

Capstone

2019-2020 - UG - Custom

(A) Proposal summary

Proposal title* Capstone

Home faculty* Faculty of Business and Information Technology

Summary of proposed changes*

- 1) BUSI 4995U Capstone Study Project will now be offered each semester.
- 2) BUSI 4990U is a zero credit course and was the prerequisite for BUSI 4995U Capstone Study Project II; it is no longer required for the capstone program. The course created confusion for the students and faculty.
- 3) The elective summary for the Commerce majors were cleaned up for clarity and consistency.

Impacted programs* See the attached calendar copies with edits for the following impacted programs:

- Accounting
- Commerce
- Entrepreneurship
- Finance
- Game Development and Entrepreneurship
- IT Bridge Program - Game Development and Entrepreneurship
- Marketing
- Networking and IT Security
- Organizational Behaviour and HR Management
- Networking and IT Security - Advanced Entry
- Technology Management - Commerce

Although the below program was impacted, the capstone changes were captured in the Technology Management - IT proposal presented to CPRC in December 2018.

Technology Management - IT

Are you modifying a pathways program? * Yes No

Effective semester *

Are you attaching any supporting documents? * Yes No

(B) Detailed proposal information

Enhanced academic opportunities * These changes are aimed to resolve current issues we are experiencing with capstone/internship programs. It will clarify the requirements for these programs and provide consistency in our offerings which will enhance our clients, students and staff experience with these programs.

Financial/resource implications * N/A

Enrolment implications * N/A

Transition plan * This requirement could be implemented immediately. Since this change wouldn't happen until Summer 2019, the current students in capstone and internship programs would not be affected.

(C) Impact and consultation

Does this change include any indigenous content? * Yes No

We have consulted with all impacted areas * Yes N/A

Consultation * N/A

Accounting

General information

The Bachelor of Commerce (Honours) degree prepares graduates with strong employability skills and the foundations for excellence in managing business corporations.

Organizations are examined from a number of perspectives, including how they are managed and the changing environments in which they operate. National and international contexts of business are explored, along with relevant issues facing managers in business, labour and the public sector.

Students receive extensive practice in applying theory to the processes of decision-making and problem solving through computer-based exercises and simulations, case study analyses, problem-based learning activities and field-based projects.

Year 2, the core year, is an introduction to each of the functional areas of business – accounting, entrepreneurship, finance, marketing, organizational behaviour and human resources – and an examination of the ways in which these are integrated within an operation. In Years 3 and 4, students may apply to major or major and minor in one or more functional areas.

In Year 4, students benefit from the ~~Pre-Capstone Workshop~~, Capstone Study Project and Strategic Management courses. ~~Students in the Pre-Capstone Workshop prepare their proposals and project outlines for completion in Capstone Study Project.~~ These unique courses provide an opportunity to consolidate learning from earlier years of the program on the site of a partnering organization and under the supervision of both university faculty and the organization's management team. In lieu of Capstone Study Project, qualified students may also enrol in the Internship program (details below).

Accounting major

The UOIT Accounting major is designed for students interested in becoming a Chartered Professional Accountant (CPA), and for students who want to develop a strong foundation in accounting. The UOIT Accounting program provides all the courses needed to meet the requirements of the CPA Professional Education Program (CPA PEP). In addition to covering all the knowledge requirements for the CPA, the UOIT Accounting major places heavy emphasis on the skills and abilities needed to obtain a CPA and to be a successful professional accountant. The UOIT Bachelor of Commerce Accounting major combined with the graduate diploma in Accounting has been accredited by CPA Ontario for advanced standing in the CPA PEP. Completing the minimum requirements for the Accounting major does not make a student eligible for admission to the CPA Professional Education Program. Admission to the CPA PEP requires completion of the requirements set out by CPA Ontario.

A major in Accounting requires a minimum of 30 credit hours in accounting courses. Students must complete six accounting core courses and a minimum of four accounting elective courses.

Admission requirements

Admission is competitive. The specific average or standing required for admission varies from year to year. Students are selected by taking into consideration a wide range of criteria including school marks, distribution of subjects taken, and performance in subjects relevant to the academic program. Possession of the minimum requirements does not guarantee acceptance. Preference will be given to applicants with the best qualifications.

Current Ontario secondary school students must complete the Ontario Secondary School Diploma (OSSD) with six 4U or 4M credits including English (ENG4U) with a recommended minimum average of 60 per cent and one of Advanced Functions (MHF4U) or Calculus and Vectors (MCV4U) or Mathematics of Data Management (MDM4U) with a recommended minimum average of 60 per cent. All other applicants should refer to [admissions](#) for the requirements for their specific category of admission.

Internship program

This program offers students who have successfully completed two years of study, including having achieved a cumulative 3.0 GPA (B average on a 4.3 scale), an opportunity to engage in a contracted learning partnership with businesses locally and globally. Faculty members may provide links to various internship placement opportunities or a student may secure an employer who meets the criteria as prescribed by the Faculty of Business and Information Technology.

The internship program not only gives students an opportunity to apply classroom concepts to the challenges of organizational life, but also helps them to gain valuable and relevant work experience to promote networking and life-long career success. Participating employers are given the opportunity to bring the motivated learners, thinkers, and doers of tomorrow into their workplaces, as well as provide valuable mentoring to students.

The internship program placement equates to a minimum of 280 hours of progressive business and management experience. The intern's wages (stipulated in a contract) are paid by the sponsoring business over a contracted period. Successful work placement completion and both a verbal and written final report will result in the intern receiving a mark and three credits toward the honours Bachelor of Commerce degree requirements. Students who have successfully completed the Internship program are not required to take the Capstone Study Project.

Admission to the internship program is competitive. While students are participating in an internship program, they may enrol in one course (3 credits) per semester. This course must not interfere with the internship schedule outlined by the employer.

Academic requirements to major/minor in a Bachelor of Commerce program

In order to register for third- and fourth-year major or minor courses, students must hold a minimum 2.0 cumulative GPA (or 2.3 for the Accounting, Entrepreneurship and Technology Management major or minor), with completion of 19/20 first- and second-year Bachelor of Commerce courses, and meet the following individual major requirements:

Accounting – minimum 2.3 (C+ grade) in each of: [BUSI 1130U](#), BUSI 2130U and [BUSI 2180U](#).

Entrepreneurship – minimum 2.3 (C+ grade) in each of: [BUSI 1130U](#), BUSI 2200U and [BUSI 2402U](#).

Finance – minimum 2.0 (C grade) in each of: [BUSI 2401U](#) and [BUSI 2402U](#).

Marketing – minimum 2.0 (C grade) in BUSI 2200U.

Organizational Behaviour and Human Resources Management – minimum 2.0 (C grade) in each of: [BUSI 2311U](#) and [BUSI 2312U](#).

Technology Management – minimum 2.3 (C+ grade) in [BUSI 1520U](#).

Operations Management minor – minimum 2.0 (C grade) in [BUSI 2603U](#).

Standing policy for Bachelor of Commerce majors/minors

Students will be placed on probation in the major or minor if they receive a grade of D in any major or minor course. Students will be removed from the major or minor if they receive a grade of D in two or more major or minor courses; or a grade of F in any major or minor course; or a grade of D in any major or minor course while on probation in the major or minor; or fail to remain with a CGPA of 2.0 or higher. Failing to meet the major or minor standing requirements will result in removal from the major or minor, and continuance in the general concentration will be required.

Program details and degree requirements

To be eligible for the honours Bachelor of Commerce degree, students must successfully complete 120 credit hours, including all courses outlined in the following program map.

Students may apply to major in one or two (double major) of the following six areas: [Accounting](#), [Entrepreneurship](#), [Finance](#), [Marketing](#), [Technology Management](#), Or [Organizational Behaviour and Human Resources Management](#). Students who choose to double major must complete all the requirements for both majors and depending on the combination it could require up to three additional courses (129 credit hours in total) during a four-year period.

As an option, students may also complete a minor in one of the following: [Accounting minor](#), [Entrepreneurship minor](#), [Finance minor](#), [Marketing minor](#), [Technology Management minor](#), [Operations and Supply Chain Management minor](#), Or [Organizational Behaviour and Human Resources Management minor](#).

Although reasonable efforts will be made to adhere to the following program map, course requirements and term offerings may change. For the most up-to-date list of course offerings, please visit the faculty website at businessandit.uoit.ca.

Year 1

Semester 1 (15 credit hours)

- [BUSI 1010U – Critical Thinking and Ethics](#)
- [BUSI 1520U – Business Computer Applications](#)
- [BUSI 1600U – Management of the Enterprise](#)
- [BUSI 1915U – Business Math I](#)
- [ECON 2010U – Microeconomics](#)

Semester 2 (15 credit hours)

-
- General elective
 - [BUSI 1020U – Business Communications](#)
 - [BUSI 1130U – Introduction to Financial Accounting](#)
 - [BUSI 1916U – Business Math II](#)
 - [ECON 2020U – Macroeconomics](#)

Year 2

Semester 1 (15 credit hours)

- [BUSI 1450U – Statistics](#)
 - [BUSI 2180U – Introduction to Managerial Accounting](#)
 - [BUSI 2311U – Organizational Behaviour](#)
 - [BUSI 2401U – Finance I](#)
- One of:
- [BUSI 2200U – Marketing Management](#) **OR**
 - General elective

Semester 2 (15 credit hours)

- [BUSI 2130U – Intermediate Financial Accounting I](#)
 - [BUSI 2312U – Human Resources Management](#)
 - [BUSI 2402U – Finance II](#)
 - [BUSI 2603U – Introduction to Operations Management](#)
- One of:
- [BUSI 2200U – Marketing Management](#) **OR**
 - General elective

Year 3

Semester 1 (15 credit hours)

- Major course
 - Major course
 - Business elective
 - General elective
- One of:
- [BUSI 3040U – Information Systems](#) **OR**
 - [BUSI 3705U – Legal Environment of Business](#)

Semester 2 (15 credit hours)

- Major course
- Major course

- Business elective
- Open elective
- One of:
- [BUSI 3040U – Information Systems](#) **OR**
- [BUSI 3705U – Legal Environment of Business](#)

Year 4

Semester 1 (15 credit hours)

- Major course
- Major course
- Open elective
- Open elective
- [BUSI 4701U – Strategic Management](#)
- ~~One of:~~
- ~~[BUSI 4798U – Incubator I](#) * **OR**~~
- ~~[BUSI 4990U – Capstone Study Project I](#) **~~

Semester 2 (15 credit hours)

- Major course
- Major course
- Open elective
- Open elective
- ~~One of:~~
- ~~[BUSI 4799U – Incubator II](#) * **OR**~~
- ~~[BUSI 4995U – Capstone Study Project II](#) **~~

~~*Students must register in [BUSI 4798U – Incubator I](#) in the fall of Year 4. This non credit course is a prerequisite for [BUSI 4799U – Incubator II](#).~~

~~**Students must register in [BUSI 4990U – Capstone Study Project I](#) in the fall of Year 4. This non credit course is a prerequisite for [BUSI 4995U – Capstone Study Project II](#).~~

Accounting major courses and electives

Accounting major students MUST take the following Accounting major courses:

Financial Accounting

- [BUSI 1130U – Introduction to Financial Accounting](#)
- [BUSI 2130U – Intermediate Financial Accounting I](#)
- [BUSI 3130U – Intermediate Financial Accounting II](#)
- [BUSI 3131U – Intermediate Financial Accounting III](#)
- [BUSI 4130U – Advanced Financial Accounting](#)

Managerial Accounting

- [BUSI 2180U – Introduction to Managerial Accounting](#)
- [BUSI 3180U – Intermediate Managerial Accounting](#)
- [BUSI 4180U – Advanced Managerial Accounting](#)

Taxation

- [BUSI 3110U – Introduction to Taxation](#)
- [BUSI 3120U – Advanced Taxation](#)

Auditing

- [BUSI 3170U – Auditing Standards and Applications](#)

Electives

Students in the Accounting major must complete 10 elective courses as a part of their degree requirements. The electives are divided as follows:

- Three **general electives** (9 credit hours). A general elective is considered a course outside of business (i.e. without the BUSI prefix).
- Three **business electives** (9 credit hours) in business courses outside of one's major.
- Four **open electives** (12 credit hours). Open electives can be either general or business electives.

A maximum of two (6 credit hours) of these electives can consist of courses within one's major.

Chartered Professional Accountant (CPA) designation

To be eligible for admission to the CPA Professional Education Program (CPA PEP) students must meet the following minimum standards:

- 60 per cent minimum in each core course.
- 65 per cent average GPA in core courses.
- 50 per cent minimum in each non-core course.

UOIT Accounting major graduates have two options:

1. Students who complete all 19 courses (see the list below) will be eligible to apply to the UOIT graduate diploma in Accounting. Students who successfully complete the diploma program will receive credit for four CPA PEP modules (Core 1, Core 2 and two electives (the diploma program will cover all four CPA PEP electives)) and enter CPA PEP at Capstone 1.
2. Students who complete all 19 courses are eligible to enrol in the CPA PEP and complete the modules through CPA Canada.

Core courses (60 per cent required in each course and 65 per cent GPA)

- [BUSI 2130U – Intermediate Financial Accounting I](#)
- [BUSI 2401U – Finance I](#)
- [BUSI 2402U – Finance II](#)
- [BUSI 3130U – Intermediate Financial Accounting II](#)
- [BUSI 3131U – Intermediate Financial Accounting III](#)
- [BUSI 3110U – Introduction to Taxation](#)
- [BUSI 3120U – Advanced Taxation](#)
- [BUSI 3180U – Intermediate Managerial Accounting](#)
- [BUSI 3170U – Auditing Standards and Applications](#)
- [BUSI 4101U – Advanced Financial Accounting](#)
- [BUSI 4180U – Advanced Managerial Accounting](#)
- [BUSI 4701U – Strategic Management](#)

Non-core courses (50 per cent required in each course)

- [BUSI 1130U – Introduction to Financial Accounting](#)
- [BUSI 1450U – Statistics](#)
- [BUSI 2180U – Introduction to Managerial Accounting](#)
- [BUSI 3040U – Information Systems](#)
- [BUSI 3705U – Legal Environment of Business](#)
- [ECON 2010U – Microeconomics](#)
- [ECON 2020U – Macroeconomics](#)

Note: UOIT does not control the recognition of courses by the professional bodies, please verify with your intended designation's accreditation institute, or online through their respective websites.

Students starting the program before September 2017 have different requirements and the courses required would be as follows:

Cores courses (60 per cent required in each course and 65 per cent GPA)

- [BUSI 1450U – Statistics](#)
- [BUSI 2401U – Finance I](#)
- [BUSI 2402U – Finance II](#)
- [BUSI 3101U – Intermediate Financial Accounting I](#)
- [BUSI 3102U – Intermediate Financial Accounting II](#)
- [BUSI 3110U – Introduction to Taxation](#)
- [BUSI 3120U – Advanced Taxation](#)
- [BUSI 3160U – Advanced Managerial Accounting](#)
- [BUSI 3170U – Auditing Standards and Applications](#)
- [BUSI 4101U – Advanced Financial Accounting](#)
- [BUSI 4701U – Strategic Management](#)

Non-core courses (50 per cent required in each course)

- [BUSI 2150U – Financial Accounting I](#)
 - [BUSI 2160U – Financial Accounting II](#)
 - [BUSI 1450U – Statistics](#)
 - [BUSI 2170U – Managerial Accounting](#)
 - [BUSI 3040U – Information Systems](#)
 - [BUSI 3705U – Legal Environment of Business](#)
 - [ECON 2010U – Microeconomics](#)
 - [ECON 2020U – Macroeconomics](#)
-

Commerce

General information

The Bachelor of Commerce (Honours) degree prepares graduates with strong employability skills and the foundations for excellence in managing business corporations.

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Students receive extensive practice in applying theory to the processes of decision-making and problem solving through computer-based exercises and simulations, case study analyses, problem-based learning activities and field-based projects.

Year 2, the core year, is an introduction to each of the functional areas of business – accounting, entrepreneurship, finance, marketing, organizational behaviour and human resources – and an examination of the ways in which these are integrated within an operation. In Years 3 and 4, students may apply to major or major and minor in one or more functional areas.

In Year 4, students benefit from the ~~Pre-Capstone Workshop~~, Capstone Study Project and Strategic Management courses. ~~Students in the Pre-Capstone Workshop prepare their proposals and project outlines for completion in Capstone Study Project.~~ These unique courses provide an opportunity to consolidate learning from earlier years of the program on the site of a partnering organization and under the supervision of both university faculty and the organization's management team. In lieu of Capstone Study Project, qualified students may also enrol in the Internship program (details below).

Admission requirements

Admission is competitive. The specific average or standing required for admission varies from year to year. Students are selected by taking into consideration a wide range of criteria including school marks, distribution of subjects taken, and performance in subjects relevant to the academic program. Possession of the minimum requirements does not guarantee acceptance. Preference will be given to applicants with the best qualifications.

Current Ontario secondary school students must complete the Ontario Secondary School Diploma (OSSD) with six 4U or 4M credits including English (ENG4U) with a recommended minimum average of 60 per cent and one of Advanced Functions (MHF4U) or Calculus and Vectors (MCV4U) or Mathematics of Data Management (MDM4U) with a recommended minimum average

of 60 per cent. All other applicants should refer to [admissions](#) for the requirements for their specific category of admission.

Internship program

This program offers students who have successfully completed two years of study, including having achieved a cumulative 3.0 GPA (B average on a 4.3 scale), an opportunity to engage in a contracted learning partnership with businesses locally and globally. Faculty members may provide links to various internship placement opportunities or a student may secure an employer who meets the criteria as prescribed by the Faculty of Business and Information Technology.

The internship program not only gives students an opportunity to apply classroom concepts to the challenges of organizational life, but also helps them to gain valuable and relevant work experience to promote networking and life-long career success. Participating employers are given the opportunity to bring the motivated learners, thinkers, and doers of tomorrow into their workplaces, as well as provide valuable mentoring to students.

The internship program placement equates to a minimum of 280 hours of progressive business and management experience. The intern's wages (stipulated in a contract) are paid by the sponsoring business over a contracted period. Successful work placement completion and both a verbal and written final report will result in the intern receiving a mark and three credits toward the honours Bachelor of Commerce degree requirements. Students who have successfully completed the Internship program are not required to take the Capstone Study Project.

Admission to the internship program is competitive. While students are participating in an internship program, they may enrol in one course (3 credits) per semester. This course must not interfere with the internship schedule outlined by the employer.

Academic requirements to major/minor in a Bachelor of Commerce program

In order to register for third- and fourth-year major or minor courses, students must hold a minimum 2.0 cumulative GPA (or 2.3 for the Accounting, Entrepreneurship and Technology Management major or minor), with completion of 19/20 first- and second-year Bachelor of Commerce courses, and meet the following individual major requirements:

Accounting – minimum 2.3 (C+ grade) in each of: [BUSI 1130U](#), BUSI 2130U and [BUSI 2180U](#).

Entrepreneurship – minimum 2.3 (C+ grade) in each of: [BUSI 1130U](#), BUSI 2200U and [BUSI 2402U](#).

Finance – minimum 2.0 (C grade) in each of: [BUSI 2401U](#) and [BUSI 2402U](#).

Marketing – minimum 2.0 (C grade) in BUSI 2200U.

Organizational Behaviour and Human Resources Management – minimum 2.0 (C grade) in each of: [BUSI 2311U](#) and [BUSI 2312U](#).

Technology Management – minimum 2.3 (C+ grade) in [BUSI 1520U](#).

Operations Management minor – minimum 2.0 (C grade) in [BUSI 2603U](#).

Standing policy for Bachelor of Commerce majors/minors

Students will be placed on probation in the major or minor if they receive a grade of D in any major or minor course. Students will be removed from the major or minor if they receive a grade of D in two or more major or minor courses; or a grade of F in any major or minor course; or a grade of D

in any major or minor course while on probation in the major or minor; or fail to remain with a CGPA of 2.0 or higher. Failing to meet the major or minor standing requirements will result in removal from the major or minor, and continuance in the general concentration will be required.

Program details and degree requirements

To be eligible for the honours Bachelor of Commerce degree, students must successfully complete 120 credit hours, including all courses outlined in the following program map.

Students may apply to major in one or two (double major) of the following six areas: [Accounting](#), [Entrepreneurship](#), [Finance](#), [Marketing](#), [Technology Management](#), OR [Organizational Behaviour and Human Resources Management](#). Students who choose to double major must complete all the requirements for both majors and depending on the combination it could require up to three additional courses (129 credit hours in total) during a four-year period.

As an option, students may also complete a minor in one of the following: [Accounting minor](#), [Entrepreneurship minor](#), [Finance minor](#), [Marketing minor](#), [Technology Management minor](#), [Operations and Supply Chain Management minor](#), OR [Organizational Behaviour and Human Resources Management minor](#).

Although reasonable efforts will be made to adhere to the following program map, course requirements and term offerings may change. For the most up-to-date list of course offerings, please visit the faculty website at businessandit.uoit.ca.

Year 1

Semester 1 (15 credit hours)

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- [BUSI 1520U – Business Computer Applications](#)
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- [BUSI 1915U – Business Math I](#)
- [ECON 2010U – Microeconomics](#)

Semester 2 (15 credit hours)

- General elective
- [BUSI 1020U – Business Communications](#)
- [BUSI 1130U – Introduction to Financial Accounting](#)
- [BUSI 1916U – Business Math II](#)
- [ECON 2020U – Macroeconomics](#)

Year 2

Semester 1 (15 credit hours)

- [BUSI 1450U – Statistics](#)
- [BUSI 2180U – Introduction to Managerial Accounting](#)

- [BUSI 2311U – Organizational Behaviour](#)
 - [BUSI 2401U – Finance I](#)
- One of:
- [BUSI 2200U – Marketing Management](#) **OR**
 - General elective

Semester 2 (15 credit hours)

- Business elective
 - [BUSI 2312U – Human Resources Management](#)
 - [BUSI 2402U – Finance II](#)
 - [BUSI 2603U – Introduction to Operations Management](#)
- One of:
- [BUSI 2200U – Marketing Management](#) **OR**
 - General elective

Year 3

Semester 1 (15 credit hours)

- Major course
 - Major course
 - Major course
 - General elective
- One of:
- [BUSI 3040U – Information Systems](#) **OR**
 - [BUSI 3705U – Legal Environment of Business](#)

Semester 2 (15 credit hours)

- Major course
 - Major course
 - Major course
 - Open elective
- One of:
- [BUSI 3040U – Information Systems](#) **OR**
 - [BUSI 3705U – Legal Environment of Business](#)

Year 4

Semester 1 (15 credit hours)

- Major course
- Major course
- Open elective

- Open elective
- [BUSI 4701U – Strategic Management](#)
- ~~One of:~~
- ~~[BUSI 4798U – Incubator I](#) * **or**~~
- ~~[BUSI 4990U – Capstone Study Project I](#) **~~

Semester 2 (15 credit hours)

- Major course
- Major course
- Open elective
- Open elective
- One of:
- [BUSI 4799U – Incubator II](#) * **or**
- [BUSI 4995U – Capstone Study Project II](#) **

~~*Students must register in [BUSI 4798U – Incubator I](#) in the fall of Year 4. This non credit course is a prerequisite for [BUSI 4799U – Incubator II](#).~~

~~**Students must register in [BUSI 4990U – Capstone Study Project I](#) in the fall of Year 4. This non credit course is a prerequisite for [BUSI 4995U – Capstone Study Project II](#).~~

Electives

Students in the Commerce major must complete 8 elective courses as a part of their degree requirements. The electives are divided as follows:

- Three general electives (9 credit hours). A general elective is considered a course outside of business (i.e. without the BUSI prefix).
 - Five open electives (15 credit hours). Open electives can be either general or business electives.
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Entrepreneurship

General information

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Organizations are examined from a number of perspectives, including how they are managed and the changing environments in which they operate. National and international contexts of business are explored, along with relevant issues facing managers in business, labour and the public sector.

Students receive extensive practice in applying theory to the processes of decision-making and problem solving through computer-based exercises and simulations, case study analyses, problem-based learning activities and field-based projects.

Year 2, the core year, is an introduction to each of the functional areas of business – accounting, entrepreneurship, finance, marketing, organizational behaviour and human resources – and an examination of the ways in which these are integrated within an operation. In Years 3 and 4, students may apply to major or major and minor in one or more functional areas.

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Entrepreneurship major

The Entrepreneurship major is offered to students interested in creating and leading their own entrepreneurial venture. Entrepreneurship graduates will have a broad-based knowledge of management with a focus on the opportunities and challenges of entrepreneurship. The Entrepreneurship major offers a variety of courses including creative idea generation, small business management, lean venture creation, and entrepreneurial finance. The Entrepreneurship major requires students to successfully participate in the FBIT incubator or on an internship in an entrepreneurial start-up as integrative experiential learning to support graduates in the application of the theory in practice.

Admission requirements

Admission is competitive. The specific average or standing required for admission varies from year to year. Students are selected by taking into consideration a wide range of criteria including school marks, distribution of subjects taken, and performance in subjects relevant to the academic program. Possession of the minimum requirements does not guarantee acceptance. Preference will be given to applicants with the best qualifications.

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Operations Management minor – minimum 2.0 (C grade) in [BUSI 2603U](#).

Standing policy for Bachelor of Commerce majors/minors

Students will be placed on probation in the major or minor if they receive a grade of D in any major or minor course. Students will be removed from the major or minor if they receive a grade of D in two or more major or minor courses; or a grade of F in any major or minor course; or a grade of D in any major or minor course while on probation in the major or minor; or fail to remain with a CGPA of 2.0 or higher. Failing to meet the major or minor standing requirements will result in removal from the major or minor, and continuance in the general concentration will be required.

Program details and degree requirements

To be eligible for the honours Bachelor of Commerce degree, students must successfully complete 120 credit hours, including all courses outlined in the following program map.

Students may apply to major in one or two (double major) of the following six areas: [Accounting](#), [Entrepreneurship](#), [Finance](#), [Marketing](#), [Technology Management](#), OR [Organizational Behaviour and Human Resources Management](#). Students who choose to double major must complete all the requirements for both majors and depending on the combination it could require up to three additional courses (129 credit hours in total) during a four-year period.

As an option, students may also complete a minor in one of the following: [Accounting minor](#), [Entrepreneurship minor](#), [Finance minor](#), [Marketing minor](#), [Technology Management minor](#), [Operations and Supply Chain Management minor](#), OR [Organizational Behaviour and Human Resources Management minor](#).

Although reasonable efforts will be made to adhere to the following program map, course requirements and term offerings may change. For the most up-to-date list of course offerings, please visit the faculty website at businessandit.uoit.ca.

Year 1

Semester 1 (15 credit hours)

- [BUSI 1010U – Critical Thinking and Ethics](#)
- [BUSI 1520U – Business Computer Applications](#)
- [BUSI 1600U – Management of the Enterprise](#)
- [BUSI 1915U – Business Math I](#)
- [ECON 2010U – Microeconomics](#)

Semester 2 (15 credit hours)

- General elective
- [BUSI 1020U – Business Communications](#)
- [BUSI 1130U – Introduction to Financial Accounting](#)

- [BUSI 1916U – Business Math II](#)
- [ECON 2020U – Macroeconomics](#)

Year 2

Semester 1 (15 credit hours)

- [BUSI 1450U – Statistics](#)
- [BUSI 2180U – Introduction to Managerial Accounting](#)
- [BUSI 2311U – Organizational Behaviour](#)
- [BUSI 2401U – Finance I](#)

One of:

- [BUSI 2200U – Marketing Management](#) **OR**
- General elective

Semester 2 (15 credit hours)

- Business elective
- [BUSI 2312U – Human Resources Management](#)
- [BUSI 2402U – Finance II](#)
- [BUSI 2603U – Introduction to Operations Management](#)

One of:

- [BUSI 2200U – Marketing Management](#) **OR**
- General elective

Year 3

Semester 1 (15 credit hours)

- Major course
- Business elective
- Business elective
- General elective

One of:

- [BUSI 3040U – Information Systems](#) **OR**
- [BUSI 3705U – Legal Environment of Business](#)

Semester 2 (15 credit hours)

- Major course
- Major course
- Business elective
- Open elective

One of:

- [BUSI 3040U – Information Systems](#) **OR**

- [BUSI 3705U – Legal Environment of Business](#)

Year 4

Semester 1 (15 credit hours)

- Major course
- Major course
- Open elective
- Open elective
- [BUSI 4701U – Strategic Management](#)
- ~~One of:~~
- ~~[BUSI 4798U – Incubator I](#) * **or**~~
- ~~[BUSI 4995U – Capstone Study Project I](#) ***~~

Semester 2 (15 credit hours)

- Major course
- Major course
- Open elective
- Open elective
- ~~One of:~~
- ~~[BUSI 4799U – Incubator II](#) * **or**~~
- ~~[BUSI 4995U – Capstone Study Project II](#) **~~

~~*Students must register in [BUSI 4798U – Incubator I](#) in the fall of Year 4. This non-credit course is a prerequisite for [BUSI 4799U – Incubator II](#).~~

~~**Students must register in [BUSI 4990U – Capstone Study Project I](#) in the fall of Year 4. This non-credit course is a prerequisite for [BUSI 4995U – Capstone Study Project II](#).~~

Electives

Students in the Entrepreneurship major must complete 12 elective courses as a part of their degree requirements. The electives are divided as follows:

- Three general electives (9 credit hours). A general elective is considered a course outside of business (i.e. without the BUSI prefix).
- Four business electives (12 credit hours) in business courses outside of one's major.
- Five open electives (15 credit hours). Open electives can be either general or business electives.

A maximum of two (6 credit hours) of these electives can consist of courses within one's major.

Entrepreneurship major requirements

The Entrepreneurship major in the Bachelor of Commerce (Honours) program requires a minimum of 36 credit hours in entrepreneurship courses including their practical experience in the incubator. Students must complete nine core entrepreneurship courses and two additional entrepreneurship electives.

Entrepreneurship core courses

- [BUSI 1700U – Introduction to Entrepreneurship](#)
- [BUSI 2130U – Intermediate Financial Accounting I](#)
- [BUSI 2200U – Marketing Management](#)
- [BUSI 2401U – Finance I](#)
- [BUSI 2700U – Entrepreneurial Finance](#)
- [BUSI 3710U – Small Business Management](#)
- [BUSI 3730U – Creative Problem Solving, Entrepreneurship and Imagination](#)
- [BUSI 3750U – Lean Start-up](#)
- [BUSI 4799U – Incubator II](#) or [BUSI 4996U – Internship \(entrepreneurial start-up\)](#)

Entrepreneurship electives

- [BUSI 3211U – Essentials of Consumer Behaviour](#)
 - [BUSI 3330U – The Management of Change](#)
 - [BUSI 3650U – Innovation Management](#)
 - [BUSI 3720U – Family Business](#)
-

Finance

General information

The Bachelor of Commerce (Honours) degree prepares graduates with strong employability skills and the foundations for excellence in managing business corporations.

Organizations are examined from a number of perspectives, including how they are managed and the changing environments in which they operate. National and international contexts of business are explored, along with relevant issues facing managers in business, labour and the public sector.

Students receive extensive practice in applying theory to the processes of decision-making and problem solving through computer-based exercises and simulations, case study analyses, problem-based learning activities and field-based projects.

Year 2, the core year, is an introduction to each of the functional areas of business – accounting, entrepreneurship, finance, marketing, organizational behaviour and human resources – and an examination of the ways in which these are integrated within an operation. In Years 3 and 4, students may apply to major or major and minor in one or more functional areas.

In Year 4, students benefit from the ~~Pre-Capstone Workshop~~, Capstone Study Project and Strategic Management courses. ~~Students in the Pre-Capstone Workshop prepare their proposals and project outlines for completion in Capstone Study Project.~~ These unique courses provide an opportunity to consolidate learning from earlier years of the program on the site of a partnering organization and under the supervision of both university faculty and the organization's management team. In lieu of Capstone Study Project, qualified students may also enrol in the Internship program (details below).

Finance major

The Finance major is offered to students seeking careers in corporate and government finance, banking, financial planning and investments. Finance graduates pursue a career with jobs such as financial analysts, loan officers, traders (in markets such as stocks, bonds, currencies, futures, options and swaps), portfolio managers, security analysts, credit managers, budget directors, investment advisors, treasurers, financial planners, insurance representatives, and investment bankers. The Finance major curriculum offers a variety of courses with topic coverage in equity analysis, derivative securities, portfolio management, fixed income security analysis, working capital management, advanced corporate finance applications and mergers and acquisitions, international finance, financial modelling, and personal finance to name a few. The Finance major helps prepare students for the professional designations of Chartered Financial Analyst and to attempt the Canadian Securities Institute (CSI) Global Education Inc. exam.

Admission requirements

Admission is competitive. The specific average or standing required for admission varies from year to year. Students are selected by taking into consideration a wide range of criteria including school marks, distribution of subjects taken, and performance in subjects relevant to the academic program. Possession of the minimum requirements does not guarantee acceptance. Preference will be given to applicants with the best qualifications.

Current Ontario secondary school students must complete the Ontario Secondary School Diploma (OSSD) with six 4U or 4M credits including English (ENG4U) with a recommended minimum average of 60 per cent and one of Advanced Functions (MHF4U) or Calculus and Vectors (MCV4U) or Mathematics of Data Management (MDM4U) with a recommended minimum average of 60 per cent. All other applicants should refer to [admissions](#) for the requirements for their specific category of admission.

Internship program

This program offers students who have successfully completed two years of study, including having achieved a cumulative 3.0 GPA (B average on a 4.3 scale), an opportunity to engage in a contracted learning partnership with businesses locally and globally. Faculty members may provide links to various internship placement opportunities or a student may secure an employer who meets the criteria as prescribed by the Faculty of Business and Information Technology.

The internship program not only gives students an opportunity to apply classroom concepts to the challenges of organizational life, but also helps them to gain valuable and relevant work experience to promote networking and life-long career success. Participating employers are given the opportunity to bring the motivated learners, thinkers, and doers of tomorrow into their workplaces, as well as provide valuable mentoring to students.

The internship program placement equates to a minimum of 280 hours of progressive business and management experience. The intern's wages (stipulated in a contract) are paid by the sponsoring business over a contracted period. Successful work placement completion and both a verbal and written final report will result in the intern receiving a mark and three credits toward the honours Bachelor of Commerce degree requirements. Students who have successfully completed the Internship program are not required to take the Capstone Study Project.

Admission to the internship program is competitive. While students are participating in an internship program, they may enrol in one course (3 credits) per semester. This course must not interfere with the internship schedule outlined by the employer.

Academic requirements to major/minor in a Bachelor of Commerce program

In order to register for third- and fourth-year major or minor courses, students must hold a minimum 2.0 cumulative GPA (or 2.3 for the Accounting, Entrepreneurship and Technology Management major or minor), with completion of 19/20 first- and second-year Bachelor of Commerce courses, and meet the following individual major requirements:

Accounting – minimum 2.3 (C+ grade) in each of: [BUSI 1130U](#), BUSI 2130U and [BUSI 2180U](#).

Entrepreneurship – minimum 2.3 (C+ grade) in each of: [BUSI 1130U](#), BUSI 2200U and [BUSI 2402U](#).

Finance – minimum 2.0 (C grade) in each of: [BUSI 2401U](#) and [BUSI 2402U](#).

Marketing – minimum 2.0 (C grade) in BUSI 2200U.

Organizational Behaviour and Human Resources Management – minimum 2.0 (C grade) in each of: [BUSI 2311U](#) and [BUSI 2312U](#).

Technology Management – minimum 2.3 (C+ grade) in [BUSI 1520U](#).

Operations Management minor – minimum 2.0 (C grade) in [BUSI 2603U](#).

Standing policy for Bachelor of Commerce majors/minors

Students will be placed on probation in the major or minor if they receive a grade of D in any major or minor course. Students will be removed from the major or minor if they receive a grade of D in two or more major or minor courses; or a grade of F in any major or minor course; or a grade of D in any major or minor course while on probation in the major or minor; or fail to remain with a CGPA of 2.0 or higher. Failing to meet the major or minor standing requirements will result in removal from the major or minor, and continuance in the general concentration will be required.

Program details and degree requirements

To be eligible for the honours Bachelor of Commerce degree, students must successfully complete 120 credit hours, including all courses outlined in the following program map.

Students may apply to major in one or two (double major) of the following six areas: [Accounting](#), [Entrepreneurship](#), [Finance](#), [Marketing](#), [Technology Management](#), Or [Organizational Behaviour and Human Resources Management](#). Students who choose to double major must complete all the requirements for both majors and depending on the combination it could require up to three additional courses (129 credit hours in total) during a four-year period.

As an option, students may also complete a minor in one of the following: [Accounting minor](#), [Entrepreneurship minor](#), [Finance minor](#), [Marketing minor](#), [Technology Management minor](#), [Operations and Supply Chain Management minor](#), Or [Organizational Behaviour and Human Resources Management minor](#).

Although reasonable efforts will be made to adhere to the following program map, course requirements and term offerings may change. For the most up-to-date list of course offerings, please visit the faculty website at businessandit.uoit.ca.

Year 1

Semester 1 (15 credit hours)

- [BUSI 1010U – Critical Thinking and Ethics](#)
- [BUSI 1520U – Business Computer Applications](#)
- [BUSI 1600U – Management of the Enterprise](#)
- [BUSI 1915U – Business Math I](#)
- [ECON 2010U – Microeconomics](#)

Semester 2 (15 credit hours)

- General elective
- [BUSI 1020U – Business Communications](#)

- [BUSI 1130U – Introduction to Financial Accounting](#)
- [BUSI 1916U – Business Math II](#)
- [ECON 2020U – Macroeconomics](#)

Year 2

Semester 1 (15 credit hours)

- [BUSI 1450U – Statistics](#)
- [BUSI 2180U – Introduction to Managerial Accounting](#)
- [BUSI 2311U – Organizational Behaviour](#)
- [BUSI 2401U – Finance I](#)

One of:

- [BUSI 2200U – Marketing Management](#) **OR**
- General elective

Semester 2 (15 credit hours)

- Business elective
- [BUSI 2312U – Human Resources Management](#)
- [BUSI 2402U – Finance II](#)
- [BUSI 2603U – Introduction to Operations Management](#)

One of:

- [BUSI 2200U – Marketing Management](#) **OR**
- General elective

Year 3

Semester 1 (15 credit hours)

- Major course
- Major course
- General elective
- Open elective

One of:

- [BUSI 3040U – Information Systems](#) **OR**
- [BUSI 3705U – Legal Environment of Business](#)

Semester 2 (15 credit hours)

- Major course
- Major course
- Open elective
- Open elective

One of:

- [BUSI 3040U – Information Systems](#) **or**
- [BUSI 3705U – Legal Environment of Business](#)

Year 4

Semester 1 (15 credit hours)

- Major course
 - Major course
 - Business elective
 - Open elective
 - [BUSI 4701U – Strategic Management](#)
- ~~One of:~~
- ~~[BUSI 4798U – Incubator I](#) * **or**~~
 - ~~[BUSI 4990U – Capstone Study Project I](#) **~~

Semester 2 (15 credit hours)

- Major course
 - Major course
 - Business elective
 - Open elective
- ~~One of:~~
- ~~[BUSI 4799U – Incubator II](#) * **or**~~
 - ~~[BUSI 4995U – Capstone Study Project II](#) **~~

~~*Students must register in [BUSI 4798U – Incubator I](#) in the fall of Year 4. This non-credit course is a prerequisite for [BUSI 4799U – Incubator II](#).~~

~~**Students must register in [BUSI 4990U – Capstone Study Project I](#) in the fall of Year 4. This non-credit course is a prerequisite for [BUSI 4995U – Capstone Study Project II](#).~~

Electives

Students in the Finance major must complete 11 elective courses as a part of their degree requirements. The electives are divided as follows:

- Three general electives (9 credit hours). A general elective is considered a course outside of business (i.e. without the BUSI prefix).
- Three business electives (9 credit hours) in business courses outside of one's major.
- Five open electives (15 credit hours). Open electives can be either general or business electives.

A maximum of two (6 credit hours) of these electives can consist of courses within one's major.

Finance major requirements

The Finance major in the Bachelor of Commerce (Honours) program requires a minimum of 30 credit hours in finance courses. Students must complete six required finance courses and a minimum of four finance elective courses.

Finance core courses

- [BUSI 2401U – Finance I](#)
- [BUSI 2402U – Finance II](#)
- [BUSI 3405U – Equity Asset Analysis](#)
- [BUSI 3410U – Financial Institutions](#)
- [BUSI 3420U – Derivative Securities](#)
- [BUSI 4410U – Advanced Corporate Finance Applications](#)

Finance electives

- [BUSI 3150U – Financial Statement Analysis](#)
 - [BUSI 3430U – Personal Finance](#)
 - [BUSI 3440U – Financial Modelling](#)
 - [BUSI 3460U – Fixed Income Strategies](#)
 - [BUSI 3480U – International Finance](#)
 - [BUSI 4400U – Electronic Trading and Exchange](#)
 - [BUSI 4405U – Portfolio and Investment Strategies](#)
 - [BUSI 4430U – Mergers and Acquisitions](#)
 - [BUSI 4440U – Financial Econometrics](#)
 - [BUSI 4490U – Special Topics in Finance](#)
-

Game Development and Entrepreneurship

General information

Game Development and Entrepreneurship is designed to provide students with a wide range of game design development expertise. Students are immersed in the game development process from day one and develop complete video games beginning in their first year. Successful students develop their knowledge and skills in a diverse team environment and learn to work with programmers, artists, and designers to create innovative products that push the medium to its limits.

In Years 1 to 3, all students participate in the Game Development Workshop (GDW). Each course taken in that year is integrated with a GDW project for a semester long game project. Students will work in teams to, apply knowledge learned in all of the program's courses by developing and delivering a game at the end of each year. In Year 4, students can participate in a year-long team-based Capstone program where they work on an industry-driven gaming project, or they can be part of an innovate incubator program where they are assisted in developing their own gaming start-up company.

An innovative gaming and virtual reality laboratory features motion capture facilities, an audiometric (sound) room, 3D displays, and the latest in interaction devices. Students acquire business and management knowledge and develop entrepreneurial skills, allowing graduates to quickly advance their careers in the game industry as employees or entrepreneurs in charge of developing and managing their own gaming businesses. Students may take the required courses to obtain a minor in Marketing, Game Production Management, Operations Management, or Game Programming.

Admission requirements

Admission is competitive. The specific average or standing required for admission varies from year to year. Students are selected by taking into consideration a wide range of criteria including school marks, distribution of subjects taken, and performance in subjects relevant to the academic program. Possession of the minimum requirements does not guarantee acceptance. Preference will be given to applicants with the best qualifications.

Current Ontario secondary school students must complete the Ontario Secondary School Diploma (OSSD) with six 4U or 4M credits including English (ENG4U) with a recommended minimum average of 60 per cent and one of Advanced Functions (MHF4U) or Calculus and Vectors (MCV4U) or Mathematics of Data Management (MDM4U) with a recommended minimum average of 60 per cent or Computer Science (ICS4U) with a recommended average of 70 per cent. All

other applicants should refer to [admissions](#) for the requirements for their specific category of admission.

Internship program

This program offers students who have successfully completed two years of study, including having achieved a cumulative 3.0 GPA (B average on a 4.3 scale), an opportunity to engage in a contracted learning partnership with businesses in the Durham Region, Greater Toronto Area (GTA), as well as around the globe. Faculty members may provide links to various internship placement opportunities or a student may secure an employer who meets the criteria as prescribed by the Faculty of Business and Information Technology.

The Internship program not only gives students an opportunity to apply classroom concepts to the challenges of organizational life, but also helps them to gain valuable and relevant work experience to promote networking and life-long career success. Participating employers are given the opportunity to bring the motivated learners, thinkers, and doers of tomorrow into their workplaces, as well as provide valuable mentoring to students.

The Internship program placement equates to a minimum of 280 hours of progressive business and management experience. The intern's wages (stipulated in a contract) are paid by the sponsoring business over a contracted period. Successful work placement completion and both a verbal and written final report will result in the intern receiving a mark and three credits toward the honours Bachelor of Information Technology degree requirements.

Students who have successfully completed the Internship program are not required to take the Capstone Study Project. Admission to the Internship program is competitive. While students are participating in an Internship program, they may enrol in a maximum of one course (3 credit hours) per semester upon approval of their academic advisor. This course must not interfere with the internship schedule outlined by the employer.

Program details and degree requirements

Although reasonable efforts will be made to adhere to the following program map, course requirements and term offerings may change. For the most up-to-date list of course offerings, please visit the faculty website at businessandit.uoit.ca.

Year 1

Semester 1 (15 credit hours)

- [BUSI 1700U – Introduction to Entrepreneurship](#)
- [INFR 1020U – Essential Mathematics for Games I](#)
- [INFR 1100U – Introduction to Programming](#)
- [INFR 1315U – Concept and Graphic Design](#)
- [INFR 1330U – Basic Introduction to Game Design](#)
- [INFR 1395U – Game Development Workshop I](#)

Semester 2 (15 credit hours)

- [BUSI 1130U – Introduction to Financial Accounting](#)
- [INFR 1030U – Essential Mathematics for Games II](#)
- [INFR 1325U – Introduction to 2D Animation for Games](#)
- [INFR 1335U – Digital Game Design](#)
- [INFR 1396U – Game Development Workshop II](#)
- [INFR 2140U – Object Oriented Programming](#)

Year 2

Semester 1 (15 credit hours)

- [BUSI 2550U – Introduction to Project Management](#)
- [INFR 1350U – Introduction to Computer Graphics](#)
- [INFR 2310U – Computer Animation: Algorithms and Techniques](#)
- [INFR 2330U – Intermediate Game Design](#)
- [INFR 2345U – Modelling and Animation Systems I](#)
- [INFR 2395U – Game Development Workshop I](#)

Semester 2 (15 credit hours)

- [BUSI 2200U – Marketing Management](#)
- [INFR 2350U – Intermediate Computer Graphics](#)
- [INFR 2370U – Game Sound](#)
- [INFR 2396U – Game Development Workshop II](#)
- [INFR 2810U – Computer Architecture](#)
- [INFR 2820U – Algorithms and Data Structures](#)

Year 3

Semester 1 (15 credit hours)

- General elective
- Open elective
- [INFR 3110U – Game Engine Design and Implementation](#)
- [INFR 3335U – Social and Multiplayer Game Design](#)
- [INFR 3345U – Modelling and Animation Systems II](#)
- [INFR 3395U – Game Development Workshop I](#)

Semester 2 (15 credit hours)

- [BUSI 2700U – Entrepreneurial Finance](#)
- [BUSI 3730U – Creative Problem Solving, Entrepreneurship and Imagination](#)
- [INFR 3315U – Cinematic Systems Design](#)
- [INFR 3350U – Games User Research](#)

- [INFR 3396U – Game Development Workshop II](#)
- [INFR 3830U – Distributed Systems and Networking](#)

Year 4

Semester 1 (15 credit hours)

- ~~Two~~ **One** technical electives
- [BUSI 4340U – Business of Gaming](#)
- [INFR 4350U – Human-Computer Interaction for Games](#)
- [INFR 4560U – Law and Ethics in Game Development](#)

~~One of:~~

- ~~[BUSI 4798U – Incubator I](#)~~ **or**
- [BUSI 4995U – Capstone Study Project I](#)

Semester 2 (15 credit hours)

- Open elective
- ~~Two~~ **Three** technical electives
- [INFR 4320U – Artificial Intelligence for Gaming](#)

~~One of:~~

- ~~[BUSI 4799U – Incubator II](#)~~ **or**
- [BUSI 4995U – Capstone Study Project II](#)

Electives

General elective

Students must select a minimum of two non-INFR, non-computer science related courses from any faculty, subject to credit restrictions.

Open elective

Students may enrol in any courses from any faculty as open electives, subject to credit restrictions. These courses may be either non-INFR/non-computer science courses or may include INFR/computer science courses.

Technical elective

Students may enrol in selected approved INFR/CSCI courses as technical electives. Details will be sent to UOITnet email accounts prior to registration and available in the schedule of classes.

Information Technology Bridge program – Game Development and Entrepreneurship major

General information and admission requirements

Admission is competitive. The specific average or standing required for admission varies from year to year. Students are selected by taking into consideration a wide range of criteria including school marks, distribution of subjects taken, and performance in subjects relevant to the academic program. Possession of the minimum requirements does not guarantee acceptance. Preference will be given to applicants with the best qualifications.

To qualify for the [Game Development and Entrepreneurship](#) major, students must have a completed two- or three-year Ontario college diploma in Game Development (or equivalent) with a minimum 3.0 GPA (B average on a 4.3 scale) or three-year university degree with a minimum 3.3 GPA (B+ average on a 4.3 scale). Graduates of two- or three-year Ontario college diploma programs in other disciplines should contact UOIT to determine their admission eligibility for this program.

Students admitted to the Bridge program will be required to complete five core bridge courses.

Bridge requirements

Map A - Students from colleges that emphasize Computer Programming.

Map B - Students from colleges that emphasize game art or interactive media arts.

- [BUSI 1700U – Introduction to Entrepreneurship](#)
- [INFR 1020U – Essential Mathematics for Games I](#)
- [INFR 1030U – Essential Mathematics for Games II](#)
- [INFR 2140U – Object Oriented Programming](#)

Plus one of:

- [INFR 2810U – Computer Architecture](#) (Map A)
- [INFR 1100U – Introduction to Programming](#) (Map B)

After Bridge completion

Students who successfully complete the Bridge program with a minimum 2.0 GPA (C average on a 4.3 scale) in each course are eligible to enter into the third year of the Bachelor of Information Technology, Game Development and Entrepreneurship program.

Program Map A - from Computer Programming colleges

Year 3

Semester 1 (15 credit hours)

- [INFR 1350U – Introduction to Computer Graphics](#)
- [INFR 2310U – Computer Animation: Algorithms and Techniques](#)
- [INFR 2330U – Intermediate Game Design](#)
- [INFR 2345U – Modelling and Animation Systems I](#)
- [INFR 2395U – Game Development Workshop I *](#)
- [INFR 4560U – Law and Ethics in Game Development](#)

Semester 2 (15 credit hours)

- [BUSI 2200U – Marketing Management](#)
- [BUSI 3730U – Creative Problem Solving, Entrepreneurship and Imagination](#)
- [INFR 2350U – Intermediate Computer Graphics](#)
- [INFR 2820U – Algorithms and Data Structures](#)
- [INFR 2396U – Game Development Workshop II *](#)
- [INFR 3315U – Cinematic Systems Design](#)

Year 4

Semester 1 (15 credit hours)

- [BUSI 4340U – Business of Gaming](#)
- [INFR 3110U – Game Engine Design and Implementation](#)
- [INFR 3335U – Social and Multiplayer Game Design](#)
- [INFR 3345U – Modelling and Animation Systems II](#)
- [INFR 4350U – Human-Computer Interaction for Games](#)

One of:

- ~~[BUSI 4798U – Incubator I **](#)~~ **or**
- ~~[BUSI 4990U – Capstone Study Project I ***](#)~~

Semester 2 (15 credit hours)

- Technical elective
- [INFR 3350U – Games User Research](#)
- [INFR 3830U – Distributed Systems and Networking](#)
- [INFR 4320U – Artificial Intelligence for Gaming](#)

One of:

- ~~[BUSI 4799U – Incubator II **](#)~~ **or**
- ~~[BUSI 4995U – Capstone Study Project II ***](#)~~

Program Map B - from Game Art or Interactive Media Arts

Year 3

Semester 1 (15 credit hours)

- [BUSI 2550U – Introduction to Project Management](#)
- [INFR 1350U – Introduction to Computer Graphics](#)
- [INFR 2310U – Computer Animation: Algorithms and Techniques](#)
- [INFR 2330U – Intermediate Game Design](#)
- [INFR 2395U – Game Development Workshop I *](#)
- [INFR 4560U – Law and Ethics in Game Development](#)

Semester 2 (15 credit hours)

- [BUSI 2200U – Marketing Management](#)
- [BUSI 3730U – Creative Problem Solving, Entrepreneurship and Imagination](#)
- [INFR 2350U – Intermediate Computer Graphics](#)
- [INFR 2370U – Game Sound](#)
- [INFR 2396U – Game Development Workshop II *](#)
- [INFR 2820U – Algorithms and Data Structures](#)

Year 4

Semester 1 (15 credit hours)

- [BUSI 4340U – Business of Gaming](#)
- [INFR 3110U – Game Engine Design and Implementation](#)
- [INFR 3335U – Social and Multiplayer Game Design](#)
- [INFR 4350U – Human-Computer Interaction for Games](#)
- [Technical elective](#)
- One of:
- ~~[BUSI 4798U – Incubator I **](#) **or**~~
- [BUSI 4995U – Capstone Study Project I ***](#)

Semester 2 (15 credit hours)

- [INFR 3350U – Games User Research](#)
- [INFR 3830U – Distributed Systems and Networking](#)
- [INFR 4320U – Artificial Intelligence for Gaming](#)
- **2 Technical electives**
- One of:
- ~~[BUSI 4799U – Incubator II **](#) **or**~~
- ~~[BUSI 4995U – Capstone Study Project II ***](#)~~

*Students normally complete the Bridge term in the Spring/Summer. Students who take the

Bridge in the Fall/Winter will be required to take [INFR 2395U – Game Development Workshop I](#) and [INFR 2396U – Game Development Workshop II](#) along with the courses listed above.

~~**Students must register in [BUSI 4798U – Incubator I](#) in the fall of Year 4. This non-credit course is a prerequisite for [BUSI 4799U – Incubator II](#).~~

~~***Students must register in [BUSI 4990U – Capstone Study Project I](#) in the fall of Year 4. This non-credit course is a prerequisite for [BUSI 4995U – Capstone Study Project II](#).~~

Marketing

General information

The Bachelor of Commerce (Honours) degree prepares graduates with strong employability skills and the foundations for excellence in managing business corporations.

Organizations are examined from a number of perspectives, including how they are managed and the changing environments in which they operate. National and international contexts of business are explored, along with relevant issues facing managers in business, labour and the public sector.

Students receive extensive practice in applying theory to the processes of decision-making and problem solving through computer-based exercises and simulations, case study analyses, problem-based learning activities and field-based projects.

Year 2, the core year, is an introduction to each of the functional areas of business – accounting, entrepreneurship, finance, marketing, organizational behaviour and human resources – and an examination of the ways in which these are integrated within an operation. In Years 3 and 4, students may apply to major or major and minor in one or more functional areas.

In Year 4, students benefit from the ~~Pre-Capstone Workshop~~, Capstone Study Project and Strategic Management courses. ~~Students in the Pre-Capstone Workshop prepare their proposals and project outlines for completion in Capstone Study Project.~~ These unique courses provide an opportunity to consolidate learning from earlier years of the program on the site of a partnering organization and under the supervision of both university faculty and the organization's management team. In lieu of Capstone Study Project, qualified students may also enrol in the Internship program (details below).

Marketing major

The Marketing programs provide students with rigorous training in the topics of consumer behaviour, marketing research, advertising, promotions, and strategy formulation in a dynamic marketing environment. The curriculum is designed to prepare students with the latest skills and perspectives essential for careers in marketing, advertising, sales management, product/brand management, retailing, e-marketing and marketing research. The use of technology both within and outside our Marketing Lab, including simulations, Internet exercises, projects and marketing software, is emphasized as a strong component of the different courses in marketing.

Admission requirements

Admission is competitive. The specific average or standing required for admission varies from year to year. Students are selected by taking into consideration a wide range of criteria including school marks, distribution of subjects taken, and performance in subjects relevant to the academic program. Possession of the minimum requirements does not guarantee acceptance. Preference will be given to applicants with the best qualifications.

Current Ontario secondary school students must complete the Ontario Secondary School Diploma (OSSD) with six 4U or 4M credits including English (ENG4U) with a recommended minimum average of 60 per cent and one of Advanced Functions (MHF4U) or Calculus and Vectors (MCV4U) or Mathematics of Data Management (MDM4U) with a recommended minimum average of 60 per cent. All other applicants should refer to [admissions](#) for the requirements for their specific category of admission.

Internship program

This program offers students who have successfully completed two years of study, including having achieved a cumulative 3.0 GPA (B average on a 4.3 scale), an opportunity to engage in a contracted learning partnership with businesses locally and globally. Faculty members may provide links to various internship placement opportunities or a student may secure an employer who meets the criteria as prescribed by the Faculty of Business and Information Technology.

The internship program not only gives students an opportunity to apply classroom concepts to the challenges of organizational life, but also helps them to gain valuable and relevant work experience to promote networking and life-long career success. Participating employers are given the opportunity to bring the motivated learners, thinkers, and doers of tomorrow into their workplaces, as well as provide valuable mentoring to students.

The internship program placement equates to a minimum of 280 hours of progressive business and management experience. The intern's wages (stipulated in a contract) are paid by the sponsoring business over a contracted period. Successful work placement completion and both a verbal and written final report will result in the intern receiving a mark and three credits toward the honours Bachelor of Commerce degree requirements. Students who have successfully completed the Internship program are not required to take the Capstone Study Project.

Admission to the internship program is competitive. While students are participating in an internship program, they may enrol in one course (3 credits) per semester. This course must not interfere with the internship schedule outlined by the employer.

Academic requirements to major/minor in a Bachelor of Commerce program

In order to register for third- and fourth-year major or minor courses, students must hold a minimum 2.0 cumulative GPA (or 2.3 for the Accounting, Entrepreneurship and Technology Management major or minor), with completion of 19/20 first- and second-year Bachelor of Commerce courses, and meet the following individual major requirements:

Accounting – minimum 2.3 (C+ grade) in each of: [BUSI 1130U](#), BUSI 2130U and [BUSI 2180U](#).

Entrepreneurship – minimum 2.3 (C+ grade) in each of: [BUSI 1130U](#), BUSI 2200U and [BUSI 2402U](#).

Finance – minimum 2.0 (C grade) in each of: [BUSI 2401U](#) and [BUSI 2402U](#).

Marketing – minimum 2.0 (C grade) in BUSI 2200U.

Organizational Behaviour and Human Resources Management – minimum 2.0 (C grade) in each of: [BUSI 2311U](#) and [BUSI 2312U](#).

Technology Management – minimum 2.3 (C+ grade) in [BUSI 1520U](#).

Operations Management minor – minimum 2.0 (C grade) in [BUSI 2603U](#).

Standing policy for Bachelor of Commerce majors/minors

Students will be placed on probation in the major or minor if they receive a grade of D in any major or minor course. Students will be removed from the major or minor if they receive a grade of D in two or more major or minor courses; or a grade of F in any major or minor course; or a grade of D in any major or minor course while on probation in the major or minor; or fail to remain with a CGPA of 2.0 or higher. Failing to meet the major or minor standing requirements will result in removal from the major or minor, and continuance in the general concentration will be required.

Program details and degree requirements

To be eligible for the honours Bachelor of Commerce degree, students must successfully complete 120 credit hours, including all courses outlined in the following program map.

Students may apply to major in one or two (double major) of the following six areas: [Accounting](#), [Entrepreneurship](#), [Finance](#), [Marketing](#), [Technology Management](#), OR [Organizational Behaviour and Human Resources Management](#). Students who choose to double major must complete all the requirements for both majors and depending on the combination it could require up to three additional courses (129 credit hours in total) during a four-year period.

As an option, students may also complete a minor in one of the following: [Accounting minor](#), [Entrepreneurship minor](#), [Finance minor](#), [Marketing minor](#), [Technology Management minor](#), [Operations and Supply Chain Management minor](#), OR [Organizational Behaviour and Human Resources Management minor](#).

Although reasonable efforts will be made to adhere to the following program map, course requirements and term offerings may change. For the most up-to-date list of course offerings, please visit the faculty website at businessandit.uoit.ca.

Year 1

Semester 1 (15 credit hours)

- [BUSI 1010U – Critical Thinking and Ethics](#)
- [BUSI 1520U – Business Computer Applications](#)
- [BUSI 1600U – Management of the Enterprise](#)
- [BUSI 1915U – Business Math I](#)
- [ECON 2010U – Microeconomics](#)

Semester 2 (15 credit hours)

- General elective
- [BUSI 1020U – Business Communications](#)
- [BUSI 1130U – Introduction to Financial Accounting](#)

- [BUSI 1916U – Business Math II](#)
- [ECON 2020U – Macroeconomics](#)

Year 2

Semester 1 (15 credit hours)

- [BUSI 1450U – Statistics](#)
- [BUSI 2180U – Introduction to Managerial Accounting](#)
- [BUSI 2311U – Organizational Behaviour](#)
- [BUSI 2401U – Finance I](#)

One of:

- [BUSI 2200U – Marketing Management](#) **OR**
- General elective

Semester 2 (15 credit hours)

- Business elective
- [BUSI 2312U – Human Resources Management](#)
- [BUSI 2402U – Finance II](#)
- [BUSI 2603U – Introduction to Operations Management](#)

One of:

- [BUSI 2200U – Marketing Management](#) **OR**
- General elective

Year 3

Semester 1 (15 credit hours)

- Major course
- Major course
- Major course
- General elective

One of:

- [BUSI 3040U – Information Systems](#) **OR**
- [BUSI 3705U – Legal Environment of Business](#)

Semester 2 (15 credit hours)

- Major course
- Major course
- Open elective
- Open elective

One of:

- [BUSI 3040U – Information Systems](#) **OR**

- [BUSI 3705U – Legal Environment of Business](#)

Year 4

Semester 1 (15 credit hours)

- Major course
- Major course
- Business elective
- Open elective
- [BUSI 4701U – Strategic Management](#)
- ~~One of:~~
- ~~[BUSI 4798U – Incubator I](#) * **or**~~
- ~~[BUSI 4990U – Capstone Study Project I](#) **~~

Semester 2 (15 credit hours)

- Major course
- Major course
- Business elective
- Open elective
- ~~One of:~~
- ~~[BUSI 4799U – Incubator II](#) * **or**~~
- ~~[BUSI 4995U – Capstone Study Project II](#) **~~

~~*Students must register in [BUSI 4798U – Incubator I](#) in the fall of Year 4. This non credit course is a prerequisite for [BUSI 4799U – Incubator II](#).~~

~~**Students must register in [BUSI 4990U – Capstone Study Project I](#) in the fall of Year 4. This non credit course is a prerequisite for [BUSI 4995U – Capstone Study Project II](#).~~

Electives

Students in the Marketing major must complete 10 elective courses as a part of their degree requirements. The electives are divided as follows:

- Three **general electives** (9 credit hours). A general elective is considered a course outside of business (i.e. without the BUSI prefix).
- Three **business electives** (9 credit hours) in business courses outside of one's major.
- **Four open electives** (12 credit hours). Open electives can be either general or business electives.

A maximum of two (6 credit hours) of these electives can consist of courses within one's major.

Marketing major requirements

The Bachelor of Commerce (Honours) degree with a major in Marketing requires a minimum of 30 credit hours in marketing courses. Students must complete five marketing core courses and a

minimum of five marketing elective courses.

Marketing core courses

- [BUSI 2200U – Marketing Management](#)
- [BUSI 3210U – Consumer Behaviour](#)
- [BUSI 3260U – Marketing Research](#)
- [BUSI 3503U – E-Marketing](#)
- [BUSI 4220U – Marketing Strategy](#)

Marketing electives

- [BUSI 3200U – Marketing Communications](#)
 - [BUSI 3220U – Sales Management](#)
 - [BUSI 3230U – Marketing Channels](#)
 - [BUSI 3250U – Service Marketing](#)
 - [BUSI 3270U – Retail Management](#)
 - [BUSI 3280U – Brand Management](#)
 - [BUSI 3290U – Marketing Management in Asia Pacific](#)
 - [BUSI 4203U – Advertising Management](#)
 - [BUSI 4210U – High-Tech Marketing](#)
 - [BUSI 4230U – Marketing Analytics](#)
 - [BUSI 4250U – International Marketing](#)
 - [BUSI 4270U – Business to Business Marketing](#)
 - [BUSI 4290U – Special Topics in Marketing](#)
 - [BUSI 4299U – Directed Independent Studies in Marketing](#)
-

Networking and Information Technology Security

Computer networking has become an integral part of today's business environment. The major in Networking and IT Security prepares graduates with theoretical and hands-on knowledge and skills in planning, designing, installing, operating, managing, and securing information technology infrastructure. In addition to the technical courses, the core curriculum includes mandatory courses in business and management, providing students with the necessary business background and technological skills to make significant contributions in today's workplace.

The coursework prepares graduates to manage the continuing changes and challenges of the IT profession. The program helps prepare graduates to attempt for two levels of the Cisco certification program, namely, Cisco Certified Network Associate (CCNA®), Cisco Certified Network Professional (CCNP). Cisco Certified Internetwork Expert (CCIE®) will be offered as a technical elective. The program also helps graduates for the following security certificates: Security+, CCNA Security, and the Systems Security Certified Practitioner (SSCP). Students may take the required business courses to obtain a minor in Marketing or Operations Management.

In Years 2 to 3, all students participate in the IT Skills Workshop (ITSW). Each course taken in that year is integrated into a semester long group project. Students will work in teams to develop and deploy an industry-relevant IT project.

Admission requirements

Admission is competitive. The specific average or standing required for admission varies from year to year. Students are selected by taking into consideration a wide range of criteria including school marks, distribution of subjects taken, and performance in subjects relevant to the academic program. Possession of the minimum requirements does not guarantee acceptance. Preference will be given to applicants with the best qualifications.

Current Ontario secondary school students must complete the Ontario Secondary School Diploma (OSSD) with six 4U or 4M credits including English (ENG4U) with a recommended minimum average of 60 per cent and one of Advanced Functions (MHF4U) or Calculus and Vectors (MCV4U) or Mathematics of Data Management (MDM4U) with a recommended minimum average of 60 per cent or Computer Science (ICS4U) with a recommended average of 70 per cent. All other applicants should refer to [admissions](#) for the requirements for their specific category of admission.

Internship program

This program offers students who have successfully completed two years of study, including having achieved a cumulative 3.0 GPA (B average on a 4.3 scale), an opportunity to engage in a

contracted learning partnership with businesses in the Durham Region, Greater Toronto Area (GTA), as well as around the globe. Faculty members may provide links to various internship placement opportunities or a student may secure an employer who meets the criteria as prescribed by the Faculty of Business and Information Technology.

The Internship program not only gives students an opportunity to apply classroom concepts to the challenges of organizational life, but also helps them to gain valuable and relevant work experience to promote networking and life-long career success. Participating employers are given the opportunity to bring the motivated learners, thinkers, and doers of tomorrow into their workplaces, as well as provide valuable mentoring to students.

The Internship program placement equates to a minimum of 280 hours of progressive business and management experience. The intern's wages (stipulated in a contract) are paid by the sponsoring business over a contracted period. Successful work placement completion and both a verbal and written final report will result in the intern receiving a mark and three credits toward the honours Bachelor of Information Technology degree requirements.

Students who have successfully completed the Internship program are not required to take the Capstone Study Project. Admission to the Internship program is competitive. While students are participating in an Internship program, they may enrol in a maximum of one course (3 credit hours) per semester upon approval of their academic advisor. This course must not interfere with the internship schedule outlined by the employer.

Program details and degree requirements

Although reasonable efforts will be made to adhere to the following program map, course requirements and term offerings may change. For the most up-to-date list of course offerings, please visit the faculty website at businessandit.uoit.ca.

Year 1

Semester 1 (15 credit hours)

- [BUSI 1600U – Management of the Enterprise](#)
- [BUSI 1020U – Business Communications](#)
- [INFR 1010U – Discrete Mathematics](#)
- [INFR 1100U – Introduction to Programming](#)
- [INFR 1411U – Introduction to Networking I](#)
- [INFR 2495U – IT Skills Workshop I](#)

Semester 2 (15 credit hours)

- [BUSI 2000U – Collaborative Leadership](#)
- [INFR 1421U – Introduction to Networking II](#)
- [INFR 1016U – Introductory Calculus](#)
- [INFR 2140U – Object Oriented Programming](#)
- [INFR 2496U – IT Skills Workshop II](#)
- [INFR 2810U – Computer Architecture](#)

Year 2

Semester 1 (15 credit hours)

- [BUSI 2120U – Accounting for IT](#)
- [INFR 1400U – Statistics and Probability for IT](#)
- [INFR 2411U – Advanced Networking I](#)
- [INFR 2600U – Introduction to Computer Security](#)
- [INFR 3120U – Web and Script Programming](#)
- [INFR 3495U – IT Skills Workshop III](#)

Semester 2 (15 credit hours)

- General elective
- [INFR 1550U – Law and Ethics of IT](#)
- [INFR 2421U – Advanced Networking II](#)
- [INFR 2820U – Algorithms and Data Structures](#)
- [INFR 2830U – Operating Systems](#)
- [INFR 3496U – IT Skills Workshop IV](#)

Year 3

Semester 1 (15 credit hours)

- [BUSI 2550U – Introduction to Project Management](#)
- [INFR 2431U – Advanced Networking III](#)
- [INFR 2670U – Introduction to Cloud Services](#)
- [INFR 3600U – Cryptography and Network Security](#)
- [INFR 3700U – Machine Learning](#)

Semester 2 (15 credit hours)

- General elective
- [INFR 3610U – Operating System Security](#)
- [INFR 3720U – Basics of Digital Transmission](#)
- [INFR 3810U – Database Systems](#)
- [INFR 3850U – Enterprise Network Management](#)

Year 4

Semester 1 (15 credit hours)

- Two open electives
- [INFR 4661U – Security Analysis](#)

- [INFR 4680U – IT Security Policies and Procedures](#)

~~One of:~~

- ~~[BUSI 4798U – Incubator I](#)~~ **or**
- ~~[BUSI 4995U – Capstone Study Project I](#)~~

Semester 2 (15 credit hours)

- Open elective
- Technical elective
- Technical elective
- **Technical elective**
[INFR 4690U – IT Forensics](#)
- ~~One of:~~
- ~~[BUSI 4799U – Incubator II](#)~~ **or**
~~[BUSI 4995U – Capstone Study Project II](#)~~

Electives

General elective

Students must select a minimum of two non-INFR, non-CSCI (computer science) related courses from any faculty, subject to credit restrictions.

Open elective

Students may enrol in any courses from any faculty as open electives, subject to credit restrictions. These courses may be either non-INFR/non-CSCI science courses or may include INFR/CSCI courses.

Technical elective

Students must select a minimum of two approved INFR/CSCI courses as technical electives. Details will be sent to UOITnet email accounts prior to registration and available in the schedule of classes.

Networking and IT Security – Advanced Entry

General information and admission requirements

Admission is competitive. The specific average or standing required for admission varies from year to year. Students are selected by taking into consideration a wide range of criteria including school marks, distribution of subjects taken, and performance in subjects relevant to the academic program. Possession of the minimum requirements does not guarantee acceptance. Preference will be given to applicants with the best qualifications.

Graduates with a three-year Ontario college diploma in Information Technology or Computer Systems with a minimum 3.0 GPA (B average on a 4.3 scale) may be considered for admission directly to the third year of the honours Bachelor of Information Technology – [Networking and Information Technology Security](#) major.

Networking and Information Technology Security – Advanced Entry program map

Although reasonable efforts will be made to adhere to the following program map, course requirements and term offerings may change. For the most up-to-date list of course offerings, please visit the faculty website at businessandit.uoit.ca.

Year 3

Semester 1 (15 credit hours)

- [BUSI 2000U – Collaborative Leadership](#)
- [BUSI 2120U – Accounting for IT](#)
- [BUSI 2550U – Introduction to Project Management](#)
- [INFR 2670U – Introduction to Cloud Services](#)
- [INFR 3600U – Cryptography and Network Security](#)

Semester 2 (15 credit hours)

- [INFR 1016U – Introductory Calculus](#)
- [INFR 1550U – Law and Ethics of IT](#)
- [INFR 2421U – Advanced Networking II](#)
- [INFR 3610U – Operating System Security](#)
- [INFR 3810U – Database Systems](#)

Semester 1 (15 credit hours)

- [~~BUSI 4990U – Capstone Study Project I~~](#)
- [INFR 1400U – Statistics and Probability for IT](#)
- [INFR 2431U – Advanced Networking III](#)
- [INFR 3700U – Machine Learning](#)
- [INFR 4661U – Security Analysis](#)
- [INFR 4680U – IT Security Policies and Procedures](#)

Semester 2 (15 credit hours)

- Technical elective
- [BUSI 4995U – Capstone Study Project II](#)
- [INFR 3720U – Basics of Digital Transmission](#)
- [INFR 4621U – Data Centre Design](#)
- [INFR 4690U – IT Forensics](#)

Electives

Open elective

Students may enrol in any courses from any faculty as open electives, subject to credit restrictions. These courses may be either non-INFR/non-CSCI science courses or may include INFR/CSCI courses.

Technical elective

Students must select an approved INFR/CSCI course as a technical elective. Details will be sent to UOITnet email accounts prior to registration and available in the schedule of classes.

Organizational Behaviour and Human Resources Management

General information

The Bachelor of Commerce (Honours) degree prepares graduates with strong employability skills and the foundations for excellence in managing business corporations.

Organizations are examined from a number of perspectives, including how they are managed and the changing environments in which they operate. National and international contexts of business are explored, along with relevant issues facing managers in business, labour and the public sector.

Students receive extensive practice in applying theory to the processes of decision-making and problem solving through computer-based exercises and simulations, case study analyses, problem-based learning activities and field-based projects.

Year 2, the core year, is an introduction to each of the functional areas of business – accounting, entrepreneurship, finance, marketing, organizational behaviour and human resources – and an examination of the ways in which these are integrated within an operation. In Years 3 and 4, students may apply to major or major and minor in one or more functional areas.

In Year 4, students benefit from the ~~Pre-Capstone Workshop~~, Capstone Study Project and Strategic Management courses. ~~Students in the Pre-Capstone Workshop prepare their proposals and project outlines for completion in Capstone Study Project.~~ These unique courses provide an opportunity to consolidate learning from earlier years of the program on the site of a partnering organization and under the supervision of both university faculty and the organization's management team. In lieu of Capstone Study Project, qualified students may also enrol in the Internship program (details below).

Organizational Behaviour and Human Resources Management major

The Organizational Behavior and Human Resources (OBHR) major helps students develop the skills and knowledge required to transform an organization's most important asset – its human capital – into a sustainable competitive advantage. OBHR professionals play a key role in achieving organizations' strategic objectives by implementing human resource solutions, such as managing talent, providing training and facilitating organizational change. By completing the requirements for the OBHR major, students complete all the coursework necessary to qualify for their Certified Human Resources Leader (CHRL) professional designation. Graduates of the OBHR major typically work as human resources specialists (e.g. training and development officer, recruitment specialist) or generalists (e.g. human resources manager). The OBHR faculty includes academics and practitioners.

Admission requirements

Admission is competitive. The specific average or standing required for admission varies from year to year. Students are selected by taking into consideration a wide range of criteria including school marks, distribution of subjects taken, and performance in subjects relevant to the academic program. Possession of the minimum requirements does not guarantee acceptance. Preference will be given to applicants with the best qualifications.

Current Ontario secondary school students must complete the Ontario Secondary School Diploma (OSSD) with six 4U or 4M credits including English (ENG4U) with a recommended minimum average of 60 per cent and one of Advanced Functions (MHF4U) or Calculus and Vectors (MCV4U) or Mathematics of Data Management (MDM4U) with a recommended minimum average of 60 per cent. All other applicants should refer to [admissions](#) for the requirements for their specific category of admission.

Internship program

This program offers students who have successfully completed two years of study, including having achieved a cumulative 3.0 GPA (B average on a 4.3 scale), an opportunity to engage in a contracted learning partnership with businesses locally and globally. Faculty members may provide links to various internship placement opportunities or a student may secure an employer who meets the criteria as prescribed by the Faculty of Business and Information Technology.

The internship program not only gives students an opportunity to apply classroom concepts to the challenges of organizational life, but also helps them to gain valuable and relevant work experience to promote networking and life-long career success. Participating employers are given the opportunity to bring the motivated learners, thinkers, and doers of tomorrow into their workplaces, as well as provide valuable mentoring to students.

The internship program placement equates to a minimum of 280 hours of progressive business and management experience. The intern's wages (stipulated in a contract) are paid by the sponsoring business over a contracted period. Successful work placement completion and both a verbal and written final report will result in the intern receiving a mark and three credits toward the honours Bachelor of Commerce degree requirements. Students who have successfully completed the Internship program are not required to take the Capstone Study Project.

Admission to the internship program is competitive. While students are participating in an internship program, they may enrol in one course (3 credits) per semester. This course must not interfere with the internship schedule outlined by the employer.

Academic requirements to major/minor in a Bachelor of Commerce program

In order to register for third- and fourth-year major or minor courses, students must hold a minimum 2.0 cumulative GPA (or 2.3 for the Accounting, Entrepreneurship and Technology Management major or minor), with completion of 19/20 first- and second-year Bachelor of Commerce courses, and meet the following individual major requirements:

Accounting – minimum 2.3 (C+ grade) in each of: [BUSI 1130U](#), BUSI 2130U and [BUSI 2180U](#).

Entrepreneurship – minimum 2.3 (C+ grade) in each of: [BUSI 1130U](#), BUSI 2200U and [BUSI 2402U](#).

Finance – minimum 2.0 (C grade) in each of: [BUSI 2401U](#) and [BUSI 2402U](#).

Marketing – minimum 2.0 (C grade) in BUSI 2200U.

Organizational Behaviour and Human Resources Management – minimum 2.0 (C grade) in each of: [BUSI 2311U](#) and [BUSI 2312U](#).

Technology Management – minimum 2.3 (C+ grade) in [BUSI 1520U](#).

Operations Management minor – minimum 2.0 (C grade) in [BUSI 2603U](#).

Standing policy for Bachelor of Commerce majors/minors

Students will be placed on probation in the major or minor if they receive a grade of D in any major or minor course. Students will be removed from the major or minor if they receive a grade of D in two or more major or minor courses; or a grade of F in any major or minor course; or a grade of D in any major or minor course while on probation in the major or minor; or fail to remain with a CGPA of 2.0 or higher. Failing to meet the major or minor standing requirements will result in removal from the major or minor, and continuance in the general concentration will be required.

Program details and degree requirements

To be eligible for the honours Bachelor of Commerce degree, students must successfully complete 120 credit hours, including all courses outlined in the following program map.

Students may apply to major in one or two (double major) of the following six areas: [Accounting](#), [Entrepreneurship](#), [Finance](#), [Marketing](#), [Technology Management](#), Or [Organizational Behaviour and Human Resources Management](#). Students who choose to double major must complete all the requirements for both majors and depending on the combination it could require up to three additional courses (129 credit hours in total) during a four-year period.

As an option, students may also complete a minor in one of the following: [Accounting minor](#), [Entrepreneurship minor](#), [Finance minor](#), [Marketing minor](#), [Technology Management minor](#), [Operations and Supply Chain Management minor](#), Or [Organizational Behaviour and Human Resources Management minor](#).

Although reasonable efforts will be made to adhere to the following program map, course requirements and term offerings may change. For the most up-to-date list of course offerings, please visit the faculty website at businessandit.uoit.ca.

Year 1

Semester 1 (15 credit hours)

- [BUSI 1010U – Critical Thinking and Ethics](#)
- [BUSI 1520U – Business Computer Applications](#)
- [BUSI 1600U – Management of the Enterprise](#)
- [BUSI 1915U – Business Math I](#)
- [ECON 2010U – Microeconomics](#)

Semester 2 (15 credit hours)

- General elective
- [BUSI 1020U – Business Communications](#)

- [BUSI 1130U – Introduction to Financial Accounting](#)
- [BUSI 1916U – Business Math II](#)
- [ECON 2020U – Macroeconomics](#)

Year 2

Semester 1 (15 credit hours)

- [BUSI 1450U – Statistics](#)
- [BUSI 2180U – Introduction to Managerial Accounting](#)
- [BUSI 2311U – Organizational Behaviour](#)
- [BUSI 2401U – Finance I](#)

One of:

- [BUSI 2200U – Marketing Management](#) **OR**
- General elective

Semester 2 (15 credit hours)

- Business elective
- [BUSI 2312U – Human Resources Management](#)
- [BUSI 2402U – Finance II](#)
- [BUSI 2603U – Introduction to Operations Management](#)

One of:

- [BUSI 2200U – Marketing Management](#) **OR**
- General elective

Year 3

Semester 1 (15 credit hours)

- Major course
- Major course
- General elective
- Open elective

One of:

- [BUSI 3040U – Information Systems](#) **OR**
- [BUSI 3705U – Legal Environment of Business](#)

Semester 2 (15 credit hours)

- Major course
- Major course
- Open elective
- Open elective

One of:

- [BUSI 3040U – Information Systems](#) **or**
- [BUSI 3705U – Legal Environment of Business](#)

Year 4

Semester 1 (15 credit hours)

- Major course
- Major course
- Business elective
- Open elective
- [BUSI 4701U – Strategic Management](#)
- ~~One of:~~
- ~~[BUSI 4798U – Incubator I](#) * **or**~~
- ~~[BUSI 4995U – Capstone Study Project I](#) **~~

Semester 2 (15 credit hours)

- Major course
- Major course
- Business elective
- Open elective
- ~~One of:~~
- ~~[BUSI 4799U – Incubator II](#) * **or**~~
- ~~[BUSI 4995U – Capstone Study Project II](#) **~~

~~*Students must register in [BUSI 4798U – Incubator I](#) in the fall of Year 4. This non-credit course is a prerequisite for [BUSI 4799U – Incubator II](#).~~

~~**Students must register in [BUSI 4990U – Capstone Study Project I](#) in the fall of Year 4. This non-credit course is a prerequisite for [BUSI 4995U – Capstone Study Project II](#).~~

Electives

Students in the Organizational Behaviour and Human Resources Management major must complete 10 elective courses as a part of their degree requirements. The electives are divided as follows:

- Three **general electives** (9 credit hours). A general elective is considered a course outside of business (i.e. without the BUSI prefix).
- Two **business electives** (6 credit hours) in business courses outside of one's major.
- Five **open electives** (15 credit hours). Open electives can be either general or business electives.

A maximum of two (6 credit hours) of these electives can consist of courses within one's major.

Organizational Behaviour and Human Resources Management major requirements

The Bachelor of Commerce (Honours) degree with a major in Organizational Behaviour and Human Resources Management requires a minimum of 30 credit hours in organizational behaviour and human resources management courses. Students must complete the eight human

resources management courses and a minimum of two human resources management elective courses.

Organizational Behaviour and Human Resources Management core courses

- [BUSI 2311U – Organizational Behaviour](#)
- [BUSI 2312U – Human Resources Management](#)
- [BUSI 3305U – Recruitment and Selection](#)
- [BUSI 3312U – Industrial and Labour Relations](#)
- [BUSI 3340U – Human Resource Planning](#)
- [BUSI 3360U – Occupational Health and Safety](#)
- [BUSI 3380U – Compensation and Benefits](#)
- [BUSI 3390U – Training and Development](#)

Organizational Behaviour and Human Resources Management electives

- [BUSI 3315U – Negotiation Theory and Behaviour](#)
 - [BUSI 3330U – The Management of Change](#)
 - [BUSI 3350U – Developing Management Skills](#)
 - [BUSI 3370U – Employment and Labour Laws](#)
 - [BUSI 4390U – Special Topics in Organizational Behaviour and Human Resources Management](#)
 - [BUSI 4399U – Directed Independent Study in Organizational Behaviour and Human Resources Management](#)
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Technology Management (Commerce)

General information

The Bachelor of Commerce (Honours) degree prepares graduates with strong employability skills and the foundations for excellence in managing business corporations.

Organizations are examined from a number of perspectives, including how they are managed and the changing environments in which they operate. National and international contexts of business are explored, along with relevant issues facing managers in business, labour and the public sector.

Students receive extensive practice in applying theory to the processes of decision-making and problem solving through computer-based exercises and simulations, case study analyses, problem-based learning activities and field-based projects.

Year 2, the core year, is an introduction to each of the functional areas of business – accounting, entrepreneurship, finance, marketing, organizational behaviour and human resources – and an examination of the ways in which these are integrated within an operation. In Years 3 and 4, students may apply to major or major and minor in one or more functional areas.

In Year 4, students benefit from the ~~Pre-Capstone Workshop~~, Capstone Study Project and Strategic Management courses. ~~Students in the Pre-Capstone Workshop prepare their proposals and project outlines for completion in Capstone Study Project.~~ These unique courses provide an opportunity to consolidate learning from earlier years of the program on the site of a partnering organization and under the supervision of both university faculty and the organization's management team. In lieu of Capstone Study Project, qualified students may also enrol in the Internship program (details below).

Technology Management major

The Technology Management major is offered to students interested in interdisciplinary studies in Commerce and Information Technology. The Bachelor of Commerce (Honours) in Technology Management will develop student skills in data analytics, information systems, change management, and data security. This major focuses on the business aspects of information technology management and is complemented with systems analysis skills. Students enrolled in this major are encouraged to also pursue a minor in data science to further develop their technical skills in preparation for careers in business analysis. Students completing this program including electives in data science will qualify for the Certified Business Technology Manager (CBTM) designation from Canadian Coalition for Tomorrow's ICT (Information Communication Technology) Skills (CCICT), once they obtain sufficient work experience. Graduates will be qualified to hold positions such as business-IT advisors, business analytics consultants, information systems analysts, technical writers, and ICT managers.

Admission requirements

Admission is competitive. The specific average or standing required for admission varies from year to year. Students are selected by taking into consideration a wide range of criteria including school marks, distribution of subjects taken, and performance in subjects relevant to the academic program. Possession of the minimum requirements does not guarantee acceptance. Preference will be given to applicants with the best qualifications.

Current Ontario secondary school students must complete the Ontario Secondary School Diploma (OSSD) with six 4U or 4M credits including English (ENG4U) with a recommended minimum average of 60 per cent and one of Advanced Functions (MHF4U) or Calculus and Vectors (MCV4U) or Mathematics of Data Management (MDM4U) with a recommended minimum average of 60 per cent. All other applicants should refer to [admissions](#) for the requirements for their specific category of admission.

Internship program

This program offers students who have successfully completed two years of study, including having achieved a cumulative 3.0 GPA (B average on a 4.3 scale), an opportunity to engage in a contracted learning partnership with businesses locally and globally. Faculty members may provide links to various internship placement opportunities or a student may secure an employer who meets the criteria as prescribed by the Faculty of Business and Information Technology.

The internship program not only gives students an opportunity to apply classroom concepts to the challenges of organizational life, but also helps them to gain valuable and relevant work experience to promote networking and life-long career success. Participating employers are given the opportunity to bring the motivated learners, thinkers, and doers of tomorrow into their workplaces, as well as provide valuable mentoring to students.

The internship program placement equates to a minimum of 280 hours of progressive business and management experience. The intern's wages (stipulated in a contract) are paid by the sponsoring business over a contracted period. Successful work placement completion and both a verbal and written final report will result in the intern receiving a mark and three credits toward the honours Bachelor of Commerce degree requirements. Students who have successfully completed the Internship program are not required to take the Capstone Study Project.

Admission to the internship program is competitive. While students are participating in an internship program, they may enrol in one course (3 credits) per semester. This course must not interfere with the internship schedule outlined by the employer.

Academic requirements to major/minor in a Bachelor of Commerce program

In order to register for third- and fourth-year major or minor courses, students must hold a minimum 2.0 cumulative GPA (or 2.3 for the Accounting, Entrepreneurship and Technology Management major or minor), with completion of 19/20 first- and second-year Bachelor of Commerce courses, and meet the following individual major requirements:

Accounting – minimum 2.3 (C+ grade) in each of: [BUSI 1130U](#), BUSI 2130U and [BUSI 2180U](#).

Entrepreneurship – minimum 2.3 (C+ grade) in each of: [BUSI 1130U](#), BUSI 2200U and [BUSI 2402U](#).

Finance – minimum 2.0 (C grade) in each of: [BUSI 2401U](#) and [BUSI 2402U](#).

Marketing – minimum 2.0 (C grade) in BUSI 2200U.

Organizational Behaviour and Human Resources Management – minimum 2.0 (C grade) in each of: [BUSI 2311U](#) and [BUSI 2312U](#).

Technology Management – minimum 2.3 (C+ grade) in [BUSI 1520U](#).

Operations Management minor – minimum 2.0 (C grade) in [BUSI 2603U](#).

Standing policy for Bachelor of Commerce majors/minors

Students will be placed on probation in the major or minor if they receive a grade of D in any major or minor course. Students will be removed from the major or minor if they receive a grade of D in two or more major or minor courses; or a grade of F in any major or minor course; or a grade of D in any major or minor course while on probation in the major or minor; or fail to remain with a CGPA of 2.0 or higher. Failing to meet the major or minor standing requirements will result in removal from the major or minor, and continuance in the general concentration will be required.

Program details and degree requirements

To be eligible for the honours Bachelor of Commerce degree in Technology Management, students must successfully complete 120 credit hours, including all courses outlined in the following program map.

Although reasonable efforts will be made to adhere to the following program map, course requirements and term offerings may change. For the most up-to-date list of course offerings, please visit the faculty website at businessandit.uoit.ca.

Year 1

Semester 1 (15 credit hours)

BUSI 1010U Critical Thinking and Ethics
BUSI 1520U Business Computer Applications
BUSI 1600U Management of the Enterprise
BUSI 1915U Business Math I
ECON 2010U Microeconomics

Semester 2 (15 credit hours)

BUSI 1020U Business Communications
BUSI 1130U Introduction to Financial Accounting
BUSI 1916U Business Math II
ECON 2020U Macroeconomics
INFR 1100U Introduction to Programming

Year 2

Semester 1 (15 credit hours)

BUSI 1450U Statistics
BUSI 2180U Introduction to Managerial Accounting
BUSI 2311U Organizational Behaviour
BUSI 2401U Finance I
BUSI 2500U Business Simulation and Analytics

Semester 2 (15 credit hours)

BUSI 2312U Human Resources Management
BUSI 2402U Finance II
BUSI 2603U Introduction to Operations Management
BUSI 2200U Marketing Management
BUSI 3040U Information Systems

Year 3

Semester 1 (15 credit hours)

Major
course
Major
course
Major
course
Business
elective
General
elective
BUSI 3705U Legal Environment of Business

Semester 2 (15 credit hours)

- Major course
- Major course
- Major course
- Business elective
- General elective

Year 4

Semester 1 (15 credit hours)

Major
course

Major
course

Major
course

BUSI 4701U Strategic Management

BUSI 4995U Capstone Study Project

Semester 2 (15 credit hours)

- Major course
- Major course
- Major course
- Major course
- General elective

Technology Management major requirements

The Technology Management major in the Bachelor of Commerce (Honours) program requires a minimum of 30 credit hours in technology management courses.

Technology Management core courses

BUSI 2500U Business Simulation and Analytics

BUSI 2550U Introduction to Project Management

BUSI 3504U Database and Business Intelligence

BUSI 3550U Systems Analysis and Design

BUSI 4040U Emerging Trends in Technology Management

BUSI 4504U Business Intelligence and Data Warehouses

BUSI 4570U Strategic Information Technology Management

BUSI 4590U Topics in Technology Management

INFR 1100U Introduction to Programming

INFR 4680U IT Security Policies and Procedures

Electives

Students in the Bachelor of Commerce (Honours), Technology Management major must complete 5 elective courses as a part of their degree requirements. The electives are divided as follows:

- Three **general electives** (9 credit hours). A general elective is considered a course outside of business (i.e. without the BUSI prefix).
- Two **business electives** (6 credit hours) in business courses outside of one's major.

BUSI - 4990U - Capstone Study Project I

*2019-2020 - UG - Course Change v2

(A) Proposal summary

Home faculty*

Faculty of Business and Information Technology

Course changes*

- Contact hours
- Co-requisite(s)
- Course description
- Course instructional method
- Course number or course subject code
- Course title
- Credit restriction(s) and/or equivalencies
- Credit weighting
- Cross-listing(s)
- Grade mode
- Learning outcomes
- Prerequisite(s)
- Remove course from academic calendar
- Teaching and assessment methods
- Other

Other changes

Is this course change associated with a program proposal?*

Yes No

Reason for change and ways in which it maintains/enhance course/program objectives*

This course will be removed from the Capstone program. This was a zero credit course, pass/fail; and was a pre-requisite for BUSI4995U Capstone Study Project I. The capstone program is being modified as a one-semester course and will be offered each term.

Financial implications*

N/A

Effective semester*

Spring/Summer 2019

Are you attaching any supporting documents? Yes No

Additional supporting information, if applicable

(B) Course information

Course subject code*

BUSI

Course number* 4990U

Course title (long form)* Capstone Study Project I

Course title (short form)

Subject area

Business

Course description

In this course students will prepare their proposals and project outlines for completion in [BUSI 4995U Capstone Study Project II](#). Groups will be formed for consulting work with clients under supervision of a faculty advisor. Students will complete workshops on topics such as team management, ethics and professionalism, and project management. If required, REB approval for their consulting projects will be pursued and obtained by the end of this workshop.

Credit hours 0

Lecture hours

Lab hours

Tutorial hours

Other hours

Cross-listing(s)

Prerequisite(s) [\(BUSI 3040U and BUSI 3705U\)](#) or [\(INFR 3110U and INFR 3330U\)](#) or [\(INFR 3850U and INFR 3610U\)](#)

Prerequisite(s) (for Banner)

Corequisite(s)

Prerequisite(s) with concurrency

Credit restriction(s)

Is the credit restriction an equivalent course?

Recommended

Course restrictions

Course type Core Elective

Is the course undergraduate or professional? Undergraduate Professional

Grade mode N (normal alpha grades) P (pass/fail grade)

CLS (in-class delivery) Yes No

HYB (in-class and online delivery) Yes No

IND (individual studies) Yes No

OFF (off-site) Yes No

WB1 (virtual meet time - synchronous) Yes No

WEB (fully online - asynchronous) Yes No

N/A (not applicable) Yes No

Teaching and assessment methods

Course learning outcomes

(C) Impact and consultation

Does this course contain any indigenous content? * Yes No

We have consulted with all impacted areas * Yes N/A

Consultation * N/A

(D) Routing

Faculty or
program-level
group*

Faculty of Business and Information Technology

BUSI - 4995U - Capstone Study Project

*2019-2020 - UG - Course Change v2

(A) Proposal summary

Home faculty*

Faculty of Business and Information Technology

Course changes*

Activity Log

Lee Bazely

+ Course title

- Contact hours
- Co-requisite(s)
- Course description
- Course instructional method
- Course number or course subject code
- Course title
- Credit restriction(s) and/or equivalencies
- Credit weighting
- Cross-listing(s)
- Grade mode
- Learning outcomes
- Prerequisite(s)
- Remove course from academic calendar
- Teaching and assessment methods
- Other

Other changes

Is this course change associated with a program proposal?*

Yes No

Reason for change and ways in which it maintains/enhance course/program objectives*

Name and prerequisite changes to reflect on the changes in the Capstone program.

Financial implications*

N/A

Effective semester* **Fall 2019**

Are you attaching any supporting documents? Yes No

Additional supporting information, if applicable

(B) Course information

Course subject code* **BUSI**

Course number* 4995U

Course title (long form)* Capstone Study Project **++**

Course title (short form)

Subject area **Business**

Course description

Students will work in teams with an outside client organization, completing a comprehensive analysis and evaluation of the organization and developing appropriate recommendations for improved performance and problem resolution. The student team will make a formal presentation of their findings and recommendations to faculty advisors and to the management of the client organization. Through Capstone, students will develop a thorough understanding of the technology, environment, markets, and operations of a real organization by applying the theory and knowledge that they have learned.

Credit hours 3

Lecture hours 3

Lab hours

Tutorial hours

Other hours

Cross-listing(s)

Prerequisite(s) **(BUSI 3040U and BUSI 4990U, Year 4 standing in BCom (Hons) program 3705U) or (INFR 3110U and INFR 3330U) or Year 4 standing in BIT (Hons) program (INFR 3850U and INFR 3610U)**

Prerequisite(s) (for Banner)

Corequisite(s)

Prerequisite(s)
with concurrency

Credit
restriction(s)

Is the credit
restriction an
equivalent
course?

Recommended

Course
restrictions

Course type Core Elective

Is the course
undergraduate or
professional? Undergraduate Professional

Grade mode N (normal alpha grades) P (pass/fail grade)

CLS (in-class
delivery) Yes No

HYB (in-class and
online delivery) Yes No

IND (individual
studies) Yes No

OFF (off-site) Yes No

WB1 (virtual
meet time -
synchronous) Yes No

WEB (fully online
- asynchronous) Yes No

N/A (not
applicable) Yes No

Teaching and
assessment
methods

Course learning
outcomes

(C) Impact and consultation

Does this course
contain any
indigenous
content? * Yes No

We have
consulted with all
impacted areas * Yes N/A

Consultation * N/A

(D) Routing

Faculty or
program-level
group*

Faculty of Business and Information Technology

