

ROTMAN COMMERCE

BCom Specialist in Management – Leadership in Organizations

Students pursuing the Specialist in Management may choose to concentrate in one of five areas (maximum two): **international business, leadership in organizations, marketing, strategy, or innovation and entrepreneurship** [note that students do not have to pursue such a concentration and may continue to pursue the BCom with a *Specialist in Management* as outlined in the Arts & Science Calendar]. The requirements for each of the concentrations are explained separately. In all cases, students must fulfill all of the Specialist in Management requirements, in addition to the requirements for the concentration. Generally speaking, each concentration requires the completion of a specified set of RSM and non-RSM courses from the Faculty of Arts & Science.

Upon graduation, students may apply to Rotman Commerce for a certificate confirming that all of the requirements for their chosen concentration have been completed. Only the Management Specialist – not the concentration – will be noted on the student's official transcript. The degree granted will be the BCom.

Leadership in Organizations Concentration: Course Requirements and Guidance

1. Complete all of the requirements for the *Specialist in Management* as specified in the Arts & Science Calendar. **REQUIRED**
2. Complete five RSM 'H' courses. **REQUIRED**

RSM Courses	
<u>Two</u> Required OB/HR Courses:	Complete <u>Three</u> From: (Excluding any courses already taken to fulfill the OB/HR requirement)
RSM361H Human Resource Management RSM461H Managerial Negotiations RSM462H Managing People in the Context of Globalization RSM463H The Socially Intelligent Manager <i>(not offered in 2015-2016)</i> RSM464H Organization Theory and Its Applications RSM465H Managing People Through Incentives	RSM315H Leading Across Differences RSM340H The Opposable Mind: Approaches to Integrative Thinking RSM341H (formerly RSM313H) Foundations of Integrative Thinking RSM361H Human Resource Management RSM418H Catastrophic Failure in Organizations RSM419H Environmental and Social Responsibility for Management RSM450H Marketing and Behavioural Economics RSM461H Managerial Negotiations RSM462H Managing People in the Context of Globalization RSM463H The Socially Intelligent Manager <i>(not offered in 2015-2016)</i> RSM464H Organization Theory and Its Applications RSM465H Managing People Through Incentives

3. Complete one communication skills course. REQUIRED

Communication Skills Courses

Complete One From:

INI302H Writing in Business and the Professions for Rotman Commerce students
ENG100H Effective Writing
ENG110Y Narrative
ENG205H Rhetoric
TRN190Y Critical Reading and Critical Writing
INI103H Writing Essays
INI104H Writing Reports
INI203Y Foundations of Written Discourse
INI204Y The Academic Writing Process
INI304H Critical Thinking and Inquiry in Written Communication

Note: All courses used to satisfy the **REQUIRED** portions in each concentration of the Specialist in Management **must have a final grade** - the **Credit/No Credit option** may not be used.

4. Guidance for selecting Arts & Science courses. OPTIONAL

The foundational disciplines for the study of organizational behavior and effective leadership in organizations are traditionally considered to be psychology and sociology. In addition, careful thinking about ethics is a critical component of preparing yourself to be a responsible citizen and leader. We strongly recommend that you take at least two half-courses or the equivalent in psychology or sociology, as well as at least one half-course in ethics. Particular courses of interest include the following. However, you should not feel constrained by this list. Students who find that they are especially interested in either psychology or sociology may find that pursuing a minor in one of these fields is an excellent complement to their BCom specialist.

Please note that not all courses are offered each year. Please check the respective Department's website for the list of courses offered each year.

Courses in Psychology

PSY100H Introductory Psychology
PSY201H Statistics I
PSY220H Introduction to Social Psychology
PSY230H Personality and its Transformation
PSY270H Introduction to Cognitive Psychology
PSY320H Social Psychology: Attitudes
PSY321H Cross-Cultural Psychology
PSY322H Intergroup Relations
PSY326H Social Cognition
PSY331H Social Psychology of Emotion

PSY337H Advanced Personality Psychology
PSY370H Thinking and Reasoning
PSY372H Human Memory
PSY378H Engineering Psychology
PSY389H Perception Laboratory
PSY414H/314H Moral Development
PSY473H/373H Social Cognitive Neuroscience
PSY492H/392H Neurobiology of Learning and Memory
PSY493H/393H Cognitive Neuroscience

Courses in Sociology

SOC101Y Introduction to Sociology
SOC200H Logic of Social Inquiry
SOC201H Classical Sociological Theory I – Community & Religion
SOC202H Quantitative Analysis in Social Science Research
SOC203H Classical Sociological Theory II – Inequality & Authority
SOC204H Qualitative Analysis in Social Science Research
SOC207H Sociology of Work & Occupation
SOC210H Ethnicity in Social Organization

SOC278Y Introduction to Social Policy
SOC304H Status Attainment
SOC306Y Sociology of Crime and Delinquency
SOC317Y Industrial Sociology
SOC330Y Comparative Ethnic Relations
SOC336H Immigration and Race Relations in Canada
SOC360Y Sociology of Cultural Studies
SOC370Y Sociology of Labour
SOC375Y Sociology of Organizations
SOC381Y Culture and Social Structure
SOC385H Social Ecology
SOC448H/348H Sociology & Emotions

SOC212H Sociology of Crime & Deviance SOC215H Socialization SOC220H Social Inequality in Canada SOC260H Fundamentals of Political Sociology	SOC483Y Culture and Cognition
Courses in Ethics	
PHL275H Introduction To Ethics PHL295H Business Ethics POL105Y Ethics and the Public Sphere POL200Y Political Theory: Visions of the Just/Good Society	TRN170Y Ethics and the Creative Imagination TRN171Y Ethics and the Public Sphere TRN303H Ethics and Society