

Items Approved by Education Council May 3, 2018

Executive: J Hamilton, A Hay, C Kushner, R Eby
Deans: P Ashman, E Corneau, B Gillett, R Huxtable, J Lister, S Moores, Y Moritz, J Ragsdale
Associate Deans: T Kisilevich, L Kraft, L Skulmoski, S Josephson, K Sansom, B McGillivray, J Rouse
Continuing Studies: D Silvestrone
Administrative Assistants: E Avis, J Campbell, L Foster, A Harden, P Heinzelmann, K Hojnocki, L Jennings, L Kohout, L Le Gallee, A March, J McGee, L Plamondon, M Scharf, J Smeyers, T Tuck, M Walker
International Education: R Boris
Registrar's Office: J Muskens, A Hickey, L Rozniak, C Schneider, K Otke
Public Affairs: A Coyle
Library: R Tyner
Student Services: J Coble
OC Students Society: Presidents, OC Student Union and Kalamalka Student Union
Education Council: C Newitt, D Marques

Science, Technology, & Health

HSW 211 – 3 – 3 **Politics and Perspectives on Disability**

Course revision:

- Title- New title- **Politics and Perspectives on Inclusion**
- Description

Rationale:

This proposed change reflects a sentiment in the CLBC field that the word disability is inherently limiting. Therefore, we want to propose changing the word "Disability" to "Inclusion".

Course description:

Current:

In this course, students examine historical and contemporary perceptions, attitudes and treatment of people with disabilities. Several approaches are discussed, including a 'social justice' framework that emphasized the citizenship and human rights of people labeled disabled. Students explore their attitudes and values and define 'exemplary professional caring' for Human Service practice. (3,0,0)

Proposed:

In this course students examine and critique historical and contemporary perceptions, attitudes, and treatment of persons who experience barriers to social inclusion due to their experience of having unique abilities and limitations in relation to the able-bodied world in which they live. Several approaches are proposed for fostering inclusion with emphasis given to a 'social justice' framework that emphasizes the citizenship and human rights of persons who are labeled 'dis'-abled. Students will reflect on their own attitudes and values creating a personalized vision of how they will incorporate inclusion into their everyday practice. (3,0,0)

Implementation date: September 2018

Costs: n/a

Human Service Work Diploma

Program revision

- Program outline
- Revision of courses

Rationale:

Update the course title in the program table reflecting a semantic change that uses the term inclusion rather than disability, both in title and course description.

Program outline:

No change to year one. Change to year two as below.

Fall Year Two	
Current	Proposed
HSW 205- Groups	HSW 205- Groups
HSW 211- Politics and Perspectives on Disability	HSW 211- Politics and Perspectives on Inclusion
PSYC 220- Lifespan Development	PSYC 220- Lifespan Development
OR	OR
SOCW 355- Human Development	SOCW 355- Human Development
PLUS	PLUS
Six (6) credits of Arts or Science electives or a combination of the two.	Six (6) credits of Arts or Science electives or a combination of the two.

Implementation date: September 2018

Cost: n/a

COSC 320 – 3 – 3 Analysis of Algorithms**Course revision:**

- Contact hours
- Prerequisites

Rationale:

In addition to the lecture, students need the use of lab hours to run programs that solve algorithmic problems. The math prerequisite is no longer relevant because the students will have the necessary preparation with the COSC 221 prerequisite.

Course description:

To end of course description, add (3,2,0).

Contact hours:

	Current	Proposed
Lecture	3	3
Lab	0	2
Average weekly contact hours	3	5

Prerequisites:

Current	Proposed
COSC 221, COSC 222, MATH 221	COSC 221, COSC 222

Implementation date: September 2018

Costs: n/a

Bachelor of Computer Information Systems**Program revision**

- Graduation requirements

Rationale:

The department would like to update and change the graduation requirements for the BCIS program and to change the delivery format for the COSC 320 course to reflect teaching delivery methods.

Graduation requirements:

Students must complete a minimum of 120 credits of required and elective courses as listed with a minimum graduating average of 60%. (Change to electives).

Program Outline

Current	Proposed
Courses required by all students- 78 credits	Courses required by all students- 78 credits

One of these combinations (two or three courses) MATH 139 and one of COSC 221 or MATH 251 or MATH 231	One of these combinations (two or three courses) MATH 139 and one of COSC 221 or MATH 251 or MATH 231
Or	Or
MATH 112 and one of MATH 122 or MATH 221	MATH 112 and one of MATH 122 or MATH 221
Or	
MATH 111 and STAT 121 and COSC 221	N/A
Electives for all students- 24 credits Electives must be chosen to ensure the following credit requirements are met.	Electives for all students- 24 credits Electives must be chosen to ensure the following credit requirements are met.
Total credits: at least 120...	Total credits: at least 120...
<i>Group 1</i> : at least 78 credits	<i>Group 1</i> : at least 78 credits
<i>Group 2</i> : at least 15 credits	<i>Group 2</i> : at least 15 credits
<i>Group 3</i> : at least 6 credits	<i>Group 3</i> : at least 6 credits
Upper-level (courses numbered 300 or higher): at least 42 credits	Upper-level (courses numbered 300 or higher): at least 42 credits
Upper-level group 1: at least 36 credits	Upper-level group 1: at least 36 credits
<i>Group 1</i> : courses in Computer Science and other subjects which lead to an Associate of Science Degree, plus Network and Telecommunications Engineering Technology, and Electronic Engineering Technology.	<i>Group 1</i> : courses in Computer Science and other subjects which lead to an Associate of Science Degree- except MATH 120 , plus Network and Telecommunications Engineering Technology, and Electronic Engineering Technology.
<i>Group 2</i> : refers to all courses in Communications and courses in other subjects which lead to an Associate of Arts Degree. This group does not include science courses.	<i>Group 2</i> : refers to all courses in Communications and courses in other subjects which lead to an Associate of Arts Degree. This group does not include science courses.
<i>Group 3</i> : Business Administration courses.	<i>Group 3</i> : Business Administration courses.

Business, Culinary, and Commercial Aviation programs

BUAD 411- 3- 3 HR Metrics & Analysis

New course

Rationale:

In April 2016 Okanagan College signed a MOA with CPHR BC regarding an exemption to the National Knowledge Examination (NKE) – a requirement for becoming a Certified HR Professional in BC – for HRM Specialty BBA students in good standing. We were one of the first 4 schools in BC, and one of the first 10 schools across Canada, to achieve this standing. It greatly increases the value of the HRM Specialty of the BBA degree.

CPHR's accreditation process (a precursor to this agreement) included a comparison of the learning outcomes of all required courses for our HRM Specialty with the Required Professional Competencies (RPCs) of the CPHR. Although there was excellent alignment overall, one notable gap in the HRM Specialty learning outcomes was identified when reviewing the "Human Resources Metrics, Reporting & Financial Management" RPC. Accordingly, we made a verbal commitment to create a new course, BUAD 379 SELECTED TOPICS: HR METRICS & ANALYTICS to fill this gap. The course was designed to dovetail with the existing courses BUAD 375 Strategic Human Resources Planning and BUAD 412 Strategic Performance Management, and has been successfully offered twice (11 students enrolled in F2016; 18 students enrolled in F2017), and has received very positive student feedback (formative evaluation results).

Item 5a of the HRMA agreement specifies that, "OC will ensure that all the functional capabilities of the CPHR are sufficiently addressed within the [BBA HRM Specialty] Program subject to approval of the OC Education Council and Board of Governors". The two-year agreement expires in April 2018, and it is anticipated that a renewal of this agreement will require that we are able to demonstrate a continued commitment to the learning outcomes of BUAD 4XX HR Metrics & Analytics in the HRM Specialty program.

Calendar description:

This course provides learners with an opportunity to apply a human capital approach to the development of human resources and workforce measures that are aligned with an organization's strategy. Strategy maps are used to clarify how workforce success can be achieved via the development and measurement of strategically-aligned human resources deliverables.

Students with credit for BUAD 379 ST HR Metrics cannot take BUAD 411 for additional credit.

Prerequisites: BUAD 269 and BUAD 340 and third year standing

Implementation date: September 2018

Cost: n/a

BUAD 264- 3- 3 Management Accounting

Course revision:

- Prerequisites

Rationale:

With addition of more Post-Baccalaureate Diplomas to the Business Administration offerings the pre-requisites for BUAD 264 need to be revised to facilitate enrollment of Post-Bacc students in this course. The department has been using waivers for this in the past and has found no problems with student success. We now wish to formalize this change in the calendar.

Course description:

No change.

Prerequisites:

Current	Proposed
BUAD 111 and BUAD 128 and MATH 114	BUAD 111 and BUAD 128 and MATH 114
Or	Or

BUAD 111 and admissions to the Business Administration Post-Baccalaureate Diploma in Accounting	BUAD 111 and admissions to any Business Administration Post-Baccalaureate Program
---	--

Implementation date: September 2018

Costs: n/a

BUAD 340- 3- 3 Strategic Management I

Course revision:

- Prerequisites

Rationale:

With addition of more Post-Baccalaureate Diplomas to Business Administration offerings the pre-requisites for BUAD 340 need to be revised to facilitate enrollment of Post-Bacc students in this course. The department has been using waivers for this in the past and has found no problems with student success. We now wish to formalize this change in the calendar.

Course description:

No change to course description.

Prerequisites:

Current	Proposed
BUAD 116, 128, 195, 262, 264, and minimum third year standing	BUAD 116, 128, 195, 262, 264, and minimum third year standing Or
	Admission to any Business Administration Post-Baccalaureate Diploma Program

Implementation date: September 2018

Costs: n/a

BUAD 336- 3- 3 Services Marketing

Course revision:

- Description
- Title- New title- **Services Design**

Rationale:

This course was developed several years ago. The industry has evolved over time and this course has evolved with it. The course now covers the 8P's of services design and has an applied learning aspect. The current title and course description are out of date and need to be changed to better represent the scope of this course. This course has been accepted at our sister school JAMK in Finland with the name Services Design. The content changes have filtered in as minor changes over time and have reached a point that a calendar revision is needed.

Course description:

Current

Formerly BUAD 294

This course includes the marketing of intangible offerings by both profit and non-profit organizations (including financial institutions), the hospitality industry, professionals, government agencies, and charities. Included is the application of marketing principles when the marketer's offerings are services, not goods. Emphasis will be placed on current marketing practices employed by regional, national and international firms.

Students with credit for BUAD 294 can not take BUAD 336 for further credit. (3,0,0)

Proposed

Formerly BUAD 294

This course includes the design of a service model based on the components of intangibility, heterogeneity, simultaneous production and consumption and perishability of a service offering. It is applicable to profit and non-profit organizations alike. Included is the application of the gaps model of service quality to an actual client that is engaged in the provision of an experience. Emphasis will be placed on a blend of theory and project work with the client.

Students with credit for BUAD 294 cannot take BUAD 336 for further credit. (3,0,0)

Implementation date: September 2018

Costs: n/a

BUAD 346- 3- 3 Environmentally Sustainable Enterprise

Course revision:

- Description
- Title- New title- **Sustainable Management**
- Content

Rationale:

Environmental impact of a business is only one of what is now the three commonly accepted pillars/perspectives of sustainability. The “social” and “economic” perspectives were not included when this course was developed. In order to properly prepare students to consider sustainable business practices across the entire value chain of an organization it is necessary to integrate the three perspectives and apply existing national and international sustainability standards for sustainability. Sustainable management practices span the spectrum from strategic planning to operations and marketing to human resources practices and stakeholder engagement. Accordingly, revision has been proposed to update the course content, calendar description and course name (“Sustainable Management”). The scope of these changes fits better into a course revision than into the introduction a new course and deletion of the original course. Current students with credit for BUAD 346 do not need to retake this course and are not affected by this change.

Course description:

Current

Formerly BUAD 339

Operating a business in an environmentally sustainable manner is a consumer demand, an employee retention strategy and a financial imperative. This course will explore ways to minimize emissions, energy use, and waste and environmental impacts, using marketing, accounting, human resource and management strategies. Students with credit for BUAD 339 Topic - Environmentally Sustainable Enterprise cannot take BUAD 346 for additional credit. (3,0,0)

Proposed

Formerly BUAD 339 ST Environmentally Sustainable Enterprise

Learners explore sustainability theory and sustainable management practices for private-sector business. Environmental, social and economic concepts are integrated and applied across business disciplines. Sustainability models and evaluation frameworks are used to understand how sustainability can impact strategic thinking, operational decision-making, and performance reporting. Students with credit for BUAD 339 ST Environmentally Sustainable Enterprise cannot take BUAD 346 for additional credit.

Course content:

Course content has been updated to reflect the evolution of this subject area in industry. See rationale above.

Implementation date: September 2018

Costs: n/a

BUAD 351- 3- 3 Tourism Planning and Development

Revision:

- Prerequisites

Rationale:

The Tourism and Hospitality Specialty Area Subcommittee of the Business Administration Department recently reviewed BUAD 351 Tourism Planning and Development. The committee determined that either BUAD 206 The Business of Tourism or BUAD 230 Wine and Culinary Tourism provide the necessary foundation of knowledge of the tourism sector for students to be successful in completing BUAD 351. Therefore, we are proposing to add BUAD 230 as an alternative pre-requisite to BUAD 351. This change will provide additional flexibility to students when selecting electives and will maintain student success in BUAD 351.

Course description:

No change to the course description.

Prerequisites:

Current	Proposed
BUAD 206	BUAD 206 or BUAD 230

Implementation date: September 2018

Costs: n/a

Business Studies Certificate- Accounting; Business Studies Certificate- Financial Services; Business Studies Certificate- Human Resources Management; Business Studies Certificate- Marketing; Business Studies Certificate- Tourism and Hospitality Management

Program revision:

- Program description
- Program outline

Rationale:

The Business Studies Certificates in Accounting, Financial Services, Human Resources Management, Marketing, and Tourism and Hospitality Management have recently been reviewed by the Business Administration department for the first time in several years. The department subject area subcommittees recommended revisions to the program descriptions and to the program outlines for all of these certificates. These changes bring these certificates up to date and in line with other programs offered by the department.

Program description:

Proposed

The Business Studies Certificate allows students to focus on a specific discipline. This program may be of interest to those who are already employed. Some courses are also available by distance education. All Business Studies Certificates require the use of Microsoft Office software. Computer experience is recommended.

Program outline:

<u>Existing</u>	<u>Proposed</u>
<p>Business Studies Certificate - Accounting The Business Studies Certificate allows students to focus on specific disciplines. These programs will be of interest to mature students who are already employed. The series will be available in the evening on a two- or three-year rotation depending on the discipline. Some courses are also available by distance education. All programs in the Business Studies Certificate require the use of computers. It is recommended that students without computer experience complete a beginners level computer course before beginning their program or at the beginning of their program.</p> <p>Admission Requirements</p> <p>[no changes]</p> <p>Graduation Requirements</p> <p>[no changes]</p> <p>Program Outline BUAD 111 Financial Accounting I BUAD 121 Financial Accounting II Plus 4 of: BUAD 195 Financial Management BUAD 208 Canadian Income Tax I BUAD 236 Accounting Computer Applications BUAD 263 Intermediate Accounting I BUAD 264 Management Accounting BUAD 273 Intermediate Accounting II BUAD 283 Management Information Systems BUAD 296 Long-term Capital Management BUAD 365 Cost Accounting BUAD 369 Canadian Income Tax II MATH 114 Business Mathematics</p>	<p>Business Studies Certificate - Accounting The Business Studies Certificate allows students to focus on a specific discipline. This program may be of interest to those who are already employed. Some courses are also available by distance education. All Business Studies Certificates require the use of Microsoft Office software. Computer experience is recommended.</p> <p>Admission Requirements</p> <p>[no changes]</p> <p>Graduation Requirements</p> <p>[no changes]</p> <p>Program Outline BUAD 111 Financial Accounting I BUAD 121 Financial Accounting II</p> <p>Plus 4 of: BUAD 208 Canadian Income Tax I BUAD 236 Accounting Computer Applications BUAD 263 Intermediate Accounting I BUAD 264* Management Accounting BUAD 273 Intermediate Accounting II</p> <p>*Math 114 Business Mathematics and BUAD 128 Computer Applications 1 are required prerequisites for BUAD 264</p>

Business Studies Certificate - Financial Services

The Business Studies Certificate allows students to focus on specific disciplines. These programs will be of interest to mature students who are already employed. The series will be available in the evening on a two- or three-year rotation depending on the discipline. Some courses are also available by [distance education](#). All programs in the Business Studies Certificate require the use of computers. It is recommended that students without computer experience complete a beginners level computer course before beginning their program or at the beginning of their program.

Admission Requirements

[no changes]

Graduation Requirements

[no changes]

Program Outline

Six courses selected from:

- [BUAD 208](#) Canadian Income Tax I
- [BUAD 233](#) Financial Planning Fundamentals
- [BUAD 234](#) Risk and Retirement Planning: Comprehensive Practices
- [BUAD 235](#) Wealth Management and Estate Planning
- [BUAD 236](#) Accounting Computer Applications
- [BUAD 250](#) Canadian Securities
- [BUAD 251](#) Personal Financial Planning

Business Studies Certificate – Financial Services

The Business Studies Certificate allows students to focus on a specific discipline. This program may be of interest to those who are already employed. Some courses are also available by [distance education](#). All Business Studies Certificates require the use of Microsoft Office software. Computer experience is recommended.

Admission Requirements

[no changes]

Graduation Requirements

[no changes]

Program Outline

- MATH 114 Business Mathematics
- BUAD 111 Financial Accounting I
- BUAD 251 Personal Financial Planning

Plus 3 of:

- BUAD 195 Financial Management
- BUAD 208 Canadian Income Tax I
- BUAD 234 Retirement Income Planning
- BUAD 235 Insurance and Estate Planning
- BUAD 250 Canadian Securities
- BUAD 296 Long-term Capital Management

Business Studies Certificate - Human Resources Management

The Business Studies Certificate allows students to focus on specific disciplines. These programs will be of interest to mature students who are already employed. The series will be available in the evening on a two- or three-year rotation depending on the discipline. Some courses are also available by [distance education](#). All programs in the Business Studies Certificate require the use of computers. It is recommended that students without computer experience complete a beginners level computer course before beginning their program or at the beginning of their program.

Admission Requirements

[no changes]

Graduation Requirements

[no changes]

Program Outline

[BUAD 269](#) Human Resources Management

Plus five of:

[BUAD 201](#) Conflict Resolution and Negotiation

[BUAD 246](#) Recruitment and Selection

[BUAD 247](#) Training and Development

[BUAD 248](#) Occupational Health and Safety

[BUAD 262](#) Organizational Behaviour

[BUAD 279](#) Industrial Relations

Business Studies Certificate – Human Resources Management

The Business Studies Certificate allows students to focus on a specific discipline. This program may be of interest to those who are already employed. Some courses are also available by [distance education](#). All Business Studies Certificates require the use of Microsoft Office software. Computer experience is recommended.

Admission Requirements

[no changes]

Graduation Requirements

[no changes]

Program Outline

BUAD 123 Management Principles

BUAD 269 Human Resources Management

Plus 4 of:

BUAD 201 Conflict Resolution and Negotiation

BUAD 246 Recruitment and Selection

BUAD 247 Training and Development

BUAD 248 Occupational Health and Safety

BUAD 262 Organizational Behaviour

BUAD 279 Industrial Relations

Business Studies Certificate - Marketing

The Business Studies Certificate allows students to focus on specific disciplines. These programs will be of interest to mature students who are already employed. The series will be available in the evening on a two- or three-year rotation depending on the discipline. Some courses are also available by [distance education](#). All programs in the Business Studies Certificate require the use of computers. It is recommended that students without computer experience complete a beginners level computer course before beginning their program or at the beginning of their program.

Admission Requirements

[no changes]

Graduation Requirements

[no changes]

Program Outline

[BUAD 116](#) Marketing

[BUAD 176](#) Professional Sales

Plus 4 of:

[BUAD 210](#) Introduction to Marketing Research

[BUAD 266](#) Advertising and Marketing Communications

[BUAD 278](#) Marketing Management

[BUAD 289](#) Purchasing and Materials Management

[BUAD 290](#) Introduction to Merchandising

[BUAD 291](#) Designing the Retail Environment

[BUAD 292](#) Merchandise Display Strategy

[BUAD 297](#) Retailing

[BUAD 336](#) Services Marketing

Business Studies Certificate – Marketing

The Business Studies Certificate allows students to focus on a specific discipline. This program may be of interest to those who are already employed. Some courses are also available by [distance education](#). All Business Studies Certificates require the use of Microsoft Office software. Computer experience is recommended.

Admission Requirements

[no changes]

Graduation Requirements

[no changes]

Program Outline

[BUAD 116](#) Marketing

[BUAD 176](#) Professional Sales

Plus 4 of:

[BUAD 200](#) Digital Marketing

[BUAD 210](#) Introduction to Marketing Research

[BUAD 266](#) Advertising and Marketing Communications

[BUAD 289](#) Purchasing and Materials Management

[BUAD 297](#) Retailing

<p>Business Studies Certificate - Tourism and Hospitality Management</p> <p>This one-year certificate program provides a solid foundation in general business and the business of tourism. Graduates are prepared for entry-level positions within the tourism and hospitality sector.</p> <p>Admission Requirements</p> <p>[no changes]</p> <p>Graduation Requirements</p> <p>[no changes]</p> <p>Program Outline BUAD 111 Financial Accounting I BUAD 206 The Business of Tourism BUAD 215 Restaurant Management BUAD 220 Hotel Management BUAD 230 Wine and Culinary Tourism and one of: BUAD 116 Marketing BUAD 123 Management Principles BUAD 209 Business Law BUAD 269 Human Resources Management BUAD 299 Conventions Management</p>	<p>Business Studies Certificate – Tourism and Hospitality Management</p> <p>The Business Studies Certificate allows students to focus on a specific discipline. This program may be of interest to those who are already employed. Some courses are also available by <u>distance education</u>. All Business Studies Certificates require the use of Microsoft Office software. Computer experience is recommended.</p> <p>Admission Requirements</p> <p>[no changes]</p> <p>Graduation Requirements</p> <p>[no changes]</p> <p>Program Outline BUAD 111 Financial Accounting I BUAD 206 The Business of Tourism BUAD 215 Restaurant Management BUAD 220 Hotel Management BUAD 230 Wine and Culinary Tourism</p> <p>Plus one of: BUAD 116 Marketing BUAD 123 Management Principles BUAD 209 Business Law BUAD 269 Human Resources Management BUAD 200 Digital Marketing</p>
--	---

Implementation date: September 2018

Cost: n/a

Business Studies Certificate – Operations Management

Program revision:

- Program description
- Program name- New name- **Business Studies Certificate- Management**
- Program outline

Rationale:

The Business Studies Certificates - Operations Management has recently been reviewed by the Business Administration department for the first time in several years. The department subject area subcommittee - Management recommended revisions to the program description, title and program outlines to bring this certificate up to date and in line with other programs offered by the department.

Program description:

The Business Studies Certificate allows students to focus on a specific discipline. This program may be of interest to those who are already employed. Some courses are also available by distance education. All Business Studies Certificates require the use of Microsoft Office software. Computer experience is recommended.

Program outline:

<u>Existing</u>	<u>Proposed</u>
<p>Business Studies Certificate - Operations Management</p> <p>The Business Studies Certificate allows students to focus on specific disciplines. These programs will be of interest to mature students who are already employed. The series will be available in the evening on a two- or three-year rotation depending on the discipline. Some courses are also available by distance education. All programs in the Business Studies Certificate require the use of computers. It is recommended that students without computer experience complete a beginners level computer course before beginning their program or at the beginning of their program.</p> <p>Admission Requirements</p> <p>[no changes]</p> <p>Graduation Requirements</p> <p>[no changes]</p> <p>Program Outline BUAD 116 Marketing BUAD 123 Management Principles BUAD 128 Computer Applications I BUAD 282 - Operations Management, or BUAD 382 Operations Management BUAD 289 Purchasing and Materials Management STAT 124 Business Statistics</p>	<p>Business Studies Certificate – Management</p> <p>The Business Studies Certificate allows students to focus on a specific discipline. This program may be of interest to those who are already employed. Some courses are also available by distance education. All Business Studies Certificates require the use of Microsoft Office software. Computer experience is recommended.</p> <p>Admission Requirements</p> <p>[no changes]</p> <p>Graduation Requirements</p> <p>[no changes]</p> <p>Program Outline BUAD 111 Financial Accounting I BUAD 116 Marketing BUAD 123 Management Principles BUAD 195 Financial Management BUAD 293 Entrepreneurship BUAD 298 Small Business Management</p>

Implementation date: September 2018

Cost: n/a

BBA – Human Resources Management Specialty

Program revision:

- Addition of courses
- Program outline

Rationale:

BUAD 411 HR Metric and Analytics is being added to this program as an elective. See course rationale for more detail.

Program description:

No change to the program description.

Addition of courses:

- BUAD 411 HR Metrics & Analytics

Program outline:

Current	Proposed
<p>Human Resources Management Specialty</p> <p>While satisfying all the requirements outlined above for the Bachelor of Business Administration degree, students must include the following courses in their Business elective choices to specialize in Human Resource Management:</p> <p>BUAD 246 Recruitment and Selection BUAD 247 Training and Development BUAD 248 Occupational Health and Safety BUAD 375 Strategic Human Resource Planning BUAD 376 Compensation and Benefits</p> <p>Plus three courses from the following list, with at least one at the 400 level.</p> <p>BUAD 201 Conflict Resolution and Negotiation BUAD 279 Industrial Relations BUAD 374 Employment Law BUAD 379 Selected Topics: Human Resources BUAD 479 Selected Topics: Human Resources BUAD 410 Organization Change and Development BUAD 412 Strategic Performance Management</p>	<p>Human Resources Management Specialty</p> <p>While satisfying all the requirements outlined above for the Bachelor of Business Administration degree, students must include the following courses in their Business elective choices to specialize in Human Resource Management:</p> <p>BUAD 246 Recruitment and Selection BUAD 247 Training and Development BUAD 248 Occupational Health and Safety BUAD 375 Strategic Human Resource Planning BUAD 376 Compensation and Benefits</p> <p>Plus three courses from the following list, with at least one at the 400 level.</p> <p>BUAD 201 Conflict Resolution and Negotiation BUAD 279 Industrial Relations BUAD 374 Employment Law BUAD 379 Selected Topics: Human Resources BUAD 479 Selected Topics: Human Resources BUAD 410 Organization Change and Development BUAD 411 HR Metrics and Analytics BUAD 412 Strategic Performance Management</p>

Implementation date: September 2018**Cost:** n/a**BBA – Management Specialty****Program revision:**

- Program outline

Rationale:

The course name is changing for BUAD 346. This proposal is to use the new name in this program.

Program description:

No change to the program description.

Program outline:

Current	Proposed
<p>Management Specialty</p> <p>While satisfying all the requirements outlined above for the Bachelor of Business Administration degree, students must include the following courses in their Business elective choices to specialize in Management:</p> <p>BUAD 176 Professional Sales BUAD 298 Small Business Management BUAD 370 Leadership BUAD 382 Operations Management</p>	<p>Management Specialty</p> <p>While satisfying all the requirements outlined above for the Bachelor of Business Administration degree, students must include the following courses in their Business elective choices to specialize in Management:</p> <p>BUAD 176 Professional Sales BUAD 298 Small Business Management BUAD 370 Leadership BUAD 382 Operations Management</p>

<p>Plus 4 of:</p> <p>BUAD 201 Conflict Resolution and Negotiation BUAD 283 Management Information Systems BUAD 289 Purchasing and Materials Management BUAD 305 Logistics and Supply Chain Management BUAD 306 Managing Professional Service Firms BUAD 307 Managing for Innovation BUAD 308 Multicultural Management BUAD 309 Social Entrepreneurship BUAD 331 Project Management BUAD 334 Events Management and Marketing BUAD 339 Selected Topics: Management BUAD 439 Selected Topics: Management BUAD 341 Introduction to Non-Profit Management BUAD 346 Environmentally Sustainable Enterprise BUAD 410 Organization Change and Development BUAD 412 Strategic Performance Management BUAD 415 New Product Development BUAD 440 Advanced Business Strategy BUAD 480 Strategic Management II</p>	<p>Plus 4 of:</p> <p>BUAD 201 Conflict Resolution and Negotiation BUAD 283 Management Information Systems BUAD 289 Purchasing and Materials Management BUAD 305 Logistics and Supply Chain Management BUAD 306 Managing Professional Service Firms BUAD 307 Managing for Innovation BUAD 308 Multicultural Management BUAD 309 Social Entrepreneurship BUAD 331 Project Management BUAD 334 Events Management and Marketing BUAD 339 Selected Topics: Management BUAD 439 Selected Topics: Management BUAD 341 Introduction to Non-Profit Management BUAD 346 Sustainable Management BUAD 410 Organization Change and Development BUAD 412 Strategic Performance Management BUAD 415 New Product Development BUAD 440 Advanced Business Strategy BUAD 480 Strategic Management II</p>
--	---

Implementation date: September 2018

Cost: n/a

BBA- Marketing Specialty

Program Revision:

- Program outline

Rationale:

The course name is changing for BUAD 336. This proposal is to use the new name in this program.

Program description:

No change to the program description.

Program outline:

Current Program Outline	Proposed change
<p>Marketing Specialty</p> <p>While satisfying all the requirements outlined above for the Bachelor of Business Administration degree, students must include the following courses in their Business elective choices to specialize in Marketing:</p> <p>BUAD 176 Professional Sales BUAD 210 Introduction to Marketing Research BUAD 266 Advertising and Marketing Communications BUAD 200 Digital Marketing</p>	<p>Marketing Specialty</p> <p>While satisfying all the requirements outlined above for the Bachelor of Business Administration degree, students must include the following courses in their Business elective choices to specialize in Marketing:</p> <p>BUAD 176 Professional Sales BUAD 210 Introduction to Marketing Research BUAD 266 Advertising and Marketing Communications BUAD 200 Digital Marketing</p>

<p>Plus four of:</p> <p>BUAD 278 Marketing Management BUAD 297 Retailing BUAD 305 Logistics and Supply Chain Management BUAD 333 Search Marketing BUAD 334 Events Management and Marketing BUAD 335 Electronic Commerce BUAD 336 Services Marketing BUAD 338 Selected Topics: Marketing BUAD 438 Selected Topics: Marketing BUAD 344 Marketing Analytics and Data Analysis BUAD 345 Consumer Behaviour BUAD 415 New Product Development BUAD 470 Customer Relationship Management Note: *Students with credit for BUAD 268: Marketing Research are not required to take BUAD 210 or 344 and must complete five marketing electives instead of four. Students with credit for BUAD 268 must complete five marketing electives, one of which may be BUAD 344.</p>	<p>Plus four of:</p> <p>BUAD 278 Marketing Management BUAD 297 Retailing BUAD 305 Logistics and Supply Chain Management BUAD 333 Search Marketing BUAD 334 Events Management and Marketing BUAD 335 Electronic Commerce BUAD 336 Services Design BUAD 338 Selected Topics: Marketing BUAD 438 Selected Topics: Marketing BUAD 344 Marketing Analytics and Data Analysis BUAD 345 Consumer Behaviour BUAD 415 New Product Development BUAD 470 Customer Relationship Management Note: *Students with credit for BUAD 268: Marketing Research are not required to take BUAD 210 or 344 and must complete five marketing electives instead of four. Students with credit for BUAD 268 must complete five marketing electives, one of which may be BUAD 344.</p>
---	---

Implementation date: September 2018

Cost: n/a

Post-Baccalaureate Diploma in Marketing

Program revision:

- Program outline

Rationale:

The course name is changing for BUAD 336. This proposal is to use the new name in this program.

Program description:

No change to program description.

Program outline:

Current	Proposed
<p>Program Outline</p> <p>Semester 1</p> <p>BUAD 111 Financial Accounting I BUAD 113 Canadian Business BUAD 116 Marketing BUAD 123 Management Principles BUAD 128 Computer Applications I</p> <p>Semester 2</p> <p>BUAD 176 Professional Sales BUAD 195 Financial Management BUAD 210 Introduction to Marketing Research BUAD 262 Organizational Behaviour BUAD 264 Management Accounting</p>	<p>Program Outline</p> <p>Semester 1</p> <p>BUAD 111 Financial Accounting I BUAD 113 Canadian Business BUAD 116 Marketing BUAD 123 Management Principles BUAD 128 Computer Applications I</p> <p>Semester 2</p> <p>BUAD 176 Professional Sales BUAD 195 Financial Management BUAD 210 Introduction to Marketing Research BUAD 262 Organizational Behaviour BUAD 264 Management Accounting</p>

<p>Semester 3 BUAD 266 Advertising and Marketing Communications BUAD 272 Business Simulation OR</p> <p>BUAD 293 Entrepreneurship BUAD 345 Consumer Behaviour and two BUAD electives* Semester 4 BUAD 340 Strategic Management I and four BUAD electives* *The six BUAD electives must be chosen from the following: STAT 124 Business Statistics BUAD 209 Business Law BUAD 297 Retailing BUAD 333 Search Marketing BUAD 334 Events Management and Marketing BUAD 335 Electronic Commerce BUAD 336 Services Marketing BUAD 344 Marketing Analytics and Data Analysis BUAD 470 Customer Relationship Management</p>	<p>Semester 3 BUAD 266 Advertising and Marketing Communications BUAD 272 Business Simulation OR</p> <p>BUAD 293 Entrepreneurship BUAD 345 Consumer Behaviour and two BUAD electives* Semester 4 BUAD 340 Strategic Management I and four BUAD electives* *The six BUAD electives must be chosen from the following: STAT 124 Business Statistics BUAD 209 Business Law BUAD 297 Retailing BUAD 333 Search Marketing BUAD 334 Events Management and Marketing BUAD 335 Electronic Commerce BUAD 336 Services Design BUAD 344 Marketing Analytics and Data Analysis BUAD 470 Customer Relationship Management</p>
--	--

Implementation date: September 2018

Cost: n/a

Post-Baccalaureate Diploma in Human Resources Management

New baccalaureate diploma

Rationale:

OC's PBD-HRM program is a specialized post degree diploma designed to create high level business, leadership and HRM knowledge about one area: the human side of business. In a world where organizational success depends on people, HRM is fast becoming a function of business strategic importance. Our program is unique as it recognizes the importance of integrating Business, HRM and Leadership in managing people.

Existing BC PBD-HRM Programs

There are 30 Public Post-Secondary Human Resources Management programs in BC, of which 3 are Post-Baccalaureate Diploma's in Human Resources Management – Camosun, Kwantlan and TRU. At Camosun College (CC) the program is a Post-Baccalaureate Diploma's in Human Resources Management and Leadership <http://camosun.ca/learn/programs/business-administration/post-degree-diploma/human-resource-management-leadership/what-youll-learn/courses.html>. Students graduate with 12 courses or 36 credits. At Kwantlen Polytechnic University (KPU) <http://www.kpu.ca/calendar/2017-18/business/humanresourcesmanagement/humanresourcesmanagement-pbc.html> students graduate with 10 courses or 33 credits. These two programs would be roughly half the number of courses-credits than our proposed OC PBD-HRM (20 courses or 60 credits).

The program at Thompson Rivers (<https://www.studyattru.ca/programs/post-baccalaureate-diplomas/post-baccalaureate-diploma-human-resource-management/>) does not include HRM specialty courses, but rather nine 3 credit Management courses so the designation title is deceiving, leaving only two true PBD-HRM's in BC.

Unique in BC

Our proposed PBD-HRM offers more in depth learning than the other two BC PBD-HRM. We would be the only twenty course program in BC. Our additional courses are Business courses such as Accounting,

Strategic Management, etc. Students are also permitted to take four (12 credits) of non-business electives if they wish. This combination of Business courses, HRM specialty courses and electives is different from the KPU and CC programs and significantly more robust.

For example OC's PBD-HRM would provide students with the opportunity to gain an in-depth understanding of business, leadership and human resources management topics. As well, OC's PBD-HRM program would utilize the base of established courses in the by the Bachelor of Business Administration (BBA), Human Resources Management Specialty area to give students an opportunity to develop competencies required for advancement in the growing human resources field. No additional courses need to be developed specifically for this program.

Professional Designation - Chartered Professional in Human Resources (CPHR)

CC, KPU, and proposed OC program offer the majority of the key competencies required to pursue a Chartered Professional in Human Resources (CPHR) designation. All prepare students to write the National Knowledge Exam (NKE) for the nationally recognized Chartered Professional in Human Resources (CPHR) designation but in our case students receiving a GPA of 70% will be exempt from this exam as per our agreement with the Chartered Professionals in Human Resources in British Columbia & Yukon.

Target Student

The OC PBD-HRM program is designed for people who have completed a non-business bachelor's degree or a business bachelor's degree in an area other than HRM:

- who are unemployed and aspire towards a future career/position in HRM, leadership or management
- who are employed as HRM practitioners who require a credential from an academic institution or professional association in business/HRM/leadership (post graduate diploma, CPHR)
- who are employed and preparing for transition into leadership/management/HR roles
- who are business owners seeking advanced practical and theoretical business and leadership knowledge to enhance their business.

Labour Market and Industry

The information below is from <https://www.workbc.ca/Labour-Market-Industry/High-Demand-Occupations/High-Demand-Occupations.aspx>. The report is also available in a pdf format obtainable at this site.

The 2017 edition of British Columbia's Labour Market Outlook report provides the most up-to-date information on the types of jobs and skills that will be in demand in B.C. between now and 2027. Some facts include:

- B.C.'s demographics are changing and about 8% of people are now at retirement age.
- Over the coming decade, 70% of all job openings will result from people leaving the workforce, mostly due to retirement.
- In all, B.C. is forecast to have 917,000 job openings between 2017 and 2027.
- 78% of future jobs will require some form of post-secondary education or training.

HRM as a High Demand Occupation

- Employment turnover in HRM is expected to increase as members of the 'baby boomer' generation retire over the next few years.
- BC HRM occupations are expected to have above-average opportunities over the coming decade.
- HRM (with a bachelors or graduate degree) is a high demand occupation in BC, which is one that offers more opportunities relative to other occupations <https://www.workbc.ca/Labour-Market-Industry/High-Demand-Occupations/High-Demand-Occupations.aspx>Program

Description:

This 20-course (60 credit) post-baccalaureate diploma is aimed at students with a bachelor's degree in any business or non-business program other than those with a Human Resources Management major or specialty, who wish to pursue a career in the Human Resources Management field. Students graduating with an average of 70% or higher may be eligible for an exemption from the National Knowledge Exam (NKE), as administered by the Chartered Professionals in Human Resources of British Columbia & Yukon. The NKE is one of the requirements to become a designated professional in Human Resources Management, known as a Chartered Professional in Human Resources (CPHR).

Course additions:

BUAD 411 HR Metrics & Analytics

Program outline:

Post-Baccalaureate Diploma in Human Resources Management

Program Outline

BUAD 123 Principles of Management
BUAD 128 Computer Applications I
BUAD 201 Conflict Resolution and Negotiation
[BUAD 246](#) Recruitment and Selection
[BUAD 247](#) Training and Development
[BUAD 248](#) Occupational Health and Safety
BUAD 262 Organizational Behavior
BUAD 269 Human Resources Management
[BUAD 279](#) Industrial Relations
BUAD 340 Strategic Management
[BUAD 374](#) Employment Law
[BUAD 375](#) Strategic Human Resource Planning
[BUAD 376](#) Compensation and Benefits
[BUAD 410](#) Organization Change and Development
BUAD 411 HR Metrics & Analytics
[BUAD 412](#) Strategic Performance Management

Plus 12 credits of Business or Non-Business courses.

Recommended Electives

BUAD 224 Selected Topics: Human Resources Management
BUAD 379 Selected Topics: Human Resources Management
BUAD 370 Leadership
BUAD 479 Selected Topics: Human Resources Management

Implementation date: September 2018

Cost: n/a