Our Vision

To pioneer business education that creates sustainable value.

Our Mission

We provide an experiential education that is anchored in excellence in research and teaching.

We focus on international business, entrepreneurship, service excellence and sustainability/social responsibility and the issues that emerge where these areas intersect.

We are open, fair, engaged and passionate in all we do.
School Members

Saul Klein, BA (Hebrew U of Jerusalem), MBA, PhD (U of Toronto), Professor, Lansdowne Professor of International Business, Dean

Dale Beckman, BSc (U of Alberta), MBA (U of Western Ontario), PhD (Michigan State University), Professor Emeritus

David A. Boag, BA (Laurentian University), MBA, PhD (U of Toronto), Professor Emeritus

Mary Yoko Brannen, BA (U of California, Berkeley), MBA, PhD (U of Massachusetts, Amherst), Professor, Jarlowsky/CAPI Chair in East Asia (Japan),

Mark Colgate, BSc, PhD (U of Ulster), Professor, Director TELUS MBA Program

A.R. Elangovan, BCom (U of Madras), MBA (St Mary's University), PhD (U of Toronto), Professor, Director International Programs

Ralph Huenemann, BA (Oberlin College), MBA, PhD (Harvard University), Professor Emeritus

Ignace Ng, BA, MA, PhD (SFU), Professor, Francis G. Winspear Scholar, Director MGB Program

Ana Maria Peredo, BS (Inca Garcilazo de la Vega University of Peru), MA, PhD (U of Calgary), Professor

Craig Pinder, BA (UBC), MA (U of Minnesota), PhD (Cornell University), Professor Emeritus

Don Rowlatt, BCom (U of Saskatchewan), PhD (Princeton University), Professor Emeritus

J. Brock Smith, BCom (UBC), MBA, PhD (U of Western Ontario), Professor, Francis G. Winspear Scholar, Champion Entrepreneurship Specialization, Director Innovation Centre for Entrepreneurs

Roy Suddaby, BS (U of Alberta), JD (U of Alberta), MBA (UBC), PhD (U of Alberta), Associate Dean, Faculty Renewal, Professor, Director Research

Stephen S. Tax, BCom (U of Manitoba), MBA, PhD (Arizona State University), Professor, Francis G. Winspear Scholar, Champion Services Management Specialization

Kenneth Wm. Thornicroft, LLB (UBC), PhD (Case Western Reserve University), Professor

Monika Winn, MA (Tuebingen University), MBA, PhD (U of California, Irvine), Professor, Francis G. Winspear Scholar, Champion Sustainability, Director Centre for Social & Sustainable Innovation (CSSI)

Roger N. Wolff, BSc, MBA (U of Alberta), DBA (Indiana University), Professor Emeritus

Jen Baggs, BA (U of Alberta), MA, PhD (UBC), Associate Professor

Graham Brown, BA (UVic), MSc (U of Utah), PhD (UBC), Associate Professor, Tim Price Entrepreneurship Fellow

Raveendra Chittoor, BTech (National Institute of Technology, Calicut), PGDM (MBA) (Indian Institute of Management, Ahmedabad), FPM (PhD) (Indian Institute of Management, Calcutta), Canada Research Chair (CRC) in Global Economy, Associate Professor

Wade Danis, BA (U of Vermont), MBA (New York University), PhD (Indiana University), Associate Professor, Champion International Business Specialization

Angela Downey, BMgt (U of Lethbridge), MSc (U of Saskatchewan), PhD (U of Western Ontario), CMA (Certified Management Accountant), Associate Professor

Carmen Galang, BSc, MA (U of Philippines), PhD (U of Illinois), Associate Professor, Director PhD Program

Rebecca Grant, BS (Union College), MBA (McGill University), PhD (U of Western Ontario), Associate Professor

David McCutcheon, BEng (RMC of Canada), MBA, PhD (U of Western Ontario), Associate Professor, Associate Dean, Programs

Sang H. Nam, BBA (Seoul), MBA (Bowling Green State University), PhD (U of Oregon), Associate Professor

Linda Hui Shi, BFinance (Zhongshan University), PhD (Michigan State University), Associate Professor

Liana Victorina, BS (U of Colorado), PhD (U of Utah), Associate Professor

Hao Zhang, BSc (People's U of China), MBA, PhD (Concordia University), Associate Professor

Rick Cotton, BS (Syracuse University), MS (Boston College), PhD (Boston College), Assistant Professor

Uzay Damali, BS (Middle East Technical University), MS, PhD (Clemson University), Assistant Professor

Sara Elias, MusB (Royal Carillon School), MMus (Missouri State U), MBA (Missouri State U), PhD (U of Missouri), Assistant Professor

Stacey Fitzsimmons, BA (Wilfred Laurier U), BBA (Wilfred Laurier U), PhD (Simon Fraser U), Assistant Professor

Dale Ganley, BA (Cornell University), MSc (Boston University), MA (U of Arizona), PhD (U of California), Assistant Professor

Huachao Gao, BA (Dongbei University), MA (Nanjing University), PhD (University of Texas), Assistant Professor

Zhi Lu, BSc (Shaanxi Normal U), MEd (Guizhou Normal U), PhD - Psychology (East China Normal U), PhD - Business (Pennsylvania State U), Assistant Professor

Basma Majorbi, BCom (HEC), DESS (ISG), MSc (HEC), PhD (McGill University), Associate Professor

Matt Murphy, BBA (U of Texas), MRes, PhD (Ramon Llul University), Assistant Professor

Sudhir Nair, BS (Wichita State University), MBA (Case Western Reserve University), PhD (U of Massachusetts), Assistant Professor

Sorin Rizeanu, BS, MSc (Bucharest University), IMBA, PhD (U of South Carolina), Assistant Professor
Yan Shen, BA (U of Dalian), BSc (U of Dalian), MA Law (East China U of Politics and Law), PhD (Boston University), Assistant Professor
Stuart Snaithe, BA (Keele University), MSc (U of Essex), PhD (U of Essex), Assistant Professor
Jie Zhang, BA (Fudan U), MA, MSc (Brown U), DBA (Boston University), Assistant Professor
Brent Mainprize, BEd (U of Saskatchewan), MBA (UVic), PhD (Swinburne U of Technology), Teaching Professor
Vivien Corwin, BA (U of Toronto), PhD (UBC), Assistant Teaching Professor
Patricia Elemans, BMgt (U of Lethbridge), MBA (York University), Academic Administrator, Assistant Dean, External Relations
Christopher Graham, BA (Queens University), MBA (U of Western Ontario), CGA (Certified General Accountant), Assistant Teaching Professor
Margaret Klatt, MBA (Wilfrid Laurier University), CMA (Certified Management Accountant), Assistant Teaching Professor, Academic Director, Undergraduate Programs
Brian Leacock, BA (UVic), MBA (UVic), Assistant Teaching Professor, Associate Director, International Programs
Mia Maki, BA (U of Alberta), MBA (UVic), CMA (Certified Management Accountant), Assistant Teaching Professor
Heather Ranson, BA (UBC), MBA (U of Guelph), Certified Meeting Professional (Camosun College), Assistant Teaching Professor, Associate Director Centre for Social and Sustainable Innovation (CSSI)

Visiting, Adjunct and Limited Term Appointments
Sebastien Beaulieu, BSc (University of Moncton), LLB (McGill University), Adjunct Professor (2015-2018)
John Bazinovski, BSc, MSc, MD (Queen's University at Kingston), Adjunct Professor (2016-2020)
Bill Buckwold, MBA (U of Western Ontario), CA (Institute of Chartered Accountants), Adjunct Professor (2006 - 2018)
David Castle, BSc (U of Alberta), BA (U of Alberta), MA (McMaster U), PhD (U of Guelph), Adjunct Professor (ongoing)
Ali Dastmalchian, BSc (National U of Iran), MSc, PhD (University of Wales, Cardiff University), Adjunct Professor (2016-2019)
Peter Dorfman, BA (Case Western Reserve U), MA (U of Maryland), PhD (U of Maryland), Adjunct Professor, (2015-2018)
David Dunne, BCom (University College Dublin), PhD (U of Toronto), Limited Term Professor (2014-2020), Director MBA Programs
A.R. Elangovan, BCom (U of Madras), MBA (St Mary's University), PhD (U of Toronto), Professor, Director International Programs
Carmen Galang, BSc, MA (U of Philippines), PhD (U of Illinois), Associate Professor, Director PhD Program
Margaret Klatt, MBA (Wilfrid Laurier University), CMA (Certified Management Accountant), Assistant Teaching Professor, Academic Director Undergraduate Programs
Ignace Ng, BA, MA, PhD (SFU), Professor, Francis G. Winspear Scholar, Director MGB Program
Monika Winn, MA (Tuebingen University), MBA, PhD (U of California, Irvine), Professor, Francis G. Winspear Scholar, Champion Sustainability, Director Centre for Social and Sustainable Innovation (CSSI)

Centre and Program Managers
Mark Colgate, BSc, PhD (U of Ulster), Professor, Director TELUS MBA Program
Gloria Darroch, BCom (U of Alberta), MBA (U of Alberta), Manager Business Co-op & Career Program
David Dunne, BCom (University College Dublin), PhD (U of Toronto), Limited Term Professor (2014-2020), Director MBA Programs
A.R. Elangovan, BCom (U of Madras), MBA (St Mary's University), PhD (U of Toronto), Professor, Director International Programs
Carmen Galang, BSc, MA (U of Philippines), PhD (U of Illinois), Associate Professor, Director PhD Program
Margaret Klatt, MBA (Wilfrid Laurier University), CMA (Certified Management Accountant), Assistant Teaching Professor, Academic Director Undergraduate Programs
Ignace Ng, BA, MA, PhD (SFU), Professor, Francis G. Winspear Scholar, Director MGB Program
Monika Winn, MA (Tuebingen University), MBA, PhD (U of California, Irvine), Professor, Francis G. Winspear Scholar, Champion Sustainability, Director Centre for Social and Sustainable Innovation (CSSI)
**General Information**

**PROGRAMS OFFERED**

The Peter B. Gustavson School of Business offers a full-time program leading to the degree of Bachelor of Commerce (BCom). A Master of Business Administration (MBA) and other graduate programs are also offered (see UVic Graduate Calendar).

The BCom program provides students with a broad education in business, together with exposure to the liberal arts and specialization in one of the following areas: International Business, Entrepreneurship or Service Management. The opportunity to pursue a degree without a specialization in any particular area is also available. The BCom program is a mandatory co-operative education program which requires students to complete three co-operative education work terms.

### Pre-Commerce Courses Including Required Courses

<table>
<thead>
<tr>
<th>Course</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economics: 1.5 units</td>
<td>Introductory Microeconomics: One of ECON 103, 103C, 180.</td>
</tr>
<tr>
<td>English: 3 units</td>
<td>Applicants must have satisfied the Academic Writing Requirement. Two of ENGL 135, 146 or 147 (or other approved English courses including ENGL 100-level or equivalent). Decisions regarding the appropriateness of English courses are at the discretion of the Program Director.</td>
</tr>
<tr>
<td>Math: 1.5 units Statistics: 1.5 units</td>
<td>MATH 151 (1.5 units) and STAT 252 (1.5 units) OR ECON 245* (1.5 units) and ECON 246* (1.5 units) OR STAT 255* (1.5 units) and STAT 256* (1.5 units) OR equivalents. * check course descriptions for prerequisites. Math 12 is a prerequisite to the above mentioned courses. If Math 120 is taken at UVic as a Math 12 equivalent, it will not be counted as 1.5 units of Other Math as described below. It is recognized that students transferring from other institutions may have different combinations of Math and Statistics courses. At a minimum, students must have 3.0 units of courses in the Math and Statistics area. The following are acceptable: One course in Business Statistics (1.5 units), and one other Math course (1.5 units) which may not include Pre-Calculus, Pre-Calculus Math or Pre-Calculus Algebra, or Math for Elementary Education. Acceptable topics for other Math courses include Linear Algebra, Business Math, Math for Economics, among others. A minimum transfer credit of 100-level Math must be awarded for the other Math courses. Students who select the ECON 245 and ECON 246 or the STAT 255 and STAT 256 combinations can satisfy both the statistics requirements (1.5 units) and the other math requirement (1.5 units). Decisions regarding the appropriateness of Math and Statistics courses are at the discretion of the Faculty.</td>
</tr>
</tbody>
</table>

### Additional Course Requirements for International Students (Year 1 and 2 admission)

- COM 206C: Business English and Communications (or equivalent)
- COM 290: Introduction to Canadian Business

Note that decisions regarding the appropriateness of equivalent courses are at the discretion of the faculty.

### Computer Literacy:

Applicants must have demonstrated competence in the use of word processing, database and spreadsheet software packages (such as Microsoft Office).
The Gustavson School of Business Bachelor of Commerce degree program consists of two years (30 academic units) of liberal arts course work, including required and elective courses, followed by two years (30 academic units) of core, specialization and elective courses offered by Gustavson and three co-operative education work terms. Students must apply to be admitted to the BCom program. There are several admission points that students may select to apply to the BCom program. There are several admission points that students may select to apply to the BCom program.

**Limitation of Enrolment**

Applicants should be aware that admission to the Bachelor of Commerce program is highly competitive and subject to limited enrolment. Meeting minimum requirements is not a guarantee of admission.

**Joint Programs**

**BA or BSc Major and Honours in Economics (Business Option)**

This program is offered by the Department of Economics in cooperation with the Gustavson School of Business. For program details, refer to the Calendar entry for the "Combined Major: Financial Mathematics and Economics" (page 341) in the Faculty of Science and "Combined Major: Financial Mathematics and Economics" (page 367) in the Faculty of Social Sciences.

**Business Minor**

Students pursuing a non-Business degree may elect to take a Business Minor. The Business Minor program consists of 9 units including COM 220, 240, 250, 270 with a minimum grade of C+ in each course, plus at least 3.0 units of 300- or 400-level COM, ENT or IB courses. Students must declare the Minor with the advising centre of their originating faculty. Required courses at the 200-level or higher in the Business Minor program cannot form part of the requirements towards other programs or options.

Permission to register in courses and related prerequisites will be considered on a case-by-case basis and is at the discretion of Gustavson.

Students registered in a Major that allows for a Business Minor, and undertaking a Business Minor, and also registered in the UVic Co-operative Education Program in their originating department, may, with permission from their originating Co-op program, elect to complete ONE work term through the School of Business Co-op and Career Centre. Students in this situation must have completed one of the following in order to be eligible for a Business work term:

1. Successful completion of a registered Co-op work term in their originating Co-op program, OR
2. Completion of the UVic Co-op curriculum, through either their originating Co-op program or the Business Co-op and Career Centre

Further to the above criteria, eligible Business Minor students applying for Co-op positions through the Business Co-op and Career Centre must sign and agree to abide by the "Terms and Conditions" of the Business Co-op program, for their business work term.

**Academic Advice**

Information about admission to the Gustavson School of Business is available through UVic Admission Services and the Business Student Services Office. Students with questions about...
undergraduate programs and courses within the faculty should inquire at the Business Student Services Office, Room 283, Business and Economics Building.

Students can contact the program by email: bcom@uvic.ca, or by phone: 250-472-4728

Students transferring to UVic from other institutions may wish to contact Gustavson for informal assistance and recommendations.

Faculty Admissions

The Gustavson School of Business Bachelor of Commerce program admits students into the first, second and third year. Each admission point has specific admission criteria that applicants must meet; see entry under “Admission Categories and Deadlines.” Because of the international nature of the program, a portion of the available positions is intended for international students. Gustavson recognizes the unique needs of international students and offers many services and program enhancements to address those needs.

Entry to the Bachelor of Commerce program is in September only for each year. The program commences with the BCom program core, a full-time, cohort-based set of required courses in the third year. Normally, about 240 students are admitted to the BCom program core every year.

The structure of the program requires that students have completed 30 units of pre-commerce course work, including the required courses listed below, to standards as outlined below before they will be registered in the Bachelor of Commerce program core courses.

Students should be aware that they will be required to complete a total of 60 units of course work to obtain a UVic degree, including 30 units of pre-commerce course work. Any outstanding pre-commerce course work must be completed as a condition for entering the BCom program core.

Graduates of Hospitality Management diploma programs should refer to the admissions requirements described under “Admission Requirements for Graduates of Hospitality Management Programs” (page 400).

Admission to UVic from High School

Applicants from High School must be admissible to UVic. (See "Undergraduate Admission", page 37). Applicants from High School must follow the admission procedures as outlined in the Admission Categories and Deadlines section.

Admission to UVic from BC Community Colleges and Other Universities

Applicants from BC community colleges and universities must first be admitted to UVic. Students must have a minimum of 12 units of transferable credit to be considered for admission to UVic and the BCom program. Transfer credit should address the admission requirements as described under the admission section entitled Year 2 Entry (First Year College or University Students) or the section entitled Year 3 (Direct Entry) Admission.

Transfer credit will be limited to 4.5 units of Commerce credit for the purposes of calculating the cumulative pre-commerce grade point average and calculating the applicant’s pre-commerce course units. Students transferring from BC community colleges or university colleges should consult the BC Transfer Credit Guide at <www.bccat.bc.ca> for assistance in determining the transferability of courses.

Additional information regarding areas of study and program updates is available through the Gustavson School of Business website at <www.gustavson.uvic.ca>.

Students attending any business, commerce, or business administration diploma or degree program will be considered along with all other applicants and must have completed the requirements for admission as outlined below.

Current and Returning UVic Students

Current and returning UVic students who apply but are not admitted to the Gustavson BCom program will normally, if eligible, be authorized for study in their previous faculty. New applicants to UVic who are not admitted to the program and who wish to be considered for any other faculty should contact Admissions or Records Services.

Admission Requirements

Pre-Commerce Courses Including Required Courses

All students entering the BCom program must complete the required courses shown in the table below prior to entry into the BCom program core. All students are encouraged to consult the University Calendar to meet the prerequisites for the required courses.

Co-op Work Term Requirements for Admission

Gustavson requires that students complete three Co-op work terms to meet the Bachelor of Commerce program requirements.

Students are normally required to complete one Co-op work term (pre-commerce Co-op) prior to commencing the BCom program core and two more Co-op work terms as part of their academic and work term sequencing as prescribed by the area of specialization.

- Students can complete the pre-commerce Co-op work term during the May to August period immediately prior to entering the BCom program core. This option is only open to those students who are admitted to the BCom program through the Year 1 or Year 2 admission category and have completed Com 204.
- Students may challenge one Co-op work term if they have sufficient relevant work experience. See details regarding criteria and regulations for Co-op challenges under the “Business Co-op Program” (page 405) section or consult the Business Co-op and Career Centre.
Students can transfer in a successfully completed work term through an accredited Co-op program and receive credit for one of the BCom Co-op work terms.

Credit for only the first work term will be permitted through transfer or challenge. Students must register in and complete at least two work terms through the Business Co-op and Career Centre as part of their BCom program. Students who do not complete a pre-commerce Co-op work term will be expected to complete this requirement following the BCom program core, which will normally extend the time needed to complete their program. Normally, students must complete their programs on an academic term.

**ADMISSION CATEGORIES AND DEADLINES**

**Year 1, Year 2 and Year 3 Admission**

The Gustavson School of Business will offer Year 1 admission to high school students and Year 2 and Year 3 admission to UVic students and college/university transfer students who demonstrate a high level of academic achievement and other qualitative considerations such as leadership, school and community involvement, participation in extra-curricular activities, and work experience and career aspirations.

Admission from high school or first year to Gustavson guarantees access to the BCom program if the student maintains the level of academic and Co-op performance prescribed in any conditions set out by the BCom Program Director and BCom Admissions Officer as part of the admissions process. Students admitted into Year 1 or 2 will normally register in their pre-commerce Co-op work term during the summer term immediately prior to starting the BCom program core. High school and first year admission students who are not registering in a pre-commerce Co-op during that summer term are not permitted to register in any courses that are considered part of the BCom degree program.

**Year 1 Admission – from High School (Grade 12)**

**Application Deadline: February 28**

Students applying to Year 1 are required to submit the following documents by February 28:

- University Application for Admission
- Bachelor of Commerce Supplemental Application Form
- In addition, applicants must ensure that the following documentation is submitted by March 15:
  - Two official copies of interim High School Transcript, if not reported to the BC and Yukon Ministry of Education - minimum 80% GPA
  - Letter of Recommendation - principal or vice-principal or designate

Upon receipt of grades from Undergraduate Admissions (as reported in BC and the Yukon by the BC Ministry of Education or as an interim high school transcript elsewhere), conditional offers will be made. Upon receipt of final grades, conditional offers will be confirmed.

**Evaluation:** Students who wish to be considered for admission must have a minimum GPA of 80% on required high school courses. Meeting the minimum GPA requirement does not guarantee admission to the BCom program. Admission is based on academic performance (60%) and on the applicant’s other attributes (40%) derived from the assessment of the other submitted material.

**Conditions for entry into the BCom program core courses:**

- Students must meet UVic admission requirements for Business. See "Undergraduate Admission" (page 37).
- Students must complete required and pre-commerce courses at UVic (Year 1 and Year 2). Students are required to complete at least 2 of the required courses in Year 1.
- Students must obtain a minimum GPA of 4.0 (B-, 70%) on their required courses, with a minimum grade of C+ (65%) in each of them.
- Students must have an overall GPA of 5.0 (73%) on their most recent 30 units.
- Students may undertake the pre-commerce Co-op work term prior to entry into the BCom program core.

**Year 2 Admission – First-year College or University Students**

**Application Deadline: February 28**

Students applying to Year 2 are required to submit the following documents by February 28:

- University of Victoria Application Form (non-UVic students) or Faculty Program Change Form (current UVic students) or UVic Reregistration Form (returning UVic students)
- Bachelor of Commerce Supplemental Application Form

In addition, applicants must ensure that the following documentation is submitted by March 15:

- Two official copies of secondary and post-secondary education transcripts directly from issuing institution

**Evaluation:** Applicants will be assessed on their most recent course work, on their performance in required courses and on an assessment of the applicant’s attributes as derived from the submission material. Students must have completed a minimum of 6.0 units and at least two of the required courses with minimum grades of C+ and a GPA of 4.0 for these courses by the application deadline. Applicants with more than 12.0 units of course work will be assessed on their most recent 12.0 units of course work.

**Conditions for entry into the BCom program core courses:**

- Students must meet UVic entrance requirements
• Students must complete the remainder of their pre-commerce course work at UVic (Year 2).
• Students must obtain a minimum GPA of 4.0 (B-, 70%) on their required courses, with a minimum grade of C+ (65%) in each of them.
• Students must complete all required and elective courses (30 units) by the end of the Spring (January-April) term of their Year 2 prior to commencement of BCom program core.
• Students must achieve a GPA of at least 5.0 (73%) on their most recent 30 units to be eligible for entry into the BCom program core.
• Students may undertake their first Co-op work term prior to entry into the BCom program core.

Year 3 (Direct Entry) Admission – Second-year College or University Students

Application Deadline: February 28

Students applying for direct entry into the Year 3 BCom program core are required to submit the following documents by February 28:

• University Application for Admission (non-UVic students) or Faculty Program Change Form (current UVic students) or UVic Reregistration Form (returning UVic students)
• Bachelor of Commerce Supplemental Application Form

In addition, applicants must ensure that the following documentation is submitted by March 15:

• Two official copies of secondary and post-secondary education transcripts directly from issuing institution

Evaluation: Applicants will be assessed on their most recent 12 units of course work. As well, students must have completed at least three of the required courses with minimum GPA 4.0 among these courses, with a minimum grade of C+ in each of them, by the application deadline. Admission is based 60% on quantitative (GPA) and 40% on qualitative considerations assessed from the submitted supplemental material.

Conditions for entry into the BCom program core courses:

• Students must complete 30 units of pre-commerce course work, including all required courses, by the end of the Winter Session prior to commencement of the BCom program.
• Students must achieve an overall most-recent 30-unit GPA of 5.0 (B, 73%) to be eligible to enter the BCom core program.

Admission Requirements for Graduates of Hospitality Management Programs

Application Deadline: February 28

Students applying from Hospitality Management diploma programs are required to submit the following documents by February 28:

• University of Victoria Application Form (non-UVic students) or UVic Reregistration Form (UVic students)
• Bachelor of Commerce Supplemental Application Form

In addition, applicants must ensure that the following documentation is received by March 15:

• Two official copies of secondary and post-secondary education transcripts directly from issuing institution

Applicants from two-year Hospitality Management/Hotel and Restaurant Administration diploma programs may be eligible for entry to the BCom program if they meet the following criteria:

1. The diploma is completed with a minimum average GPA of 5.0 (B, 73%) as determined by Undergraduate Admissions and Records. The average as calculated by Undergraduate Admissions is a cumulative GPA, which includes all course attempts.
2. Except for pre-admitted students, the diploma is granted by August 31 of the year for which the student is applying for admission. Final official documentation will be required.
3. The diploma is awarded by a college that offers the BC Provincial Hospitality Management Diploma program, or its equivalent.
4. Completion of a microeconomics course (equivalent to UVic ECON 103) and an acceptable statistics course (equivalent to STAT 252).
5. Completion of the Academic Writing Requirement.

BC Institutions Currently Delivering the BC Provincial Hospitality Management Diploma Program

• Camosun College
• College of New Caledonia
• Douglas College
• North Island College
• Selkirk College
• Thompson Rivers University
• Vancouver Community College
• Vancouver Island University

Alberta and other Institutions

• Southern Alberta Institute of Technology (Calgary)

Students who have completed two or three year of recognized Hospitality diploma programs may also be eligible. Please contact the Gustavson School of Business for eligibility information on other programs.

Admission Criteria for Graduates of Hospitality Management Programs

Admission decisions for the Bachelor of Commerce program will be made based on the GPA achieved in the diploma program
Please note that applicants must be admissible to the University of Victoria to be considered for the Bachelor of Commerce program. Students who have completed additional credit courses after their diploma programs should contact Admissions Services to determine how these courses may affect their admissibility to the University.

If the diploma has not been granted by the documentation deadline, the student must still submit an official transcript outlining completed courses and courses that are still in progress. Students should also provide letters from their institutions that indicate that they are expected to have been granted their diplomas by August 31 of the year for which they are applying for admission. Two official copies of the final transcript indicating the granting of the diploma will be required by Undergraduate Admissions.

**ADMISSIONS PROCESS FOR ALL ADMISSION CATEGORIES**

**Minimum GPA**

Applicants other than those to Year 1 must have a GPA of at least 4.0 (B-) on the UVic 9-point scale, or equivalent as calculated by Undergraduate Admissions and Records, in their most recent course work to be considered for admission to the Gustavson School of Business. Applicants to Year 2 admission must have a minimum of 6.0 units completed by the application deadline. Applicants with more than 12.0 units will be calculated on their most recent 12.0 units of course work.

**Quantitative Considerations**

For applicants in each admission category, the GPA evaluation will form 60% of the admission decision. Applicants to Year 2 and Year 3 who meet the minimum requirements will be rated within their applicant groups on this criterion based on weighing equally their most recent 12-unit GPA as calculated by Gustavson with their GPA in pre-commerce required course work.

**Qualitative Considerations**

An evaluation of qualitative considerations will form 40% of the admission decision. Gustavson recognizes that many different factors contribute to a person’s chances of success in business. Applicants are therefore required to submit information on their application/resumé forms outlining experiences and attributes which they feel indicate their suitability for the Bachelor of Commerce program.

**Assessment for Admission**

Admission decisions within each admission category will be based on applicants’ overall rankings based on scores that proportionately combine their quantitative and qualitative assessments. Admission to the Bachelor of Commerce program is subject to limited enrolment. The calculated score required for admission can fluctuate, depending upon the number and quality of the applications received in a given year.

Successful applicants will be admitted on the condition they complete 30 units of course work, including all required and elective pre-commerce course work, and will normally have satisfied the pre-commerce Co-op requirement before commencing the BCom program core courses.

In certain cases, applicants will be considered for admission with no fewer than 27 units of credit. Students should be aware, however, that they will be required to complete a total of 30 units of pre-commerce courses to be eligible to enter the BCom program core (Year 3). All applicants must complete the pre-commerce required courses by the end of the Winter Session prior to commencement of the BCom program core (Year 3).

Final acceptances and scholarships will be based on the complete pre-commerce 30-unit (or more) student record after the Spring term (May 30).

**Limitation of Commerce Credit and Course Waivers**

Applicants are required to take courses in other disciplines as part of their 30 units of pre-commerce coursework. Students intending to transfer to the BCom program from other institutions should be aware that a maximum of 4.5 units of Commerce courses may be used as part of the 30 units of pre-commerce courses.

All students will be expected to complete all of their Commerce courses within the BCom program. Students will not be granted waivers from any courses in the BCom program based on any previous credit.

**APPLICATION MATERIALS**

All forms are available from:

- Business Student Service Office
- Bachelor of Commerce Program
- University of Victoria
- PO Box 1700 STN CSC
- Victoria BC, Canada V8W 2Y2
- Phone: 250-472-4728
- Fax: 250-721-7066
- Email: bcom@uvic.ca

The Bachelor of Commerce Supplemental Application Form can also be obtained from the Gustavson website at: <www.gustavson.uvic.ca/undergraduate>.

University of Victoria undergraduate application forms for students new to UVic and reregistration forms for returning students are available at the Undergraduate Admissions and Records website: <www.uvic.ca/apply>.

Current and returning UVic students must submit:

1. Bachelor of Commerce Supplemental Application Form
2. UVic Reregistration Form
Documents must be submitted to:
Undergraduate Records
University of Victoria
PO Box 3025 STN CSC
Victoria BCV8W 3P2
The Bachelor of Commerce Supplemental Application Form may also be returned directly to the Business Student Services Office.
New Students to UVic must submit:
1. Bachelor of Commerce Supplemental Application Form
2. UVic Application for Undergraduate -Admission
Documents must be submitted to:
Undergraduate Admissions
University of Victoria
PO Box 3025 STN CSC
Victoria BCV8W 3P2
The Bachelor of Commerce Supplemental Application Form may also be returned directly to the Business Student Services Office.

Admission Decisions for Entry in September
Students who are admitted to the BCom program will receive written information regarding registration in appropriate course work for the following academic year.

Faculty Academic Regulations

Student Responsibility
Students are responsible for ensuring that their courses have been chosen in conformity with the requirements of the BCom program. The Gustavson School of Business and the Business Co-operative Education (Co-op) program will consider the sessional address given to UVic Records Services as the proper contact address.

Students are directed to the University regulations with respect to "Undergraduate Co-operative Education" (page 77).

Students are advised to review the University of Victoria "Undergraduate Academic Regulations" (page 52).

The faculty, students and staff of Gustavson work together to promote professionalism and integrity. These are attributes that prepare our students for real leadership roles and create an environment of professionalism in the faculty. The faculty has developed two documents: a general guide, Principles of Professional Behaviour, and a more detailed guide, Standards for Professional Behaviour. All students are subject to the provisions of these documents. Students who are found not to meet these standards may be withdrawn from the program. Copies are available from the Business Student Services Office (BEC 283).

Letters of Permission
Students in Gustavson who are planning to take a course at another institution are required to contact the Business Student Services Office for letters of permission before enrolling in the course. If permission is granted by the School of Business, a minimum grade of C in Commerce courses is required for transfer credit. Students may take a maximum of two 1.5 unit open commerce elective courses by letter of permission for credit in the Bachelor of Commerce degree program.

Course Registration
Students are admitted to the BCom program, not to particular areas of specialization. Space may be limited in specific areas of specialization outside the Commerce core. Students will be required to declare their specialization by the end of the first academic term in the BCom core.

Students are expected to have met all prerequisites for Commerce courses. A passing grade is acceptable for prerequisite purposes, unless a higher grade is called for in the course description. It is expected that students will complete a full course load each academic term (7.5 units). It is intended that students will progress through the BCom program core in a designated cohort group.

Students who withdraw from or receive a failing grade of F in a course listed within the Commerce core or a course required for their chosen specialization must repeat that course during the next academic term in which it is offered. Students who receive a failing grade of E in a core course may apply for a supplemental exam (see Supplemental Exam regulations under the appropriate section below). Students who do not apply for a supplemental exam by the published deadline will be considered to have failed the course, the opportunity to apply for a supplemental is rescinded, and the student must repeat the course in the next academic term that the course is offered.

Supplemental Exams
Supplemental examination privileges in Bachelor of Commerce core courses are granted to students who have a satisfactory standing in the program. Satisfactory standing for the purpose of supplemental examinations is defined as achieving the minimum academic standard of 3.0 in their most recent academic term. The maximum number of units of supplemental examinations allowed for any one student is normally three during their Bachelor of Commerce degree program. In addition, students may not apply for more than ONE supplemental examination during a given academic term.

Students must apply in writing for permission to write a supplemental examination. Students are eligible to take the supplemental examination in a course only if they have completed all the course work, written the final examination and received a grade of E in the course. Supplemental examinations cover only the course work covered by the written final examinations - they will not compensate for, or replace, project or assignment grades. If there was no written final examination in
the course, or if a student did not have a passing grade on the
course elements exclusive of the final exam, the student will not
be eligible for the supplemental examination.

A passing grade obtained on a supplemental examination will be
shown on the student’s academic record with a grade point value
of 1, corresponding to a D, and will be included as such in the
calculation of the GPA for review of academic performance at the
University and in determining the student’s graduating average
and standing at graduation. However, for the purpose of
academic review and standing within the faculty, the actual grade
received on the supplemental examination, together with the E
grade that gave rise to the supplemental examination, will be
used. A student who fails to pass a specific course after a
supplemental examination must repeat the course or replace it
with an alternative course approved by the Director of the
Bachelor of Commerce program.

The fee for each supplemental examination is $45.00. In certain
unique situations, students may apply for an off-campus
supplemental examination. The testing locations for off-campus
supplemental examinations outside British Columbia are
restricted to universities and colleges, and the fee for an off-
campus supplemental examination is $55.00. The Bachelor of
Commerce program office must receive applications for
supplemental examinations, accompanied by the necessary fees,
by the following dates:

- for courses taken during the September-December term: January 15
- for courses taken during the January-April term: May 15
- for courses taken during the May-August term: September 15

No applications for supplemental exams will be accepted past
these deadlines. Students will normally be notified of whether
their application has been accepted or refused within
approximately three weeks of the appropriate application
deadline. Fee payments will normally be returned to students
only in the case of rejected applications. The Gustavson School of
Business schedules supplemental examinations.

WAITLISTING

Normally, students have the option of being added to a waitlist
for a class if the course enrolment is at its maximum; however,
some exceptions do apply. Gustavson will accommodate
students from a waitlist as spaces in the class become available,
and the registration system will notify students via their UVic
email address.

Students must drop themselves from waitlisted classes where the
class is no longer wanted or needed during that term. Students
waitlisted for courses are responsible for monitoring their
registration status through the registration system (“My page”).
Students should check their course registration on the last day of
the 100% fee reduction period in each term to avoid being
assessed unnecessary tuition fees.

The school reserves the right to establish its own criteria for
priority registration in courses and sections.

COURSE CHALLENGES

The Gustavson School of Business does not accept course
challenges.

REVIEW OF ACADEMIC PERFORMANCE

Students who have failed a work term required in the mandatory
Business Co-op program, or have a GPA below 3.0 (65%) in any
academic session, will be ranked as unsatisfactory and may be
required to withdraw for at least one calendar year. Gustavson is
under no obligation to re-admit students who have been
required to withdraw, regardless of the cut-off GPA in the year in
which they re-apply.

Students must complete all BCom program third-year core plus
COM 205 or have permission of program director to enrol in
fourth-year elective or specialisation courses.

EXAMINATIONS

The final exam period for each academic term is available online.
Students are advised to consult the online exam schedules before
making arrangements for their personal schedules. It is the
responsibility of all students to be present for the exam period for
both midterms and finals. Gustavson is not responsible for
conflicts between the final exam schedule and personal
schedules of students. Requests to write an exam on a day other
than the date designated by the official exam schedule will not be
entertained. For academic regulations regarding deferred exams,
please see "Examinations“ (page 60).

Commerce courses with more than one section may have a
common midterm exam scheduled by Gustavson. Students will
be advised of the times and dates of the exams by Gustavson and
may be expected to attend midterm exams outside the regular
class schedule which may include Saturdays.

WITHDRAWAL FROM THE BCom PROGRAM

A student who does not register for any courses during the first
academic term after admission, or during any subsequent
academic terms while not on a Co-op work term or a leave of
absence, will be considered to have withdrawn. Any student who
is considered withdrawn must re-apply for admission and will be
considered in competition with all other applicants. A student
who has started the BCom program core and subsequently
registers for courses applicable only to another department
during an academic term must have the written permission of the
Gustavson School of Business.

Students who voluntarily withdraw from the BCom program and
later re-apply for admission must do so by the standard deadlines
and will be considered in competition with all other applicants.
Gustavson is under no obligation to re-admit any student who
has withdrawn.
LEAVE OF ABSENCE

Students must apply in writing to their academic adviser for a leave of absence. Unless given written permission by Gustavson to take a leave of absence, students who do not re-register will be considered to have withdrawn. Students on leave of absence are considered outside the program and will not be granted work term credit or academic course credit for experience gained during the leave.

GRADUATION REQUIREMENTS

The minimum requirements for graduation are:
1. completion of 30 units of required and elective pre-commerce course work
2. completion of 18 units of BCom program core as well as COM 204, 205, and 405
3. completion of 12 units of specialization courses and open Commerce electives, normally completed within the BCom program. Note that students who have entered the BCom program with Hospitality Management Diploma block transfers are required to complete 3.0 units of non-business electives and 9.0 units of specialization and open Commerce electives.
4. satisfactory academic performance as outlined above
5. satisfactory completion of three Co-op work terms within the regulations of the Gustavson School of Business and including any challenges or transfers granted

Program Requirements

The Bachelor of Commerce program combines learning in the classroom with work experience, an internationally diverse cohort group, and the opportunity for international work and study. Students start the BCom program core in the Fall term upon completion of their pre-commerce course work (30 units). Students are expected to follow the schedule of academic and work term sequencing outlined for each area of specialization to complete the remaining two years of study (30 units) in the Bachelor of Commerce program.

REQUIRED COMMERCE COURSES (18 UNITS)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>COM 204</td>
<td>Co-op Preparation</td>
</tr>
<tr>
<td>COM 205</td>
<td>Professional Skills Development</td>
</tr>
<tr>
<td>COM 315</td>
<td>Financial Accounting</td>
</tr>
<tr>
<td>COM 316</td>
<td>Management Accounting</td>
</tr>
<tr>
<td>COM 321</td>
<td>Leading People and Organizations I</td>
</tr>
<tr>
<td>COM 322</td>
<td>Leading People and Organizations II</td>
</tr>
<tr>
<td>COM 331</td>
<td>Introduction to Management Information Systems</td>
</tr>
<tr>
<td>COM 341</td>
<td>Operations Management</td>
</tr>
<tr>
<td>COM 351</td>
<td>Marketing Principles and Management</td>
</tr>
<tr>
<td>COM 361</td>
<td>International Business</td>
</tr>
<tr>
<td>COM 362</td>
<td>Business and Sustainability</td>
</tr>
<tr>
<td>COM 371</td>
<td>Management Finance</td>
</tr>
<tr>
<td>COM 400</td>
<td>Strategic Management</td>
</tr>
<tr>
<td>COM 402</td>
<td>Legal Issues in Management</td>
</tr>
<tr>
<td>COM 405</td>
<td>Career Preparation Across Borders</td>
</tr>
<tr>
<td>COM 204</td>
<td>Cross-national Management</td>
</tr>
<tr>
<td>IB 415</td>
<td>International Marketing</td>
</tr>
<tr>
<td>IB 416</td>
<td>International Finance</td>
</tr>
<tr>
<td>IB 417</td>
<td>International Finance</td>
</tr>
</tbody>
</table>

International Business

For students interested in specializing in International Business, 3.0 units of a foreign language, or equivalent competence are strongly recommended within their pre-Commerce course work.

The International Business specialization requires that students have direct international experience outside North America. This requirement may be satisfied by participating in the international exchange program or in an international work study (IB 418) in the Fall term (at an additional cost). The requirement will be waived for international students and those who have completed at least one year of high school or university studies in a country in which English is not the primary language.

International Business is a three-course specialization.

Entrepreneurship

Entrepreneurship is a five-course specialization, including COM 400.

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENT 410</td>
<td>Venture Marketing Expertise</td>
</tr>
<tr>
<td>ENT 411</td>
<td>Venture Planning/Finance Expertise</td>
</tr>
<tr>
<td>ENT 412</td>
<td>Acquiring Expert Venture Cognitions</td>
</tr>
<tr>
<td>ENT 413</td>
<td>Portfolio Practicum</td>
</tr>
<tr>
<td>Plus</td>
<td></td>
</tr>
<tr>
<td>COM 400</td>
<td>Strategic Management</td>
</tr>
</tbody>
</table>
Service Management

Service Management is a three-course specialization.

SMGT 415 (1.5) Customer Experience Management
SMGT 416 (1.5) Service Operations and Quality Management
SMGT 417 (1.5) Service Human Resource Management

Open Commerce Electives

Please note that in addition to the 18 units of core courses and the required courses within the chosen specialization (4.5-6.0 units), students are required to complete an additional 6.0-7.5 units of open Commerce electives (prerequisites and corequisites still apply). Note that students who have entered the BCom program with a Hospitality Management Diploma block transfer are required to complete 3.0 units of non-business electives and 3.0 to 4.5 units of open Commerce electives.

Non-Specialized

Students may elect not to complete a specialization.

In addition to the 18 units of program core courses, students can select courses of interest from the specialization and open Commerce elective courses to make a total of 12 units (prerequisites/corequisites still apply). Priority registration in specialization courses goes to students in that specialization.

International Exchange Program

The International Exchange Program (INTEP) provides the opportunity for eligible Commerce students, regardless of their specialization, to spend approximately four months studying at an overseas institution and receive full course credits for one term. Normally, studies overseas are conducted in the English language; however, some exceptions do apply. Participation in INTEP is equivalent to 7.5 units:

- COM 460 (1.5)
- COM 480 (2 x 1.5)
- COM 499 (1.5)
- and normally
- COM 470 (1.5)

INTEP Requirements

To be eligible for international academic placements, student must meet the following requirements:

1. Completion of 300-level BCom program core.
2. A minimum GPA of 4.0 in all academic terms following entry to the BCom program core.
3. 3.0 units of a foreign language are strongly recommended. Note that students who have completed the language requirement will have priority in exchange placements.
4. Evidence the student has actively participated in international activities and events.

Business Minor Program

Students following a Minor program in Business must complete the Business Minor core, consisting of COM 220, 240, 250, and 270 with a minimum grade of C+ (65%) in each course, plus at least 3 units of 300- or 400-level COM, ENT or IB courses.

Required courses at the 200-level or higher in the Business Minor program cannot form part of the requirements towards other programs or options.

Business Co-op Program

The University regulations with respect to "Undergraduate Co-operative Education" (page 77) are applicable to the Business Co-op Program except to the extent that they are modified by regulations adopted by the Gustavson School of Business.

Admission to the Business Co-op Program

Co-operative education is mandatory in the Bachelor of Commerce program and forms an integral part of the academic requirements of the BCom degree. As such, admission to the Bachelor of Commerce program automatically results in admission to the Business Co-op program.

Business Co-op General Regulations

The following regulations apply to the Business Co-op program. General regulations found in the Co-operative Education Program section of the Calendar also apply to the Business Co-op program. Where Gustavson regulations differ from those of the Co-operative Education Program, Gustavson regulations will apply.

Co-operative Education work terms are four months of full-time paid work. The work placement must be related to the student’s learning objectives and career goals. The placement must be supervised, and the employer willing to conduct a mid-term and final evaluation of the student in consultation with a Co-operative Education Program Coordinator (known hereafter as a Coordinator).

Students must receive credit for three Co-op work terms. As per the general regulations for Co-op, 4.5 units of academic credit are awarded for each approved work term successfully completed. These work term credits may not be applied towards the graduation requirements for any degree or program except in fulfillment of the Co-op work term requirement. Students are required to complete at least two of these work terms through the University of Victoria Business Co-op Program as part of their degree program. Students may be granted credit for the first of these three work terms as follows:

- Through the Work Term Challenge process, following the guidelines outlined in the "Work Term Credit By Challenge" (page 79) section in “Undergraduate Co-operative Education” (page 77), credit will be granted where work experience is
Business students may be admitted into the Business Co-operative Education Program in their second year and complete their first Co-op work term in the summer before commencing third year Commerce courses.

Students registered for work terms are considered to be enrolled in a full-time course of studies and may not take university level credit courses while on a work term. Under extraordinary circumstances, students may submit, in writing to the BCom Director, Undergraduate Programs, a request to register in a maximum of 1.5 units of university level course credit. If a student is on probation then no units of credit will be allowed during the work term. Students are reminded of their responsibility to maintain the minimum academic performance required by Gustavson. See “Review of Academic Performance” (page 403). Students with a GPA below 3.0 in an academic term will not be eligible to participate in the next scheduled Co-op work term.

Students should not expect to complete all their work terms in the summer months, nor should they expect to complete their BCom program on a work term or series of work terms. In certain cases, a student will be permitted to end the program on a Co-op work term as per tuition regulations in “General Regulations: Undergraduate Co-op” (page 79).

Note: students admitted to BCom program prior to September 2012 will be assessed a work term fee upon registration in each work term as per tuition regulations in “General Regulations: Undergraduate Co-op” (page 79).

While on Co-operative Education work terms students are subject to the provisions of the Principles of Professional Behaviour and the Standards for Professional Behaviour documents developed for Gustavson students.

Academic and Work Term Sequencing

Work terms are normally of four months duration and should be integrated within the student’s academic program such that they alternate with academic terms, as designated by their area of specialization, until graduation.

The Gustavson School of Business may make amendments to a student’s academic and work term sequencing during the course of the program.

Students are expected to remain in the prescribed academic and work term sequencing. Priority will be given to placing students who are scheduled to go on a work term, as defined by their area of specialization. Students not scheduled to go on a work term will not be eligible to participate in the placement process.

Assessment of Work Term Performance

The requirements for a pass grade in a Co-op Work Term include the satisfactory completion of the following items:

- the student’s work term expectation form
- Work Site Visit by the Co-op Coordinator
- the employer’s work term evaluation
- the student’s Final Competency Assessment and a work term report as assessed by the Coordinator and submitted by the deadlines specified below:
- **Fall Work Term Report**: due December 15 (unless it falls on a holiday or weekend, in which case the report will be due the next business day)

- **Spring Work Term Report**: due April 15 (unless it falls on a holiday or weekend, in which case the report will be due the next business day)

- **Summer Work Term Report**: due August 15 (unless it falls on a holiday or weekend, in which case the report will be due the next business day)

Late work term reports will only be accepted (in the event of illness, accident or family affliction) with legitimate substantiation for academic concession. Otherwise, late reports will result in remedial requirements.

A grade of COM, F/X, or N/X will be assigned to students at the completion of each work term. Students who are assigned a grade of F/X or N/X for a work term that carries 4.5 units will have a 0 grade point assigned for that work term. Students who fail a work term or who have not completed a work term by the end of four academic terms may be required to withdraw from the faculty.