

Area of Interest: Business

Bachelor of Commerce (Strategic Human Resources Management) (Honours) (Co-op)

Honours Degree

Program Code: 6328X03FWO

4 Years

Ottawa Campus

Our Program

The four-year Bachelor of Commerce (Strategic Human Resources Management) (Honours) degree prepares you for leadership responsibilities in the evolving field of human resources management. Strategic human resources management professionals are able to leverage employee talent and integrate business objectives to successfully manage and implement organizational projects, programs and initiatives. With human resources management and business knowledge, as well as the ability to communicate with leaders across the organization, strategic human resources management professionals play a role in shaping contemporary business strategies.

You develop critical-thinking skills and knowledge required to execute human resources management activities encompassing the employee life cycle - from effective recruitment and selection to employee relations strategies. There is an emphasis on teamwork, real-world simulations and project management skills throughout the program. The program's capstone course involves an industry-based project where you will work in collaborative teams to research, design and create strategic human resources management initiatives for an organization.

Students also gain real-world experience through a paid co-operative education (co-op) work term(s) (see Additional Information for more details). Please note that places in the co-op work term(s) are subject to availability and academic eligibility. **Please note admission to a co-op program does not guarantee a co-op placement.**

As a strategic human resources management professional, you may find employment in the private, public or non-profit sectors across a wide range of industries, including healthcare, education, technology and manufacturing. Graduates have the opportunity to pursue human resources management certifications or graduate study.

SUCCESS FACTORS

This program is well-suited for students who:

- Excel in teamwork and collaborating with others.
- Enjoy taking leadership roles.
- Adapt well to change.
- Possess excellent written and verbal communication skills.

Employment

Graduates may find entry-level human resources positions as Human Resources Coordinator, Human Resources Generalist, Recruiter, Labour Relations Advisor or Compensation Analyst.

Learning Outcomes

The graduate has reliably demonstrated the ability to:

- Solve business problems using strategic models to meet organizational goals and external trends.

- Compile financial reports to support decision-making that benefits the overall financial performance of an organization.
- Research, collect and analyze primary and secondary source data to support human resources and business decisions.
- Adhere to professional, ethical codes of conduct and relevant legislation.
- Implement project plans and schedules that efficiently use resources and achieve organizational goals.
- Support business objectives by leveraging the interdependency of functional business units, including marketing, accounting and operations management with human resources.
- Research and recommend human resources solutions to a variety of stakeholders through appropriate media to address business problems.
- Guide and lead individuals and teams to achieve desired goals.
- Develop and implement human resources strategies, plans, policies and procedures that address organizational goals and challenges in response to both current and future labour market conditions.
- Consult and advise on change management, employee and labour relations issues within the workplace.
- Develop and manage strategies for employee engagement.
- Create and maintain human resources programs and policies that support international business operations.
- Evaluate the effectiveness of human resources programs and strategies in relation to business goals and objectives.
- Identify and apply discipline-specific practices that contribute to the local and global community through social responsibility, economic commitment and environmental stewardship.

Program of Study

Level: 01	Courses	Hours
ACC4101	Financial Accounting	42.0
ECO4101	Microeconomics	42.0
ENL1100	Communications and Academic Writing	42.0
MGT4102	Business Fundamentals	42.0
MKT4101	Marketing	42.0
Level: 02	Courses	Hours
ACC4201	Managerial Accounting	42.0
ECO4201	Macroeconomics	42.0
ESC4201	Management Information Systems	42.0
HRM4201	Human Resource Management	42.0
PHI1000	Logic and Critical Thinking	56.0

Level: 03	Courses	Hours
ESC4300	Operations and Supply Chain Management	42.0
LAW4300	Business Law	42.0
MGT4306	Business Analysis	42.0
QUA2000	Statistics	42.0
Elective: choose 1 Courses		Hours
BIO2200	Botany	56.0
ENL2025	Interpersonal Communication	42.0
FLS3101	French as a Second Language-Beginner 1	42.0
FLS3102	French as a Second Language-Beginner 2	42.0
GED2300	Indigenous Self-Representation in Contemporary Canadian Culture	42.0
GEO2300	Principles of Urban Planning	56.0
LAN3101	Spanish-Beginner 1	42.0
LAN3102	Spanish-Beginner 2	42.0
PHI2002	Ethical Decision Making	42.0
PSI2000	Navigating Canada's Political Landscape	56.0
PSY2100	Introductory Psychology	42.0
SCI2000	Environmental Science	42.0
SOC2000	Introduction to Sociology	56.0
SOC2001	Anti-Racism: Theory and Practice	42.0
Level: 04	Courses	Hours
FIN4601	Business Finance	42.0
HRM4405	Organizational Behaviour	42.0
LAW4500	Employment Law	42.0
MGT4403	Introduction to Project Management	42.0
PHI2000	Introduction to Research	42.0
Level: 05	Courses	Hours
COM4500	Business Presentations	42.0
GEP1001	Cooperative Education and Job Readiness	21.0
HRM4500	Recruitment and Selection	42.0
HRM4501	Occupational Health and Safety	42.0
HRM4602	Labour Relations	42.0

Elective: choose 1 Courses		Hours
BIO2200	Botany	56.0
ENL2025	Interpersonal Communication	42.0
FLS3101	French as a Second Language-Beginner 1	42.0
FLS3102	French as a Second Language-Beginner 2	42.0
GED2300	Indigenous Self-Representation in Contemporary Canadian Culture	42.0
GEO2300	Principles of Urban Planning	56.0
LAN3101	Spanish-Beginner 1	42.0
LAN3102	Spanish-Beginner 2	42.0
PHI2002	Ethical Decision Making	42.0
PSI2000	Navigating Canada's Political Landscape	56.0
PSY2100	Introductory Psychology	42.0
SCI2000	Environmental Science	42.0
SOC2000	Introduction to Sociology	56.0
SOC2001	Anti-Racism: Theory and Practice	42.0
Level: 06	Courses	Hours
HRM4600	Training and Development	42.0
HRM4601	Global Issues and International Human Resources Management	42.0
HRM4603	Employee Relations	42.0
HRM4700	Compensation and Benefits	42.0
Elective: choose 1 Courses		Hours
BIO2200	Botany	56.0
ENL2025	Interpersonal Communication	42.0
FLS3101	French as a Second Language-Beginner 1	42.0
FLS3102	French as a Second Language-Beginner 2	42.0
GED2300	Indigenous Self-Representation in Contemporary Canadian Culture	42.0
GEO2300	Principles of Urban Planning	56.0
LAN3101	Spanish-Beginner 1	42.0
LAN3102	Spanish-Beginner 2	42.0
PHI2002	Ethical Decision Making	42.0
PSI2000	Navigating Canada's Political Landscape	56.0
PSY2100	Introductory Psychology	42.0

SCI2000	Environmental Science	42.0
SOC2000	Introduction to Sociology	56.0
SOC2001	Anti-Racism: Theory and Practice	42.0
Co-op: 01	Courses	Hours
WKT4701	Bcomm Human Resource Management Work Term	
Level: 07	Courses	Hours
HRM4702	Human Resources Research and Technology	42.0
HRM4703	Human Resources Strategy	42.0
HRM4704	Human Resources Professionalism and Ethics	42.0
HRM4801	Leadership	42.0
Elective: choose 1 Courses		Hours
CUL4000	Global Citizenship	42.0
ENL4016	World Literature	42.0
ENL4100	Creative Writing	42.0
ENL4200	New Worlds and Alternative Realities: Speculative Fiction	42.0
ENL4300	The Brave New Worlds of Dystopian Fiction	45.0
PHI4000	Philosophy and Popular Culture	42.0
PHI4002	The Philosophy of Drugs	42.0
PHI4003	The Philosophy of Love and Sex	42.0
PHI4004	Technology, Society and the Environment	42.0
PHI4100	Survival in the Information Age: Risk and the Media	42.0
PHY4000	Black Holes, Big Bangs and the Cosmos	42.0
SOC4000	Criminology	42.0
SOC4001	Global Perspectives	42.0
Level: 08	Courses	Hours
HRM4800	Human Resource Planning	42.0
HRM4803	Human Resources Capstone Project	42.0
HRM4804	Human Resources Metrics	42.0
HRM4805	Organizational Design	42.0
Elective: choose 1 Courses		Hours
CUL4000	Global Citizenship	42.0
ENL4016	World Literature	42.0

ENL4100	Creative Writing	42.0
ENL4200	New Worlds and Alternative Realities: Speculative Fiction	42.0
ENL4300	The Brave New Worlds of Dystopian Fiction	45.0
PHI4000	Philosophy and Popular Culture	42.0
PHI4002	The Philosophy of Drugs	42.0
PHI4003	The Philosophy of Love and Sex	42.0
PHI4004	Technology, Society and the Environment	42.0
PHI4100	Survival in the Information Age: Risk and the Media	42.0
PHY4000	Black Holes, Big Bangs and the Cosmos	42.0
SOC4000	Criminology	42.0
SOC4001	Global Perspectives	42.0

Fees for the 2024/2025 Academic Year

Tuition and related ancillary fees for this program can be viewed by using the Tuition and Fees Estimator tool at <https://www.algonquincollege.com/fee-estimator>.

Further information on fees can be found by visiting the Registrar's Office website at <https://www.algonquincollege.com/ro>.

Fees are subject to change.

Admission Requirements for the 2025/2026 Academic Year

College Eligibility

- Ontario Secondary School Diploma (OSSD) or equivalent.
- Mature students are applicants who have not achieved the Ontario Secondary School Diploma (OSSD) or its equivalent and who are at least 19 years of age on or before the commencement of the program in which they intend to enroll. Mature students applying for Degree programs satisfy College Eligibility by having demonstrated academic abilities equivalent to those of Ontario high school graduates, verified by successful completion of at least one full-time term at the post-secondary level (minimum five courses taken concurrently in an academic program of study).

Program Eligibility

- Six Grade 12 University (U) or university/college (M) courses with a minimum 65% average including:
- One Grade 12 U English course, with a minimum of 65%.
- One Grade 12 U Mathematics course, with a minimum of 65%.
- Please note that mature students must meet the following subject-specific Program Eligibility requirements, either directly or through equivalencies:

Admission Requirements for 2024/2025 Academic Year

College Eligibility

- Ontario Secondary School Diploma (OSSD) or equivalent.
- Mature students are applicants who have not achieved the Ontario Secondary School Diploma (OSSD) or its equivalent and who are at least 19 years of age on or before the commencement of the program in which they intend to enroll. Mature students applying for Degree programs satisfy College Eligibility by having demonstrated academic abilities equivalent to those of Ontario high school graduates, verified by successful completion of at least one full-time term at the post-secondary level (minimum five courses taken concurrently in an academic program of study).

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 - One Grade 12 U English course, with a minimum of 65%.
 - One Grade 12 U Mathematics course, with a minimum of 65%.
- Please note that mature students must meet the following subject-specific Program Eligibility requirements, either directly or through equivalencies:

Application Information

BACHELOR OF COMMERCE (STRATEGIC HUMAN RESOURCES MANAGEMENT) (HONOURS) (CO-OP)

Program Code 6328X03FWO

Applications to full-time day programs must be submitted with official transcripts showing completion of the academic admission requirements through:

ontariocolleges.ca
60 Corporate Court
Guelph, Ontario N1G 5J3
1-888-892-2228

Students currently enrolled in an Ontario secondary school should notify their Guidance Office prior to their online application at <https://www.ontariocolleges.ca/>.

Applications for Fall Term and Winter Term admission received by February 1 will be given equal consideration. Applications received after February 1 will be processed on a first-come, first-served basis as long as places are available.

International applicants please visit this link for application process information:
<https://algonquincollege.force.com/myACint/>.

For further information on the admissions process, contact:

Registrar's Office
Algonquin College
1385 Woodroffe Ave
Ottawa, ON K2G 1V8
Telephone: 613-727-0002
Toll-free: 1-800-565-4723
TTY: 613-727-7766
Fax: 613-727-7632
Contact: <https://www.algonquincollege.com/ro>

Additional Information

Algonquin College has been granted consent by the Minister of Colleges and Universities to offer this applied degree for a seven-year term starting May 19, 2022. The College shall ensure that all students admitted to the above-named program during the period of consent have the opportunity to complete the program within a reasonable timeframe.

CO-OP INFORMATION:

Co-operative education (Co-op) allows students to integrate their classroom learning with a real-

world experience through paid work terms. Two academic terms prior to the cooperative education work term, students are required to actively participate in and successfully complete the self-directed co-op course, readiness activities and workshops.

Students must actively conduct a guided, self-directed job search and are responsible for securing approved program-related paid co-op employment. Students compete for co-op positions alongside students from Algonquin College and other Canadian and international colleges and universities. Algonquin College's Co-op Department provides assistance in developing co-op job opportunities and guides the overall process, but does not guarantee that a student will obtain employment in a co-op work term. Co-op students may be required to relocate to take part in the co-op employment opportunities available in their industry and must cover all associated expenses; e.g., travel, work permits, visa applications, accommodation and all other incurred expenses.

Co-op work terms are typically 14 weeks in duration and are completed during a term when students are not taking courses. For more information on your program's co-op level(s), visit the courses tab on your program's webpage.

International students enrolled in a co-op program are required by Immigration, Refugees and Citizenship Canada (IRCC) to have a valid Co-op/Internship Work Permit prior to commencing their work term. Without this document International students are not legally eligible to engage in work in Canada that is part of an academic program. The Co-op/Internship Work Permit does not authorize international students to work outside the requirements of their academic program.

For more information on co-op programs, the co-op work/study schedule, as well as general and program-specific co-op eligibility criteria, please visit <https://www.algonquincollege.com/coop>.

Completion of the total number of co-op work terms listed under the courses section on the program page are mandatory for graduation. Co-op students must make every effort to remain on schedule and participate in co-op work terms as planned. Students who fail to complete co-op work terms as scheduled may be required to take an unscheduled break in their studies, resulting in a delay in graduation in order to complete their co-op at a later date. Taking an unscheduled break in studies can impact an international student's immigration status, including, in most cases, the ability to work. International students are advised to consult with the International Education Centre to understand the potential implications of unscheduled breaks at <https://www.algonquincollege.com/international/student-handouts/scheduled-unscheduled-breaks/>.

Contact Information

Program Coordinator(s)

- Dr. Haitham Tamim, <mailto:tamimh@algonquincollege.com>, 613-727-4723, ext. 5259

Course Descriptions

ACC4101 Financial Accounting

Generally accepted accounting principles are widely used as benchmarks throughout business. Students explore the role of financial accounting from a user perspective. Students also engage with the preparation, use and analysis of financial statements and concepts of accrual accounting, in the context of various forms of business organizations and internal control issues.

Prerequisite(s): none
Corerequisite(s): none

ACC4201 Managerial Accounting

Managerial accounting is the process of identifying, analyzing, recording and presenting financial information that is used for internal planning and control. Students explore the background, goals and methods of managerial accounting and its role in business planning, control and decision making. Students calculate product costing, variable costing, and product pricing, perform cost-volume-profit analysis, differential analysis, and prepare reports for budgeting and profit planning purposes.

Prerequisite(s): none
Corerequisite(s): none

BIO2200 Botany

Biologists with an interest in plant life may choose to specialize in botany. Beginning with the organic features of life, focusing on plants, students investigate the diversity of plant life and the basis for distinction amongst various species. With a deeper knowledge of plant structures and variability, students consider the impact of plants in the modern world, including human interactions such as food production, building materials and medicine.

Prerequisite(s): none

Corerequisite(s):none

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Prerequisite(s): none

Corerequisite(s):none

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Prerequisite(s): none

Corerequisite(s):none

COM4500 Business Presentations

Communicating information in a clear and well-organized manner is a valued skill for industry and research professions. As human resource professionals contribute to the overall strategic direction of an organization, they are required to present a range of messages to relevant stakeholders. Students evaluate and use effective public speaking elements and strategies to craft compelling and relevant presentations. Students practice speaking in front of a group every class, giving and receiving feedback and building new skills required for their future careers.

Prerequisite(s): none

Corerequisite(s):none

CUL4000 Global Citizenship

Informed citizens in today's world appreciate the meaning of civic life at the local, national and global level. Students reflect on and develop a personal awareness of the meaning of freedoms, rights and obligations in a diverse global community and consider the political, social and economic drivers that influence patterns of human behaviour and the health of the planet. Based on general principles of global citizenship, students look beyond national borders to assess personal responsibilities related to the health and well-being of the planet and inhabitants. Students critically evaluate information related to environmental and social health, equipped with attitudes and behaviours that foster global environmental and social responsibility.

Prerequisite(s): ENL1100 and PHI1000

Corerequisite(s):none

CUL4000 Global Citizenship

Informed citizens in today's world appreciate the meaning of civic life at the local, national and global level. Students reflect on and develop a personal awareness of the meaning of freedoms,

rights and obligations in a diverse global community and consider the political, social and economic drivers that influence patterns of human behaviour and the health of the planet. Based on general principles of global citizenship, students look beyond national borders to assess personal responsibilities related to the health and well-being of the planet and inhabitants. Students critically evaluate information related to environmental and social health, equipped with attitudes and behaviours that foster global environmental and social responsibility.

Prerequisite(s): ENL1100 and PHI1000
Corerequisite(s):none

ECO4101 Microeconomics

Microeconomics studies the behavior of individuals and the market to help businesses make decisions on the allocation of resources. Centering on the modern market economy as a system, students explore the principles of microeconomics using economic models to analyze consumer and firm behaviour. Students examine the concepts of resource allocation, demand and supply, market structure and market failure. In addition, students identify the impact of government regulation in markets on economic efficiency, as well as how decisions are made in the business environment.

Prerequisite(s): none
Corerequisite(s):none

ECO4201 Macroeconomics

Macroeconomics is a social science that examines the objectives and policies that affect the whole economy. Students explore the principles of macroeconomics using economic models to analyze the performance of the economy at an aggregate level. Through lectures and discussions, Students examine how the level of unemployment, inflation and national income are determined, investigate the impact that fiscal and monetary policies have on stabilizing the economy and analyze Canada's international economic relationships, including the international flows of goods and of capital.

Prerequisite(s): none
Corerequisite(s):none

ENL1100 Communications and Academic Writing

Effective communication is an integral component of success in the workplace and in lifelong learning. Students review communication theory and its connection to expository writing. Frequent writing exercises encourage the development of content that is coherent, well organized and correct. Students consider and use strategies to generate ideas, to collect and organize information, to acknowledge sources, to identify and develop a thesis and to adapt format, style and tone for different purposes and audiences.

Prerequisite(s): none
Corerequisite(s):none

ENL2025 Interpersonal Communication

Effectively communicating with others, both professionally and personally, is an art that requires conscious development. Students address the techniques related to interpersonal communication challenges in the diverse workplace. Focus is on communication barriers, verbal and non-verbal communication, listening, team work, and relational dynamics. Through role play, analysis, and case studies, students engage in simulated and authentic interpersonal communication situations.

Prerequisite(s): ENL1100
Corerequisite(s):none

ENL2025 Interpersonal Communication

Effectively communicating with others, both professionally and personally, is an art that requires conscious development. Students address the techniques related to interpersonal communication

challenges in the diverse workplace. Focus is on communication barriers, verbal and non-verbal communication, listening, team work, and relational dynamics. Through role play, analysis, and case studies, students engage in simulated and authentic interpersonal communication situations.

Prerequisite(s): ENL1100
Corerequisite(s):none

ENL2025 Interpersonal Communication

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Prerequisite(s): ENL1100
Corerequisite(s):none

ENL4016 World Literature

Exposure to broad sources of literature promotes an open-minded perspective on today's global society and encourages an appreciation of diversity and human differences. In World Literature, students explore key literary works from around the world and examine the socio-historical and cultural contexts in which authors wrote and set these texts. Students learn to identify common themes and apply literary and cultural theory to these works towards expanding critical thinking skills and developing an analytical vocabulary. Through seminar presentations, group discussions, debates, journaling, and creative writing, students grapple with literary representations of social, political, and cultural issues from around the world, gaining an appreciation of what it means to be responsible global citizens and possess the ability to listen to, question, and value diverse perspectives.

Prerequisite(s): ENL1100
Corerequisite(s):none

ENL4016 World Literature

Exposure to broad sources of literature promotes an open-minded perspective on today's global society and encourages an appreciation of diversity and human differences. In World Literature, students explore key literary works from around the world and examine the socio-historical and cultural contexts in which authors wrote and set these texts. Students learn to identify common themes and apply literary and cultural theory to these works towards expanding critical thinking skills and developing an analytical vocabulary. Through seminar presentations, group discussions, debates, journaling, and creative writing, students grapple with literary representations of social, political, and cultural issues from around the world, gaining an appreciation of what it means to be responsible global citizens and possess the ability to listen to, question, and value diverse perspectives.

Prerequisite(s): ENL1100
Corerequisite(s):none

ENL4100 Creative Writing

Whether for personal or public consumption, many people enjoy writing short fiction to express their creative energy while improving upon their overall writing abilities. Working with professional short stories as models, students examine the stylistic components that contribute to the excitement, atmosphere, and overall readability of short fiction. Students share their work and provide formal feedback on the work of others.

Prerequisite(s): ENL1100
Corerequisite(s):none

ENL4100 Creative Writing

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Prerequisite(s): ENL1100

Corerequisite(s):none

ENL4200 New Worlds and Alternative Realities: Speculative Fiction

Speculative fiction gathers together all those works of fiction in which new worlds or alternative realities are envisioned. Within this category of prose, students have the opportunity to explore the various sub-genres that present readers with new ways of thinking about some of the issues that face society. Students also develop skills in critical analysis using a variety of approaches and methodologies from literary studies.

Prerequisite(s): none

Corerequisite(s):none

ENL4200 New Worlds and Alternative Realities: Speculative Fiction

Speculative fiction gathers together all those works of fiction in which new worlds or alternative realities are envisioned. Within this category of prose, students have the opportunity to explore the various sub-genres that present readers with new ways of thinking about some of the issues that face society. Students also develop skills in critical analysis using a variety of approaches and methodologies from literary studies.

Prerequisite(s): none

Corerequisite(s):none

ENL4300 The Brave New Worlds of Dystopian Fiction

Over the last century, dystopian fiction has become a remarkably popular genre in literature and film, particularly among young adults. Dystopian fiction often features oppressive totalitarian regimes, political dissent, environmental degradation and technological manipulation. In order to understand what a dystopia is, one must first understand what it is not. Through the study of representative works of literature and film, students examine the relationship between dystopic and utopic societies, and discover how dystopian fiction often functions as a creative outlet for authors and filmmakers to express the social, political, cultural, and technological anxieties of contemporary society. Students reflect on issues in the world around them, and develop an appreciation for how these concerns are mirrored in dystopian fiction.

Prerequisite(s): none

Corerequisite(s):none

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Over the last century, dystopian fiction has become a remarkably popular genre in literature and film, particularly among young adults. Dystopian fiction often features oppressive totalitarian regimes, political dissent, environmental degradation and technological manipulation. In order to understand what a dystopia is, one must first understand what it is not. Through the study of representative works of literature and film, students examine the relationship between dystopic and utopic societies, and discover how dystopian fiction often functions as a creative outlet for authors and filmmakers to express the social, political, cultural, and technological anxieties of contemporary society. Students reflect on issues in the world around them, and develop an appreciation for how these concerns are mirrored in dystopian fiction.

Prerequisite(s): none

Corerequisite(s):none

Information systems and their impact play a vital role for a successful business manager. Students focus on the study of Information Systems in organizations and cover topics, such as fundamental concepts of information systems, the technical foundations of information systems, as well as approaches to building and deploying and controlling information systems. Through lectures, self-directed learning, and in class activities, students present how Enterprise Systems (ES) support business processes through SAP with applied experience navigating and completing transactions.

Prerequisite(s): none

Corerequisite(s):none

ESC4300 Operations and Supply Chain Management

Operations management is essential for organizations to ensure efficient processes, optimal resource utilization, and the delivery of high-quality goods and services. Students examine the role of operations management to enhance customer satisfaction and maintain a competitive edge in the market. Students explore principles of operations and productivity and discuss different strategies in manufacturing and service operation including various forecasting techniques, critical elements of process strategy, and inventory management models. Through case studies, students discuss the pivotal role of supply chain management in orchestrating seamless logistics, fostering collaboration, and enhancing the efficiency of the entire business network.

Prerequisite(s): none

Corerequisite(s):none

FIN4601 Business Finance

Business Financial accounting provides the language, concepts, and techniques for analysing and solving financial problems faced by businesses. Topics include understanding business organizations, taxation, financial statements and cash flow analysis, financial forecasting and planning, time value of money, valuation of stocks and bonds, capital budgeting, efficient market theory and risk/return analysis.

Prerequisite(s): ACC4101

Corerequisite(s):none

FLS3101 French as a Second Language-Beginner 1

The French language is an asset when communicating in the workplace. Students with no prior knowledge of French acquire basic forms and structures to interact and communicate in a simple way with French speakers. Class instruction and practice, repeated feedback, and exposure to a variety of language samples support students to gain basic oral expression and comprehension using simple phrases that develop vocabulary, pronunciation, and comprehension. Students begin to appreciate cultural and linguistic differences when French is used in the workplace.

Prerequisite(s): none

Corerequisite(s):none

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The French language is an asset when communicating in the workplace. Students with no prior knowledge of French acquire basic forms and structures to interact and communicate in a simple way with French speakers. Class instruction and practice, repeated feedback, and exposure to a variety of language samples support students to gain basic oral expression and comprehension using simple phrases that develop vocabulary, pronunciation, and comprehension. Students begin to appreciate cultural and linguistic differences when French is used in the workplace.

Prerequisite(s): none

Corerequisite(s):none

FLS3101 French as a Second Language-Beginner 1

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way with French speakers. Class instruction and practice, repeated feedback, and exposure to a variety of language samples support students to gain basic oral expression and comprehension using simple phrases that develop vocabulary, pronunciation, and comprehension. Students begin to appreciate cultural and linguistic differences when French is used in the workplace.

Prerequisite(s): none
Corerequisite(s):none

FLS3102 French as a Second Language-Beginner 2

The workplace benefits from having professionals with knowledge of the French language. Students with basic knowledge of French gain more control over forms and structures to interact and communicate in a simple way with French speakers. Class instruction and practice, repeated feedback, and exposure to a variety of language samples provide students with opportunities to enhance their basic oral expression and comprehension using simple phrases that further develop vocabulary, pronunciation, and comprehension. Students deepen their knowledge of cultural and linguistic differences of French in the workplace.

Prerequisite(s): none
Corerequisite(s):none

FLS3102 French as a Second Language-Beginner 2

The workplace benefits from having professionals with knowledge of the French language. Students with basic knowledge of French gain more control over forms and structures to interact and communicate in a simple way with French speakers. Class instruction and practice, repeated feedback, and exposure to a variety of language samples provide students with opportunities to enhance their basic oral expression and comprehension using simple phrases that further develop vocabulary, pronunciation, and comprehension. Students deepen their knowledge of cultural and linguistic differences of French in the workplace.

Prerequisite(s): none
Corerequisite(s):none

FLS3102 French as a Second Language-Beginner 2

The workplace benefits from having professionals with knowledge of the French language. Students with basic knowledge of French gain more control over forms and structures to interact and communicate in a simple way with French speakers. Class instruction and practice, repeated feedback, and exposure to a variety of language samples provide students with opportunities to enhance their basic oral expression and comprehension using simple phrases that further develop vocabulary, pronunciation, and comprehension. Students deepen their knowledge of cultural and linguistic differences of French in the workplace.

Prerequisite(s): none
Corerequisite(s):none

GED2300 Indigenous Self-Representation in Contemporary Canadian Culture

Historically, Indigenous peoples and their cultures have been dramatically misrepresented and stereotyped in Canadian literature, music, visual arts, film, and television as a result of ongoing attempts to colonize, marginalize, romanticize, and assimilate them. Starting with an historical overview of the oppressive act of misrepresenting, appropriating, and stereotyping Indigenous peoples and their cultures in Canada, students explore how contemporary Indigenous artists have responded to these misrepresentations by subverting, critiquing, challenging, and changing the representations of Indigenous peoples and their cultures in their own artistic works. Significant works of contemporary literature, music, visual arts, film, and television created by contemporary Indigenous artists who give voice to their experiences in Canada serve as the basis for critical analysis and creative reflection on the processes of self-representation and cultural reclamation of Indigenous voices and identity in Canada.

Prerequisite(s): none
Corerequisite(s):none

GED2300 Indigenous Self-Representation in Contemporary Canadian Culture

Historically, Indigenous peoples and their cultures have been dramatically misrepresented and stereotyped in Canadian literature, music, visual arts, film, and television as a result of ongoing attempts to colonize, marginalize, romanticize, and assimilate them. Starting with an historical overview of the oppressive act of misrepresenting, appropriating, and stereotyping Indigenous peoples and their cultures in Canada, students explore how contemporary Indigenous artists have responded to these misrepresentations by subverting, critiquing, challenging, and changing the representations of Indigenous peoples and their cultures in their own artistic works. Significant works of contemporary literature, music, visual arts, film, and television created by contemporary Indigenous artists who give voice to their experiences in Canada serve as the basis for critical analysis and creative reflection on the processes of self-representation and cultural reclamation of Indigenous voices and identity in Canada.

Prerequisite(s): none
Corerequisite(s):none

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Prerequisite(s): none
Corerequisite(s):none

GEO2300 Principles of Urban Planning

Increasingly cities and communities are feeling the pressure of expansion, and people from all walks of life feel disconnected from the processes, procedures, and decisions that are affecting everyday life. Students consider urban transformation with a focus on practicing sustainability by exploring innovations in land use, transportation, resource planning and economic development, resulting in employment opportunities, as well as healthy and vibrant cities. Students use local and regional activities as a starting point for developing a knowledge base for future social and community involvement. Research projects and assignments encourage students to identify the gaps between theoretical approaches to urban planning and the practical applications as evidenced in their local surroundings.

Prerequisite(s): none
Corerequisite(s):none

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Prerequisite(s): none
Corerequisite(s):none

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Prerequisite(s): none

Corerequisite(s):none

GEP1001 Cooperative Education and Job Readiness

Students are guided through a series of activities that prepare them to conduct a professional job search and succeed in the workplace. Through a detailed orientation students learn the cooperative education program policies and procedures related to searching and securing a work term opportunity. Students identify their strengths and transferable skills and participate in workshop-style sessions that focus on cover letter and resume development, interview techniques and job search strategies. Students learn how to navigate a web-based resource centre, which is used to post employment and cooperative education job opportunities. Students reflect on workplace success, ethics and responsibilities.

Prerequisite(s): none

Corerequisite(s):none

HRM4201 Human Resource Management

Human capital is a critical organizational resource contributing to organizational agility, goal attainment and ultimate viability through progressive human resources management. Students explore all the human resources management specializations, including the role of human resources within organizational and strategic contexts, human resources planning, employee recruitment and selection, training and development, performance assessment, compensation and benefits, employee relations and labour relations. Furthermore, students investigate occupational health and safety, international human resources and relevant legislative frameworks.

Prerequisite(s): none

Corerequisite(s):none

HRM4405 Organizational Behaviour

The behaviour of individuals and groups within the workplace has a critical impact on an organization's achievement of its goals. Strategic organizations understand this impact and work to ensure that groups and individuals support and contribute to the overall mission and vision. Using various methods, theories, principles and accepted research in the field of organizational behaviour, students examine the behaviour of individuals and small groups in the workplace, as well as the whole organization and its relation to the wider business environment. Students also discuss how organizational behaviour can be used to support strategic human resources initiatives.

Prerequisite(s): none

Corerequisite(s):none

HRM4500 Recruitment and Selection

One of the best ways for an organization to meet its strategic objectives is to attract and select talented employees with relevant knowledge, skills and abilities. Students examine all aspects of the recruitment cycle and apply best practices in recruitment and selection. Through group discussion, mock interviews and the completion of a major recruitment and selection plan, students gain the required skills to conduct job analysis, attraction and recruitment of candidates, as well as complete the selection process using decision-making methodologies. In addition to executing the steps involved in best practice recruitment and selection, students also conduct secondary

research to support their decision making and to be able to link their best practices to the overall support of organizational business strategy.

Prerequisite(s): none
Corerequisite(s):none

HRM4501 Occupational Health and Safety

Regardless of the overall business mission and objectives, occupational health and safety is the main priority for the majority of businesses operating in Canada. Due to its potential to impact human lives and health, organizations must give priority to occupational health and safety above most other strategies and goals. Students examine the Occupational Health and Safety Act of Ontario and the duties required by employers to comply with health and safety legislation. Students investigate the system of shared responsibility, accident prevention, risk assessment, the promotion of wellness, as well as the key stakeholders involved in maintaining healthy and safe work environments. Students analyze the main components of health and safety workplace practices, and link occupational health and safety initiatives to the larger organizational strategic context. They research occupational health and safety best practices related to motivation and link these to the financial implications for organizations.

Prerequisite(s): none
Corerequisite(s):none

HRM4600 Training and Development

To support strategic talent management objectives, organizations must invest in the training and development of employees. Human resources professionals design and deliver employee empowering initiatives across the organization to achieve strategic goals. Students examine and apply the human resources training cycle to inform and implement policies, plans and procedures, including needs assessment, performance monitoring, cost/benefit analysis, feedback and evaluation. Through case studies and collaborative group presentations, students acquire the knowledge and skills to develop training and development initiatives that support long term strategic goals.

Prerequisite(s): none
Corerequisite(s):none

HRM4601 Global Issues and International Human Resources Management

In today's marketplace, businesses are increasingly aware of, affected by, and involved in operational initiatives that include numerous international components. In order to fully support organizational strategies, human resources professionals must have a global perspective on current issues that affect business and its stakeholder groups. Students explore the processes and tasks of strategic human resource functions in an international environment. Through business case studies, applied research on the issues and their application, students develop the knowledge and skills necessary to conduct human resources activities within a multinational organization.

Prerequisite(s): none
Corerequisite(s):none

HRM4602 Labour Relations

Organizations with unionized workforces face unique opportunities and challenges. Human resources policies, programs and strategies must adapt to meeting requirements reflected in collective agreements and arbitration decisions that are seen in such work settings. Students examine legislation impacting unionized workplaces, practice conflict resolution skills through grievance procedures and negotiation skills used in collective bargaining. The focus is on simulations that explore the context of working in a unionized environment. Students appreciate the value of developing positive labour-management relationships and the tools to promote these relationships in the workplace.

Prerequisite(s): none
Corerequisite(s):none

HRM4603 Employee Relations

The relationship an organization has with its employees largely impacts its ability to meet and obtain strategic objectives. Employee relations initiatives are often designed and supported by human resource professionals. They include employee performance management, discipline and termination. Students explore a variety of employee relations scenarios. Students conduct simulations and build a strong framework that draws on evidence-based best practices and legal considerations when working with employees in an organization. Students research, study and acquire the knowledge base to understand the impact employee relations issues can have on individual employees and the long term strategy of an organization.

Prerequisite(s): none

Corerequisite(s):none

HRM4700 Compensation and Benefits

Building a compensation structure that supports the overall strategy of an organization is essential to employee engagement and motivation. Compensation is a strategic and technical function conducted by human resources professionals. Students examine how compensation systems are created and maintained to support business strategy. Students conduct a full cycle compensation analysis through simulations, research and application.

Prerequisite(s): none

Corerequisite(s):none

HRM4702 Human Resources Research and Technology

Human resource research and technology is used by the practitioner to further strategic human resources goals. Students examine business research and technology relevant to human resources management. In addition, students develop appreciation of the importance of the application of technology in the human resources profession by focusing on the human resources information system from conceptual to practical perspectives.

Prerequisite(s): none

Corerequisite(s):none

HRM4703 Human Resources Strategy

The process of building a strategic human resources plan begins with gaining a deep understanding of an organization and its environment. Students begin researching one of the human resources challenges facing an organization. The result is a research plan and proposal to create strategic human resources solutions that support the organization's goals.

Prerequisite(s): none

Corerequisite(s):none

HRM4704 Human Resources Professionalism and Ethics

Human resources ethics must be considered at every point of practice. Ethical considerations in human resources ensure the best outcome for all stakeholders including the organizational employees, managers, shareholders and the broader business community.

Prerequisite(s): HRM4600

Corerequisite(s):none

HRM4800 Human Resource Planning

When organizations are developing and executing strategic plans and initiatives, having the right talent, skills and abilities throughout the organization is essential. Strategic human resources planning sees human resource professionals working alongside other functions in the organization to ensure that talent initiatives are in place so that goals can be realized. Students confront the challenges and demands of human resources planning, including analyzing and assessing human resources requirements, downsizing, restructuring, mergers and acquisitions, outsourcing,

international human resources and succession planning. Students conduct research, analyze and apply best practices to current human resources events. Students must understand general business strategy in order to execute on human resources planning.

Prerequisite(s): none
Corerequisite(s):none

HRM4801 Leadership

Strategic human resource professionals lead many important workplace initiatives that span the entire organization. They work closely with the organization's various leadership teams, often accepted in the role of trusted advisor or consultant. Students explore their own leadership styles, as well as the best practices in business leadership. By participating in workplace simulations and analyzing relevant case studies, students apply and develop personal leadership techniques so that they can operate more effectively as organizational leaders.

Prerequisite(s): none
Corerequisite(s):none

HRM4803 Human Resources Capstone Project

Students work with an existing provincial or national organization to produce a detailed strategic human resources plan. This plan demonstrates how HR initiatives support strategies to achieve both the organization's short and long term business goals/objectives. Students craft human resources solutions specifically for these strategies of the business/organization they have carefully chosen. The student's final report is supported with an executive style presentation.

Prerequisite(s): HRM4703
Corerequisite(s):none

HRM4804 Human Resources Metrics

Human resources practioners must continually commit to measuring the effectiveness and efficiency of human resources efforts. These measurements include cost to hire, turnover, and time on human resources tasks. These measurements then contribute to understanding the organizational operational and strategic goal attainment.

Prerequisite(s): HRM4801
Corerequisite(s):none

HRM4805 Organizational Design

This advanced HRM area of practice includes identifying and systematically addressing human capital and organizational structural issues. The superior goal of organizational design is building an engaged and effective workforce to achieve the organizational strategic goals.

Prerequisite(s): HRM4801
Corerequisite(s):none

LAN3101 Spanish-Beginner 1

The Spanish language is an asset when communicating in the workplace. Students with no prior knowledge of Spanish acquire basic forms and structures to interact and communicate in a simple way with Spanish speakers. Class instruction and practice, repeated feedback, and exposure to a variety of language samples support students to gain basic oral expression and comprehension using simple phrases that develop vocabulary, pronunciation, and comprehension. Students begin to appreciate cultural and linguistic differences when Spanish is used in the workplace.

Prerequisite(s): none
Corerequisite(s):none

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The Spanish language is an asset when communicating in the workplace. Students with no prior knowledge of Spanish acquire basic forms and structures to interact and communicate in a simple way with Spanish speakers. Class instruction and practice, repeated feedback, and exposure to a variety of language samples support students to gain basic oral expression and comprehension using simple phrases that develop vocabulary, pronunciation, and comprehension. Students begin to appreciate cultural and linguistic differences when Spanish is used in the workplace.

Prerequisite(s): none

Corerequisite(s):none

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Prerequisite(s): none

Corerequisite(s):none

LAN3102 Spanish-Beginner 2

The workplace benefits from having professionals with knowledge of the Spanish language. Students with basic knowledge of Spanish gain more control over forms and structures to interact and communicate in a simple way with Spanish speakers. Class instruction and practice, repeated feedback, and exposure to a variety of language samples provide students with opportunities to enhance their basic oral expression and comprehension using simple phrases that further develop vocabulary, pronunciation, and comprehension. Students deepen their knowledge of cultural and linguistic differences of Spanish in the workplace.

Prerequisite(s): none

Corerequisite(s):none

LAN3102 Spanish-Beginner 2

The workplace benefits from having professionals with knowledge of the Spanish language. Students with basic knowledge of Spanish gain more control over forms and structures to interact and communicate in a simple way with Spanish speakers. Class instruction and practice, repeated feedback, and exposure to a variety of language samples provide students with opportunities to enhance their basic oral expression and comprehension using simple phrases that further develop vocabulary, pronunciation, and comprehension. Students deepen their knowledge of cultural and linguistic differences of Spanish in the workplace.

Prerequisite(s): none

Corerequisite(s):none

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The workplace benefits from having professionals with knowledge of the Spanish language. Students with basic knowledge of Spanish gain more control over forms and structures to interact and communicate in a simple way with Spanish speakers. Class instruction and practice, repeated feedback, and exposure to a variety of language samples provide students with opportunities to enhance their basic oral expression and comprehension using simple phrases that further develop vocabulary, pronunciation, and comprehension. Students deepen their knowledge of cultural and linguistic differences of Spanish in the workplace.

Prerequisite(s): none

Corerequisite(s):none

LAW4300 Business Law

Businesses operate within a complex legal environment. Although some people may be unaware of the significance of the rule of law, it nevertheless pervades society generally, and the business world more specifically. To appreciate the operation of a functional legal system in the business arena, students explore the jurisdiction, scope and fundamental principles in the various interrelated legal sub-fields, including contracts, torts and human rights. Students also compare the Quebec civil legal system with the British common law system in the other Canadian jurisdictions. Using legal arguments and methodologies, students explore the sometimes conflicting principles of ethics, law and justice.

Prerequisite(s): none

Corerequisite(s):none

LAW4500 Employment Law

Today's human resources professionals operate in workplaces influenced and protected by many levels of employment legislation and common law based on judicial decisions. They are required to make operational and strategic decisions that are impacted by these laws. Students examine relevant Canadian case law and explore fundamental Canadian legislation relating to the workplace, such as Employment Standards, Human Rights, Occupational Health and Safety, Pay Equity and Worker's Compensation. By evaluating relevant cases and interpreting legislation, students connect legal best practices with decisions made by human resources professionals.

Prerequisite(s): none

Corerequisite(s):none

MGT4102 Business Fundamentals

In the dynamic global economy, organizations face diverse challenges impacting their operations. Students develop foundational skills using essential management concepts to address organizational complexities. From planning and organizing to decision-making and change management, students explore areas such as human resources, strategy, ethics, and organizational culture. Students apply theoretical frameworks and tools, including basics in case methodology, decision trees, flowcharts, and decision matrices, to develop a strategic mindset for effective decision-making. Through analysis and discussion of real-world scenarios, students develop methodical approaches to present strategic and tactical perspectives that support organizational success in a global context.

Prerequisite(s): none

Corerequisite(s):none

MGT4306 Business Analysis

Business Analysis is a methodology for enabling change in an organizational context through the identification of business needs and recommending solutions to improve business processes. Focus is on business requirements development and requirements management using various modeling techniques such as Business Analysis Body of Knowledge (BABOK). Students examine requirements analysis, cost benefit analysis and value engineering to determine why and how to solicit, analyze, validate and document business requirements or issues. Students use modeling concepts to prepare a business case and to explore the roles and responsibilities of the business analyst. Using case studies, students determine business requirements in the context of users and clients, model the requirements and provide implementation solutions. Students also acquire advanced skills of business modeling using industry standards, tools and notations.

Prerequisite(s): none

Corerequisite(s):none

MGT4403 Introduction to Project Management

A thorough introduction to modern project management is provided, guiding students through the fundamental tools and behavioural skills needed to successfully launch, lead and realize benefits from projects in organizations. Students learn the skills necessary to manage teams, schedules, risks, budgets, scope and stakeholders to produce desired outcomes. Through the use of case studies, individual and group assignments students, analyze how organizations use projects as catalysts for change in order to maintain a leading edge in business. Case studies exemplify

standards and best practices used in the profession. Students learn how to navigate through the project life-cycle and how to manage resources within the project team framework: special attention is given to accountability and critical success factors required to overcome resistance to change.

Prerequisite(s): none
Corerequisite(s):none

MKT4101 Marketing

Consumers and business professionals are continuously influenced by marketing. Students obtain an overview of the marketing function and its relationship with other business operations. Students analyze fundamental marketing concepts, including strategic product planning and analysis, buyer behavior, trends in retailing, wholesaling, web marketing, market segmentation, target marketing and market research. Students conduct industry analysis and environmental scans and examine the marketing mix in detail consisting of product, price, promotion and distribution channels. Discussions and activities address the needs of organizations in the private and public sectors, as well as not-for-profit organizations.

Prerequisite(s): none
Corerequisite(s):none

PHI1000 Logic and Critical Thinking

Logic and critical-thinking skills play an important role in both daily life and ongoing academic studies. As foundational skills, they support both the development and assessment of ideas, concepts and courses of action that are presented on a daily basis. Approaching the subject from both a practical and theoretical perspective, students hone their skills in analysis, argumentation, reasoning and persuasion. A range of topics and thinkers provide material with which students can exercise and apply their skills.

Prerequisite(s): none
Corerequisite(s):none

PHI2000 Introduction to Research

Academic research requires students to possess a fundamental knowledge of accepted methodologies and practices. An overview of the research process and tools prepares students to engage in scholarly work. Emphasis is on evaluation, selection and documentation of primary and secondary sources, as well as the development of a research project.

Prerequisite(s): ENL1100 and PHI1000
Corerequisite(s):none

PHI2002 Ethical Decision Making

To avoid potential prosecution, companies and their employees are well-advised to engage in ethical decision-making practices in all business situations. Students examine ethical concepts and principles, compare a variety of ethical decision-making models and utilize these principles and models to make ethically sound decisions in a variety of contexts. Students also design a code of ethics, practice making ethically- based decisions and develop the analytical skills required to recognize, evaluate and resolve ethical dilemmas in the workplace.

Prerequisite(s): PHI1000
Corerequisite(s):none

PHI2002 Ethical Decision Making

To avoid potential prosecution, companies and their employees are well-advised to engage in ethical decision-making practices in all business situations. Students examine ethical concepts and principles, compare a variety of ethical decision-making models and utilize these principles and models to make ethically sound decisions in a variety of contexts. Students also design a code of ethics, practice making ethically- based decisions and develop the analytical skills required to

recognize, evaluate and resolve ethical dilemmas in the workplace.

Prerequisite(s): PHI1000

Corerequisite(s):none

PHI2002 Ethical Decision Making

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Prerequisite(s): PHI1000

Corerequisite(s):none

PHI4000 Philosophy and Popular Culture

Many facets of today's popular culture engage, directly or indirectly, with the concerns of a variety of philosophical traditions. Drawing on a number of examples, students explore both the way popular culture permeates and spreads through society and the way it interprets and presents philosophical questions. Students develop skills and techniques for assessing the soundness and validity of thought experiments.

Prerequisite(s): PHI1000

Corerequisite(s):none

PHI4000 Philosophy and Popular Culture

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Prerequisite(s): PHI1000

Corerequisite(s):none

PHI4002 The Philosophy of Drugs

Drugs are everywhere: professionals prescribe them to us to make us "better"; we take them recreationally; we give them to our children, pets and other loved ones; we buy them on the streets and in grocery stores. What are "drugs"? Why are some drugs legal and others not? How do drugs get to market? What ethical issues are relevant in a global drug industry? Are current intellectual property regimes appropriate if the goal of drug research is to promote benefits to society? Students critically examine these, and other, questions through the lens of historical and contemporary ethical, philosophical and legal theories and arguments. Students engage in various peer-oriented learning activities throughout the course.

Prerequisite(s): none

Corerequisite(s):none

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Prerequisite(s): none
Corerequisite(s):none

PHI4003 The Philosophy of Love and Sex

Love and sex are central to the human condition, and have been topics of academic inquiry and controversy throughout history. Various practices surrounding love and sex are celebrated in Western culture, such as monogamy and marriage, while other practices, such as polygamy and pedophilia, are condemned. Why is this? Students critically explore these and other issues surrounding love and sex using examples from popular music, movies and literature, framing those issues with the help of historical and contemporary philosophical theories and arguments. Students engage in various peer-oriented learning activities throughout the course.

Prerequisite(s): none
Corerequisite(s):none

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Prerequisite(s): none
Corerequisite(s):none

PHI4004 Technology, Society and the Environment

Environmental issues have come to occupy a central place in the marketplace, politics, policy, and society at large. Owing largely to the many environmental consequences that have accompanied industrialization, we humans have been forced to rethink the complex relationship between technology, society and the environment. Students investigate philosophical concepts and theories surrounding technology, society and the environment including: the "naturalness" of technology, sustainability and animal rights. Students critically examine course material by focusing on questions such as: What is nature, and what role do/should humans occupy in it? What do we owe non-human organisms? What do we owe future generations? Students engage in various peer-oriented learning activities throughout the course.

Prerequisite(s): none
Corerequisite(s):none

PHI4004 Technology, Society and the Environment

Environmental issues have come to occupy a central place in the marketplace, politics, policy, and society at large. Owing largely to the many environmental consequences that have accompanied industrialization, we humans have been forced to rethink the complex relationship between technology, society and the environment. Students investigate philosophical concepts and theories surrounding technology, society and the environment including: the "naturalness" of technology, sustainability and animal rights. Students critically examine course material by focusing on questions such as: What is nature, and what role do/should humans occupy in it? What do we owe non-human organisms? What do we owe future generations? Students engage in various peer-oriented learning activities throughout the course.

Prerequisite(s): none
Corerequisite(s):none

PHI4100 Survival in the Information Age: Risk and the Media

On an almost daily basis, the media, through its various outlets - television, radio, web sites, RSS,

and podcasts - reports on issues that address our wellbeing. Through discussions, readings, and assignments, students enhance their ability to interpret and question information presented by the media by better understanding the inherent risks. Issues like alternative medicine (i.e. vaccinations) and socio-legal issues (i.e. bullying, hacking, surveillance, privacy) provide grounds for students to use principles from the social science as a means to think critically about real and perceived risks in daily life.

Prerequisite(s): PHI1000
Corerequisite(s):none

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Prerequisite(s): PHI1000
Corerequisite(s):none

PHY4000 Black Holes, Big Bangs and the Cosmos

The dynamic and exciting field of Cosmology outlines our current understanding of the Universe from its start, at the so-called Big Bang, through the ensuing 13 plus billion years to the present and beyond. Students learn how to discuss our present understanding of the three phases of the Universe as well as its five part make up, with matter making up only 4% of the whole. Students explain our knowledge of the various phases of evolution of the Cosmos and also the latest theories and experiments that are trying to address our uncertainties. Throughout the course, students evaluate and debate many of today's ideas and concepts revolving around cosmology.

Prerequisite(s): none
Corerequisite(s):none

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Prerequisite(s): none
Corerequisite(s):none

PSI2000 Navigating Canada's Political Landscape

A developed knowledge of government and politics is key to an effective participation in public life. Drawing on current events, students explore the societal, cultural and constitutional context along with the major political parties and institutions that shape the Canadian political landscape. Students develop skills and techniques that allow them to position politicians, parties, and policies, past and present, on the spectrum of political ideology and Canadian political traditions. Working together and individually, students analyze issues from the perspective of various political approaches.

Prerequisite(s): none
Corerequisite(s):none

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Prerequisite(s): none

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Prerequisite(s): none

Corerequisite(s):none

PSY2100 Introductory Psychology

With its applications to behaviour and personality, psychology extends its reach into many aspects of our personal lives. The broad applications of this social science in both an applied and theoretical context are premised on a number of fundamental principles. Students explore historical breakthroughs that define the current boundaries of the discipline and interact with a number of the foundational concepts that resonate throughout daily life and popular culture. Students develop an introductory knowledge in the various schools of thought within the discipline.

Prerequisite(s): none

Corerequisite(s):none

PSY2100 Introductory Psychology

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Prerequisite(s): none

Corerequisite(s):none

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Prerequisite(s): none

Corerequisite(s):none

QUA2000 Statistics

Students explore fundamental statistical concepts and use statistical software to summarize,

analyze and present both descriptive and inferential statistics. Topics include central tendency, variation, probability, central limit theorem, sampling, estimation, hypothesis testing and simple regression and correlation. These theoretical concepts are explained through practical examples from various sectors. Students develop the required background for further study related to research.

Prerequisite(s): none
Corerequisite(s):none

SCI2000 Environmental Science

Environmental science is an interdisciplinary study of how the earth works, human interaction with the earth and how to address the existing environmental problems. Students explore natural capital and the degradation. Students engage in case studies, critical thinking and analysis of alternatives in exploring solutions and trade-offs in trying to address degradation.

Prerequisite(s): ENL1100 and PHI1000
Corerequisite(s):none

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Prerequisite(s): ENL1100 and PHI1000
Corerequisite(s):none

SOC2000 Introduction to Sociology

When working with individuals and groups it is important to understand both the background and influences present. Students develop a familiarity with sociological theories and methodological approaches used to study individual and group behaviours. Students also examine variables that include culture, social class, race, and gender and how these variables may impact work with diverse individuals and groups.

Prerequisite(s): ENL1100
Corerequisite(s):none

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Prerequisite(s): ENL1100

Corerequisite(s):none

SOC2001 Anti-Racism: Theory and Practice

Anti-racism is the practice of identifying, challenging, and changing the values, structures, and behaviours that perpetuate systemic racism. Students explore concepts of anti-oppressive practice, anti-racist pedagogy, diversity, and inclusion at the personal, societal, and institutional levels. Students develop an understanding of historical and present-day groups and figures that challenge oppressive structures in Canadian society. Through various learning activities and discussion boards, students will develop the necessary knowledge, attitude, and skills to become an authentic ally within society.

Prerequisite(s): none

Corerequisite(s):none

SOC2001 Anti-Racism: Theory and Practice

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Prerequisite(s): none

Corerequisite(s):none

SOC4000 Criminology

The interdisciplinary study of social science examining the individual and social aspects of crime is known as criminology. Students work through an introduction to the social science perspective on crime. Presentations, discussions, and assignments allow students to investigate the various theoretical positions related to crime and criminal behaviour. Working forward from the types and definitions of crime, students trace some of the links between government policy and the impacts of these policies on both society and the individual.

Prerequisite(s): SOC2000

Corerequisite(s):none

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Prerequisite(s): SOC2000

Corerequisite(s):none

SOC4001 Global Perspectives

Sociology, through its exploration of the organization of society and the connections between people and their surroundings, provides new ways of looking at the world. Using fundamental knowledge in the field of sociology, students analyze globalization and its impact on Canadian society. Students take opposing views to debate the opportunities and challenges that come with globalization.

Prerequisite(s): SOC2000

Corerequisite(s):none

SOC4001 Global Perspectives

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Prerequisite(s): SOC2000

Corerequisite(s):none

WKT4701 Bcomm Human Resource Management Work Term

Co-op provides an experiential opportunity that is directly related to the field of study. This co-op work term follows sixth-term studies and centers on attaining entry-level positions that immerse students in a variety of human resources management activities, allowing the application of learned concepts and principles. Students returning from the co-op work term contribute new ideas to their program of study.

Prerequisite(s): none

Corerequisite(s):none