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, 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
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
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
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Kenneth Wm. Thromcroft, 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)
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Carmen Galang, BSc, MA (U of Philippines), PhD (U of Illinois), Associate Professor, Director PhD Program
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Sudhir Nair, BS (Wichita State University), MBA (Case Western Reserve University), PhD (U of Massachusetts), Associate Professor
Sang H. Nam, BBA (Seoul), MBA (Bowling Green State University), PhD (U of Oregon), Associate Professor
Yan Shen, BA (U of Dalian), BSc (U of Dalian), MA Law (East China U of Politics and Law), PhD (Boston University), Associate Professor
Linda Hui Shi, BFinance (Zhongshan University), PhD (Michigan State University), Associate Professor
Stuart Snith, BA (Keele University), MSc (University of Essex), PhD (University of Essex), Associate Professor
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Hao Zhang, BCom (People’s U of China), MBA, PhD (Concordia University), Associate Professor
Kristin Brandl, BSc (Eberhard Karls University Tubingen), MSc (Gottenburg U), PhD (Copenhagen Business School), Assistant Professor
Sara Elias, MusB (Royal Canilson School), MMus (Missouri State U), MBA (Missouri State U), PhD (U of Missouri), Assistant Professor
Ricardo Flores, BSc (U Nacional de Cuyo, Argentina), MBA (U of Illinois), PhD (U of Illinois), 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
Jung Won (Andie) Lee, BA (Ewha Women’s University), MA (University of Georgia), PhD (HEC), Assistant Professor
Zhi Lu, BSc (Shaani Normal U), MEd (Guizhou Normal U), PhD - Psychology (East China Normal U), PhD - Business (Pennsylvania State U), Assistant Professor
Simon Pek, BCom (Queen’s U), Master of International Business (Queen’s U), MSc (Maastricht U), PhD (Simon Fraser University), Assistant Professor
Sorin Rizeanu, BS, MSC (Bucharest University), MBA, PhD (U of South Carolina), Assistant Professor
Jie Zhang, BA (Fudan U), MA (Brown University), ScM (Brown U), DBA (Boston University), Associate Professor
Sarah Zheng, BCom (Peking University), MA (Boston University), PhD (Boston University), Assistant Professor
Christopher Graham, BA (Queens University), MBA (U of Western Ontario), CPA, CGA, Teaching Professor
Brent Mainprize, BED (U of Saskatchewan), MBA (UVic), PhD (Swinburne U of Technology), Teaching Professor
Vivien Corwin, BA (University of Toronto), PhD (UBC), Assistant Teaching Professor
Patricia Elemans, BMgt (U of Lethbridge), MBA (York University), Academic Administrator, Assistant Dean, External Relations
Stuart Snaith, BA (Keele University), MSc (University of Essex), PhD (University of Essex), Assistant Professor
Rita Drummond, BSc (U of Lethbridge), MBA (Athabasca University), CPA, CAN, Assistant Teaching Professor
Karen Heilgenberg, MEd (U of Osnabruck), PhD (University College), Assistant Teaching Professor
Sudhir Nair, BS (Wichita State University), MBA (Case Western Reserve University), PhD (U of Massachusetts), Associate Professor
Margaret Klatt, MBA (Wilfrid Laurier University), CPA, CMA, ICID Assistant Teaching Professor Emeritus
Brian Leacock, BA (UVic), MBA (UVic), Assistant Teaching Professor, Associate Director, International Programs
Mia Maki, BA (U of Alberta), MBA (UVic), FCPA, FCMA, Assistant Teaching Professor, Academic Director, Undergraduate Programs
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)
Christian Van Buskirk, BCom (Thompson Rivers U), MBA (University of Victoria), Assistant Teaching Professor

Visiting, Adjunct and Limited Term Appointments
Sebastien Beaulieu, BSc (University of Moncton), LLB (McGill University), Adjunct Professor (2015-2021)
Colin Boyd, BSc (University of Sussex), MBA (Cranfield University), PhD (Cranfield University), Adjunct Professor (2016-2019)
John Bazinovski, BSc, MSc, MD (Queen’s University at Kingston), Adjunct Professor (2016-2019)
Bill Buckwold, MBA (U of Western Ont), CA (Institute of Chartered Accountants), Adjunct Professor (2006 - 2023)
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 Dobias, Mgr (Comenius University), PhD (University of Alberta) Adjunct Professor (2017-2021)
David Dunne, BCom (University College Dublin), PhD (U of Toronto), Limited Term Professor (2014-2020), Director MBA Programs
David Thomas, BSc (Appalachian State U), MBA (U of N. Carolina), PhD (U of S. Carolina), Limited Term Professor (2018-2023)
Robin Dyke, BA (UBC), MBA (SFU), Adjunct Professor (2003-2020)
Kimball Ketsa, CPA, CMA, CFP, Limited Term Assistant Teaching Professor (2017-2020)
Richard Mimick, BSBA (Creighton University), MBA (U of Nebraska), Adjunct Professor (2003-2020)
Cheryl Mitchell, BA (Queen’s University) MA (Pacific Graduate Institute), PhD (Fielding Graduate University), Limited Term Assistant Teaching Professor (2017-2020)
Martin Murenbeeld, BSc, MSc (U of Alberta), PhD (U of California), Adjunct Professor (2010-2021)
Daniel Pontefract, BA (McGill University), MBA (Royal Roads University), Adjunct Professor (2016-2020)
Darcy Rezac, BSc (McGill University), MBA (Concordia University), Adjunct Professor (2012-2019)
Phillip Rubel, BA (York University), Adjunct Professor (2016-2019)
Juda Sayers, BCom (Brigham Young University), LLM in Common Law (UBC), Adjunct Professor (2014-2019)
Claudia Smith, BCom (UBC), Limited Term Assistant Professor (2012-2019)
Douglas Stuart, BCom (U of Victoria), MPAcc (U of Saskatchewan), CPA, CA, Limited Term Assistant Teaching Professor (2018-19)
Paul Summerville, BA (York University), MA, PhD (U of Alberta), Adjunct Professor (2012-2021)
Mike Thompson, BA (U of Hertfordshire), DipMgt (Brunel U), MA (U of Wales, PhD (U of Kent), Adjunct Professor (2016-2019)
Andrew Whinston, BA (University of Michigan), MS (Carnegie-Mellon U), PhD (Carnegie-Mellon), Adjunct Professor (2016-2019)
Alan Winter, BSc (Queen’s University), PhD (Queen’s University), Adjunct Professor (2017-2020)
Richard Wolfe, BA (Sir George Williams University), MBA (Pennsylvania State University), MA Physical Education, PhD (U of Michigan), Adjunct Professor (2009-2020)

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
Mia Maki, BA (U of Alberta), MBA (UVic), FCPA, FCMA, 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>Economics: 1.5 units</th>
<th>Introductory Microeconomics: One of ECON 103, 103C, 180.</th>
</tr>
</thead>
<tbody>
<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>
</tbody>
</table>
### Pre-Commerce Courses Including Required Courses (Continued)

<table>
<thead>
<tr>
<th>Subjects</th>
<th>Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Math: 1.5 units</td>
<td>MATH 151 (1.5 units) and STAT 252 (1.5 units) OR</td>
</tr>
<tr>
<td>Statistics: 1.5 units</td>
<td>ECON 245* (1.5 units) and ECON 246* (1.5 units) OR</td>
</tr>
<tr>
<td></td>
<td>STAT 255* (1.5 units) and STAT 256* (1.5 units) OR equivalents.</td>
</tr>
<tr>
<td></td>
<td>* check course descriptions for pre-requisites</td>
</tr>
<tr>
<td></td>
<td>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.</td>
</tr>
<tr>
<td></td>
<td>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:</td>
</tr>
<tr>
<td></td>
<td>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.</td>
</tr>
<tr>
<td></td>
<td>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).</td>
</tr>
<tr>
<td></td>
<td>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).

#### Courses in other disciplines to make up 30 units of Pre-Commerce work
Non-Business courses in other disciplines to make up 30 units of Pre-Commerce course work (maximum of 4.5 units of Commerce course work). COM 202, 220, 240, 250, 317 may not be used as Pre-Commerce course work. Students may wish to consider including courses in languages, other cultures and other political or economic systems. 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. Students who intend to apply to participate in an academic exchange through the INTEP program, should refer to the description regarding language requirements under the INTEP entry (see "INTEP Requirements", page 324). In addition to the above, a list of highly recommended pre-commerce courses is available on the school's website.

#### One Co-op work term
Applicants will need to have completed (or be able to challenge) one Co-op work term before entering the program or complete a third Co-op term during the program. For details, please see "Co-op Work Term Requirements for Admission".

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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.

### 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 co-operation with the Gustavson School of Business. For program details, refer to the Calendar entry for the "Combined Major: Financial Mathematics and Economics" (page 274) in the Faculty of Science and "Combined Major: Financial Mathematics and Economics" (page 296) 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 202, 220, 240, 250, 317 with a minimum grade of C+ in each course, plus at least 1.5 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.

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**Faculty Admissions**

The Gustavson School of Business Bachelor of Commerce (BCom) 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 BCom program is in September only for each year. The structure of the program requires that students have completed 30 units of pre-commerce course work, including the required courses listed under Programs Offered, to standards as outlined below before they will be registered in the Bachelor of Commerce program core courses.

This is followed by the BCom program core, a full-time, cohort-based set of required courses in the third year. Normally, about 300 students are admitted to the BCom program core every year.

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 320).

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**Admission to UVic from High School**

Applicants from High School must be admissible to UVic. (See "Undergraduate Admission", page 31). 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 from the British Columbia Council on Admissions & Transfer (BCCAT) at <www.bctransferguide.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.uvic.ca/gustavson>.

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.

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**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 Undergraduate Records.

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**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 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 324) 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.

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**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 extracurricular 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. See "Co-op Work Term Requirements for Admission" (page 319) for more details.

**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
- official copies of interim high school transcript, if not eligible to self-report

**Evaluation:** Students who wish to be considered for admission must have a minimum admission average of 80% and meet all other requirements as outlined on page 33 "Undergraduate Admission", "Admission Requirements". Meeting the minimum requirements does not guarantee admission to the BCom program. Applicants will be assessed on their admission average (60% weight) and on other attributes (40% weight) derived from the assessment of the supplemental application.

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

- Students must meet UVic admission requirements for Business. See "Undergraduate Admission" (page 31).
- 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 (non-UVic students, current UVic students and returning UVic students) through My UVic application: <www.uvic.ca/application>
- Bachelor of Commerce supplemental application through My UVic application: <www.uvic.ca/application>
- 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 for direct entry into the Year 3 BCom program core are required to submit the following documents by February 28:

- University of Victoria application (non-UVic students, current UVic students and returning UVic students) through My UVic application: <www.uvic.ca/application>
- Bachelor of Commerce supplemental application through My UVic application: <www.uvic.ca/application>
- 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 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.

**University Students**

**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 of Victoria application through My UVic application: <www.uvic.ca/application>
- Bachelor of Commerce supplemental application through My UVic application: <www.uvic.ca/application>
- 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.
Qualitative Considerations

As calculated by Gustavson with their GPA in pre-commerce required courses, students who have completed two or three years 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 (60% weight) and on an evaluation of the applicant’s Supplemental Application Form (40% weight). See description of Quantitative and Qualitative Considerations below.

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 weighting 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:

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

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

University of Victoria undergraduate application is completed through My UVic application: <www.uvic.ca/application>.

In addition to the university application, a Bachelor of Commerce Supplemental Application is required. It is to be uploaded through My UVic application: <www.uvic.ca/application>.

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 Undergraduate Records as the proper contact address.

Students are directed to the University regulations with respect to “Undergraduate Co-operative Education” (page 63).

Students are advised to review the University of Victoria “Undergraduate Academic Regulations” (page 42).

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 AND PROGRAM SEQUENCE**

Students are admitted to the BCom program, not to particular areas of specialization. Space may be limited in specific areas of specialization. Students will be required to declare their specialization by the end of the first academic term in the BCom core. Academic and co-op work term sequencing (a student’s program sequence) is determined by specialization. Students are required to follow the program sequences specified by their BCom Program adviser. Students wishing to change their specialization and/or program sequence must apply for a change through their BCom Program adviser. Some specialization and program sequence changes may result in limitations to course selection. Students are solely responsible for any difficulties or limitations resulting from a specialization or program sequence change.

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 specialization 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 47).

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 Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>COM 204</td>
<td>Introduction to Professional Practice</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>
</tbody>
</table>

COM 204 may be completed in Year 2. The BCom program core, consisting of the above-listed 300-level COM courses plus 205, must be taken during the Fall and Spring term of Year 3. COM 400, 402 and 405 are completed during fourth year. COM 400 and 405 should normally be taken in the final academic term. COM 402 can be taken at any point during fourth year, usually in the elective term.

**Specializations**
There are three specializations:

- International Business Management
- Entrepreneurship
- Service Management

**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.

IB 415 (1.5) Cross-national Management
IB 416 (1.5) International Marketing
IB 417 (1.5) International Finance

Entrepreneurship

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

ENT 410 (1.5) Venture Marketing Expertise
ENT 411 (1.5) Venture Planning/Finance Expertise
ENT 412 (1.5) Acquiring Expert Venture Cognitions
ENT 413 (1.5) Portfolio Practicum

Plus
COM 400 (1.5) Strategic Management

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.
5. Permission of the Associate Director, International Programs and the Director, BCom Program.

Contact the International Programs Office for more details.

BUSINESS MINOR PROGRAM

Students following a Minor program in Business must complete the Business Minor core, consisting of COM 202, 220, 240, 250, and 317 with a minimum grade of C+ (65%) in each course, plus at least 1.5 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 63) 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 64) section in "Undergraduate Co-operative Education" (page 63), credit will be granted where work experience is considered satisfactory and the requirements for a challenge are complete.
- A student with a recognized Co-op work term from another accredited post-secondary institution may apply for transfer credit. Students must apply in writing for work term transfer credit within the first 60 days of their initial academic term within the BCom program,
identifying the program and work term for which they would like credit. A transcript may be required.

- Business students may be admitted into the Business Co-operative Education Program in their second year and complete their first Co-op work term 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 323). 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 to satisfy the BCom Co-op work term requirements if the program scheduling would otherwise unduly prolong a student’s program completion. All decisions regarding the eligibility of a student to complete their program on a Co-op term will be made at the discretion of the Gustavson School of Business.

Students must sign a current Terms and Conditions document as provided by the Business Co-op Program in order to be eligible to participate in the placement process.

Introduction to Professional Practice is a mandatory requirement for business students. This program is a corequisite for students participating in the placement process prior to their first work term.

Students will be provided more information regarding Introduction to Professional Practice, its curriculum, and the requirements for completion upon admission to the BCom program.

Students are expected to participate fully in the placement process. While every attempt will be made to ensure that all eligible students are placed, Gustavson is under no obligation to guarantee placement. Students should be prepared to spend at least one work term outside the greater Victoria area.

The Business Co-op Program reserves the right to approve any employer that provides placements for students and to withdraw a student from any placement. The student, however, has the right to be informed in writing of the reasons for any withdrawal and can follow the student appeal procedures as outlined in "Student Appeal Procedures" (page 64). Students may not withdraw from a placement without approval from a Coordinator. Failure to obtain permission will result in the student receiving a grade of N/X on the work term.

Students must be officially registered for the work term and provide any required documentation before the end of the first month of the semester in which the work term occurs. Students not registered by that time may not receive credit for that work term. A Co-op Program Fee, which is non-refundable, is due in the first month of each term for six (6) terms and is subject to the University’s general fee regulations in “General Regulations: Undergraduate Co-op” (page 64).

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 64).

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.