulations, General Liberal Education Requirement, p. 86**)

Suggested Sequencing Plan

See 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 - Academic Regulations, General Liberal Education Requirement, p. 73**)

One elective chosen from any list of the General Liberal Education Requirement (see **Part 4 - Academic Regulations, General Liberal Education Requirement, p. 86**)

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).

- 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 University of Lethbridge credit system.

Suggested Sequencing Plan

See www.uleth.ca/ross/sequencing-plans/intl_mgt_pd_bmgt 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 3215 - Introduction to Marketing Communications and Social Media
Management 3220 - Marketing Research
Management 4230 - Marketing Management
Psychology 1000 - Basic Concepts of Psychology
Sociology 1000 - Introduction to Sociology

Two of:*

Management 3205 - Sports Marketing
Management 3225 - Brand Management
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 3862 - E-commerce Management
Management 4215 - Advanced Marketing Communications and Social Media
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 - Academic Regulations, General Liberal Education Requirement, p. 86**)

**If students wish to further specialize within the field of Marketing, they may choose a concentration in Marketing Communications or Socially Responsible Marketing. Concentrations are not required. Students who choose a concentration will replace the ‘Two of’ requirement above with the courses in the chosen concentration, listed below. Note that completing a concentration may require a student to complete extra courses.*

Marketing Communications Concentration

Management 3862 - E-commerce Management
Management 4215 - Advanced Marketing Communications and Social Media

Two of:

Management 3225 - Brand Management
Management 3980 - Applied Studies (with a marketing communications focus)
Management 3990 - Independent Study (with a marketing communications focus)
¹ New Media 2005 - Design Fundamentals for New Media
¹ New Media 2010 - Visual Communications for New Media
New Media 3250 - Media, Advertising, and Consumer Culture
New Media 3700 - Event and Exhibition Design

OR

Socially Responsible Marketing Concentration

Two of:

- ² Management 3250 - Social Marketing
- ² Management 3260 - Not-for-Profit Marketing
- ² Management 3290 - Marketing and Society

Two of:

- ² Management 3250 - Social Marketing
- ² Management 3260 - Not-for-Profit Marketing
- ² Management 3290 - Marketing and Society
- Management 3552 - Sustainable Tourism
- Management 3710 - Managing Not-for-Profit Organizations
- Management 3980 - Applied Studies (with a not-for-profit organization)
- Management 4580 - Environmental Management
- ³ Management 4640 - Cross-Cultural Work Study
- New Media 3250 - Media, Advertising, and Consumer Culture

¹ Students should be aware that these courses have prerequisites which may require taking courses extra to their minimum degree requirements. Students are strongly advised to discuss their program with an Academic Advisor early in their program.

² Students cannot use Management 3250, Management 3260, and Management 3290 to fulfill requirements from both "Two of:" lists.

³ The work study placement must have a primary focus on social responsibility, social marketing, or it must be housed within a non-for-profit organization in order to receive credit for the Socially Responsible Marketing Concentration.

Suggested Sequencing Plan

See 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

¹ Management 4640 - Cross-Cultural Work Study

¹ 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 University of Lethbridge 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

¹ New Media 3520 - Web Design and Development

¹ 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

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. Students who change to another major after admission will need to have their program reassessed and may be required to complete additional courses for the new major. 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. 235)

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

¹ 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
² 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 University of Lethbridge 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 **Residence Requirement, p. 220**).

g. Marketing Certificate

Economics 1010 - Introduction to Microeconomics
Management 2020 - Marketing
Management 3210 - Consumer Behaviour
Management 3215 - Introduction to Marketing Communications and Social Media
Management 3220 - Marketing Research
Management 4230 - Marketing Management
Statistics 1770 - Introduction to Probability and Statistics

Three of*:

Management 3080 - Managerial Skill Development
Management 3205 - Sports Marketing
Management 3225 - Brand Management
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 3862 - E-commerce Management
Management 4215 - Advanced Marketing Communications and Social Media
Management 4220 - Cross-Cultural Marketing

**If students wish to further specialize within the field of Marketing, they may choose a concentration in Marketing Communications or Socially Responsible Marketing. Concentrations are not required. Students who choose a concentration will replace the 'Three of' requirement above with the courses in the chosen concentration, listed below. Note that completing a concentration may require a student to complete extra courses.*

Marketing Communications Concentration

Management 3862 - E-commerce Management
Management 4215 - Advanced Marketing Communications and Social Media

Two of:

Management 3225 - Brand Management
Management 3980 - Applied Studies (with a marketing communications focus)
Management 3990 - Independent Study (with a marketing communications focus)
¹ New Media 2005 - Design Fundamentals for New Media
¹ New Media 2010 - Visual Communications for New Media
New Media 3250 - Media, Advertising, and Consumer Culture
New Media 3700 - Event and Exhibition Design

OR

Socially Responsible Marketing Concentration

Two of:

² Management 3250 - Social Marketing
² Management 3260 - Not-for-Profit Marketing
² Management 3290 - Marketing and Society

Two of:

² Management 3250 - Social Marketing
² Management 3260 - Not-for-Profit Marketing
² Management 3290 - Marketing and Society
Management 3552 - Sustainable Tourism
Management 3710 - Managing Not-for-Profit Organizations
Management 3980 - Applied Studies (with a not-for-profit organization)
Management 4580 - Environmental Management

³ Management 4640 - Cross-Cultural Work Study
New Media 3250 - Media, Advertising, and Consumer Culture

¹ Students should be aware that these courses have prerequisites which may require taking courses extra to their minimum degree requirements. Students are strongly advised to discuss their program with an Academic Advisor early in their program.

² Students cannot use Management 3250, Management 3260, and Management 3290 to fulfill requirements from both "Two of:" lists.

³ The work study placement must have a primary focus on social responsibility, social marketing, or it must be housed within a non-for-profit organization in order to receive credit for the Socially Responsible Marketing Concentration.

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

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

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

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.

Please contact an Academic Advisor before applying to this program for information on course sequencing and possible waivers for equivalent courses already taken. The Professional Diploma in Accounting is composed of 10 required courses designed to provide a suitable combination of breadth and depth of knowledge in accounting. Some courses have prerequisite, corequisite and/or recommended background requirements that are above and beyond the 10 courses in the program. Completion of this program may take more than one year of study. Students are responsible for ensuring they have these necessary requirements. Please contact an Academic Advisor before applying to this program to discuss your specific program requirements.

