

August 26, 2011

The Honourable John Milloy
Minister of Training, Colleges and Universities
c/o The Universities Unit
900 Bay Street
9th Floor, Mowat Block
Toronto, Ontario
M7A 1L2

Dear Minister Milloy;

Consistent with the provision of the **Renewal of Ministerial Consent under the Post-secondary Education Choice and Excellence Act, 2000**, I am pleased to submit Seneca College's application for renewal of Ministerial Consent to continue offering the *Bachelor of Commerce – Human Resources Strategy and Technology (HST)* program.

The Bachelor of Commerce – Human Resources Strategy and Technology program was designed to give students knowledge and skills of both a theoretical and practical nature to prepare them to be tomorrow's top HR professionals.

Graduates will work in positions such as HR Administrator, HR Business Partner, HR Specialist, HR Consultant, Recruiter, Trainer, HRIS Analyst and Compensation Analyst. Furthermore, graduates will have the required knowledge to pursue several key industry designations including the Certified Human Resources Professional designation through the Human Resources Professionals Association.

Seneca faculty, staff and industry advisors have worked diligently over the past five years to ensure the academic and service commitments made to our students are honoured throughout the program. The first cohort of students graduated in spring of 2010 and has been very successful in finding employment in the HR profession.

Seneca's School of Business Management and Centre for Human Resources has a longstanding reputation for delivering quality programming at the diploma, degree and graduate certificate credential levels. We are hopeful that renewal of Ministerial Consent will enable the Program to continue its leadership in this regard.

As outlined in the *Directives and Guidelines for Applying for Ministerial Consent*, a signed copy of the Applicant Acknowledgement and Agreement form has been provided with this letter. If you have any questions or need further information, please do not hesitate to contact my office or that of our Senior Vice-President, Cindy Hazell.

Sincerely,



David Agnew
President

Section 1

Program Abstract

The Bachelor of Applied Business – Human Resources Strategy and Technology degree program educates and shapes tomorrow's top HR professionals.

Students benefit from small classes, experienced professors, connections to industry, access to leading-edge technology, co-op placements and opportunities to pursue further designations. Through theory and practical application, students develop in-depth knowledge and critical skills in human resources management, technology and business. The foundational business skills acquired enable students to understand the role of HR in a business context, apply competencies in various areas of HR and use technology to conduct business functions. As part of the exploration of human resources management, students conduct applied research in the field and complete a 14-week co-operative education work experience, allowing them to put theory into practice.

Graduates will possess well developed critical thinking, problem solving, communication, interpersonal and team skills – all critical in today's complex marketplace. Finally, graduates will have the skills required and cultural understanding necessary to succeed as human resources professionals in a global business environment.

Graduates will work in positions such as HR Administrator, HR Business Partner, HR Specialist, HR Consultant, Recruiter, Trainer, HRIS Analyst and Compensation Analyst. Furthermore, graduates will have the required knowledge to pursue several key industry designations including the Certified Human Resources Professional designation through the Human Resources Professionals Association.

As of February 16, 2011 the Ministry of Training, Colleges and Universities consented to a change in nomenclature. The Bachelor of Applied Business - Human Resources Strategy and Technology has been renamed to Bachelor of Commerce – Human Resources Strategy and Technology.

Section 2

Course Schedule II

	Course Title	Total Core Course Semester Hours (DW)	Total Non-Core Course Semester Hours (DO)	Course Prerequisites and Co-requisites	Highest Qualification and Discipline of Study
YEAR 1					
Semester 1					
BAB100	Introduction to Canadian Business	42	0	Not Applicable	Ph.D (Business& Finance)
BAB110	Financial Mathematics	56	0	Not Applicable	Ph.D (Mathematics)
BAB120	Computer Applications for Business I	56	0	Not Applicable	Ph.D (Computer Engineering)
BAB140	Introduction to Financial Accounting	56	0	Not Applicable	BA (Curriculum Studies and Leadership) B.Comm, CA
ENG106	Writing Strategies	0	42	Not Applicable	Ph.D (Comparative Literature)
Semester 2					
BAB210	Business Statistics	56	0	BAB110	Ph.D (Mathematics)
BAB220	Computer Applications for Business II	56	0	BAB120	M.Ed (Curriculum Development Using Technology), PHR, CTDP, CHRP
BAB231	Introduction to Business Law	56	0	Not Applicable	LL.M., MBA (Environmental Studies & Human Resources)
BAB235	Introduction to Marketing	42	0	Not Applicable	MBA (Marketing & Finance)

BAB240	Management Accounting	56	0	BAB140	Ph.D.(Finance & Accounting)
ENG205	Applied Communication for Business	0	42	Not Applicable	Ph.D (Comparative Literature)
YEAR 2					
Semester 1					
HST300	Introduction to Human Resources	42	0	Not Applicable	Ph.D (Human Resources and Industrial Relations)
HST310	Business Ethics	42	0	Not Applicable	Ph.D (Organizational Behaviour)
HST530	Organizational Staffing	42	0	Not Applicable	M.Ed (Career and Work), CHRP
LSP240	Micro Economics: Theory and Practice	0	42	Not Applicable	Ph.D (Economics)
LSP320	Interpersonal Communication	0	42	Not Applicable	MA (Communication Studies)
LSO	Liberal Studies Option	0	42		
Semester 2					
HST610	Pensions and Benefits	42	0	HST300	MBA
HST640	Training and Development	56	0	HST300	M.Ed, CHRP
HST420	Computer Applications for Business III	42	0	BAB220	MBA (Marketing, Operations, Strategic Planning, Management Science)

HST430	Organizational Behaviour	42	0	HST300	Ph.D (Commerce)
LSP400	Presentation Skills	0	42	ENG205	MA (Communication Studies)
LSO	Liberal Studies Option	0	42		
YEAR 3					
Semester 1					
HST510	Payroll Compliance Legislation	42	0	HST300	B.Ed, B.Sc, CPM, CHRP
HST520	Employment Law	42	0	HST300	LL.M., MBA (Environmental Studies & Human Resources)
HST720	Occupational Health and Safety	42	0	HST300	M.Ed (Career & Work), CHRP
HST540	Compensation	42	0	HST300	Ph.D (Human Resources and Industrial Relations)
HST400	Operations Management	56	0	Not Applicable	MBA (Finance and Marketing) , M.Sc.(Economic Development and Econometrics)
LSO	Liberal Studies Option	0	42		
Semester 2					
BAB905	Project Management	42	0	Not Applicable	MBA (Finance and Marketing) , M.Sc.(Economic Development and Econometrics)

HST410	Business Decision Making & Problem Solving	42	0	Not Applicable	MBA (International Management and Marketing)
HST620	Human Resources Research & Information Systems	56	0	HST300	M.Ed (Curriculum Development Using Technology)
CPP600	Professional Practice for Co-op	0	28	Not Applicable	M.Ed (Curriculum Studies & Leadership)
LSP700	Applied Research Methodology	0	42	ENG106 / HST300	Ph.D (Community College Leadership – Theory and Policy Studies in Higher Education)
LSO	Liberal Studies Option	0	42		
Summer Co-op					
YEAR 4					
Semester 1					
HST330	Business Finance	42	0	Not Applicable	Ph.D (Business & Finance)
HST710	Industrial Relations – Contract Administration	42	0	HST300	Ph.D (Human Resources and Industrial Relations)
CPP700	Co-op Integration and Career Planning	0	14	CPP600	M.Ed (Curriculum Studies & Leadership)
LSP800	Applied Research Project	56	0	LSP700	Ph.D (Organizational Behaviour)

HST860	Technology Enhanced Learning	56	0	HST640	Ph.D (Community College Leadership – Theory and Policy Studies in Higher Education)
LSO	Liberal Studies Option	0	42		
Semester 2 HST870	Advanced Applications in HRIS	56	0	HST620	MBA (Management)
HST810	Advanced Issues in Organizational Development	56	0	HST430	M.Ed, CHRP
HST820	Industrial Relations – Collective Bargaining	42	0	HST710	Ph.D (Human Resources and Industrial Relations)
HST830	Performance Management	42	0	HST300	M.Ed (Career & Work), CHRP
HST840	Multidisciplinary Business Case	56	0	HST300	MBA (Environmental Studies & Human Resources), LL.M.
HST850	Human Resources Planning	42	0	HST300	Ph.D (Human Resources and Industrial Relations)
		Hours	% of Total Program Hours		
Total Program:		2772	100%		
Total DW:		2184	79%		
Total DO:		588	21%		