

Fleming College



**ARTICULATION AGREEMENT
RENEWAL:**

**BUSINESS ADMINISTRATION – HUMAN RESOURCES
MANAGEMENT**

To

**BUSINESS ADMINISTRATION WITH THE OPTION TO PURSUE A
SPECIALIZATION IN HUMAN RESOURCE MANAGEMENT**

BETWEEN

**THE SIR SANDFORD FLEMING COLLEGE
OF APPLIED ARTS AND TECHNOLOGY**

AND

TRENT UNIVERSITY

NOVEMBER, 2020

The Sir Sandford Fleming College of Applied Arts and Technology

Ontario College Advanced Diploma in Business Administration – Human Resources Management
to

Trent University's

Bachelor of Business Administration, with the option to pursue a Specialization in Human Resource Management

This agreement re-establishes the principles, guidelines and procedures governing admission and assessment of selected qualified students to enter Trent University on an advanced standing basis, subsequent to the successful completion of the Business Administration – Human Resources Management Advanced Diploma program at The Sir Sandford Fleming College of Applied Arts and Technology (Fleming College).

This agreement replaces all previous versions of the Agreement – ONCAT #1481.

1. PURPOSE

- 1.1. The purpose of this agreement is to provide qualified graduates of Fleming College's Business Administration – Human Resources Management Advanced Diploma program with a seamless option for continuing their education in the Bachelor of Business Administration degree program at Trent University.

2. ROLES AND RESPONSIBILITIES

2.1. Student Supports

Trent's program faculty will support incoming students by providing them with relevant information related to their program.

2.2. Admissions

The Admissions Office at Trent University will be responsible for ensuring that eligible students will be awarded credit transfers as stated in said agreement.

2.3. Recruitment and Marketing

Recruitment and Marketing representatives at Trent University will be responsible for promoting the articulation pathway and recruiting students.

2.4. Students

Through communication with program faculty and orientation sessions, students will be advised to consult academic advisors to ensure they are successfully completing program requirements.

3. TERMS AND CONDITIONS OF THE AGREEMENT

- 3.1. Graduates of Fleming College's Business Administration – Human Resources Management Advanced Diploma program will be granted 10.0 credits towards a 20.0 credit Bachelor of Business Administration at Trent University.
- 3.2 Upon successful admission to Trent University, students are required to complete an additional 10.0 credits to meet degree requirements.

3.3 Students that have graduated from Fleming College’s Business Administration – Human Resources Management Advanced Diploma program, who commenced studies since Fall 2018, will be awarded the full 10.0 transfer credits so long as they meet admission requirements under Article 4 of this agreement. Students commencing studies prior to Fall 2018 will receive the block of transfer credits outlined in the original Agreement.

4. ADMISSION REQUIREMENTS

4.1. To qualify for this agreement, students must have:

- successfully completed Fleming College’s Business Administration – Human Resources Management Advanced Diploma program; and
- a minimum overall average of 75%.

4.2. Students must meet all specific admission and enrollment standards, and requirements for the program and will be accepted subject to capacity if applicable.

5. TRANSFER OF CREDITS

5.1. Students who are eligible, graduating from the Business Administration – Human Resources Management Advanced Diploma program with a minimum average of 75%, will be granted 10.0 credits towards the successful completion of a 20.0 credit Bachelor of Business Administration at Trent University. Credits will be transferred as follows:

Courses completed at Fleming College	Course equivalencies at Trent University	Credits received
MKTG 14 – Marketing (45 hours)	ADMN 2100H – Introduction to Marketing	0.5
BUSN 188 – Introduction to Business and Success Strategies (60 hours) ORGB 24 – Introduction to Organizational Business (45 hours)	ADMN 2220H – Organizational Behaviour	0.5
MGMT 7 – Human Resource Administration (45 hours)	ADMN 2230H – Human Resource Management	0.5
MGMT 17 – Recruitment and Selection (45 hours)	ADMN 3220H – Organizational Selection in the Canadian Workplace	0.5
MGMT 18 – Training and Development (45 hours)	ADMN 3230H – Training and Development: A Cross-Cultural Approach	0.5
MGMT 15 – Occupational Health and Safety (45 hours)	ADMN 3260H – Perspectives on Occupational Health and Safety	0.5
MGMT 8 – Human Resource Planning (45 hours)	AMDN 3270H – Human Resource Planning	0.5
MGMT 1 – Compensation Administration (45 hours)	ADMN 3280H – Motivation and Compensation Systems	0.5
BUSN 20 – Operations Management (45 hours)	ADMN 3550H – Operations Management, Concepts, and Cases	0.5
BUSN 18 - Microeconomics (45 hours)	ECON 1010H – Introductory Microeconomics	0.5
BUSN 13 – Macroeconomics (45 hours)	ECON 1020H – Introductory Macroeconomics	0.5
MATH 46 – Business Statistics and Quantitative Methods (45 hours)	ECON-ADMN 2200H – Introduction to Statistics for Economics and Management	0.5
MGMT 10 – Industrial Relations (45 hours)	ECON 3500H – Economics of Industrial Relations	0.5

COMM 201 – Communications I (45 hours)	WRIT 1001H – Write in Time	0.5
COMM 202 – Communications II((45 hours)	WRIT 2002H – Write It Up: Effective Communication	0.5
ACCT 72 – Introductory Accounting (45 hours)	0.5 unassigned Business Administration credit at the 1000 level	0.5
BUSN 11 – International Business (45 hours)	0.5 unassigned Business Administration credit at the 1000 level	0.5
MATH 11 – Math for Business Studies (45 hours)	0.5 unassigned Economics credit at the 1000 level	0.5
Completion of all program components	ADMN 1000H – Contemporary Issues in Management and Organization 0.5 unassigned Arts credit at the 1000 level	1.0

5.2. As these credits recognize areas covered in Fleming College’s Business Administration – Human Resources Management Advanced Diploma program rather than the completion of Trent University courses, numerical grades will not be recorded on the Trent transcript. Completion of these credits will be recognized with a pass grade.

6. PROGRAM AND GRADUATION REQUIREMENTS

6.1. Upon admission to the Bachelor of Business Administration at Trent, students must satisfy all general education, graduation and major requirements as outlined in the university’s undergraduate calendar. If a student does not have the foundation or skills to enroll in an upper level course because of a lack of the appropriate introductory course(s), any necessary prerequisite course(s) will be required.

6.2. If a student transfers to a different degree program, all transfer credits outlined in this agreement may not apply to the new degree program. It is the student’s responsibility to consult an academic advisor, and to notify the Registrar’s Office of any program changes.

6.3. To satisfy the requirements of Trent’s Bachelor of Business Administration, students will need to complete specific courses to meet program requirements in addition to the courses they have already been granted from Fleming College. Program requirements are subject to change annually and the Academic Calendar should be consulted for all degree requirements and regulations.

www.trentu.ca/calendar.

Program Requirements	Courses Granted through transfer equivalency	Courses students still need to take
6.0 ADMN credits consisting of ADMN 1000H, 1221H, 2010H, 2100H, 2220H, 2510H, 3021H, 3200H, 3300H, 3400H, 4030H, and 4101H	ADMN 1000H, 2100H, and 2220H	ADMN 1221H, 2010H, 2510H, 3021H, 3200H, 3300H, 3400H, 4030H, and 4101H
3.0 ADMN credits at the 3000 level or beyond in addition to the above	ADMN 3220H, 3230H, 3260H, 3270H, 3280H, and 3550H	---
0.5 ADMN credit in addition to the above	ADMN 2230H	---
2.0 ECON credits consisting of ECON 1010H, 1020H, 2200H, and 2250H	ECON 1010H, 1020H, and 2200H	ECON 2250H
8.5 additional credits	ECON 3500H; WRIT 1001H and 2002H; 1.0 unassigned ADMN 1000 level; 0.5 unassigned ECON 1000 level; 0.5 unassigned ARTS 1000 level	5.0 additional credits

Additional Requirements for Specialization in Human Resource Management		
4.5 ADMN credits consisting of ADMN 1221H, 2220H, 2230H, 3021H, 3220H, 3230H, 3260H, 3270H, and 3280H	3.5 assigned through transfer credit (ADMN 2220H, 2230H, 3220H, 3230H, 3260H, 3270H and 3280H)	1.0 required above (ADMN 1221H and 3021H)
0.5 ECON credit consisting of ECON 3500H	Assigned through transfer credit	---
General University Requirements		
A minimum of 7.0 credits at the 3000 or 4000 level	3.5 assigned through transfer credit	3.0 required above; 0.5 additional required
A minimum of 3.0 credits with a grade of 60% leading to majors in different disciplines	Fulfilled through transfer credit	---
Maximum of 7.0 credits at the 1000 level	4.0 assigned through transfer credit	0.5 required above; Maximum 2.5 additional permitted
Minimum of 0.5 credit from the Approved Indigenous Course List	---	Minimum 0.5 credit from the Approved Indigenous Course List

6.4. Completion of required courses will vary on an individual basis based on the flexibility and course options within the Bachelor of Business Administration degree and specific program chosen. Students must achieve the following to fulfill Trent University degree requirements:

- i. A maximum of 7.0 credits at the 1000 level can count towards the degree;
- ii. A maximum of 1.0 credit with a D grade (50-59%) in courses in a major or each joint-major or minor;
- iii. At least 0.5 credit from the Approved Indigenous Course List;
- iv. 7.0 credits completed at the 3000 or 4000 level through both program requirements and general elective options;
- v. An overall minimum average of 65% in Trent University courses to obtain an honours degree;
- vi. 20.0 total credits to obtain an honours degree.

6.5. Graduating students who have fulfilled the requirements for the Bachelor of Business Administration may apply for the Specialization in Human Resource Management if they have successfully completed the remaining 1.0 specialization credit with a minimum grade of 65% in each, and an overall average of at least 70%. The minimum grade requirements will be waived for credits transferred from Fleming College, as these credits will appear as pass/fail on the transcript. Students must obtain a minimum grade of 65%, and a minimum overall average of 70%, from the two remaining courses (ADMN 1221H and 3021H) for the Specialization in Human Resource Management.

6.6 Upon successful completion of the credits associated with the Human Resource Management Specialization, students will have satisfied all of the course requirements for the “Certified Human Resources Professional Designation™” and be eligible to write the Comprehensive Knowledge Exam™. While pass grades fulfill the requirements for the Specialization in Human Resource Management, students are referred to the Human Resources Professionals Association of Ontario for minimum grade requirements in Fleming College’s MGMT 1, MGMT 7, MGMT 8, MGMT 10, MGMT 15, MGMT 17, MGMT 18, ACCT 11 and BUSN21. In order to take the exam, a student must be an enrolled member of the Human Resources Professionals Association of Ontario, which involves a monetary fee to the Association. Students who do not meet the minimum grade requirements outlined by the HRPA are encouraged to discuss options with Trent’s School of Business.

6.7. There is no maximum number of Business Administration courses that a student can enroll in. Therefore, the 5.0 elective credits noted above may be taken within the Business Administration course catalogue.

Note: It is recommended that students transferring into the Bachelor of Business Administration meet with an Academic Advisor at Trent University prior to completing any course selections.

7. IMPLEMENTATION AND REVIEW

This agreement is subject to review whenever either party makes curricular changes that impact the agreement. When a change occurs, the program departments will notify their respective articulation designates so that the agreement can be updated. Articulation designates at each institution will review the agreement annually to ensure it is current. This Agreement may be terminated by either party. In this case, notice of one year is required. In the event of termination of the Agreement, every effort will be made to ensure that students currently enrolled in the program will not be affected.

8. ACCEPTANCE OF AGREEMENT

We, the undersigned, as the representatives of Trent University and The Sir Sandford Fleming College of Applied Arts and Technology, hereby demonstrate our commitment to full implementation of the Agreement.

For, and on behalf of,
Trent University



Dr. Mark Skinner
Dean of Arts and Science – Social Science

For, and on behalf of,
The Sir Sandford Fleming College of Applied Arts
and Technology



Brett Goodwin, PhD
Acting Vice President Academic Experience

December 11, 2020
Date

January 13, 2021
Date



Dr. Michael Khan
Provost & Vice-President Academic

December 11, 2020
Date

APRIL 2021
ADDENDUM
 TO THE
ARTICULATION AGREEMENT #1481
 BETWEEN
THE SIR SANDFORD FLEMING COLLEGE OF APPLIED ARTS AND TECHNOLOGY'S
ONTARIO COLLEGE ADVANCED DIPLOMA IN BUSINESS ADMINISTRATION –
HUMAN RESOURCES MANAGEMENT
 AND
TRENT UNIVERSITY'S
BACHELOR OF BUSINESS ADMINISTRATION WITH THE OPTION TO PURSUE A
SPECIALIZATION IN HUMAN RESOURCE MANAGEMENT

This Addendum recognizes the changes outlined below, which shall become effective as of the Fall 2021 intake at Trent University. These changes will remain effective until the above-mentioned Agreement expires or until a new agreement is entered in to, whichever occurs first.

The following changes have occurred at Trent University:

- Changes to Business Administration degree requirements.

These changes specifically refer to Section 6 of the Agreement.

BACHELOR OF BUSINESS ADMINISTRATION (HONOURS): PROGRAM REQUIREMENTS

Program Requirements	Courses Granted Through Transfer Equivalency	Courses Students Still Need to Take
6.5 ADMN credits consisting of ADMN 1000H, 1221H, 2010H, 2100H, 2220H, 2230H, 2510H, 3021H, 3200H, 3300H, 3400H, 4030H, and 4101H	ADMN 1000H, 2100H, 2220H and 2230H	ADMN 1221H, 2010H, 2510H, 3021H, 3200H, 3300H, 3400H, 4030H, and 4101H
3.0 ADMN credits at the 3000 level or beyond in addition to the above	ADMN 3220H, 3230H, 3260H, 3270H, 3280H, and 3550H	---
2.0 ECON credits consisting of ECON 1010H, 1020H, 2200H, and 2250H	ECON 1010H, 1020H, and 2200H	ECON 2250H
8.5 additional credits	ECON 3500H; WRIT 1001H and 2002H; 1.0 unassigned ADMN 1000 level; 0.5 unassigned ECON 1000 level; 0.5 unassigned ARTS 1000 level	5.0 additional credits
Additional Requirements for the Specialization in Human Resource Management		
4.5 ADMN credits consisting of ADMN 1221H, 2220H, 2230H, 3021H,	3.5 assigned through transfer credit (ADMN 2220H, 2230H, 3220H, 3230H, 3260H, 3270H, and 3280H)	1.0 required above (ADMN 1221H and 3021H)

3220H, 3230H, 3260H, 3270H, and 3280H		
0.5 ECON credit consisting of ECON 3500H	Fulfilled through transfer credit	---
General University Requirements		
A minimum of 7.0 credits at the 3000 or 4000 level	3.5 assigned through transfer credit	3.0 required above; 0.5 additional required
A minimum of 3.0 credits with a grade of 60% leading to majors in a different discipline	Fulfilled through transfer credit	---
Maximum of 7.0 credits at the 1000 level	4.0 assigned through transfer credit	0.5 required above; Maximum 2.5 additional permitted
Minimum of 0.5 credit from the Approved Indigenous Course List	---	Minimum 0.5 credit from the Approved Indigenous Course List

OCTOBER 2021
ADDENDUM
 TO THE
ARTICULATION AGREEMENT #1481
 BETWEEN
THE SIR SANDFORD FLEMING COLLEGE OF APPLIED ARTS AND TECHNOLOGY'S
ONTARIO COLLEGE ADVANCED DIPLOMA IN BUSINESS ADMINISTRATION – HUMAN
RESOURCES MANAGEMENT
 AND
TRENT UNIVERSITY'S
BACHELOR OF BUSINESS ADMINISTRATION (HONOURS) WITH THE OPTION TO PURSUE A
SPECIALIZATION IN HUMAN RESOURCE MANAGEMENT

This Addendum recognizes the changes outlined below, which shall become effective as of the Fall 2022 intake at Trent University. These changes will remain effective until the above-mentioned Agreement expires or until a new agreement is entered in to, whichever occurs first.

The following changes have occurred:

- Changes to requirements in the Business Administration degree program.

These changes specifically refer to Section 6 of the Agreement.

BACHELOR OF BUSINESS ADMINISTRATION (HONOURS) WITH THE OPTION TO PURSUE A SPECIALIZATION IN HUMAN RESOURCE MANAGEMENT: PROGRAM REQUIREMENTS

Program Requirements	Courses Granted Through Transfer Equivalency	Courses Students Still Need to Take
6.0 ADMN credits consisting of ADMN 1000H, 1221H, 2010H, 2100H, 2220H, 2230H, 2510H, 3021H, 3200H, 3300H, 4030H, and 4101H	ADMN 1000H, 2100H, 2220H and 2230H	ADMN 1221H, 2010H, 2510H, 3021H, 3200H, 3300H, 4030H, and 4101H
3.5 ADMN credits at the 3000 level or beyond in addition to the above	ADMN 3220H, 3230H, 3260H, 3270H, 3280H, and 3550H	0.5 ADMN credit at the 3000 level or beyond in addition to the above
2.0 ECON credits consisting of ECON 1010H, 1020H, 2200H, and 2250H	ECON 1010H, 1020H, and 2200H	ECON 2250H
8.5 additional credits	ECON 3500H; WRIT 1001H and 2002H; 1.0 unassigned ADMN 1000 level; 0.5 unassigned ECON 1000 level; 0.5 unassigned ARTS 1000 level	5.0 additional credits
Additional Requirements for the Specialization in Human Resource Management		
5.0 ADMN credits consisting of ADMN 1221H, 2220H, 2230H, 3021H, 3220H, 3230H, 3260H, 3270H, 3280H, and 3500H	4.0 assigned through transfer credit (ADMN 2220H, 2230H, 3220H, 3230H, 3260H, 3270H, and 3280H)	1.0 required above (ADMN 1221H and 3021H)
General University Requirements		
A minimum of 7.0 credits at the 3000 or 4000 level	3.5 assigned through transfer credit	3.0 required above; 0.5 additional required
A minimum of 3.0 credits with a grade of 60% leading to majors in a different discipline	Fulfilled through transfer credit	---

Maximum of 7.0 credits at the 1000 level	4.0 assigned through transfer credit	0.5 required above; Maximum 2.5 additional permitted
Minimum of 0.5 credit from the Approved Indigenous Course List	---	Minimum 0.5 credit from the Approved Indigenous Course List

APRIL 2023
ADDENDUM
 TO THE
ARTICULATION AGREEMENT #1481
 BETWEEN
THE SIR SANDFORD FLEMING COLLEGE OF APPLIED ARTS AND TECHNOLOGY'S
ONTARIO COLLEGE ADVANCED DIPLOMA IN BUSINESS ADMINISTRATION – HUMAN
RESOURCE MANAGEMENT
 AND
TRENT UNIVERSITY'S
BACHELOR OF BUSINESS ADMINISTRATION (HONOURS) WITH THE OPTION TO PURSUE A
SPECIALIZATION IN HUMAN RESOURCE MANAGEMENT

This Addendum recognizes the changes outlined below, which shall become effective as of the Fall 2023 intake at Trent University. These changes will remain effective until the above-mentioned Agreement expires or until a new agreement is entered in to, whichever occurs first.

The following changes have occurred:

- Changes to requirements in the Business Administration degree program reflecting the renumbering of ECON 2250H to ECON 1250H.

These changes specifically refer to Section 6 of the Agreement.

BACHELOR OF BUSINESS ADMINISTRATION (HONOURS) WITH THE OPTION TO PURSUE A SPECIALIZATION IN HUMAN RESOURCE MANAGEMENT: PROGRAM REQUIREMENTS

Program Requirements	Courses Granted Through Transfer Equivalency	Courses Students Still Need to Take
6.0 ADMN credits consisting of ADMN 1000H, 1221H, 2010H, 2100H, 2220H, 2230H, 2510H, 3021H, 3200H, 3300H, 4030H, and 4101H	ADMN 1000H, 2100H, 2220H, and 2230H	ADMN 1221H, 2010H, 2510H, 3021H, 3200H, 3300H, 4030H, and 4101H
3.5 ADMN credits at the 3000 level or beyond in addition to the above	ADMN 3220H, 3230H, 3260H, 3270H, 3280H, and 3550H; ADMN-ECON 3500H;	---
2.0 ECON credits consisting of ECON 1010H, 1020H, 1250H, and 2200H	ECON 1010H, 1020H, and 2200H	ECON 1250H
8.5 additional credits	WRIT 1001H and 2002H; 1.0 unassigned ADMN 1000 level; 0.5 unassigned ECON 1000 level; 0.5 unassigned ARTS 1000 level	5.5 additional credits
Additional Requirements for the Specialization in Human Resource Management		
5.0 ADMN credits consisting of ADMN 1221H, 2220H, 2230H, 3021H, 3220H, 3230H, 3260H, 3270H, 3280H, and 3500H	4.0 assigned through transfer credit (ADMN 2220H, 2230H, 3220H, 3230H, 3260H, 3270H, 3280H, and 3500H)	ADMN 1221H and 3021H as part of requirements above
General University Requirements		

A minimum of 7.0 credits at the 3000 or 4000 level	3.5 assigned through transfer credit	2.5 required above; Minimum 1.0 additional required
A minimum of 3.0 credits with a grade of 60% leading to majors in a different discipline	Fulfilled through transfer credit	---
Maximum of 7.0 credits at the 1000 level	4.0 assigned through transfer credit	1.0 required above; Maximum 2.0 additional permitted
Minimum of 0.5 credit from the Approved Indigenous Course List	---	Minimum 0.5 credit from the Approved Indigenous Course List