



Desautels Faculty of Management  
Programs, Courses and University Regulations  
2014-2015





## *Publication Information*

Published by

### **Enrolment Services**

McGill University  
3415 McTavish Street  
Montreal, Quebec, H3A 0C8  
Canada

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About Desautels Faculty of Management

Telephone: 514-398-4068

Faculty website: [www.mcgill.ca/desautels](http://www.mcgill.ca/desautels)

Degree website: [www.mcgill.ca/desautels/programs/bcom](http://www.mcgill.ca/desautels/programs/bcom)

The BCom Student Affairs Office of the Desautels Faculty of Management and the office of the Director, BCom Program are located in the Samuel Bronfman Building, Room 110. The BCom Student Affairs Office serves all students taking undergraduate Management courses.

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4.2 Administrative Officer s

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## 4.5 Summer Studies

If you want to make up deficiencies in your background or accelerate progress on your degree, you may do so by taking summer courses at McGill or at another institution.

Each summer, from early May to mid-August, many core courses and several elective courses are offered by the Desautels Faculty of Management for full credit. They are available to Management students, and to students from other faculties and universities who have the necessary course prerequisites. McGill also offers a number of summer courses in various disciplines at different levels. Information on summer courses is available from the BCom Student Affairs Office at 514-398-4068 or [bcom.mgmt@mcgill.ca](mailto:bcom.mgmt@mcgill.ca), or from the Summer Studies Office at 514-398-5212 or [summer.studies@mcgill.ca](mailto:summer.studies@mcgill.ca).

You normally will be allowed to take only 6 credits in each of the two sessions (May, July) of the Summer term. If you want to follow a full-time period of study, you will be permitted to enrol for more than 6 credits per session only with special permission from the Academic Director, BCom program. In no circumstance will students be allowed to take more than 12 credits in either session of the Summer term, and students may take no more than 18 credits in a single summer.

If you want to pursue courses at another institution, credit will be granted for such courses only if they fit into your overall program, and if written permission to complete such courses for credit has been obtained in advance from the BCom Student Affairs Office. A course that overlaps with material already completed in your program, or a language course that does not substantially progress beyond corresponding language courses already taken, will not receive credit approval. See [section 4.7: Transfer Credit and Advanced Standing](#) for more information about transferring credits.

As well, the Desautels Faculty of Management offers the International Summer Program, which is designed to provide **international undergraduate students** from other universities the opportunity to gain critical North American perspectives on issues of global importance. For further information, please refer to the website: [www.mcgill.ca/desautels/programs/international-summer](http://www.mcgill.ca/desautels/programs/international-summer).

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## 4.6 International Student Exchange Program

You are encouraged to take advantage of opportunities to study abroad for a term or year. The international exposure and academic experience gained by taking part in a student exchange are highly worthwhile. Through this program, you may study and earn academic credits at over 70 universities in countries around the world. Exchange opportunities are open to students in most specializations.

More information can be obtained from the BCom Student Affairs Office at 514-398-4068, [bcom.mgmt@mcgill.ca](mailto:bcom.mgmt@mcgill.ca), or on the McGill website at [www.mcgill.ca/students/international/goabroad](http://www.mcgill.ca/students/international/goabroad). At least two-thirds of all departmental program requirements must be completed at McGill and there is a CGPA requirement of 3.0 to be eligible for exchange. Once accepted, you must obtain written faculty authorization for transfer credits before leaving on exchange. For more information about the International Student Exchange program, please visit: [www.mcgill.ca/desautels/programs/bcom/academics/exchange](http://www.mcgill.ca/desautels/programs/bcom/academics/exchange).

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## 4.7 Transfer Credit and Advanced Standing

Students are admitted to a four-year program requiring the completion of 120 credits, but Advanced Standing of up to 30 credits may be granted if you have obtained satisfactory results in the Diploma of Collegial Studies, International Baccalaureate, French Baccalaureate, Advanced Levels, and Advanced Placement Tests. Students who transfer course credit from another institution may transfer up to one-third of the credits required in their degree program, including the concentration, major, or honours requirements under the following conditions:

- Only courses passed with a grade of C or better at the host institution will be transferred. Grades of C- are not acceptable.
- Grades of P or S are acceptable only if transferred from faculties within McGill.
- The letter grades applied by the former home institution or host institution (for exchanges and study away) take precedence over the numerical grades if provided.
- For exchange or study away purposes, it is required that course and credit approval is obtained before courses are taken at the host institution.
- The four-year program will require a minimum 80-credit residency at McGill.
- The three-year program will require a minimum 60-credit residency at McGill.
- Credits will not be given for online or “distance” courses.

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## BCom Degree Admission Requirements

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## 6 BCom Degree Requirements

The Bachelor of Commerce (BCom) degree program is a three- or four-year program when taken full-time. Although the language of instruction at McGill is English, those who plan to be part of the Quebec business environment are reminded of the importance of competence in both written and oral French. Students may submit assignments and write exams in French.

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### 6.1 Academic Requirements for Graduation

**Each student in the Desautels Faculty of Management must be aware of the Faculty regulations as stated in this publication and on the McGill and BCom websites.** While BCom Office advisers and staff are always available to give advice and guidance, the ultimate responsibility for completeness and correctness of course selection and registration, for compliance with, and completion of, program and degree requirements, and for the observance of regulations and deadlines **rests with you**. It is your responsibility to seek guidance from the BCom Student Affairs Office if in any doubt; misunderstanding or misapprehension will not be accepted as cause for any exception from any regulation, deadline, program, or degree requirement.

For students entering with a Quebec CEGEP Diploma, the number of credits is generally 90. Students from outside the province of Quebec who have not completed the equivalent of a CEGEP Diploma are required to complete 120 credits.

It is your responsibility to make sure that your course of study conforms with the curriculum requirements as described in this publication. If you want to deviate from your program, you must obtain written permission from the Director, BCom program.

If you have transferred with advanced standing to the Desautels Faculty of Management from another university, you are required to complete a minimum of 60 credits while registered in the BCom program, including required courses that are deemed necessary, to become eligible for the degree of BCom.

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### 6.2 Cumulative Grade Point Average (CGPA)

You will be eligible for graduation upon satisfactory completion of the minimum credit requirement for the degree as indicated in your letter of acceptance, subject to the curriculum and CGPA of 2.00 (3.00 for Honours) requirements.

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### 6.3 Course Requirements

All required and complementary courses used to fulfil program requirements, including the Freshman program, must be completed with a grade of C or better. If you fail to obtain a satisfactory grade in a required course (core, part of a concentration, minor, major, or honours program), you must repeat the course. Course substitution will be allowed only in special cases; you should consult your academic adviser. Normally, you are permitted to repeat a failed course only once (failure is considered to be a grade of less than C or the administrative failures of J and KF). If the failed course is a complementary course required by the program, you may choose to replace it with another complementary course. If you choose to substitute another complementary course for a complementary course in which a D was received, credit for the first course will still be given, but as an elective. If you repeat a required course in which a D was received, credit will be given only once. In either case, both grades of D count toward the CGPA.

In addition, if a course is passed with a grade of C or better, and is then repeated in the future, the subsequent course will not be allowed to count for credit, nor be calculated in the CGPA.

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### 6.4 Academic Advising

If you are entering the Desautels Faculty of Management for the first time, you are required to attend an Orientation and Advising Session during the last week of August, at which the staff from the BCom Student Affairs Office provide information on all aspects of the BCom program. If you have had difficulty registering for your courses, and have not contacted the BCom Office to resolve your issues, you will have the opportunity to resolve your problems after this session. For a detailed description of advising and registration procedures, you should refer to [section 6.5: Registration](#); the website for newly admitted undergraduate students at [www.mcgill.ca/newstudents](http://www.mcgill.ca/newstudents); as well as the BCom website at [www.mcgill.ca/desautels/programs/bcom](http://www.mcgill.ca/desautels/programs/bcom).

Academic advising for all returning students takes place in February and March for the upcoming academic year. "Drop-in" advising is available in the BCom Student Affairs Office from mid-August until the end of the add/drop period in the Fall term, and from the beginning of January until the end of the add/drop period in the Winter term. Appointments to discuss programs of study with student advisers may be made as soon as the add/drop period ends in September and then again in January. In February or March, an Information Session takes place that helps you to select a course of study for specialization. In April, as a student continuing in the BCom program, you will plan your studies for the following year using the requirements as listed in the eCalendar or in the Degree Evaluation Module available through Minerva, as a guide to your course selection. Advice is available at the BCom Student Affairs Office for students if you are having difficulty. Students register online using Minerva at [www.mcgill.ca/minerva](http://www.mcgill.ca/minerva).

If you are a General Management student choosing to do a minor in another faculty as your second area of study, you should meet with the appropriate department adviser to plan your courses. **It should be noted that minors must have a minimum of 18 credits not overlapping with other program requirements.**

If you are taking the Minor, Major, or Honours in Economics, you must see an adviser in the BCom Student Affairs Office for approval of your program and course selection.

If you are in the Major Concentration or Minor in Mathematics, or Statistics, you must have your program of study initially authorized by the appropriate department adviser prior to consulting with a student adviser in the BCom Student Affairs Office.

You should contact a student adviser as soon as possible if you are encountering difficulties (academic or personal) or are requesting specific information about the BCom program.

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## 6.5 Registration

- It is your responsibility to register on time. Failure to register for courses when the registration periods begin may delay graduation and completion of program requirements. **Space is limited**

- A maximum of 6 credits will be granted for Freshman Economics courses.
- A maximum of 6 credits will be granted for ECON 230D1/ECON 230D2, ECON 250D1/ECON 250D2, and MGCR 293.
- A maximum of 6 credits will be granted for ECON 330D1/ECON 330D2, ECON 352D1/ECON 352D2, and ECON 295.
- ECON 208 and ECON 209 are not permitted in the 90-credit program.

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## 6.7 Course Taken Under the Satisfactory/Unsatisfactory Option

You may select or cancel the S/U option only during registration or the add/drop period through a request to the BCom Student Affairs Office. All S/U credits will be excluded when calculating the Grade Point Average. This option may only be used for elective courses, one course per term, to a maximum of 10% of the total credits taken at McGill to fulfil your degree requirements. Careful consideration should be given before using this option as it can affect scholarship and award consideration, where a minimum of 27 graded credits are required, as well as future admission to law or graduate schools.

For more information and restrictions, refer to the [eCalendar](#) under *University Regulations and Resources > Undergraduate > Registration > : Courses Taken*

**Music**

- MUPD 200 and MUPD 201 as well as all courses are approved in subject codes MUGT, MUHL, MUMT, MUPP, MUSR, MUTH, and MUAR (taught by Arts). MUPD 204 is not approved for credits.

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#### 6.9.4 Unsatisfactory/Interim Unsatisfactory Standing

If you are in Interim Unsatisfactory Standing, you may continue in your program, but should evaluate your course load and reduce it as appropriate. You are strongly advised to consult a student adviser, before the withdrawal deadlines, about your course selection for the Winter term.

If you are in Unsatisfactory Standing, you have failed to meet the minimum standards set by the Faculty. You may not continue in your program, and your registration will be cancelled.

Appeals for readmission by students in Unsatisfactory Standing should be addressed to the Academic Director, BCom program, no later than July 15 for readmission to the Fall term and November 15 for the Winter term. Readmission will be considered only when proof of extenuating circumstances that affected academic performance can be provided (i.e., medical or other documentation) along with reassurances of future improvement. If you are in Unsatisfactory Standing for the second time, you must withdraw permanently.

- You will be placed in Unsatisfactory Standing (Winter or Summer term) or Interim Unsatisfactory Standing (Fall term) if your CGPA falls or remains below 1.50.
- If you were previously in Probationary, Unsatisfactory Readmitted, or Interim Unsatisfactory Standing, you will be placed in Unsatisfactory Standing if your TGPA falls below 2.50 and your CGPA is below 2.00.
- If you were previously in Unsatisfactory Standing and you were readmitted to the BCom program by the Academic Director, and you have not at least satisfied the conditions to attain Probationary Standing that were specified in your letter of readmission, you will be placed in Unsatisfactory Standing.

#### 6.9.5 Incomplete Standings

- Standing awaits deferred exam;
- Standing Incomplete.

If you have an Incomplete Standing in the Winter or Summer term, you may register for the Fall term, but your Standing must be resolved by the end of the





[www.mcgill.ca/student-accounts/tuition-fees/non-tuition-charges/other](http://www.mcgill.ca/student-accounts/tuition-fees/non-tuition-charges/other). It is strongly recommended, but not required, that you consult with the instructor of the course before requesting a reread of a final exam.

Reassessments and rereads in courses outside the Desautels Faculty of Management are subject to the deadlines, rules, and regulations of the relevant faculty.

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### 7.3 Awards and Honorary Designations: Honours and First-Class Honours

Graduating students registered in an honours program may be awarded Honours or First-Class Honours under the following conditions:

- For Honours, the CGPA at graduation must be at least 3.0 overall and in the specified courses of the program.
- For First-Class Honours, the CGPA at graduation must be at least 3.5 overall and in the specified courses of the program.

Students in an honours program whose GPA or CGPA is below 3.0, or who did not satisfy certain additional program requirements, must consult their student adviser to determine whether they are eligible to graduate in a program other than honours.

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### 7.4 Awards and Honorary Designations: Distinction

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8 Overview of Programs Offered by the Desautels Faculty of Management

**Overview of Programs**

120-Credit Program, Freshman Course Distribution

Management Core

General Management Program (Concentrations)

Minors for Management Students

Minors for Non-Management Students

Majors

Honours

8.1 BCom Program Credit Structure: General Management Program (Concentrations)

<b>2 Concentrations</b>	<b>90 credits</b>	<b>120 credits</b>
Freshman Requirements	0	18
Core	36	36
2 Concentrations	30	30
Non-Mgmt Electives	6	12
Electives	18	24
Total	90	120
<b>1 Concentration &amp; 1 Minor (18 credits)</b>	<b>90 credits</b>	<b>120 credits</b>
Freshman Requirements	0	18
Core	36	36
1 Concentration + 1 Minor (18 credits)	33	33
Non-Mgmt Electives	0	12
Electives	21	21
Total	90	120
<b>1 Concentration &amp; 1 Minor (24 credits)</b>	<b>90 credits</b>	<b>120 credits</b>
Freshman Requirements	0	18
Core	36	36
1 Concentration + 1 Minor (24 credits)	39	39
Non-Mgmt Electives	0	12
Electives	15	15
Total	90	120

**Concentrations**

- Accounting
- Entrepreneurship
- Finance
- Information Systems
- International Business
- Labour-Management Relations and Human Resources

- Managing for Sustainability
- Marketing
- Operations Management
- Organizational Behaviour
- Strategic Management

### 8.1.1 Minor s/Minor Concentrations f or Management Students

Although only the Mathematics and Statistics Minors are outlined in this section, a wide variety of programs are available as listed in the sections for the Faculties of Arts and Science. Popular choices include Anthropology, Canadian Studies, Computer Science, English – Literature, Environmental Studies, Geological Sciences, German, History, International Development, Political Science, Women's Studies, etc. Students interested in the Minor in Economics must see an adviser in the BCom Student Affairs Office for Faculty approval.

**It should be noted that a minimum of 18 credits of the Minor's requirements must not overlap with any other part of the student's program.**

## 8.2 BCom Program Credit Structure: Major or Honour s Programs

<b>Majors in Management</b>	<b>90 credits</b>	<b>120 credits</b>
Freshman Requirements	0	18
Core	36	36
Major	30	30
Non-Mgmt Electives	6	12
Electives	18	24
Total	90	120
<b>Major Concentrations in Mathematics or Statistics</b>	<b>90 credits</b>	<b>120 credits</b>
Freshman Requirements	0	18
Core	36	36
Major	39	39
Non-Mgmt Electives	0	12
Electives	15	15
Total	90	120
<b>Major in Economics</b>	<b>90 credits</b>	<b>120 credits</b>
Freshman Requirements	0	18
Core*	27	27
Major**	36	36
Non-Mgmt Electives	0	12
Electives	27	27
Total	90	120

\* MGCR 271 Business Statistics is counted toward the 36 credits of the Major, not core.

\*\* MGCR 293 & ECON 295 in core are exempted by the required ECON courses within the Major.

<b>Major in International Management</b>	<b>90 credits</b>	<b>120 credits</b>
Experiential Learning Component	0-3	0-3
Non-Mgmt Electives	0	12
Electives	6-15	6-15
Total	90	120

<b>Honours in Economics</b>	<b>90 credits</b>	<b>120 credits</b>
Freshman Requirements	0	18
Core*	27	27
Honours	42	42
Non-Mgmt Electives	0	12
Electives	21	21
Total	90	120

\* MGCR 271, MGCR 293, & ECON 295 in core are exempted by the required ECON courses within the Honours.

	<b>90 cr</b>	<b>120 credits</b>
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- Economics/Accounting
- Economics/Finance
- Investment Management

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### 8.3 120-Credit Program, Freshman Course Distribution

Students admitted to a program requiring 97–120 credits (four years) register in a Freshman year in which they must complete MATH 122 and MATH 123 (or equivalents) as well as the 12 credits of complementary courses specified below.

A minimum grade of C is required for all MATH and Freshman complementary courses, as well as BUSA 100 and B

A grade of C or better is required for all core courses. If a D is obtained in a core course, the course

#### 8.4.1 Core Course Distribution

##### Required Courses (36 credits)

ECON 295

(3)

Macroeconomic Policy

**8.5.1 Bachelor of Commerce (B.Com.) ☉ Concentration in Accounting (15 credits)**

Mentors: Please consult the Bachelor of Commerce website at: <http://www.mcgill.ca/desautels/programs/bcom/academics/courseinfo>

The Accounting concentration is designed to meet the needs of Management students who want to have a good basic understanding of accounting, but do not intend to become professional accountants or accounting specialists. It is primarily oriented toward users of financial information and emphasizes breadth of knowledge in a coherent selection of courses.

This concentration complements or forms part of the B.Com., General Management program. The individual courses in the concentration also act as service courses for other areas in the Faculty for their majors or concentrations.

**Required Courses (6 credits)**

ACCT 351	(3)	Intermediate Financial Accounting 1
ACCT 361	(3)	Management Accounting

**Complementary Courses (9 credits)**

Selected from the following:

ACCT 352	(3)	Intermediate Financial Accounting 2
ACCT 354	(3)	Financial Statement Analysis
ACCT 362	(3)	Cost Accounting
ACCT 385	(3)	Principles of Taxation
ACCT 401	(3)	Sustainability and Environmental Accounting
ACCT 452	(3)	Financial Reporting Valuation
ACCT 453	(3)	Advanced Financial Accounting
ACCT 454	(3)	Financial Reporting
ACCT 463	(3)	Management Control
ACCT 475	(3)	Principles of Auditing
ACCT 486	(3)	Business Taxation 2

**8.5.2 Bachelor of Commerce (B.Com.) ☉ Concentration in Entrepreneurship (15 credits)**

Mentors: Please consult the Bachelor of Commerce website at: <http://www.mcgill.ca/desautels/programs/bcom/academics/courseinfo>

This concentration is designed to provide students with an understanding of the key concepts and processes involved in starting and managing new ventures. It combines rigour with relevance, as all students will complete a major field project, thus providing an opportunity to apply the concepts acquired in the classroom. The concentration is multidisciplinary and integrative, as it includes courses from across areas in the Faculty. Upon completing the concentration, students will understand how to conceptualize, develop, and manage successful new ventures. The concentration is appropriate for students interested in a wide variety of new ventures, from for-profit private companies to social enterprises and cooperatives.

**Required Courses (6 credits)**

MGPO 362	(3)	Fundamentals of Entrepreneurship
MGPO 364	(3)	Entrepreneurship in Practice

**Complementary Courses (9 credits)**

To be chosen from:

ACCT 361	(3)	Management Accounting
BUSA 364	(3)	Business Law 1
BUSA 465	(3)	Technological Entrepreneurship
FINE 342	(3)	Finance 2
INSY 331	(3)	Managing Information Technology



INSY 432	(3)	IT in Business
MGPO 365	(3)	Business-Government Relations
MGPO 432	(3)	Topics in Entrepreneurship
MGPO 438	(3)	Social Entrepreneurship and Innovation
MGPO 440	(3)	Strategies for Sustainability
MGPO 445	(3)	Industry Analysis & Competitive Strategy
MGPO 460	(3)	Managing Innovation
MRKT 365	(3)	New Products
MRKT 451	(3)	Marketing Research
MRKT 455	(3)	Sales Management
ORGB 321	(3)	Leadership

### 8.5.3 Bachelor of Commerce (B.Com.) - Concentration in Finance (15 credits)

Mentors: Please consult the Bachelor of Commerce website at: <http://www.mcgill.ca/desautels/programs/bcom/academics/courseinfo>

The Finance concentration has been designed to provide understanding of key concepts in finance theory, financial institutions, investment analysis, risk management, and applied techniques. Graduates find a strong demand among financial organizations, governments, and non-financial firms where they pursue careers that lead to positions such as Managing Partner, Treasurer, and V.P. Finance.

#### Required Courses (9 credits)

FINE 342	(3)	Finance 2
FINE 441	(3)	Investment Management
FINE 443	(3)	Applied Corporate Finance

#### Complementary Courses (6 credits)

Selected from the following:

FINE 434	(3)	Topics in Finance 1
FINE 442	(3)	Capital Markets and Institutions
FINE 445	(3)	Real Estate Finance
FINE 448	(3)	Financial Derivatives
FINE 449	(3)	Market Risk Models
FINE 451	(3)	Fixed Income Analysis
FINE 480	(3)	Global Investments
FINE 482	(3)	International Finance 1
FINE 492	(3)	International Finance 2
FINE 541N1	(1.5)	Applied Investments
FINE 541N2	(1.5)	Applied Investments
FINE 547	(3)	Advanced Finance Seminar

### 8.5.4 Bachelor of Commerce (B.Com.) - Concentration in Information Systems (15 credits)

Mentors: Please consult the Bachelor of Commerce website at: <http://www.mcgill.ca/desautels/programs/bcom/academics/courseinfo>

The Information Systems (IS) concentration is flexible and represents an ideal complement to the majors and concentrations of other areas, as information technology (IT) has the capacity to transform and improve all functions of organizations in every economic sector. This concentration emphasizes the importance of the interrelationships across technology, management, and strategy. The objective is to prepare students to be effective planners, users, and managers of IT in the digital economy. It provides students with assets that award them a unique competitive advantage.

Students with an IS concentration are well positioned to participate in IT-driven changes that continue to affect knowledge work, business processes, organizational design, and the operation of markets and industries. Former graduates have secured jobs in consulting, IT management, business analysis, etc. in various industries, e.g., banking, healthcare, finance, education, government, etc.

**Required Course (3 credits)**

INSY 333	(3)	Systems Analysis and Modeling
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**Complementary Courses (12 credits)**

Selected from the following:

INSY 331	(3)	Managing Information Technology
INSY 332	(3)	Accounting Information Systems
INSY 339	(3)	IT Consulting
INSY 341	(3)	Developing Business Applications
INSY 430	(3)	IT in Financial Markets
INSY 431	(3)	IT Implementation Management
INSY 432	(3)	IT in Business
INSY 434	(3)	Topics in Information Systems 1
INSY 437	(3)	Managing Data & Databases
INSY 440	(3)	E-Business
INSY 442	(3)	Business Intelligence and Data Analytics
INSY 444	(3)	Online Communities and Open Innovation
INSY 450	(3)	Information Systems Project Management
INSY 454	(3)	Technological Foundation for E-Commerce
INSY 455	(3)	Technology and Innovation for Sustainability

**8.5.5 Bachelor of Commerce (B.Com.) - Concentration in International Business (15 credits)**

Mentors: Please consult the Bachelor of Commerce website at: <http://www.mcgill.ca/desautels/programs/bcom/academics/courseinfo>

The objective of the International Business Concentration is to help the student develop conceptual and analytical skills needed to formulate feasible and effective management policies in an international setting. With economic and business activity becoming increasingly internationalized, the program provides useful preparation for careers in a variety of internationally-oriented organizations, including local business firms involved in international trade, licensing, or financial arrangements; headquarters or subsidiaries of multinational companies; banks and other international financial institutions; and various governmental organizations.

**Required Courses (3 credits)**

BUSA 356	(3)	Management in Global Context
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**Complementary Courses (12 credits)**

Selected from the following:

BUSA 391	(3)	International Business Law Managing in
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FINE 480	(3)	Global Investments
FINE 482	(3)	International Finance 1
FINE 492	(3)	International Finance 2
INDR 459	(3)	International Employment Relations
MGPO 383	(3)	International Business Policy
MGPO 435	(3)	International Business History
MGPO 469	(3)	Managing Globalization
MGPO 475	(3)	Strategies for Developing Countries
MRKT 451	(3)	Marketing Research
MRKT 483	(3)	International Marketing Management
ORGB 380	(3)	Cross Cultural Management

#### 8.5.6 Bachelor of Commerce (B.Com.) - Concentration in Labour -Management Relations and Human Resources (15 credits)

Mentors: Please consult the Bachelor of Commerce website at: <http://www.mcgill.ca/desautels/programs/bcom/academics/courseinfo>

The objective of the this concentration is to provide a general understanding of employer-employee relations and human resources, both at the micro-level and in relation to the socio-economic context in which they occur. Students interested in more intensive study of this area are urged to consider the Major program in Labour-Management Relations and Human Resources.

##### Required Courses (9 credits)

INDR 294	(3)	Introduction to Labour-Management Relations
INDR 496	(3)	Collective Bargaining
ORGB 423	(3)	Human Resources Management

##### Complementary Courses (6 credits)

Selected from the following:

INDR 449	(3)	Occupational Health and Safety
INDR 459	(3)	International Employment Relations
INDR 492	(3)	Globalization and Labour Policy
INDR 494	(3)	Labour Law
INDR 495	(3)	Labour Relations: Public Sector
INDR 497	(3)	Contract Administration
ORGB 321	(3)	Leadership
ORGB 325	(3)	Negotiations and Conflict Resolution
ORGB 421	(3)	Managing Organizational Change
ORGB 440	(3)	Career Theory and Development

#### 8.5.7 Bachelor of Commerce (B.Com.) - Concentration in Managing for Sustainability (15 credits)

The B.Com.; Major in General Management, Managing for Sustainability Concentration, helps students to develop conceptual and analytical skills needed to formulate and implement organizational policies that contribute to ecologically sustainable and socially responsible economic development. There is a growing demand for managers and professionals that combine traditional management and business skills with environmental knowledge and an understanding of social systems and stakeholder expectations. The emerging green economy will be an important source of innovation and jobs in the coming years.

Courses in the Concentration fall into four broad themes: (1) organizational implications of the interlinked economic, social and ecological challenges of sustainability; (2) the integration of sustainability into traditional business functions; (3) leadership, building consensus, motivating others and managing change required to achieve sustainability; (4) stakeholder management and managing technological change.

The program complements traditional management career paths and provides useful preparation for positions in the private sector, consultancies, government, NGOs, and international organizations.

Required Course (3 credits)

MGPO 440 (3) Strategies for Sustainability

Complementary Course

MRKT 355	(3)	Services Marketing
MRKT 365	(3)	New Products
MRKT 434	(3)	Topics in Marketing 1
MRKT 438	(3)	Brand Management
MRKT 453	(3)	Advertising Management
MRKT 455	(3)	Sales Management
MRKT 456	(3)	Business to Business Marketing
MRKT 459	(3)	Retail Management
MRKT 483	(3)	International Marketing Management

#### 8.5.9 Bachelor of Commerce (B.Com.) - Concentration in Operations Management (15 credits)

Revision, June 2014. Start of revision.

Mentors: Please consult the Bachelor of Commerce website at: <http://www.mcgill.ca/desautels/programs/bcom/academics/courseinfo>

Operations Management is concerned with the design, planning, control, coordination, and improvement of business processes, systems, and resources integral to the creation of the firm's products and services. Emphasizing quantitative analysis and cross-functional thinking, the Operations Management concentration provides training on traditional as well as emerging operations strategies, concepts, models, and techniques that are essential to any firm in today's competitive marketplace. Operations management graduates find career opportunities in a variety of industries and fields including consulting, manufacturing, distribution, retail, transportation, health care, and public sector, among others.

##### Required Courses (6 credits)

MGSC 373	(3)	Operations Research 1
MGSC 431	(3)	Operations and Supply Chain Analysis

##### Complementary Courses (9 credits)

Selected from the following:

MGSC 372	(3)	Advanced Business Statistics
MGSC 402	(3)	Operations Strategy
MGSC 403	(3)	Introduction to Logistics Management
MGSC 405	(3)	Quality Management
MGSC 415	(3)	Supplier Management
MGSC 479	(3)	Applied Optimization
MGSC 488	(3)	Sustainability and Operations
MGSC 575	(3)	Applied Time Series Analysis Managerial Forecasting
MGSC 578	(3)	Simulation of Management Systems

or approved courses in other areas or faculties.

Revision, June 2014. End of revision.

#### 8.5.10 Bachelor of Commerce (B.Com.) - Concentration in Organizational Behaviour (15 credits)

Mentors: Please consult the Bachelor of Commerce website at: <http://www.mcgill.ca/desautels/programs/bcom/academics/courseinfo>

The Organizational Behaviour concentration provides an opportunity for students to increase their awareness of behavioural issues encountered in job and organizational settings, and to prepare themselves for graduate study in the behavioural sciences or for careers in general management or human resource management.

##### Complementary Courses (15 credits)

Selected from the following:

ORGB 321	(3)	Leadership
ORGB 325	(3)	Negotiations and Conflict Resolution
ORGB 380	(3)	Cross Cultural Management
ORGB 409	(3)	Organizational Research Methods
ORGB 420	(3)	Managing Organizational Teams
ORGB 421	(3)	Managing Organizational Change
ORGB 423	(3)	Human Resources Management
ORGB 434	(3)	Topics in Organizational Behaviour 1
ORGB 440	(3)	Career Theory and Development
ORGB 525	(3)	Compensation Management

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#### 8.5.12 Bachelor of Commerce (B.Com.) - Concentration in Strategic Management - Social Business & Enterprise (15 credits)

Mentors: Please consult the Bachelor of Commerce website at: <http://www.mcgill.ca/desautels/programs/bcom/academics/courseinfo>

There are two options offered in the Strategic Management Concentration: Global Strategy and Social Business & Enterprise.

The concentration in Strategic Management - Social Business & Enterprise Option is intended for students interested in harnessing the not-for-profit, civil, and for-profit sectors to tackle social issues. Students will be challenged to reconceptualise strategy formation and implementation with an emphasis on economic dev

**8.6.1 Bachelor of Commerce (B.Com.) - Minor Mathematics for Management Students (18 credits)**

Mentors: Professors A. Hundemer and A. Kelome, Department of Mathematics and Statistics, Faculty of Science

**Program Prerequisites**

MATH 133	(3)	Linear Algebra and Geometry
MATH 140	(3)	Calculus 1
MATH 141	(4)	Calculus 2

or their equivalents

**Required Courses (12 credits)**

MATH 222	(3)	Calculus 3
MATH 223	(3)	Linear Algebra
MATH 315	(3)	Ordinary Differential Equations
MGSC 373	(3)	Operations Research 1

**Complementary Courses (6 credits)**

Maximum of 3 credits from:

MGSC 372	(3)	Advanced Business Statistics
MGSC 479	(3)	Applied Optimization
MGSC 575	(3)	Applied Time Series Analysis Managerial Forecasting
MGSC 578	(3)	Simulation of Management Systems

The remaining 3 credits selected from:

MATH 316	(3)	Complex Variables
MATH 317	(3)	Numerical Analysis
MATH 319	(3)	Introduction to Partial Differential Equations
MATH 323	(3)	Probability
MATH 326	(3)	Nonlinear Dynamics and Chaos
MATH 340	(3)	Discrete Structures 2
MATH 407	(3)	Dynamic Programming
MATH 417	(3)	Mathematical Programming

**8.6.2 Bachelor of Commerce (B.Com.) - Minor Statistics for Management Students (21 credits)**

Mentor: Professor A. Kelome, Department of Mathematics and Statistics, Faculty of Science

**Program Prerequisites**

MATH 133	(3)	Linear Algebra and Geometry
MATH 140	(3)	Calculus 1
MATH 141	(4)	Calculus 2

or their equivalents

**Required Courses (15 credits)**



MATH 222

(3)

Calculus 3

MATH 223

(3)

Linear Algebra

*Faculty of Science > Undergraduate > Academic Programs (Faculty of Science) > Management Minor Programs for Science Students > : [Minor Management \(For Non-Management Students\) \(18 credits\)](#).*

*Schulich School of Music > Undergraduate > Programs of Study > Management Minor Programs > : [Minor Management \(For Non-Management Students\) \(18 credits\)](#).*

### 8.7.3 Minor Marketing (For Non-Management Students)

The Minor Marketing is offered to non-Management students in the Faculties of Arts, Engineering, Science, and the Schulich School of Music.

Detailed information on this Minor can be found in the [eCalendar](#) under each of the following:

*Faculty of Arts > Undergraduate > Academic Programs > Management Minor Programs for Arts Students > : [Minor Marketing \(For Non-Management Students\) \(18 credits\)](#).*

*Faculty of Engineering > Undergraduate > Academic Programs > Minor Programs > Minor Programs in Finance, Management, Marketing, and Operations Management > : [Minor Marketing \(For Non-Management Students\) \(18 credits\)](#).*

*Faculty of Science > Undergraduate > Academic Programs (Faculty of Science) > Management Minor Programs for Science Students > : [Minor Marketing \(For Non-Management Students\) \(18 credits\)](#).*

*Schulich School of Music > Undergraduate > Programs of Study > Management Minor Programs > : [Minor Marketing \(For Non-Management Students\) \(18 credits\)](#).*

### 8.7.4 Minor Operations Management (For Non-Management Students)

The Minor Operations Management is offered to non-Management students in the Faculties of Arts, Engineering, Science, and Agricultural & Environmental Sciences.

Detailed information on this Minor can be found in the [eCalendar](#) under each of the following:

*Faculty of Agricultural and Environmental Sciences > Undergraduate > Academic Programs > Minor Programs > : [Minor Operations Management \(For Non-Management Students\) \(18 credits\)](#).*

*Faculty of Arts > Undergraduate > Academic Programs > Management for Arts Students > : [Minor Operations Management \(For Non-Management Students\) \(18 credits\)](#).*

*Faculty of Engineering > Undergraduate > Academic Programs > Minor Programs > Minor Programs in Finance, Management, Marketing, and Operations Management > : [Minor Operations Management \(For Non-Management Students\) \(18 credits\)](#).*

ACCT 352	(3)	Intermediate Financial Accounting 2
ACCT 361	(3)	Management Accounting
ACCT 362	(3)	Cost Accounting
ACCT 385	(3)	Principles of Taxation
		Development of Accounting

**Required Courses (18 credits)**

FINE 342	(3)	Finance 2
FINE 441	(3)	Investment Management
FINE 443	(3)	Applied Corporate Finance
FINE 448	(3)	Financial Derivatives
FINE 482	(3)	International Finance 1
MGSC 372	(3)	Advanced Business Statistics

**Complementary Courses (12 credits)**

At least 9 credits from:

FINE 434	(3)	Topics in Finance 1
FINE 442	(3)	Capital Markets and Institutions
FINE 449	(3)	Market Risk Models
FINE 451	(3)	Fixed Income Analysis
FINE 480	(3)	Global Investments
FINE 492	(3)	International Finance 2
FINE 541N1	(1.5)	Applied Investments
FINE 541N2	(1.5)	Applied Investments
FINE 547	(3)	Advanced Finance Seminar

The remainder, if any, from:

ACCT 351	(3)	Intermediate Financial Accounting 1
ACCT 352	(3)	Intermediate Financial Accounting 2
ACCT 354	(3)	Financial Statement Analysis
ACCT 385	(3)	Principles of Taxation
FINE 445	(3)	Real Estate Finance

**8.8.4 Bachelor of Commerce (B.Com.) – Major Information Systems (30 credits)**

Mentors: Please consult the Bachelor of Commerce website at: <http://www.mcgill.ca/desautels/programs/bcom/academics/courseinfo>

This 30-credit Major prepares students for the multitude of IT-related career opportunities available in industry. It employs a blend of theoretical concepts, hands-on tools, and actual case studies to train students to identify business problems and opportunities, analyze business processes, and develop and implement information systems to support them. The IS Major covers a variety of topics including strategic planning and investment in information technologies, analysis, design, and deployment of information systems, understanding the opportunities and challenges of web-based businesses, and managing resistance to IT-initiated changes in organizations.

Graduates of this program may expect to find employment as business or systems analysts, consultants, IS quality assurance specialists, and project managers in diverse industries, including banking, insurance, manufacturing, retailing, and consulting.

**Required Courses (18 credits)**

INSY 331	(3)	Managing Information Technology
INSY 333	(3)	Systems Analysis and Modeling
INSY 341	(3)	Developing Business Applications
INSY 432	(3)	IT in Business
INSY 437	(3)	Managing Data & Databases



FINE 492	(3)	International Finance 2
INDR 459	(3)	International Employment Relations
MGPO 383	(3)	International Business Policy
MGPO 469	(3)	Managing Globalization
MGPO 475	(3)	Strategies for Developing Countries
MRKT 451	(3)	Marketing Research
MRKT 483	(3)	International Marketing Management
ORGB 380	(3)	Cross Cultural Management

ANTH 212	(3)	Anthropology of Development
ANTH 214	(3)	Violence, Warfare, Culture
ANTH 222	(3)	Legal Anthropology
CANS 307	(3)	Canada in the World
CANS 412	(3)	Canada and Americas Seminar
COMS 230	(3)	Communication and Democracy
COMS 320	(3)	Media and Empire
HIST 221	(3)	United States since 1865
HIST 302	(3)	International Relations History 1: 1750-1950
HIST 304	(3)	International Relations History 2: Cold War
HIST 339	(3)	Arab-Israeli Conflict
HIST 371	(3)	American Civil Rights 1877-1940
HIST 387	(3)	The First World War
HIST 388	(3)	The Second World War
HIST 438	(3)	Topics in Cold War History
JWST 240	(3)	The Holocaust
PHIL 237	(3)	Contemporary Moral Issues
PHIL 334	(3)	Ethical Theory
POLI 212	(3)	Government and Politics - Developed World
POLI 244	(3)	International Politics: State Behaviour
POLI 322	(3)	Political Change in South Asia
POLI 345	(3)	International Organizations
POLI 351	(3)	The Causes of Major Wars
POLI 360	(3)	Security: War and Peace
POLI 450	(3)	Peacebuilding
RELG 370	(3)	Religion and Human Rights
RELG 371	(3)	Ethics of Violence/Non-Violence
SOCI 210	(3)	Sociological Perspectives
SOCI 230	(3)	Sociology of Ethnic Relations
SOCI 265	(3)	War, States and Social Change
SOCI 307	(3)	Sociology of Globalization
SOCI 386	(3)	Contemporary Social Movements
SOCI 511	(3)	Movements/Collective Action

### Theme 3: Global Well-Being and Development

Broad-based, interdisciplinary topics will allow students to study current issues of social importance ranging from: poverty and inequality, health promotion and the environment, sustainability, and natural resource management. Students will be prepared to apply business practices to the protection of the vulnerable and the planet. Students will be poised to work for multinationals, gov

B.A. Minor Concentration in Sociology (18 credits)

B.A. Minor Concentration in Environment: McGill School of Environment (18 credits)

B.Sc. Minor Concentration in Environment: McGill School of Environment (18 credits)

B.Sc. Field Study Minor (18 credits)

\* Students should choose Economics (ECON) courses related to the environment, development, and health. Course numbers above ECON 209 (excluding ECON 295) are required, with at least 6 credits at the 300, 400, or 500 levels. Credits for the introductory sequence MGCR 293 and ECON 295 that are prerequisites for 300-level courses in economics do not count as part of this Minor Concentration. ECON 227 will not count if it is taken to meet other B.Com. requirements.

Language Component (9-12 credits)

9 credits of language in First- or Second-Level EAST (Asian Languages and Literature)\*

or

9 credits of ISLA 521D1/D2 Introductory Arabic\*\*

\* Students may choose to complete additional credits in Japanese, Chinese or K



## Research Component

BUSA 401 (3) Independent Studies in International Business

NOTE: There are CGPA requirements for exchanges and internship courses. Students without the minimum CGPA requirement must consult the Major in International Management Adviser in the BCom office to arrange for an alternative.

### 8.8.6 Bachelor of Commerce (B.Com.) - Major Labour -Management Relations and Human Resources (30 credits)

Mentors: Please consult the Bachelor of Commerce website at: <http://www.mcgill.ca/desautels/programs/bcom/academics/courseinfo>

This 30-credit Major provides students with a general understanding of employer-employee relations and human resources, including labour unions, laws that regulate the employment relationship, and human resource policies and practices.

Students acquire knowledge in various required aspects of labour relations, labour markets, and human resources. The program provides flexibility for students to take a wide range of courses related to the required topics in the disciplines of law, organization behaviour, sociology, economics, and industrial relations.

#### Required Courses (12 credits)

INDR 294	(3)	Introduction to Labour-Management Relations
INDR 494	(3)	Labour Law
INDR 496	(3)	Collective Bargaining
ORGB 423	(3)	Human Resources Management

#### Complementary Courses (18 credits)

Selected from:

ECON 306	(3)	Labour Markets and Wages
INDR 449	(3)	Occupational Health and Safety
81.404 Tm(yment Relations) In Employment Relations		

Graduates will have developed the key competencies required of sustainability professionals, and be prepared for positions in the private sector, consultancies, government, non-governmental organizations (NGOs) and international organizations.

**Required Courses (6 credits)**

GEOG 360	(3)	Analyzing Sustainability
MGPO 440	(3)	Strategies for Sustainability

**Complementary Courses (33 credits)**

6-9 credits from the following:

ACCT 401	(3)	Sustainability and Environmental Accounting
	(3)	Technology and Innovation for Sustainability

ENVR 203	(3)	Knowledge, Ethics and Environment
ENVR 400	(3)	Environmental Thought

6 credits of environmentally related courses selected with the approval of the environmental MSE Program Adviser (at least 3 credits must be in social sciences). A list of Suggested Courses is provided below.

### Suggested Course List

The Suggested Course List is divided into two thematic categories: Social Sciences and Policy; and Natural Sciences and Technology.

Most courses listed at the 300 level and higher have prerequisites. You are urged to prepare your program of study with this in mind.

This list is not meant to be exhaustive. You are also encouraged to examine the course lists of the various domains in the Environment program for other courses that might interest you. Courses not on the Suggested Course List may be included in the Minor with the permission of the MSE Program Adviser.

### Location Note:

When planning your schedule and registering for courses, you should verify where each course is offered because courses for this program are taught at both McGill's Downtown campus and at the Macdonald campus in Sainte-Anne-de-Bellevue.

### Social Sciences and Policy

\* Note: If WILD 415 is taken, 1 additional credit of complementary courses must be taken.

AGEC 231	(3)	Economic Systems of Agriculture
AGEC 333	(3)	Resource Economics
AGEC 430	(3)	Agriculture, Food and Resource Policy
AGEC 442	(3)	Economics of International Agricultural Development
AGRI 210	(3)	Agro-Ecological History
AGRI 411	(3)	Global Issues on Development, Food and Agriculture
ANTH 206	(3)	Environment and Culture
ANTH 212	(3)	Anthropology of Development
ANTH 339	(3)	Ecological Anthropology
ANTH 512	(3)	Political Ecology
BREE 503	(3)	Water: Society, Law and Policy
CIVE 433	(3)	Urban Planning
ECON 205	(3)	An Introduction to Political Economy
ECON 225	(3)	Economics of the Environment
ECON 326	(3)	Ecological Economics
ECON 347	(3)	Economics of Climate Change
ECON 405	(3)	Natural Resource Economics
ENVB 437	(3)	Assessing Environmental Impact
ENVR 201	(3)	Society, Environment and Sustainability
ENVR 203	(3)	Knowledge, Ethics and Environment
ENVR 400	(3)	Environmental Thought
GEOG 200	(3)	Geographical Perspectives: World Environmental Problems
GEOG 210	(3)	Global Places and Peoples
GEOG 216	(3)	Geography of the World Economy
GEOG 221	(3)	Environment and Health
GEOG 300	(3)	Human Ecology in Geography
GEOG 301	(3)	Geography of Nunavut

GEOG 302	(3)	Environmental Management 1
GEOG 303	(3)	Health Geography
GEOG 370	(3)	Protected Areas
GEOG 382	(3)	Principles Earth Citizenship
GEOG 403	(3)	Global Health and Environmental Change
GEOG 408	(3)	Geography of Development
GEOG 410	(3)	Geography of Underdevelopment: Current Problems
GEOG 530	(3)	Global Land and Water Resources
GEOG 551	(3)	Environmental Decisions
MGPO 440	(3)	Strategies for Sustainability
NRSC 221	(3)	Environment and Health
NRSC 540	(3)	Socio-Cultural Issues in Water
PHIL 230	(3)	Introduction to Moral Philosophy 1
PHIL 237	(3)	Contemporary Moral Issues
PHIL 334	(3)	Ethical Theory
PHIL 343	(3)	Biomedical Ethics
PHIL 348	(3)	Philosophy of Law 1
POLI 211	(3)	Comparative Government and Politics
POLI 212	(3)	Government and Politics - Developed World
POLI 227	(3)	Developing Areas/Introduction
POLI 345	(3)	International Organizations
POLI 445	(3)	International Political Economy: Monetary Relations
PSYC 215	(3)	Social Psychology
RELG 270	(3)	Religious Ethics and the Environment
RELG 340	(3)	Religion and the Sciences
RELG 370	(3)	Religion and Human Rights
RELG 376	(3)	Religious Ethics
SOCI 222	(3)	Urban Sociology
SOCI 234	(3)	Population and Society
SOCI 235	(3)	Technology and Society
SOCI 254	(3)	Development and Underdevelopment
SOCI 386	(3)	Contemporary Social Movements
URBP 201	(3)	Planning the 21st Century City
URBP 506	(3)	Environmental Policy and Planning
URBP 530	(3)	Urban Environmental Planning
WILD 415*	(2)	Conservation Law

Natural Sciences and Technology

\*\* Note: you may take LSCI 230 or MIMM 211, but not both; you may take BIOL 432 or ENVB 315, but not both; you may take BREE 217 or GEOG 322, but not both; you may take ENVB 430 or GEOG 201, but not both; you may take BIOL 308 or ENVB 305, but not both.

AGRI 340	(3)	Principles of Ecological Agriculture
AGRI 435	(3)	Soil and Water Quality Management
ANSC 326	(3)	Fundamentals of Population Genetics

ANTH 311	(3)	Primate Behaviour and Ecology
ARCH 375	(2)	Landscape
ARCH 377	(3)	Energy, Environment and Buildings
ARCH 378	(3)	Site Usage
ATOC 215	(3)	Oceans, Weather and Climate
BIOL 240	(3)	Monteregian Flora
BIOL 305	(3)	Animal Diversity
BIOL 308**	(3)	Ecological Dynamics
BIOL 310	(3)	Biodiversity and Ecosystems
BIOL 342	(3)	Marine Biology
BIOL 418	(3)	Freshwater Invertebrate Ecology
BIOL 432**	(3)	Limnology
BIOL 436	(3)	Evolution and Society
BIOL 465	(3)	Conservation Biology
BREE 217**	(3)	Hydrology and Water Resources
BREE 322	(3)	Organic Waste Management
BREE 518	(3)	Bio-Treatment of Wastes
BTEC 502	(3)	Biotechnology Ethics and Society
CHEE 230	(3)	Environmental Aspects of Technology
CHEM 212	(4)	Introductory Organic Chemistry 1
CHEM 281	(3)	Inorganic Chemistry 1
CHEM 462	(3)	Green Chemistry
CIVE 225	(4)	Environmental Engineering
CIVE 323	(3)	Hydrology and Water Resources
CIVE 550	(3)	Water Resources Management
ENTO 340	(3)	Field Entomology
ENVB 210	(3)	The Biophysical Environment
ENVB 301	(3)	Meteorology
ENVB 305**	(3)	Population & Community Ecology
ENVB 315**	(3)	Science of Inland Waters
ENVB 410	(3)	Ecosystem Ecology
ENVB 415	(3)	Ecosystem Management
ENVB 430**	(3)	GIS for Natural Resource Management
ENVR 200	(3)	The Global Environment
ENVR 202	(3)	The Evolving Earth
EPSC 201	(3)	Understanding Planet Earth
EPSC 233	(3)	Earth and Life History
EPSC 425	(3)	Sediments to Sequences
EPSC 549	(3)	Hydrogeology
ESYS 301	(3)	Earth System Modelling
GEOG 200	(3)	Geographical Perspectives: World Environmental Problems
GEOG 201**	(3)	Introductory Geo-Information Science
GEOG 205	(3)	Global Change: Past, Present and Future

GEOG 272	(3)	Earth's Changing Surface
GEOG 308	(3)	Principles of Remote Sensing
GEOG 321	(3)	Climatic Environments
GEOG 322**	(3)	Environmental Hydrology
GEOG 372	(3)	Running Water Environments
GEOG 470	(3)	Wetlands
LSCI 230**	(3)	Introductory Microbiology
MICR 331	(3)	Microbial Ecology
MIME 308	(3)	Social Impact of Technology
MIME 320	(3)	Extraction of Energy Resources
MIMM 211**	(3)	Introductory Microbiology
MIMM 314	(3)	Intermediate Immunology
MIMM 323	(3)	Microbial Physiology
MIMM 324	(3)	Fundamental Virology
NRSC 333	(3)	Pollution and Bioremediation
NRSC 340	(3)	Global Perspectives on Food
NRSC 510	(3)	Agricultural Micrometeorology
NRSC 514	(3)	Freshwater Ecosystems
PARA 410	(3)	Environment and Infection
PARA 515	(3)	Water, Health and Sanitation
PLNT 304	(3)	Biology of Fungi
PLNT 305	(3)	Plant Pathology
PLNT 358	(3)	Flowering Plant Diversity
PLNT 426	(3)	Plant Ecophysiology
PLNT 460	(3)	Plant Ecology
SOIL 300	(3)	Geosystems
WILD 421	(3)	Wildlife Conservation

#### 8.8.8 Bachelor of Commerce (B.Com.) Ð Major Marketing (30 credits)

BUSA 464	(3)	Management of Small Enterprises
MRKT 351	(3)	Marketing and Society
MRKT 355	(3)	Services Marketing
	(3)	New Products

3 credits selected from:

MGSC 372***	(3)	Advanced Business Statistics
MGSC 479	(3)	Applied Optimization
MGSC 575	(3)	Applied Time Series Analysis Managerial Forecasting
MGSC 578	(3)	Simulation of Management Systems

\*\* MATH 204 cannot be taken for credit after credit for MATH 324 has been obtained. The two courses can be taken concurrently. Students should consult the rules for credit for Statistics courses in the Course Overlap section.

\*\*\* MGSC 372 and MATH 423 cannot both be taken for program credit.

#### 8.8.10 Bachelor of Commerce (B.Com.) - Major Organizational Behaviour (30 credits)

The purpose of this program is to enable students to analyze and influence repeated patterns of action in groups and organizations. Required courses in leadership, human resource management, and team management introduce students to concepts of management at multiple levels of the organization. Additionally, to provide a foundational disciplinary view, students are required to specialize in one of the following social science disciplines: psychology, sociology, or anthropology.

##### Required Courses (9 credits)

ORGB 321	(3)	Leadership
ORGB 420	(3)	Managing Organizational Teams
ORGB 423	(3)	Human Resources Management

##### Complementary Courses (21 credits)

Revision, June 2014. Start of revision.

9 credits from the following:

INDR 294	(3)	Introduction to Labour-Management Relations
INDR 496	(3)	Collective Bargaining
ORGB 325	(3)	Negotiations and Conflict Resolution
ORGB 380	(3)	Cross Cultural Management
ORGB 401	(3)	Leadership Practicum in Social Sector
ORGB 409	(3)	Organizational Research Methods
ORGB 421	(3)	Managing Organizational Change
ORGB 434	(3)	Topics in Organizational Behaviour 1
ORGB 440	(3)	Career Theory and Development
ORGB 525	(3)	Compensation Management

12 credits from one of the following Specialty Areas\*.

\*Students select one of the three specialty areas and take 12 credits from that area. At least two courses must be above the 200 level. Individualized or customized programs are possible upon consultation with an area advisor.

Revision, June 2014. End of revision.

##### 1) Psychology

PSYC 211	(3)	Introductory Behavioural Neuroscience
PSYC 213	(3)	Cognition
PSYC 215	(3)	Social Psychology
PSYC 331	(3)	Inter-Group Relations
PSYC 332	(3)	Introduction to Personality



PSYC 333	(3)	Personality and Social Psychology
PSYC 351	(3)	Research Methods in Social Psychology
PSYC 352	(3)	Cognitive Psychology Laboratory
PSYC 406	(3)	Psychological Tests
PSYC 471	(3)	Human Motivation
PSYC 473	(3)	Social Cognition and the Self
PSYC 474	(3)	Interpersonal Relationships

## 2) Sociology

SOCI 210	(3)	Sociological Perspectives
SOCI 211	(3)	Sociological Inquiry
SOCI 235	(3)	Technology and Society
SOCI 250	(3)	Social Problems
SOCI 307	(3)	Sociology of Globalization
SOCI 312	(3)	Sociology of Work and Industry
SOCI 321	(3)	Gender and Work
SOCI 330	(3)	Sociological Theory
SOCI 377	(3)	Deviance
SOCI 386	(3)	Contemporary Social Movements
SOCI 420	(3)	Organizations
SOCI 424	(3)	Networks and Social Structures

## 3) Anthropology

ANTH 202	(3)	Socio-Cultural Anthropology
ANTH 204	(3)	Anthropology of Meaning
ANTH 206	(3)	Environment and Culture
ANTH 212	(3)	Anthropology of Development
ANTH 222	(3)	Legal Anthropology
ANTH 303	(3)	Ethnographies of Post-socialism
ANTH 318	(3)	Globalization and Religion
ANTH 320	(3)	Social Evolution
ANTH 342	(3)	Gender, Inequality and the State
ANTH 352	(3)	History of Anthropological Theory
ANTH 355	(3)	Theories of Culture and Society
ANTH 358	(3)	The Process of Anthropological Research
ANTH 423	(3)	Mind, Brain and Psychopathology
ANTH 440	(3)	Cognitive Anthropology

### 8.8.11 Bachelor of Commerce (B.Com.) - Major Concentration Statistics for Management Students (39 credits)

Mentor: Professor R. Steele; Department of Mathematics and Statistics, Faculty of Science

This program is comprised of 39 credits.

Students entering the Major concentration in Statistics are normally expected to have completed MATH 133, MATH 140, and MATH 141 or their equivalents. Otherwise they will be required to make up any deficiencies in these courses over and above the 39 credits required by the program.

Required Courses (27 credits)

MATH 222	(3)	Calculus 3
MATH 223	(3)	Linear Algebra
MATH 242	(3)	Analysis 1
MATH 243	(3)	Analysis 2
MATH 314	(3)	Advanced Calculus
MATH 323	(3)	Probability
MATH 324*	(3)	Statistics
MATH 423	(3)	Regression and Analysis of Variance
MGSC 373	(3)	Operations Research 1

\* Credits for MATH 324 are counted toward Management Core, where they replace MGCR 271. MGCR 271 cannot be taken for credit after credit for MATH 324 has been obtained.

Complementary Courses (12 credits)

6 credits selected from:

MGSC 479	(3)	Applied Optimization
MGSC 575	(3)	Applied Time Series Analysis Managerial Forecasting
MGSC 578	(3)	Simulation of Management Systems

6 credits selected from:

MATH 204**	(3)	Principles of Statistics 2
MATH 315	(3)	Ordinary Differential Equations
MATH 340	(3)	Discrete Structures 2
MATH 410	(3)	Majors Project
MATH 447	(3)	Introduction to Stochastic Processes
MATH 523	(4)	Generalized Linear Models
MATH 524	(4)	Nonparametric Statistics
MATH 525	(4)	Sampling Theory and Applications

\*\* MATH 204 cannot be taken for credit after credit for MATH 324 has been obtained. The two courses can be taken concurrently. Students should consult the rules for credit for Statistics courses in the course overlap section.

MGPO 460	(3)	Managing Innovation
MGPO 469	(3)	Managing Globalization
MGPO 470	(3)	Strategy and Organization

at least 9 credits from the following group:

MGPO 365	(3)	Business-Government Relations
MGPO 438	(3)	Social Entrepreneurship and Innovation
MGPO 440	(3)	Strategies for Sustainability
MGPO 450	(3)	Ethics in Management
MGPO 475	(3)	Strategies for Developing Countries
MGPO 567	(3)	Business in Society

the remaining credits, if any, to be chosen from:

AGRI 411	(3)	Global Issues on Development, Food and Agriculture
ANTH 212	(3)	Anthropology of Development
BUSA 391	(3)	International Business Law
BUSA 402	(3)	Independent Studies in Social Business and Enterprise
ECON 305	(3)	Industrial Organization
ECON 313	(3)	Economic Development 1
ECON 314	(3)	Economic Development 2
INTD 200	(3)	Introduction to International Development
MGPO 362	(3)	Fundamentals of Entrepreneurship
MGPO 433	(3)	Topics in Social Business and Enterprise
MGPO 434	(3)	Topics in Policy 1

Honours students who satisfy the 6-credit Statistics requirement by taking MGCR 271 and MGSC 372 (or ECON 227D1 and ECON 227D2) must complete ECON 468 and ECON 469 to fulfil the program requirements in Economics for the following programs: Honours in Economics for Management Students, Joint Honours in Economics and Accounting, and Joint Honours in Economics and Finance.

#### 8.9.1 Bachelor of Commerce (B.Com.) - Honours Economics (42 credits)

Please consult the Economics Department website at: <http://www.mcgill.ca/economics>.

This program is comprised of 42 credits of Honours Economics courses (9 credits of which are counted as core credits). Graduation with an Honours standing requires a minimum CGPA of 3.00 and a minimum program GPA of 3.00.

Calculus 1 and 2 are required for entering this Honours program. Please see section "120-credit program, Freshman course distribution" for a detailed explanation regarding Calculus 1 and 2. It is also important to check on its Statistics requirements, which are listed on the Department's website at: <http://www.mcgill.ca/economics>.

##### Required Courses (27 credits)

ECON 250D1*	(3)	Introduction to Economic Theory: Honours
ECON 250D2*	(3)	Introduction to Economic Theory: Honours
ECON 257D1**	(3)	Economic Statistics - Honours
ECON 257D2**	(3)	Economic Statistics - Honours
ECON 352D1***	(3)	Macroeconomics - Honours
ECON 352D2***	(3)	Macroeconomics - Honours

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ACCT 452	(3)	Financial Reporting Valuation
FINE 342	(3)	Finance 2
FINE 440	(3)	Honours Investment Management Research Project 1
FINE 441	(3)	Investment Management
FINE 443	(3)	Applied Corporate Finance
FINE 448	(3)	Financial Derivatives
FINE 449	(3)	Market Risk Models
FINE 450	(3)	Honours Investment Management Research Project 2
FINE 451	(3)	Fixed Income Analysis
FINE 455	(3)	Alternative Investments
FINE 480	(3)	Global Investments
FINE 482	(3)	International Finance 1
FINE 541N1	(1.5)	Applied Investments
FINE 541N2	(1.5)	Applied Investments
MGSC 372	(3)	Advanced Business Statistics

### 8.9.3 Bachelor of Commerce (B.Com.) - Joint Honours Economics and Accounting (54 credits)

Mentors: Please consult the Bachelor of Commerce website at: <http://www.mcgill.ca/desautels/programs/bcom/academics/courseinfo>

Mentor in Economics: Professors R. Dutta, C. Green and M. Poschke; Department of Economics, Faculty of Arts.

The B.Com. Joint Honours in Economics and Accounting requires the completion of 30 specified credits of Honours courses listed in the Economics Honours Program (9 credits of which are counted as core credits) and 24 specified credits for Accounting. This program is designed to take advantage of both McGill's Accounting and Economics course offerings to produce a student who is well trained in these two complementary areas.

Calculus 1 and 2 are required for entering this Honours program. Please consult the "120-credit program, Freshman course distribution" section for a detailed explanation regarding Calculus 1 and 2. It is also important to check on its statistics requirements, which are listed on the Department's website.

To earn the Joint Honours in Economics and Accounting designation, students must maintain a minimum CGPA of 3.00 and maintain a minimum program GPA of 3.00. Students must achieve a grade of B- or better in all Accounting courses.

#### Required Courses (39 credits)

ACCT 351	(3)	Intermediate Financial Accounting 1
ACCT 352	(3)	Intermediate Financial Accounting 2
ACCT 361	(3)	Management Accounting
ACCT 455	(3)	Development of Accounting Thought
ECON 250D1*	(3)	Introduction to Economic Theory: Honours
ECON 250D2*	(3)	Introduction to Economic Theory: Honours
ECON 257D1**	(3)	Economic Statistics - Honours
ECON 257D2**	(3)	Economic Statistics - Honours
ECON 352D1***	(3)	Macroeconomics - Honours
ECON 352D2***	(3)	Macroeconomics - Honours
ECON 450D1	(3)	Advanced Economic Theory - Honours
ECON 450D2	(3)	Advanced Economic Theory - Honours
ECON 468	(3)	Econometrics 1 - Honours

\* 3 of the 6 credits for ECON 250D1/D2 exempt MGCR 293 in Management Core.

\*\* 3 of the 6 credits for ECON 257D1/D2 exempt MGCR 271 in Management Core.

\*\*\* 3 of the 6 credits for ECON 352D1/D2 exempt ECON 295 in Management Core.

**Complementary Courses (15 credits)**

3 credits from the following:

ECON 460	(3)	History of Thought 1 - Honours
ECON 461	(3)	History of Thought 2 - Honours
ECON 469	(3)	Econometrics 2 - Honours

12 credits from the following:

ACCT 354	(3)	Financial Statement Analysis
ACCT 362	(3)	Cost Accounting
ACCT 385	(3)	Principles of Taxation
ACCT 452	(3)	Financial Reporting Valuation
ACCT 453	(3)	Advanced Financial Accounting
ACCT 463	(3)	Management Control
ACCT 475	(3)	Principles of Auditing
ACCT 486	(3)	Business Taxation 2

**8.9.4 Bachelor of Commerce (B.Com.) - Joint Honours in Economics and Finance (54 credits)**

Mentors: Please consult the Bachelor of Commerce website at: <http://www.mcgill.ca/desautels/programs/bcom/academics/courseinfo>

Mentors in Economics: Professors R. Dutta, C. Green and M. Poschke; Department of Economics, Faculty of Arts.

The B.Com. Joint Honours in Economics and Finance requires the completion of 30 credits of Honours Economics courses (9 credits of which are counted as core credits) and 24 credits in Finance. This program is designed to take advantage of both McGill's Finance and Economics course offerings to produce a student who is well trained in these two complementary areas.

Calculus 1 and 2 are required for entering this Honours program. Please consult the section "120-credit program, Freshman course distribution" for a detailed explanation regarding Calculus 1 and 2. It is also important to check on its statistics requirements, which are listed on the Department's website at <http://www.mcgill.ca/economics>.

To earn the Honours in Economics and Finance designation, students must maintain a minimum CGPA of 3.00 and maintain a minimum program GPA of 3.00. Students must achieve a grade of B- or better in all Finance courses.

**Required Courses (39 credits)**

ECON 250D1*	(3)	Introduction to Economic Theory: Honours
ECON 250D2*	(3)	Introduction to Economic Theory: Honours
ECON 257D1**	(3)	Economic Statistics - Honours
ECON 257D2**	(3)	Economic Statistics - Honours
ECON 352D1***	(3)	Macroeconomics - Honours
ECON 352D2***	(3)	Macroeconomics - Honours
ECON 450D1	(3)	Advanced Economic Theory - Honours
ECON 450D2	(3)	Advanced Economic Theory - Honours
ECON 468	(3)	Econometrics 1 - Honours
FINE 342	(3)	Finance 2
FINE 441	(3)	Investment Management
FINE 443	(3)	Applied Corporate Finance
FINE 547	(3)	Advanced Finance Seminar

\* 3 of the 6 credits for ECON 250D1/D2 exempt MGCR 293 in Management Core.

\*\* 3 of the 6 credits for ECON 257D1/D2 exempt MGCR 271 in Management Core.

\*\*\* 3 of the 6 credits for ECON 352D1/D2 exempt ECON 295 in Management Core.

#### Complementary Courses (15 credits)

3 credits from the following:

ECON 460	(3)	History of Thought 1 - Honours
ECON 461	(3)	History of Thought 2 - Honours
ECON 469	(3)	Econometrics 2 - Honours

12 credits from the following:

FINE 434	(3)	Topics in Finance 1
FINE 448	(3)	Financial Derivatives
FINE 449	(3)	Market Risk Models
FINE 451	(3)	Fixed Income Analysis
FINE 480	(3)	Global Investments
FINE 482	(3)	International Finance 1
FINE 492	(3)	International Finance 2
FINE 541N1	(1.5)	Applied Investments
FINE 541N2	(1.5)	Applied Investments

## 9 Desautels Faculty of Management Faculty

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Morty Yalovsky (*Interim*)

### Associate Deans

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J-L. Goffin; Eng., M.S.(Brussels), M.Sc., Ph.D.(Calif.) – *Operations Management*

**Emeritus Professors**

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R.J. Loulou; M.Sc., Ph.D.(Calif.) – *Operations Management*

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T. Boyaci; B.S.(Middle East Tech.), M.S., Ph.D.(Col.) – *Operations Management*

R. Brenner; B.Sc., M.A., Ph.D.(Hebrew) – *Managerial Economics (Repap Chair of Economics)*

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V.R. Errunza; B.S., B.S.(Tech.)(Bom.), M.S., Ph.D.(Calif.,) – *Finance (Bank of Montreal Finance Chair)*

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M.D. Lee; B.A.(Eckerd), M.Ed.(Temple), M.A.(S. Flor.), Ph.D.(Yale) – *Organizational Behaviour*

S. Li; M.S.(Georgia), Ph.D.(Texas) – *Management Science*

S. Maguire; B.Sc.(Qu.), M.B.A.(Br. Col.) – *Strategy and Organization*

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S. Ray; B.E.(Jad.), M.E.(Asian IT), Ph.D.(Wat.) – *Operations Management*

V. Verter; B.A., M.S.(Bogazici), Ph.D.(Bilkent) – *Operations Management (Director CREATE Program and James McGill Professor)*

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G. Bassellier; B.Com., M.Sc.(HEC) – *Information Systems*

F. Carrieri; Laurea-Law(Univ. di Bari), M.A., Ph.D.(USC) – *Finance*

B. Croitoru; DIAF(Institut de Statistique, Paris VI), Ph.D.(Wharton) – *Finance*

R. David; B.Eng., M.B.A.(McG.), Ph.D.(Cornell) – *Strategy and Organization*

A. de Motta; B.A.(Univ. de Valencia), Ph.D.(MIT) – *Finance*

J. Ericsson; M.Sc., Ph.D.(Stockholm Sch. of Econ.) – *Finance*

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S. Fortin; B.A.A.(UQAR), Ph.D.(Wat.) – *Accounting*

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M. Gumus; B.S.(Naval Academy), M.S., M.A., Ph.D.(Mich.) – *Industrial Engineering and Operations Management*

K. Han; B.S., M.S.(KAIST), Ph.D.(Minn.) – *Information Systems*

A.M. Jaeger; B.Sc.(N' western), M.B.A., Ph.D.(Stan.) – *Organizational Behaviour (Academic Director, M.B.A. Japan)*

M.S. Jo; B.Com.(Hankuk Univ.), M.B.A.(Mich.), M.S.(Ill.), Ph.D.(Colo.) – *Marketing*

J. Jørgensen; B.A., M.A.(N. Carolina, Chapel Hill), Ph.D.(McG.) – *Strategy and Organization*

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O. Toulan; B.Sc.(G'town), Ph.D.(MIT) – *Strategy and Organization*

D. Tsang; B.Com., M.A.(Tor.), M.S., Ph.D.(Calif., Berk.) – *Accounting*

E. Vaast; M.A.(Sciences Po), M.A.(Dauphine), M.Sc.(Cachan), Ph.D.(Paris) –

**Assistant Professors**

P