

**Request for Calendar Change Form**

Tracking No:  
(Senate Secretary's Office  
use only)  
Date:

To Secretary of Senate  
From Name(Dean): Dr. B. Dadgostar Faculty Business Administration  
Department the change relates to Faculty of Business Administration  
Contact Person Dr. B. Dadgostar

Is the proposed calendar change Undergraduate

**Instructions:**

1. In all cases please complete and attach section 1 and 2
2. If the calendar change affect other departments/schools/faculties complete and attach section 3
3. If the answer to any of the questions below is yes, explain. Attach separate sheets with reference to the question

- |  |  |   |
|--|--|---|
| 1. Do the proposed changes affect other departments/ schools/faculties in terms of their calendar change?                                | Yes<br><input type="checkbox"/>            | No<br><input checked="" type="checkbox"/> |
| 2. Is a transition plan needed for student in progress?  | Yes<br><input checked="" type="checkbox"/> | No<br><input type="checkbox"/>            |
| 3. Are the proposed changes likely to affect student enrollment in your department/school/faculty?                                       | Yes<br><input type="checkbox"/>            | No<br><input checked="" type="checkbox"/> |
| 4. Are the proposed changes likely to affect student enrollment in other departments/schools/faculties at Lakehead University?           | Yes<br><input type="checkbox"/>            | No<br><input checked="" type="checkbox"/> |
| 5. Will the proposed changes require additional teaching space and/or teaching staff and/or equipment and/or other resources?            | Yes<br><input type="checkbox"/>            | No<br><input checked="" type="checkbox"/> |
| 6 Will the proposed changes affect existing teaching loads within your department/school/faculty?  | Yes<br><input checked="" type="checkbox"/> | No<br><input type="checkbox"/>            |
| 7. Will the proposed changes increase demand for teaching support services such as the library, computing services and technical staff ? | Yes<br><input type="checkbox"/>            | No<br><input checked="" type="checkbox"/> |
| 8. Will the proposed change require direct or in-kind support from outside the academic unit?  | Yes<br><input type="checkbox"/>            | No<br><input checked="" type="checkbox"/> |
| 9. Do the proposed changes include change in course(s) which is/are required core course(s) for a major?                                 | Yes<br><input checked="" type="checkbox"/> | No<br><input type="checkbox"/>            |
| 10. Do the proposed changes include a change in course which is  | Yes  | No  |

- service/required course(s) in another program?  Yes  No
11. Do the proposed changes include change in course(s) which is/are open elective available to any student in any program?  Yes  No
12. Do the proposed changes include change in course(s) which is/are elective in a major i.e. restricted to students in a major?  Yes  No

Signatures:

Date approved by faculty council  
16/10/2009

### Section 1

#### Description of the Proposed Calendar Change:

Change Business 3058 (Human Resources Management) to a required course for all business students. Currently Business 3058 is an elective course for Business students in majors other than the Human Resources Management/Industrial Relations Major.

Change Business 3018 (Organizational Behaviour II) to an optional course. Currently Business 3018 is a required course for all Business students.

Keep Business 2018 (Organizational Behaviour I) as a required course for all business students.

Change Business 2018 to an "Introduction to Organizational Behaviour"

Currently Business 2018 focuses on micro organization behaviour, addressing the individual's behaviour within the organization, Business 3018 focuses on macro organization behaviour, addressing group behaviour issues with organizations. The proposed changes involves shifting some of the content from Business 3018 to Business 2018, so that 2018 is focussed on the introductory or foundational elements of both micro and macro organizational behaviour.

Business 3018 would then be offered as an advanced course in organizational behaviour focussing on managerial applications of organizational behaviour for organizational effectiveness. The course would become a business elective course for all Business students except for Human Resource Management/Industrial Relations major who would be required to complete this course as a core requirement of this major.

#### Rationale of the Proposed Calendar Change(s):

(Corresponding to Section 2 where required)

Human resources management (HRM) builds upon concepts from organizational behaviour (OB) and involves the application of those concepts in the workplace. Knowledge of both OB and HRM will better prepare our students to develop skills that will enable them to manage practical human resources issues. Exposing all FOBA undergraduates to the general principles of HRM (e.g. recruitment and selection, compensation, performance management) will provide them with skills that are particularly important in increasingly complex and competitive environments that require consideration of legal and regulatory conditions covered in HRM.

Section 2

Existing Calendar Entries:  
(Page reference based on hard copy or URL based on electronic version of calendar)

Proposed Calendar Entries/Addition/ Deletion  
-If only addition, specify page number and placement in university calendar  
-If only deletion, write Deleted

<http://mycoursecalendar.lakeheadu.ca/pg13.html>,  
<http://mycoursecalendar.lakeheadu.ca/pg263.html>

Honours Bachelor of Commerce Third Year

Honours Bachelor of Commerce Third Year

Third Year Core Subjects

Third Year Core Subjects

Business 3016 - Operations Management II  
0.5

Business 3016 - Operations Management II  
0.5

Business 3017 - The Canadian Business Environment  
0.5

Business 3017 - The Canadian Business Environment  
0.5

Business 3018 - Organizational Behaviour II  
0.5

0.5

Business 3071 - Strategic Management I  
0.5

Business 3058 - Human Resource Management  
0.5

Business 3071 - Strategic Management I  
0.5

2.0

2.0

5. Human Resources Management/Industrial Relations Major

5. Human Resources Management/Industrial Relations Major

Third Year Core Subjects (above)  
2.0

Third Year Core Subjects (above)  
2.0

Business 3058 - Human Resources Management  
0.5

Business 3018 - Organizational Behaviour II  
0.5

Business 3218 - Legal Aspects of Labour/Management Relations  
0.5

Business 3218 - Legal Aspects of Labour/Management Relations  
0.5

1.5 Full Course Equivalents from:

1.5 Full Course Equivalents from:

Business 3051 - Law

Business 3051 - Law

Business 4018 - Training and Development

Business 4018 - Training and Development

Business 4058 - Current Issues in Human Resources Management

Business 4058 - Current Issues in Human Resources Management

Business 4078 - Communications for Managers

Business 4078 - Communications for Managers

Business 4098 - Human Resource Planning

Business 4098 - Human Resource Planning

Business 4218 - Managing Organizational Change

Business 4218 - Managing Organizational Change

Business 4278 - Compensation Management

Business 4418 - Administering the Collective Agreement

Business 4438 - Strategies in Negotiation

Business 4458 - Managing Diversity

Economics 3111 - Labour Economics

Business 4298/Nursing 4272 - Occupational Health and Safety

1.5

1.0 Full Course Equivalent Elective - Open

1.0

5.5

Bachelor of Administration - Year III

Business 3461 - Management Policy

1.0

Business 3018 - Organizational Behaviour II

0.5

\*2.5 Full Course Equivalent Electives - Open

Business

2.5

\*1.0 Full Course Equivalent Elective - Open

1.0

5.0

Business 2018 – Organizational Behaviour I  
Credit Weight: 0.5

Prerequisite(s): Business 1011

Description: This course has been designed to provide a comprehensive introduction to the study of human behaviour in organizational settings. The overall aim is to familiarize course participants with the many nuances of individual and interpersonal behaviour and the complex factors which influence these behaviours. Particular emphasis is placed on an individual perspective and the manner in which each individual relates to his/her environment.

Business 3018 – Organizational Behaviour II

Credit Weight: 0.5

Prerequisite(s): Business 2018

Business 3058 – Human Resources Management

Credit Weight: 0.5

Prerequisite(s): A mark of at least 60% in Business 2018

Business 3071– Strategic Management I

Credit Weight: 0.5

Prerequisite(s): Completion of Year II H.B. Commerce Program with an overall 70%

Business 4278 - Compensation Management

Business 4418 - Administering the Collective Agreement

Business 4438 - Strategies in Negotiation

Business 4458 - Managing Diversity

Economics 3111 - Labour Economics

Business 4298/Nursing 4272 - Occupational Health and Safety

1.5

1.0 Full Course Equivalent Elective - Open

1.0

5.5

Bachelor of Administration - Year III

Business 3461 - Management Policy

1.0

Business 3058 -Human Resource Management

0.5

\*2.5 Full Course Equivalent Electives - Open

Business

2.5

\*1.0 Full Course Equivalent Elective - Open

1.0

5.0

Business 2018 – Organizational Behaviour I  
Credit Weight: 0.5

Prerequisite(s): Business 1011

Description: This course has been designed to provide a comprehensive introduction to the study of human behaviour in organizational settings. The overall aim is to familiarize course participants with the many nuances of individual and interpersonal behaviour and the complex factors which influence these behaviours. Particular emphasis is placed on an individual perspective and the manner in which each individual relates to his/her environment. The course provides an introduction to individual, group, and organization-level organizational behaviour.

Business 3018 – Organizational Behaviour II

Credit Weight: 0.5

Prerequisite(s): A mark of at least 60% in Business 2018

average Business 3016, 3017, 3018 and a half core course from selected major  
Corequisite(s): Business 3016, 3017, 3018 and a half core course from selected major

Business 4018 – Training and Development  
Credit Weight: 0.5  
Prerequisite(s): A mark of at least 60% in Business 3018

Business 4038 – Organizational Structure and Design  
Prerequisite(s): A mark of at least 60% in Business 3018

Business 4218 – Managing Organizational Change  
Credit Weight: 0.5  
Prerequisite(s): A mark of at least 60% in Business 3018 or 3418

Business 4238 Research in Human Resources Management  
Credit Weight: 0.5  
Prerequisite(s): Business 3058  
Corequisite(s): Business 3058

Business 4298 – Occupational Health and Safety  
Credit Weight: 0.5  
Description: For course description, see Nursing page 138.  
Cross-List(s): Nursing 4272

Business 4458 Managing Diversity  
Credit Weight: 0.5  
Prerequisite(s): Business 3018  
Corequisite(s): Business 3018

Business 3058 – Human Resources Management  
Credit Weight: 0.5  
Prerequisite(s): Business 2018

Business 3071– Strategic Management I  
Credit Weight: 0.5  
Prerequisite(s): Completion of Year II H.B. Commerce Program with an overall 70% average  
Business 3016, 3017, 3058 and a half core course from selected major  
Corequisite(s): Business 3016, 3017, 3058 and a half core course from selected major

Business 4018 – Training and Development  
Credit Weight: 0.5  
Prerequisite(s): A mark of at least 60% in Business 2018

Business 4038 – Organizational Structure and Design  
Credit Weight: 0.5  
Prerequisite(s): A mark of at least 60% in Business 2018

Business 4218 – Managing Organizational Change  
Credit Weight: 0.5  
Prerequisite(s): A mark of at least 60% in Business 2018

Business 4238 Research in Human Resources Management  
Credit Weight: 0.5  
Prerequisite(s): Business 3018, Business 3058  
Corequisite(s): Business 3018, Business 3058

Business 4298 – Occupational Health and Safety  
Credit Weight: 0.5  
Description: For course description, see Nursing.  
Cross-List(s): Nursing 4272

Business 4458 Managing Diversity  
Credit Weight: 0.5  
Prerequisite(s): Business 2018  
Corequisite(s): Business 2018

Section 3

The Faculty(ies) affected by the proposed calendar change

Faculty of Business Administration

**I have been consulted regarding the attached calendar change and understand the academic and budgetary implication on my Dept./School/Faculty.**

I agree to this calendar change proposal

Yes

No

Name:

Bahram Dadgostar

Faculty:

Faculty of Business Administration

Date:

26/10/2009

Signature of Dean



Calendar Change  
Reference to Questions

3. Transition Plan

The transition plan for students currently registered in the Honours Bachelor of Commerce Program is as follows:

- (a) All full-time students registered currently (2009/10) in the Honours Bachelor of Commerce Program Year 2, and proceeding normally, will be required to complete Business 3018 in 2010-2011, in the third year of their program. This includes both Honours Bachelor of Commerce students and Bachelor of Administration students. These students will follow the program structures and course content as it is currently presented in the Lakehead University Calendar.
  - (b) Part-time students currently registered (2009/2010) in the Honours Bachelor of Commerce Program Year 2, will be advised if they complete Business 2018 during 2009/2010 they will need to complete Business 3018 in 2010/2011.
  - (c) Students registered currently (2009/10) in the first year of the Honours Bachelor of Commerce Program will register in the revised Business 2018 course for the academic year 2010/2011.
6. The teaching loads in total will not change. Individual faculty member's teaching loads will shift. The Faculty of Business Administration Dean and the Human Resources Management/Industrial Relations discipline group have been consulted and have agreed to the teaching load redistribution.
9. The proposed changes require that Honours Bachelor of Commerce students, in all majors, entering Year 3 in 2011/2012, complete the course Business 3058 – Human Resources Management, as a Third Year Core Subject.

Third year Honours Bachelor of Commerce students registered in the Human Resources Management/Industrial Relations Major in 2011/2012 will be required to complete Business 3018 – Organizational Behaviour II.