

BUSINESS AND ADMINISTRATION (BUS)

Updated Jan. 27, 2013

Note: Business and Administration is the new name of the former Administrative Studies program. The department/program code BUS for Business and Administration replaces the former codes 81 and AS. Students cannot hold credit in BUS-xxxx and AS-xxxx or the former 81.xxxx having the same course number (e.g., BUS-1201 (3) and AS-1201 (3) or 81.1201 (3)).

Chair: Associate Professor Karen Harlos; Professor: S. Singh; Associate Professor: J. Chen, D. Duval, M. Liu; Assistant Professors: K. Breward, M. Breward, F. DiMuro, I. Kyei-Poku, B. Silvestre, J. Yoo; Instructors: R. Harms, J. Melnyk, G. O'Farrell.

<http://busandadmin.uwinnipeg.ca>

DEGREES/PROGRAMS OFFERED

3- Year BBA

4- Year BBA

4- Year BBA – Economics and Finance – refer to the “Economics and Finance” section of the Course Calendar Joint Program with Red River College

Science with a Business Stream - refer to the “Science with a Business Stream” section of the Course Calendar and specific Science Departments’ course calendar entries, as appropriate.

INTRODUCTION

The Bachelor of Business Administration degree offered through the Department of Business and Administration is designed for students who wish to pursue a career in business, or in the public or non-profit sectors. Our aim is to graduate socially and ethically responsible students capable of succeeding in a rapidly changing world.

The 3-year BBA is an excellent complement to a degree in another field, and is intended to be readily accessible as a part of a double degree program upon completion of additional coursework.

The 4-year BBA prepares students for managerial work and also for further study in business administration such as an MBA or other graduate degree program.

In addition to the above, the joint program with Red River College offers the opportunity to obtain both a Bachelor of Business Administration degree and a Business Administration Diploma in less time than it would normally take to obtain the two qualifications, by allowing credit for work completed at the alternate institution.

REQUIREMENTS FOR A 3-YEAR BBA

ADMISSION REQUIREMENT	Admission to The University of Winnipeg with credit for Pre-calculus or Applied Mathematics 40S
GRADUATION REQUIREMENT	90 credit hours
RESIDENCE REQUIREMENT	
Degree:	Minimum 30 credit hours
Major	Minimum 18 credit hours in BUS-#### courses
GENERAL DEGREE REQUIREMENT	
Humanities:	12 credit hours in Humanities
Science:	6 credit hours in Science
Writing:	Minimum 3 credit hours of Academic Writing
Maximum Introductory Courses:	Students may use a maximum of 42 credit hours at the 1000 level. Of these, a maximum of 6 credit hours may be below the 1000 level.
Distribution:	Minimum three (3) credit hours from each of five (5) different subjects.
3-YEAR BBA REQUIREMENT	36 credit hours
Required courses:	33 credit hours of core courses:
BUS-1201 (3)	Introduction to Business I
BUS-1202 (3)	Introduction to Business II
BUS-2002 (3)	Fundamentals of Financial Accounting
OR	
BUS-2010 (3)	Fundamentals of Financial Management and Administration

BUS-2103 (3)	Fundamentals of Organizational Behaviour
BUS-2210 (3)	Fundamentals of Marketing
BUS-2440 (3)	Fundamentals of Human Resource Management
BUS-2501 (3)	Fundamentals of Production and Operational Management
ACS-1803 (3)	Introduction to Information Systems
ECON-1102 (3)	Introduction to Economics: Micro
ECON-1103 (3)	Introduction to Economics: Macro
POL-2320 (3)	Government-Business Relations in Canada,

Corporate Social Responsibility Requirement:

Select one of the following courses:

BUS-3110 (3)	Ethics in Management
BUS-3255 (3)	Social Enterprise: From Theory to Practice
IDS-3101 (3)	Development Ethics
PHIL-2201 (6)	Moral Philosophy
PHIL-2233 (3)	Environmental Ethics

Additional Business Requirement: Minimum 3 credit hours of Business courses at the 3000 level or above (i.e. BUS-3###).

BUS-3110 (3) or BUS-3255 (3) can be used to fulfill both the Corporate Social Responsibility and the Additional Business Requirement.

Double Degree:

Full 3-year BBA degree requirements as above and specified number of credit hours in other degree program.
Courses eligible for both programs may be counted towards both degrees.
Please note that additional credit hours will need to be completed to receive two degrees.

Combined Major:

Minimum 48 credit hours from two (2) different majors with not less than 18 credit hours from each major subject. For the Business and Administration component, the following 18 credit hours are required at a minimum.

Students will be granted one degree (e.g., BBA, BA, or BSc) that reflects the degree program in which the majority of credit hours have been completed. The transcript will indicate the two departments that comprise the combined major.

Prescribed Courses:	BUS-1201 (3)	Introduction to Business I
	BUS-1202 (3)	Introduction to Business II
	BUS-2002 (3)	Fundamentals of Financial Accounting
	OR	
	BUS-2010 (3)	Fundamentals of Financial Management and Administration
	BUS-2210 (3)	Fundamentals of Marketing
	BUS-2440 (3)	Fundamentals of Human Resource Management
	OR	
	BUS-2103 (3)	Fundamentals of Organizational Behaviour
	BUS-2501 (3)	Fundamentals of Production and Operational Management

REQUIREMENTS FOR A 4-YEAR BBA General Stream

ADMISSION REQUIREMENT

Minimum 30 credit hours completed.
Consultation with an Advisor from Business and Administration.

GRADUATION REQUIREMENT

120 credit hours

RESIDENCE REQUIREMENT

Degree:	Minimum 60 credit hours
Major:	Minimum 30 credit hours in BUS-#### courses

GENERAL DEGREE REQUIREMENT

Humanities:	12 credit hours in Humanities
Science:	6 credit hours in Science
Social Science:	12 credit hours in Social Science
Writing:	Minimum 3 credit hours of Academic Writing
Maximum Introductory Courses:	Students may use a maximum of 42 credit hours at the 1000 level. Of these a maximum of 6 credit hours may be below the 1000 level.
Distribution:	Minimum three (3) credit hours from each of five (5) different subjects.

4-YEAR BBA GENERAL STREAM REQUIREMENT

57 credit hours

Required courses: 33 credit hours of core courses (21 credit hours in BUS-#### courses, 12 in cognates)

BUS-1201 (3) Introduction to Business I
BUS-1202 (3) Introduction to Business II

BUS-2002 (3) Fundamentals of Financial Accounting
OR
BUS-2010 (3) Fundamentals of Financial Management and Administration

BUS-2103 (3) Fundamentals of Organizational Behaviour
BUS-2210 (3) Fundamentals of Marketing
BUS-2440 (3) Fundamentals of Human Resource Management
BUS-2501 (3) Fundamentals of Production and Operational Management
ACS-1803 (3) Introduction to Information Systems
ECON-1102 (3) Introduction to Economics: Micro
ECON-1103 (3) Introduction to Economics: Macro
POL-2320 (3) Government-Business Relations in Canada

Corporate Social Responsibility Requirement:

Select one of the following courses:
BUS-3110 (3) Ethics in Management
BUS-3255 (3) Social Enterprise: From Theory to Practice
IDS-3101 (3) Development Ethics
PHIL-2201 (6) Moral Philosophy
PHIL-2233 (3) Environmental Ethics

Additional Business Requirements: 24 credit hours of additional Business and Administration courses (i.e., BUS-####) all of which must be at the 2000 level or above, including:
 a minimum of 15 credit hours at the 3000 level or above
 and of those, a minimum of 6 credit hours at the 4000 level are required.

BUS-3110 (3) or BUS-3255 (3) can be used towards fulfilling both the Corporate Social Responsibility and the Additional Business Requirements

The former BUS 3440 and the former BUS 3450 will be considered as BUS 4440 and BUS 4450 respectively for the purpose of fulfilling the 4000 level credit hours requirement within the 4-Year BBA.

Maximum BUS Courses: Maximum 78 credit hours of Business and Administration courses (BUS-####) may be used towards the degree.

REQUIREMENTS FOR A 4-YEAR BBA Concentration Stream

ADMISSION REQUIREMENT Minimum 30 credit hours completed.
 Consultation with an Advisor from Business and Administration

GRADUATION REQUIREMENT 120 credit hours

RESIDENCE REQUIREMENT
 Degree: Minimum 60 credit hours
 Major: Minimum 30 credit hours in BUS-#### courses

GENERAL DEGREE REQUIREMENT
 Humanities: 12 credit hours in Humanities
 Science: 6 credit hours in Science
 Social Science: 12 credit hours in Social Science
 Writing: Minimum 3 credit hours of Academic Writing
 Maximum Introductory Courses: Students may use a maximum of 42 credit hours at the 1000 level. Of these a maximum of 6 credit hours may be below the 1000 level.
 Distribution: Minimum three (3) credit hours from each of five (5) different subjects.

4-YEAR BBA WITH CONCENTRATION STREAM REQUIREMENT
 66 credit hours

Required courses: 33 credit hours of core courses (21 credit hours in BUS-#### courses, 12 in cognates)

BUS-1201 (3) Introduction to Business I
BUS-1202 (3) Introduction to Business II

BUS-2002 (3) Fundamentals of Financial Accounting
OR
BUS-2010 (3) Fundamentals of Financial Management and Administration

BUS-2103 (3)	Fundamentals of Organizational Behaviour
BUS-2210 (3)	Fundamentals of Marketing
BUS-2440 (3)	Fundamentals of Human Resource Management
BUS-2501 (3)	Fundamentals of Production and Operational Management
ACS-1803 (3)	Introduction to Information Systems
ECON-1102 (3)	Introduction to Economics: Micro
ECON-1103 (3)	Introduction to Economics: Macro
POL-2320 (3)	Government-Business Relations in Canada

Corporate Social Responsibility Requirement:

Select one of the following courses:

BUS-3110 (3)	Ethics in Management
BUS-3255 (3)	Social Enterprise: From Theory to Practice
IDS-3101 (3)	Development Ethics
PHIL-2201 (6)	Moral Philosophy
PHIL-2233 (3)	Environmental Ethics

Concentration Area Requirements: Minimum 12 credit hours in the chosen concentration;
of which a minimum of 9 credit hours are Business and Administration courses
(i.e., BUS-####)
and of those, a minimum 3 credit hours at the 4000 level are required

Please note that BUS-2002 (3) Fundamentals of Financial Accounting and BUS-2003 (3) Managerial Accounting are pre-requisites for advanced courses in the Accounting concentration. Students may declare up to two concentrations. The same course cannot be used to fulfill the requirements of two concentrations, unique courses in each concentration must be chosen.

Additional Business Requirements: Minimum 21 credit hours of Business and Administration courses (i.e., BUS-####) all of which must be at the 2000 level or above, in addition to those counted towards the specific concentration, including
a minimum of 12 credit hours at the 3000 level or above
and of those, a minimum of 3 credit hours at the 4000 level are required.

For students completing a second concentration, they may simply subtract the credit hours in the second concentration from these 21 credit hours (i.e., they would be completing: 12 credit hours in the first concentration following the specifications noted in the Concentration Area Requirements above, 12 credit hours in the second concentration (also adhering to the same specifications as the first concentration) and 9 credit hours of additional Business and Administration courses, all of which must be at the 2000 level or above.)

BUS-3110 (3) or BUS-3255 (3) can be used towards fulfilling both the Corporate Social Responsibility and the Additional Business Requirements

The former BUS 3440 and the former BUS 3450 will be considered as BUS 4440 and BUS 4450 respectively for the purpose of fulfilling the 4000 level credit hours requirement within the 4-Year BBA.

Maximum BUS Courses: Maximum 78 credit hours in Business and Administration courses (i.e. BUS-####) may be used towards the degree.

See next page for Concentration Areas

CONCENTRATION AREAS

Accounting

BUS-3003 (3) Cost Accounting
BUS-3102 (3) Intermediate Accounting – Assets
BUS-3103 (3) Intermediate Accounting – Equities
BUS-3120 (3) Canadian Taxation
BUS-3550 (3) Auditing
BUS-4002 (3) Advanced Financial Accounting
BUS-4005 (3) Accounting Theory & Contemporary Issues*
BUS-4050 (3) Advanced Management Accounting*

Marketing

BUS-3230 (3) Advertising
BUS-3240 (3) Consumer Behaviour
BUS-3260 (3) Retail Management
BUS-3271 (3) Marketing Research
BUS-4245 (3) Consumer Decision-Making: A Marketing Perspective
BUS-4540 (3) International Marketing
ACS-3907 (3) eCommerce*

International Business

BUS-3500 (3) International Management
BUS-4220 (3) International Business
BUS-4940 (3) Emerging Markets and Business Practices
ECON-3301 (3) International Trade
ECON-3302 (3) International Finance
IDS/ANTH -3160 (3) Cultural Perspectives on Global Processes*

Human Resource Management & Organizational Behaviour

BUS-3321(3) Gender and Organizations
BUS 3410 (3) Compensation and Benefits
BUS 3420 (3) Recruitment and Selection
BUS 3460 (3) Leadership and Fairness in Complex Organizations*
BUS 4440 (3) Contemporary Human Resource Issues**
BUS 4450 (3) Motivation, Teams and Power in Organizations**
CRS-3240 (3) Workplace Conflict Resolution*
PSYC-3450 (3) Organizational Leadership and Decision Making*
SOC-2204 (3) Occupations and Professions*

* Courses may not be offered every academic year. Please consult with the relevant Department for planned course offerings.

**The former BUS 3440 and the former BUS 3450 will be considered as BUS 4440 and BUS 4450 respectively for the purpose of fulfilling the 4000 level credit hours requirement within the 4-Year BBA.

Note: Please consult the department for other relevant courses.

REQUIREMENTS FOR THE JOINT UNIVERSITY OF WINNIPEG/RED RIVER COLLEGE PROGRAM

In addition to the regular degree/programs offered, the University of Winnipeg and Red River College (RRC) have a cooperative agreement for a program of studies designed to afford students the opportunity to obtain both a degree (Bachelor of Business Administration) and a diploma (Business Administration Diploma) in less time than it would normally take to obtain the two qualifications, by allowing credit for work completed at the alternate institution. There are two options available.

Option A:

3-year or 4-year BBA: Students can receive **up to 45** credit hours of transfer credits from RRC towards a degree at the University of Winnipeg. Upon admission to the University of Winnipeg, students' transcripts will be evaluated to determine specific credits eligible to be transferred from RRC. All students will be required to meet all University of Winnipeg degree requirements for their chosen degree, as indicated in the relevant Course Calendar.

Notes:

*High School Requirement: Pre-Calculus Mathematics 40S or Applied Mathematics 40S. Students with Consumer Math must complete additional Math course in first-year of program.

* Three credit hours of Academic Writing is required if grade less than 80% in English 40S (2 credits).

*There is a maximum number of additional credit hours that can be taken at the 1000 level in a degree program.

*Effective for new applicants for admission to the University of Winnipeg, having completed their programs at RRC from 2005/06 onward.

For complete details on transfer credits and requirements go to:

<http://www.uwinnipeg.ca/index/fac-bus-ec-areas-study>

Option B:

For University of Winnipeg BBA graduates to obtain the RRC Diploma, they must complete 50 to 75 credit hours at RRC to meet normal program requirements. The number of credit hours required will be dependent on the specific courses completed at the University of Winnipeg. Students interested in Option B are urged to consult with the Head of the Business Administration Program at RRC.

GENERAL INFORMATION

Course Selection

Students are advised to confirm Departmental offerings before planning their curriculum as certain courses may not be available in each term. Students are advised to ensure that currently listed courses do not duplicate material studied previously under different course numbers.

Students must meet Departmental prerequisites unless these are waived by the Chair of the Department concerned. Students are encouraged to pursue courses in several discipline areas. Students are advised to consult with the Chair or Faculty Advisor to ensure that they are correctly meeting departmental requirements.

COURSE LISTINGS

Students are advised to consult the appropriate Timetable available from the Records Office for courses to be offered during the current term.

BUS-1201(3)	Introduction to Business I	BUS-3502(3)	Applications of Decision Sciences to Business
BUS-1202(3)	Introduction to Business II	BUS-3510(3)	Supply Chain Management
BUS-2002(3)	Fundamentals of Financial Accounting	BUS-3550(3)	Auditing
BUS-2003(3)	Managerial Accounting	BUS-3600(3)	Public Sector Financial Management
BUS-2010(3)	Fundamentals of Financial Management and Administration	BUS-3660(3)	Introduction to Commercial Law
BUS/UIC/IS-2030(3)	Management and Financial Administration for Community and Aboriginal Organizations	BUS-3755(3)	Entrepreneurship & Small Business Management
BUS-2103(3)	Fundamentals of Organizational Behaviour	BUS/ECON-3819(3)	Advanced Corporate Finance
BUS-2210(3)	Fundamentals of Marketing	BUS-3900(3)	Topics in Business Administration & Management
BUS-2301(3)	Management of Co-operatives	BUS-3990(3)	Directed Readings in Business and Administration
BUS-2440(3)	Fundamentals of Human Resource Management	BUS-4002(3)	Advanced Financial Accounting
BUS-2501(3)	Fundamentals of Production and Operational Management	BUS-4005(3)	Accounting Theory & Contemporary Issues
BUS/ECON-2819(3)	Corporate Finance I	BUS-4050(3)	Advanced Management Accounting
BUS/ECON-2820(3)	Corporate Finance II	BUS-4111(3)	Business Competition
BUS-3003(3)	Cost Accounting	BUS-4220(3)	International Business
BUS-3102(3)	Intermediate Accounting Assets	BUS-4440(3)	Contemporary Human Resource Issues
BUS-3103(3)	Intermediate Accounting Equities	BUS-4450(3)	Motivation, Teams, and Power in Organizations
BUS-3110(3)	Ethics in Management	BUS-4540(3)	International Marketing
BUS-3120(3)	Canadian Taxation	BUS-4750(3)	Business Plan
BUS/HIST-3135(6)	The Hudson's Bay Company and The Modern Department Store	BUS/ECON-4800(3)	Investments
BUS-3230(3)	Advertising	BUS/ECON-4801(3)	Options, Futures & Derivatives
BUS-3240(3)	Consumer Behaviour	BUS-4900(3)	Advanced Topics in Business & Management
BUS-3250(3)	Not-For-Profit Management	BUS-4901(3)	Business Strategy
BUS-3255(3)	Social Enterprise: From Theory to Practice	BUS-4940(3)	Emerging Markets and Business Practices
BUS-3260(3)	Retail Management		
BUS-3271(3)	Marketing Research	Experimental Courses	
BUS/ECON-3320(3)	Managerial Finance	BUS/WGS-3321(3)	Gender and Organizations
BUS-3410(3)	Compensation and Benefits	BUS-3460(3)	Leadership and Fairness in Complex Organizations
BUS-3420(3)	Recruitment and Selection	BUS-4245(3)	Consumer Decision-Making: A Marketing Perspective
BUS-3500(3)	International Management		

COURSE DESCRIPTIONS

BUS-1201(3) INTRODUCTION TO BUSINESS I (Le3)

This course introduces fundamental concepts related to current business trends, business ownership, entrepreneurship, general management including organizational behaviour and human resources management. Emphasis is placed on relating course material to current events in the business world. Course delivery is primarily by lecture, and maybe complemented by videos and guest speakers.

RESTRICTIONS: Students may not receive credit for both this course and the former BUS-1101(6).

BUS-1202(3) INTRODUCTION TO BUSINESS II (Le3)

This course introduces basic terminology, concepts, theories and some qualitative and quantitative analytic techniques of key functional areas in business such as marketing, production and operational management, accounting, and financial management. Student participation in an online business simulation allows students to experience a practical application of these primary business functions. Emphasis is placed on

relating course material to current events in the business world. Course delivery is primarily by lecture, and may be complemented by videos and guest speakers.

RESTRICTIONS: Students may not receive credit for both this course and the former BUS-1101(6).

BUS-2002(3) FUNDAMENTALS OF FINANCIAL

ACCOUNTING (Le3) An introduction to the accounting postulates used in preparing and presenting financial statements and a brief study of the role of accounting in the creation and application of business information.

PREREQUISITES: Pre-Calculus Mathematics 40S or Applied Mathematics 40S and BUS 1202(3) or the former BUS-1101(6) with a grade of at least C.

RESTRICTIONS: Cannot be held in conjunction with BUS-2010(3)

BUS-2003(3) MANAGERIAL ACCOUNTING (Le3)

This course is an introduction to the accounting methods used by managers for financial evaluation and decision-making. It deals primarily with the corporate management's point of view.

PREREQUISITE: BUS-2002(3) or the former MATH-2002(3) with a minimum grade of C+.

BUS-2010(3) FUNDAMENTALS OF FINANCIAL MANAGEMENT AND ADMINISTRATION (Le3) This course introduces students to basic financial terms, procedures and concepts that provide the foundation for organizational financial management. It also examines planning, budgeting, and control within an organization as well as the gathering, using, and reporting of the financial information resulting from an organization's activities.

PREREQUISITES: BUS-1202(3) OR THE FORMER BUS-1101(6) WITH A GRADE OF AT LEAST C.

RESTRICTIONS: Cannot be held in conjunction with BUS-2002(3), BUS-2003(3), the former BUS-2319(6), BUS-2819(3), BUS-2820(3), the former ECON-2319(6), ECON 2819(3) or ECON 2820(3).

BUS-2030(3) MANAGEMENT AND FINANCIAL ADMINISTRATION FOR COMMUNITY AND ABORIGINAL ORGANIZATIONS (Le3) As small-scale and not-for-profit structures, community-based and Aboriginal organizations often face unique challenges and political/cultural realities in terms of overall management and operations. This course provides students with a good understanding of the key facets of management and administrative structures within the community and Aboriginal sectors in particular. Key topics include organizational structures and management controls, financial statements and budgeting, performance measurements, strategic planning and operations analysis and evaluation.

PREREQUISITE: UIC-1001 (3) or IS-1015 (6) or Departmental approval.

CROSS-LISTED: UIC-2030 (3), IS-2030 (3).

BUS-2103(3) FUNDAMENTALS OF ORGANIZATIONAL BEHAVIOUR (Le3) This course is designed to introduce students to the theories and concepts of organizational behaviour. The principal topics examined include the bases of individual behaviour in groups and organizations; the structural and functional imperatives of formal organizations, and administration in formal organizations. This course is normally taught on a case-study basis.

PREREQUISITE: BUS-1201(3) or the former BUS-1101(6) with a grade of at least C.

RESTRICTIONS: Students may not receive credit for both this course and PSYC-2440(3) or the former PSYC-2101(6).

BUS-2210(3) FUNDAMENTALS OF MARKETING (Le3) This course surveys the marketing practices of organizations. It includes analysis of customer behaviour and markets, and methods of satisfying them. This course is normally taught on a case-study basis.

PREREQUISITE: BUS-1202(3) or the former BUS-1101(6) with a grade of at least C.

BUS-2301(3) MANAGEMENT OF CO-OPERATIVES (Le3) This course is an introduction to the unique challenges involved in the management of cooperatives. It aims to build students' appreciation of cooperatives as a viable model of economic development. The course focuses on the methods by which mainstream governance, accounting, personnel, and marketing practices can be adapted to fit the cooperative model. A combination of lectures, readings, guest speakers, case studies and discussion helps students develop an understanding of cooperative principles and values and the history of co-ops. Students learn about Manitoba's cooperatives, as well as national and international co-op networks.

PREREQUISITES: A grade of C or better in BUS-1201(3) or the former BUS-1101(6), or UIC-1001 or AG-1015, or Departmental Approval.

BUS-2440(3) FUNDAMENTALS OF HUMAN RESOURCE MANAGEMENT (Le3) This course introduces students to the theory and practice of managing an organization's human resources. Topics include job evaluation, employee selection, employment equity, compensation, appraisal, and benefits. It may also include topics such as human resource planning, industrial relations, and employment law.

PREREQUISITE: BUS-1201(3) or the former BUS-1101(6) with a grade of at least C.

BUS-2501(3) FUNDAMENTALS OF PRODUCTION AND OPERATIONAL MANAGEMENT (Le3) This course introduces students to the major problems of production, operational management, and quality control. These include the design and layout of production systems, materials and production planning, and production scheduling and control.

PREREQUISITE: Pre-Calculus Mathematics 40S or Applied Mathematics 40S and BUS 1202(3) or the former BUS-1101(6) with a grade of at least C.

RESTRICTIONS: Students may not receive credit in this course and the former BUS-3501(3).

BUS-2819(3) CORPORATE FINANCE I (Le3, La1) This course introduces students to the fundamentals of finance and presents theories and tools to be used in addressing corporate finance problems and issues. The course examines the theories and principles of financial management that relate to the practices used by corporations in the procurement, management and disbursement of capital funds. Topics include methods of capital acquisition and valuation of capital and financial assets. Students who have already completed STAT 1301 (3) and STAT 1302 (3) or the former STAT-1201(6) or STAT-1501(3) should inform registration staff that they have standing in the corequisite course.

PREREQUISITES: ECON-1102 (3) and ECON-1103 (3) with a minimum grade of C or BUS-2002 (3) with a minimum grade of C+.

RESTRICTIONS: Cannot be held in conjunction with BUS-2010 (3), or the former ECON-3320 (6), ECON-2319(6), BUS-2319(6) or BUS-3620 (6).

COREQUISITES: STAT 1301 (3) and STAT 1302 (3) or the former STAT-1201(6) or STAT-1501(3).

CROSS-LISTED: ECON-2819(3)

BUS-2820(3) CORPORATE FINANCE II (Le3, La1) This course builds on the fundamentals introduced in ECON-2819 (3) and discusses theories and tools used for evaluating risks and returns associated with financial assets. There is an intensive study of economic theories and principles of financial management. Topics include Capital Asset Pricing Model (CAPM), market efficiency, and management of working capital.

PREREQUISITES: ECON-2819 (3) or BUS-2819 (3)

RESTRICTIONS: Students may not hold credit in this course and the former ECON-3320 (6), ECON-2319(6), BUS-2319(6) or BUS-3620 (6).

CROSS-LISTED: ECON-2820(3)

BUS-3003(3) COST ACCOUNTING (Le3) This is an intermediate-level, case-based course in managerial accounting which concentrates on the topics in organizational planning, financial control, and cost specifications needed to determine income and cost requirements for policy and non-routine decision-making. It follows on from BUS-2003(3) (Managerial Accounting.)

PREREQUISITES: STAT 1301 (3) and STAT 1302 (3) or the former STAT-1201(6) or ECON-1201 (3), and a minimum grade of C+ in BUS-2003(3). Note that ECON 1201 (3) has not yet been accepted as a transfer credit for professional

accounting designations. Please check with CA, CMA and CGA offices as appropriate.

BUS-3102(3) INTERMEDIATE ACCOUNTING ASSETS (Le3) This is an intermediate-level course which follows BUS-2002(3) (Financial Accounting). It concentrates on policies and practice related to the measurement and recording of an organization's assets and the asset side of an organization's balance sheet.

PREREQUISITE: BUS-2002(3) with a minimum grade of C+.

BUS-3103(3) INTERMEDIATE ACCOUNTING EQUITIES (Le3) This is an intermediate-level course which follows BUS-2002(3) (Financial Accounting). It concentrates on policies and practice related to the measurement and recording of shareholders equity, liabilities, and the equity side of an organization's balance sheet.

PREREQUISITE: BUS-2002(3) with a minimum grade of C+.

BUS-3110(3) ETHICS IN MANAGEMENT (Le3) This case-based course considers the social and ethical responsibilities of management at both the individual and organizational levels. Issues considered include managers' obligations to their organizations and to individuals within those organizations, and organizations' responsibilities to a variety of stakeholders in the broad society.

PREREQUISITE: A minimum grade of C in one of BUS-2103(3) or PSYC-2440(3) or BUS-2440(3).

BUS-3120(3) CANADIAN TAXATION (Le3) This course deals with the applications of federal and provincial income tax regulations and their impact on a corporation, business, and individual. Problems, issues and planning associated with the Income Tax Act are examined. The computation of taxable income and taxes payable by individuals, corporations, partnerships and trusts are also studied.

PREREQUISITE: A minimum grade of C+ in BUS-2003(3).

BUS-3135(6) THE HUDSON'S BAY COMPANY AND THE MODERN DEPARTMENT STORE (Le3) In this lecture/seminar course, students will examine the history of modern retail business organizations, with special attention being given to the Hudson's Bay Company's urban retail stores. The extensive archives of the company will afford students an excellent opportunity to study major issues in accounting, personnel, management, and marketing. The external social and political context in which the stores operated will also be studied.

CROSS-LISTED: HIST-3135(6).

BUS-3230(3) ADVERTISING (Le3) This course will provide students with a thorough understanding of advertising/sales promotion principles and methods. Topics include the role of advertising agencies; the function and benefits of advertising and sales promotion for business and other institutions, including not-for-profits; and the economic, social, legal, and ethical responsibilities which attend mass communication with the public. The term project for this course, which will be done in groups, will develop and present a full-scale advertising campaign.

PREREQUISITE: BUS-2210(3) with a grade of C or better.

BUS-3240(3) CONSUMER BEHAVIOUR (Le3) This course is a case-based study of the buying behaviour of individuals and organizations. It analyses the motivations, roles, and behaviour of consumers, and examines how they are affected by economic, social, and cultural influences within society. Students will also learn how marketers develop models of this consumer behaviour for business and administrative decision-making purposes.

PREREQUISITE: BUS-2210(3) with a grade of C or better.

BUS-3250(3) NOT-FOR-PROFIT MANAGEMENT (Le3) This course explores the distinctive management challenges inherent in a not-for-profit organization. Topics to be addressed include mission, governance, social marketing, volunteerism, fundraising, stakeholder services, and the impact of technology. Through case studies of actual not-for-profit organizations, students will develop a framework for analyzing contemporary issues in the not-for-profit sector and for making management decisions in a not-for-profit context.

PREREQUISITE: BUS-2210(3) or BUS-2103(3) or BUS-2440(3) or KIN-2100(3) with a grade of C or better.

BUS-3255 (3) SOCIAL ENTERPRISE: FROM THEORY TO PRACTICE (Le3) With their multiple bottom lines (financial, social and environmental) and ultimate goal of bettering society, social enterprises are playing an increasingly important role in the current economy. This course is designed to examine the role of social enterprises, to identify and assess their different types, to explore management issues unique to social enterprises, and to measure their impacts. We also critically analyze examples of social enterprises in Canada and elsewhere.

PREREQUISITES: A grade of C or better in BUS-2210 (3) or BUS-2103 (3) or BUS-2440 (3).

BUS-3260(3) RETAIL MANAGEMENT (Le3) This is a lecture and case-based course designed to introduce students to the concept of retail management. This course enables students to practice the variables of the retail mix in order to develop appropriate retail strategies. Further, this course emphasises on the management of merchandise resources, human resources and financial resources, and examines trading area analysis, location/site decisions, store operations, and retail information systems.

PREREQUISITE: A minimum grade of C in BUS-2210(3).

BUS-3271(3) MARKETING RESEARCH (Le3) This course is intended to introduce students to marketing research, which involves the acquisition and analysis of data for use as a decision-making tool in organizations. Various marketing research methods will be discussed, including qualitative methods such as focus groups and in-depth interviews, as well as quantitative methods such as survey research and conjoint analysis. Through use of the case method, students will use simulated research data to practice decision-making in non-profit organizations and business enterprises.

PREREQUISITE: BUS-2210(3) with a grade of C or better.

BUS-3320(3) MANAGERIAL FINANCE (Le3) This course presents an intensive study of the economic theories and principles of financial management essential for the growth of business firms and hence the growth of the Canadian economy. It will relate financial theory to financial management within a Canadian context.

PREREQUISITES: ECON-2101(3).

RESTRICTIONS: Students may not hold credit in ECON-3320(3) and ECON-3320 (6).

CROSS-LISTED: ECON-3320(3).

BUS-3410(3) COMPENSATION AND BENEFITS (Le3) This course presents students with the current theories on compensation, benefits, and pensions, and provides an opportunity to learn practical skills to manage compensation systems. This course is taught from the dual perspective of both the organization and the employee. The issues surrounding compensation (direct and indirect) are explored from the organizational perspective to ensure compliance, internal and external equity, and how compensation relates to its strategic goals. The compensation issues are also discussed from the perspective of a current or prospective employee, as they relate to motivation, satisfaction, and turnover intentions.

PREREQUISITE: BUS-2440(3) with a grade of C+ or better.

BUS-3420(3) RECRUITMENT AND SELECTION (Le3)

Attracting, hiring, and retaining the right people are key to organizational success in a competitive global market. This course has been designed to provide a conceptual and practical understanding of the key aspects of the recruitment and selection functions in Human Resource Management (HRM). The material builds on concepts and theories introduced in the fundamentals of HRM course. Knowing how crucial good staffing decisions are to an organization's success, students learn the principles, current techniques and practical applications for recruitment and selection. Material is discussed from both the perspective of the organization and the potential/existing employee.

PREREQUISITE: BUS-2440(3) with a grade of C+ or better.

BUS-3500(3) INTERNATIONAL MANAGEMENT (Le3)

This theory and research-based course relates to developing skills needed for effective management of people, resources and processes in an international context, and focuses on management functions and behaviours necessary to develop global vision and management skills at both a strategic (macro) level and an interpersonal (micro) level. This course is particularly useful for students interested in learning the impact of culture on international management, negotiations and strategy.

PREREQUISITE: A minimum grade of C in either BUS-2210(3) or BUS-2103(3) or BUS-2440(3).

BUS-3502(3) APPLICATIONS OF DECISION SCIENCES TO BUSINESS (Le3)

This course provides students with quantitative techniques (modeling, optimization, and simulation) applicable to various areas of management: finance, marketing, and accounting. The methods presented to students serve as decision-making tools by helping the future manager to obtain the best decision under predefined criteria. Both the applicability and limitations of these techniques are discussed. In this course, the students are exposed to a variety of quantitative techniques that are useful in dealing with complexities, such as multiple objectives and uncertainty. The course focuses on applications of quantitative methods in decision-making using software such as Excel.

PREREQUISITE: BUS-2501(3) with a minimum grade of C+.

BUS-3510(3) SUPPLY CHAIN MANAGEMENT (Le3)

A supply chain is a network of value-adding activities including the original acquisition of raw materials, production of the item at a manufacturing facility, distribution to a retailer, sale of the finished item to the customer, and service activities that follow the sale. How to effectively manage the supply chain is a central issue for all levels of management, regardless of industry. This course is aimed at exposing students to the updated topics and issues covered in supply chain management. Students are exposed to a variety of issues related to supply chain design, purchasing, operations, logistics, and coordination.

PREREQUISITE: BUS-2501(3) with a minimum grade of C+.

BUS-3550(3) AUDITING (Le3) This course familiarizes students with basic concepts and theories, the auditor decision making process, the legal environment of auditing in Canada, the nature and sources of audit evidence and the internal control process. This course uses a combination of lectures/discussion, presentations and case studies.

PREREQUISITES: BUS-3102(3) and BUS-3103(3) with a C+ average.

BUS-3600(3) PUBLIC SECTOR FINANCIAL MANAGEMENT (Le3)

This course offers an overview of governmental units for accountants. The course deals with financial management concepts, methods, and standards in use in the public sector generally, and in the Canadian public sector more specifically. The focus is on the federal and provincial governments, although international issues are also covered. After completing the course, students will be familiar with planning, control, and reporting in government. They will be able to prepare, review, and analyze government annual reports and budget documents; critically analyze public-sector performance information; review, evaluate, and/or recommend cost management and control practices in public-sector enterprises; and identify and manage risk.

PREREQUISITES: A minimum grade of C+ in BUS-2003(3), BUS-3103(3), and BUS-3550(3).

BUS-3660(3) INTRODUCTION TO COMMERCIAL LAW (Le3)

This course provides an introduction to the legal environment of Canadian business, the environment in which Canadian businesses operate. Background material is provided on the Canadian constitution, courts, and legislative system. A second part discusses the most common forms of business organization in Canada: sole proprietorships, partnerships, cooperatives, and corporations. Further sections provide an introduction to the law of torts, and the law of contract. Students who do well in this course may customarily apply it toward the professional accreditation programs of the accounting associations.

PREREQUISITES: BUS-1202(3) or the former BUS-1101(6) with a grade of at least C, plus six additional credit hours in Business and Administration (i.e. BUS-####) all with a grade of at least C.

BUS-3755(3) ENTREPRENEURSHIP & SMALL BUSINESS MANAGEMENT (Le3)

This course considers the nature of entrepreneurship and the distinctive financing, marketing, operational, management and personal challenges of starting and managing a small business. Course methodology is a combination of lecture/discussions, case studies, and visits with members of the Winnipeg business community. Requirements include a feasibility study for an entrepreneurial venture of the student's own choosing.

PREREQUISITES: A minimum average of C in either BUS-2002(3) or BUS-2010, BUS-2103(3) or PSYC-2440(3), BUS-2210(3), BUS-2440(3) and BUS-2501(3).

RESTRICTIONS: May not be taken for credit with the former AS-4750(3).

BUS-3819(3) ADVANCED CORPORATE FINANCE (Le3)

This advanced finance course adds to the technical skill and conceptual understanding of accounting and corporate finance developed in previous courses. It provides an indepth study of issues and tools that financial managers use in making decisions. Topics include capital budgeting under uncertainty; advanced cash flow analysis; long term sources of funds; capital structure; dividend policy; special financing and investment decisions; timing decisions; futures, forwards, options and swaps; treasury risk management; and financial planning.

PREREQUISITE: A minimum of C+ in either ECON-2820 (3) or BUS-2820 (3).

CROSS-LISTED: ECON-3819(3).

BUS-3900(3) TOPICS IN BUSINESS ADMINISTRATION & MANAGEMENT (Le3)

The course examines issues in a specific business related area. The choice of topic depends on the instructor. Students gain a deeper understanding of a particular area of business through examination of its related business issues at a more in-depth level. This course is designed to include lectures and special guest speakers combined with an interactive, discussion-based format.

PREREQUISITES: 30 credit hours of courses eligible for the BBA requirements or permission of the instructor and Chair of Business and Administration.

BUS-3990(3) DIRECTED READINGS IN BUSINESS AND ADMINISTRATION (NT) This is a reading course open to students in their third and fourth years which involves independent and specialized study in an advanced area of Business and Administration. The topic and course work requirements will be determined by mutual agreement of the student and instructor. A research paper will normally be required.

PREREQUISITES: Permission of the instructor and Chair of Business and Administration.

RESTRICTIONS: May not be taken for credit more than twice.

BUS-4002(3) ADVANCED FINANCIAL ACCOUNTING (Le3) This course familiarizes students with current advanced accounting concepts and theories. The major focus will be the fundamentals and advanced topics related to corporate consolidations. In addition the course examines the complex accounting and up coming issues involved in both foreign subsidiaries and foreign currency translation. The course uses a combination of lectures/discussions, presentations and case studies.

PREREQUISITES: BUS-3102(3) and BUS-3103(3) with a C+ average.

BUS-4005(3) ACCOUNTING THEORY & CONTEMPORARY ISSUES (Le3) This course studies current issues and problems in the field of financial accounting. Topics covered include the contributions of economics, finance, and other disciplines to accounting theory; the practical and theoretical problems of the present value model; foreign exchange accounting; hedging; the process and issues of standard setting; agency theory; and other topics related to specific industries or sectors of the economy.

PREREQUISITES: A minimum grade of C+ in BUS-3103(3) and either BUS-2820(3) (or the former BUS-2319(6)) or ECON-2820(3) (or the former ECON-2319(6)).

BUS-4050(3) ADVANCED MANAGEMENT ACCOUNTING (Le3) This course equips students with a conceptual understanding of the role of management accounting information. Students learn to perform analyses to support managerial decisions, design and implement effective management control systems, and develop an awareness of the moral responsibilities of management accountants. Topics include management accounting and management decisions; relevant information and complications in short-run decisions; capital budgeting; contemporary approaches to product costing; activity-based management; agency theory; responsibility accounting and transfer pricing; and ethical considerations. Computer spreadsheets are used to illustrate concepts and provide practical, hands-on experience.

PREREQUISITE: A minimum grade of C in BUS-3003(3).

BUS-4111(3) BUSINESS COMPETITION (Le3) Competition is fundamental to a market economy and an integral element of the business world. This course involves participation in an intercollegiate competition based on some aspect of business. Performance and relative ranking in that competition is a significant factor in performance evaluation. Admission to the course is by competitive selection procedure.

PREREQUISITES: Completion of 45 credit hours with a B average.

ADDITIONAL REQUIREMENTS: Permission of the Instructor.

BUS-4220(3) INTERNATIONAL BUSINESS (Le3) This course examines both theory and application of business in an international context. It offers research insights from around the globe and shows how corporate practices are adjusted to respond to the realities of the international marketplace. This course includes social, environmental, ethical and economic aspects of international businesses, and discusses the interaction between government and business. This course is designed to challenge students in their critical thinking as well as in their ability to manage risks associated with international business in foreign domain.

PREREQUISITES: A minimum average of C in either BUS-2002(3) or BUS-2010, BUS-2103(3) or PSYC-2440(3), BUS-2210(3), BUS-2440(3) and BUS-2501(3).

BUS-4440(3) CONTEMPORARY HUMAN RESOURCE ISSUES (S3) This seminar course allows students to discuss contemporary issues surrounding the Human Resource Management and Organizational Behaviour fields. This research based course provides an opportunity for students to explore practical solutions to resource management issues within organizations. The topics for research and discussion may include increasing diversity in the workplace, person-organization fit, workplace monitoring/privacy issues, motivation of employees, getting the best employees, deselection methodologies, change management, personal wellness/stress management, work-life balance, and personal accountability of managers in corporations and the public sector.

PREREQUISITES: A minimum grade of C+ in BUS-2440 (3), and BUS-2103 (3) or PSYC-2440 (3).

RESTRICTIONS: Students may not receive credit in this course and the former BUS-3440 (3).

BUS-4450 (3) MOTIVATION, TEAMS, AND POWER IN ORGANIZATIONS (Le3) This course builds on the fundamentals of organizational behaviour to examine three core topics—motivation, teams, and power—and underlying processes. Systematic study of these topics draws on perspectives from psychology, sociology, anthropology, and political science. Intersections among topics are explored through ethical, global, analytical, and action-oriented lenses. A range of instructional methods are used, including lectures, exercises, film and case analysis.

PREREQUISITES: A minimum grade of C+ in either BUS-2103 (3) or in PSYC-2440 (3).

BUS-4540(3) INTERNATIONAL MARKETING (Le3) This theory and research-based course provides students with an understanding of concepts associated with international marketing and builds on the existing knowledge of marketing and consumer behaviour. Topics include the role of international marketing in promoting consumer and industrial products in both developed and emerging markets. The group term-project for this course is based on research that recommends appropriate international marketing strategies for a given country.

PREREQUISITE: A minimum grade of C in BUS-3240(3).

BUS-4750(3) BUSINESS PLAN (Le3) The focus of this course is development of a business plan for an entrepreneurial venture. This project can be undertaken by either an individual or a group. Expectations include submitting the business plan to a business plan competition and/or presenting it to potential sources of funding for the venture.

PREREQUISITES: BUS-3755(3).

ADDITIONAL REQUIREMENTS: Permission of the Instructor.

RESTRICTIONS: May not be held for credit with the former AS-4750(3).

BUS-4800(3) INVESTMENTS (Le3) This course introduces students to the main financial instruments that are used in the investment industry, including a detailed description of

financial instruments and how they are traded in financial markets. A brief review of portfolio theory is presented including a discussion of a number of key models of modern finance, including the Capital Asset Pricing Model and the Arbitrage Pricing Theory. The course also includes a detailed examination of the role and operation of fixed income securities and equities. The course concludes with a discussion of the role and techniques of passive versus active portfolio management.

PREREQUISITES: ECON-2820(3) (or the former ECON-2319(6)), BUS-2820(3) (or the former BUS-2319(6)), STAT 1301 (3) and STAT 1302 (3) or the former STAT-1201(6) and ONE of MATH-1101 (6) or MATH-1102 (3) or MATH-1103 (3).

CROSS-LISTED: ECON-4800(3).

BUS-4801(3) OPTIONS, FUTURES & DERIVATIVES

(Le3) This course is designed to provide an in-depth analysis of a number of topics in modern finance theory and applications. The main areas that are examined include Futures Markets, Option Markets and Derivatives. These financial instruments play a key role in the management of risk by firms, and have attracted increasing interest from private sector firms and the larger community. The role of these instruments in the financial markets and their effect on the financial system is examined in detail.

PREREQUISITES: ECON-2820(3) (or the former ECON-2319(6)), BUS-2820(3) (or the former BUS-2319(6)), STAT 1301 (3) and STAT 1302 (3) or the former STAT-1201(6) and ONE of MATH-1101 (6) or MATH-1102 (3) or MATH-1103 (3).

CROSS-LISTED: ECON-4801(3).

BUS-4900(3) ADVANCED TOPICS IN BUSINESS & MANAGEMENT (Le3)

The covers specific issues in a specific business related areas. This course provides students with the opportunity to gain a deeper appreciation of the issues involved in a specific business related area. The course is intended to further develop the student's critical business thinking and analysis in addition to their research skills. This course may be repeated for credit when the topic varies.

PREREQUISITES: Permission of the instructor and Chair of Business and Administration, plus 42 credit hours of BUS courses (i.e. BUS-####) all with a grade of least C.

BUS-4901(3) BUSINESS STRATEGY (Le3) This case-based course takes the perspective of the general manager with responsibility for the overall organization, rather than that of a functional specialist. Topics include the nature of strategy and its function for an organization; the characteristics of effective strategy; and how strategy forms and evolves in relation to an organization's environment, competition, capabilities, and the values and ambitions of its leadership. This course is intended for students in their final year of study as a capstone to the Administrative Studies degree program.

PREREQUISITES: A minimum average of C in either BUS-2002(3) or BUS-2010, BUS-2103(3) or PSYC-2440(3), BUS-2210(3), BUS-2440(3) and BUS-2501(3).

BUS-4940(3) EMERGING MARKETS AND BUSINESS PRACTICES (Le3)

This course focuses on the prevailing business practices and the process of globalisation of organisation from the emerging markets. The growing power of nations and purchasing power of consumers from emerging markets such as India, China, Brazil and Russia (BRIC countries) mean that business managers need to learn to: discover the new consumer preferences; develop new products; and, devise appropriate strategies to market

these products. This course is designed to answer these questions.

PREREQUISITES: A minimum grade of C in BUS-3240(3).

EXPERIMENTAL COURSES

BUS-3321(3) GENDER AND ORGANIZATIONS Exploring gender's relevance to organizations of various types, including corporations and not-for-profits, this course addresses how gendered analysis can benefit a variety of perspectives on organizations. Taking critical and postmodern approaches to organizational theory and practice, the course considers gender with respect to such topics as leadership; management; communication; conflict resolution; diversity; inclusion, and intersectionality; power; negotiation; organizational change; organizational justice; ethics; healthy workplaces; volunteer workers; management; human resources and globalization.

PREREQUISITES: WGS-1232 or BUS-2103 or POL-2300 or (POL-2305 and POL-2310) or permission of the instructor.

CROSS-LISTED: WGS-3321(3)

BUS-3460(3) LEADERSHIP AND FAIRNESS IN COMPLEX ORGANIZATIONS (Le3)

This course presents students with current theories of leadership and fairness, exploring their underlying assumptions, strengths, and limitations through case analysis, discussions, lectures, and other instructional methods. Topics include leading through fair procedures and leading in crisis situations. Implications for integrity-based governance, work stress and well-being are also considered. The conceptual underpinnings and skills related to leading fairly aim to help students understand how they may create more effective organizations.

PREREQUISITES: A grade of C+ or better in either BUS-2103 (3) or PSYC-2440 (3).

BUS 4245(3) CONSUMER DECISION MAKING: A

MARKETING PERSPECTIVE (Le3) - This course builds on BUS-2210 (3) Fundamentals of Marketing. Using readings from leading marketing journals such as Marketing Science, students examine various factors (i.e., mood, level of arousal, retail atmosphere variables) that influence consumer decision-making. Overall, the course exposes students to theories of thinking, decision-making, creativity, learning from feedback and casual reasoning. Students are asked to apply the research findings to help create public policy implications for a number of relevant groups in society, including consumers, marketers, and businesses. Students are also asked to apply the research findings to help create a framework for understanding the thought processes underlying consumers' decisions.

PREREQUISITES: Minimum average of C+ in both BUS-2210(3) and BUS-2103(3)