I.H. Asper School of Business (M.Sc. & Ph.D.) Supplementary Regulations approved & effective Winter 2022 term

FGS Supplementary Regulations template updated June 2021
1.1.1 (a) A completed official application for admission form must be submitted, together with the application fee and supporting documentation, to the Faculty of Graduate Studies, via the online application system. **Note:** International students must pay special attention to the appropriate requirements with respect to transcripts (see application form for details).

1.1.1 (b) Applications are subsequently reviewed by the unit offering the program which will decide whether the applicant meets the unit's criteria including, but not limited to, availability of advisors, space, and facilities.

1.1.1 (c) Notification of recommended/rejected applications is sent by the Head of the unit to the Faculty of Graduate Studies. Applications recommended for admission are checked to determine if they meet the Faculty of Graduate Studies’ eligibility requirements. The Faculty of Graduate Studies then notifies applicants of their acceptance or rejection.

The GRPC (represented by the Associate Dean, Research, of the Asper School of Business) recommends the admission or rejection of the applicant to the Faculty of Graduate Studies.

The Asper School of Business’ Associate Dean of Research conveys admission recommendations to the Faculty of Graduate Studies.

1.1.2 Deadlines for Recommended Applications (from Departments/Units to the Faculty of Graduate Studies)

The following are the deadlines for receipt by the Faculty of Graduate Studies of recommendations from departments/units.

<table>
<thead>
<tr>
<th>Term</th>
<th>Start Date</th>
<th>Canadian/US</th>
<th>International</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall</td>
<td>September</td>
<td>July 1</td>
<td>April 1</td>
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<tr>
<td>Winter</td>
<td>January</td>
<td>November 1</td>
<td>August 1</td>
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<tr>
<td>Summer</td>
<td>May</td>
<td>March 1</td>
<td>December 1</td>
</tr>
</tbody>
</table>

**IMPORTANT:** These are not application deadlines. Applicants are **required** to submit the application and documentation to the Faculty of Graduate Studies to meet the application deadline in place for a particular department/unit. Deadlines vary depending on the program to which the applicant is applying and whether the applicant is domestic or international. Deadlines can be found by clicking the appropriate application program page on the Graduate programs of study website.

1.1.3 Application Fee

A $100.00 (CDN) non-refundable fee must accompany an application for admission. The Physician Assistant Studies and Orthodontics programs charge an additional fee of $25 and $50, respectively.

1.1.4 Transcripts

Unofficial copies of transcripts and final degree certificates are acceptable for initial assessment and provisional admission purposes. Upon admission to the Faculty of Graduate Studies, applicants must arrange for official transcripts from all post-secondary institutions attended to be sent to the Faculty of Graduate Studies, within one (1) month of the date on the admission letter. Applicants will be placed on hold, which prevents registration until all admission requirements have been submitted. **All transcripts must arrive in sealed, university-stamped envelopes sent directly from the issuing institution(s) and be accompanied by official and literal English translations** (Please refer to Transcripts: International below). For international degrees or where the transcripts does not or will not clearly state that a degree has been conferred, a copy of the official degree certificate is also required.

1.1.5 Transcripts: International

Where academic records from a country other than Canada are produced in a language other than English, the applicant must arrange for the submission of official literal English translations of all records. To be official, original language documents and English translations must arrive together in envelopes which have been sealed and endorsed by the issuing institution. For international degrees, a copy of the official degree certificate is also required.
### 1.1.6 Transcripts: University of Manitoba

University of Manitoba students are not required to submit University of Manitoba transcripts.

### 1.1.7 Proficiency in English

A successfully completed English Language Proficiency Test from the approved list is required of all applicants unless they have received a secondary school diploma and/or university degree from Canada or one of the countries listed on the [English Language Proficiency Test Exemption List](#) (see 1.1.8). The Faculty of Graduate Studies requires a passing, acceptable English Language Test score in order to offer admission. Please note: In all cases, test scores older than two (2) years (from the time of completing the test) are invalid.

Thresholds required for successful completion are indicated in parentheses.

- Test of English as a Foreign Language (TOEFL) Internet based -iBT® (86; minimum score of 20 in each of reading, writing, listening and speaking categories). The “best score” will not be considered for admission. Only individual test scores will be used to meet the minimum requirements.
- Canadian Test of English for Scholars and Teachers (CanTEST©) (band 4.5 in listening and reading and band 4.0 in writing and oral interview)
- International English Language Testing System (IELTS™) (6.5 in the Academic Module)
- Academic English Program for University and College Entrance (AEPUCE) (65%)
- PTE Academic (61% overall)

Note:

In addition, foreign language students may be asked by the department/unit to complete the CanTEST prior to or following registration in the Faculty of Graduate Studies and, if need be, the department/unit may recommend remedial measures in language skills based on the results of the CanTEST. Some units may require a specific test or test scores greater than those indicated above. Students should check department/unit supplementary regulations for details.

### 1.1.8 English Language Proficiency Test Exemption List

Applicants holding secondary school diplomas and/or recognized university degrees from countries on the Faculty of Graduate Studies English Language exemption list are not required to submit an English Language Proficiency score. For more information please see our website.

### 1.1.9 Letters of Recommendation

Letters of Recommendation are to be completed via the online application. Recommendation letters submitted via post or email are not accepted. Applicants are required to add their ‘Recommendation Provider(s)’ contact information so that each recommender is sent an automated email notification.

Generally, two (2) Letters of Recommendation must be submitted to the Faculty of Graduate Studies. For the number of recommendation letters necessary, applicants should review their specific Graduate programs of study website.

Each applicant must submit three completed letters of recommendation, two of which must be from academics who are familiar with the applicant’s academic performance. An academic is herein defined as someone who has taught or supervised the applicant in a post-secondary educational and/or research setting.

### 1.1.10 Admission Tests

Some departments/units require admissions tests, such as the Graduate Record Examination (GRE®) or the Graduate Management Aptitude Test (GMAT™). These requirements are listed in the supplementary regulations of the particular program. Results of a graduate aptitude test, preferably the Graduate Management Admission Test (GMAT), with a minimum score of 600 for the Ph.D. program and 600 for the M.Sc. program, must be included with an application for admission. The Graduate Record Examination (GRE) will be
department/unit, and if required, the scores must be submitted at the time of application.

<table>
<thead>
<tr>
<th>1.1.11 Entrance Requirements</th>
</tr>
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<tbody>
<tr>
<td>The minimum standard for acceptance into any category in the Faculty of Graduate Studies is a 3.0 Grade Point Average (GPA) or equivalent in the last two (2) previous years of full time university study (60 credit hours).</td>
</tr>
</tbody>
</table>

**Note:** This is the minimum requirement of the Faculty of Graduate Studies and departments/units may have higher standards and additional criteria.

<table>
<thead>
<tr>
<th>Those applying to the M.Sc. Management Program must possess the following minimum qualifications:</th>
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<tbody>
<tr>
<td>1) A 4-year degree from an institution recognized by the Faculty of Graduate Studies at the University of Manitoba in either:</td>
</tr>
<tr>
<td>a) management/business with a major in the same area or a similar area to that pursued in the M.Sc. or</td>
</tr>
<tr>
<td>b) a degree in a cognate or foundational disciplinary area (i.e.: psychology, sociology, economics, mathematics)</td>
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<tr>
<td>2) An interest in research, as evidenced by a statement of purpose (described below). Other evidence of research capability may be considered by the M.Sc. Admissions Committee.</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>Those applying to the Faculty-based Ph.D. in Management Program must possess:</th>
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<tbody>
<tr>
<td>1) Either:</td>
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<tr>
<td>a) an earned Master's degree, or</td>
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<tr>
<td>b) an earned Bachelor's degree with Honours (or its identifiable equivalent) from a recognized institution in a management, business, or a cognate or foundational disciplinary area (i.e.: psychology, sociology, economics, mathematics)</td>
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<tr>
<td>2) Appropriate research interest and capability as evidenced by a statement of purpose. The applicant must submit a statement of up to 500 words outlining his/her objectives/purpose for pursuing the degree. Additional evidence the GRPC may consider includes:</td>
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<tr>
<td>• a thesis from a recognized institution;</td>
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<tr>
<td>• a major research paper from a recognized institution;</td>
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<td>• a research article published in a refereed journal;</td>
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<tr>
<td>• a research working paper presented at a conference; and/or,</td>
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<tr>
<td>• other evidence of an appropriate nature, such as written class research projects and term papers.</td>
</tr>
</tbody>
</table>

**NOTE:** all M.Sc. and Ph.D. applicants must meet all minimum entrance requirements to be considered for admission.
1.1.12 Eligibility of University of Manitoba Staff Members

A staff member at The University of Manitoba at the rank of Assistant Professor or above is not eligible to apply for admission to a graduate program in the department/unit in which the appointment is held.

1.2 Registration Procedures

1.2.1 Registration

Pre-Master’s students are not normally allowed to register in 7000-level courses or above, with the exception of GRAD 7500, unless prior permission is granted by the Dean of the Faculty of Graduate Studies or designate. See General Regulations - Pre-Master’s for additional information.

Undergraduate students may be permitted to register in 7000-level courses or above on recommendation of the department/unit offering the graduate course, subject to the conditions listed below.

- Undergraduate students must obtain permission from the department/unit head and course instructor before registering for a graduate course.
- Only undergraduate students completing an undergraduate degree at the University of Manitoba are eligible to enroll in a graduate course.
- Undergraduate students are not eligible for admission to any graduate course that is cross-listed with an undergraduate course, or that is scheduled to be taught at the same time and location as an undergraduate class.
- Undergraduate students will only be eligible to receive graduate-level credit for a course designated as 7000-level or above if at least 75% of the students registered in the course are graduate students.
- Undergraduate students who complete a graduate course are not guaranteed admission to a graduate program.

On admission to a graduate program at the University of Manitoba, application may be made to the Faculty of Graduate Studies to apply any previously completed graduate courses toward meeting program requirements, subject to the restrictions listed below.

- No more than 50% of the coursework required in a graduate program may be imported.
- Only courses in which a C+ grade or higher, or the minimum grade required by the program to which the course would be applied, are eligible to be considered towards meeting the requirements of any graduate program.
- Any graduate course completed by an undergraduate student may subsequently be applied to a graduate program only if it has not been used toward completion of any other degree program.
- Any graduate course completed by an undergraduate student for which a passing grade has been obtained (i.e., C+ or higher) may not be repeated should the student later gain admission to a graduate program.
- Courses completed more than seven (7) years prior to the date of awarding a degree may not normally be used for credit towards the degree (please refer to Lapse or Expiration of Credit of Courses).

All graduate students must initially register in the term indicated in their letter of acceptance as specified in the Academic Schedule of the Graduate Calendar. Any student not registering by the registration deadline for the term specified in their letter of offer will be required to re-apply for admission; admission is not guaranteed if a student re-applies to the Faculty of Graduate Studies. In exceptional circumstances and with prior approval from the department/unit, a student may defer registration for up to one (1) term following acceptance into the Faculty of
### 1.2.2 Re-Registration

All students must re-register in all Fall, Winter and Summer terms of their program until a degree is obtained. **Failure to re-register will result in the student being discontinued from their graduate program.** A student who has been discontinued and would like to be considered for continuation in a program must apply for re-admission, which is not guaranteed. The re-registration requirement does not apply to occasional students, visiting students, Pre-Master’s students or students on an Exceptional or Parental Leave of Absence (please refer to “Leave of Absence”).

The notation ‘Discontinued Graduate Program’ will be placed on the academic record of any graduate student who has failed to maintain continuous registration.

### 1.2.3 Registration Revisions

For designated periods subsequent to registration, approved revisions may be made. It is required that students adhere to dates and deadlines as published in the Academic Schedule of the Graduate Academic Calendar.

Note: Graduate students are not permitted to withdraw from courses without written permission from their department/unit Head on recommendation from their advisor/co-advisor (and/or advisory committee). The notation “Required to Withdraw” may be placed on the academic record of any graduate student who has withdrawn from courses without such approval.

### 1.2.4 Advisor Student Guidelines (ASG)

All students in thesis/practicum programs, in consultation with their advisor/co-advisor, are required to complete the ASG as soon as possible after registration but no later than at the time of submission of the first Progress Report. If a student does not have an advisor/co-advisor at this time, the interim advisor will be required to complete the ASG. The ASG is to be completed again if there is a change in advisor/co-advisor. The ASG form is available through JUMP only.

### 1.2.5 Western Deans’ Agreement

This agreement was established in 1974 as an expression of co-operation and mutual support among universities offering graduate programs in western Canada. Its primary purpose is the reciprocal enrichment of graduate programs throughout western Canada. This agreement is not intended to preclude other agreements between participating institutions. A list of the participating Universities can be found on the Western Canadian Deans of Graduate Studies website. University of Manitoba graduate students interested in participating can learn more about how to apply on the Registrar's Office website.
1.2.5.1 The Western Deans’ Agreement normally provides an automatic tuition fee waiver for visiting students. Graduate students paying normal required tuition fees to their home institution will not pay tuition fees to the host institution.

1.2.5.2 Only degree level courses from recognized post-secondary institutions will be considered; courses that are part of certificate or diploma programs will not be approved.

1.2.5.3 Program fees are always to be paid to the home institution, regardless of coursework taken at another institution. Students may be required to pay student, activity, application, or other ancillary fees to the host institution, according to general policies in effect at the host institution. Wherever possible, these fees will also be waived.

1.2.5.4 Students will qualify for the fee waiver if they:

a) Present the “Authorization Form: Western Deans’ Agreement” signed by the University of Manitoba graduate student’s department/unit Head or advisor/co-advisor to the Faculty of Graduate Studies at least eight (8) weeks prior to the start of the term of the course(s) at the host institution. The Dean of the Faculty of Graduate Studies (or designate) will review and sign the form and submit it to the participating Western Deans’ institution at least six (6) weeks prior to the start of the term, specifying the course(s) to be taken for credit toward a graduate degree program at the student’s home institution;

b) Are in good standing in a graduate program at the home institution;

c) Do not owe tuition and/or fees at the home institution.

1.2.5.5 Students must meet all requirements as prescribed by the host university’s regulations, deadlines, class capacities, and course prerequisites.

1.2.5.6 Registration is possible in courses at both the graduate and undergraduate levels, and in credit courses offered through distance education or other means. To be eligible, courses must be an integral part of the applicant’s graduate degree program. Fee waiver is not permitted for audit or non-credit courses.

1.2.5.7 Students must have the Authorization Form approved by the relevant department/unit Head and the Faculty of Graduate Studies at the host institution at least one (1) month prior to the commencement of the course(s) requested. The fee waiver is not available retroactively.

1.2.5.8 Students are subject to regulations of the home institution governing credit for the courses to be undertaken. As a condition of registration at the host institution, students will arrange for official transcripts from the host institution to be sent to the home institution confirming successful completion of courses selected.

1.2.5.9 Students must send confirmation of registration and notice of any change to the Registrar’s Office of the home institution at the time of registration or course change is completed.

1.2.5.10 Students may not claim fee waivers under the terms of this Agreement for a period of more than three (3) months in total.

1.2.5.11 Each institution has its own regulations regarding the maximum number of transfer credits permitted in a given degree program. A list of the participating Universities can be found on the Western Canadian Deans of Graduate Studies website.

1.3 Course Classifications

1.3.1 General Classifications

Students who register through Aurora Student Information System (Aurora Student) must also have prior approval of the department/unit Head or designate. Students registering through Aurora Student should add only those courses that are a Major
(Standard "S") course in their program. Courses with Auxiliary "X", Audit "A", or Occasional "O" status (see below) must be added by the department/unit.

**"X" Auxiliary course:** Course is not a major requirement of the program but is required/recommended by the student's advisor/co-advisor.* Extra courses that are not part of the Master's or Ph.D. program but which are specified and required/recommended by the student's advisor/co-advisor, may be classified as "X" (Auxiliary) and the grade will not be included in the degree GPA which appears on the transcript. However, "X" course grades may be used in the calculation of the GPA for continuation in the program and a minimum grade requirement may be required for "X" coursework by the department/unit. (Please consult the individual department/unit's supplementary regulations.) Additionally, "X" courses are used in the calculation of the GPA for the purposes of Admission and Awards. (The University of Manitoba Graduate Fellowship [UMGF] and International Graduate Student Scholarship [IGSS] use "X" courses in the calculation of the GPA.) The student's advisor/co-advisor and department/unit Head must determine if there is a valid need for the registration in courses under the X classification. A maximum of twelve (12) credit hours under the "X" course classification is permitted while registered in a given program.

**"A" Audit course:** Course is not taken for credit. No grade is recorded. Additional fees will be assessed.

**"O" Occasional course:** Course is not a requirement of the program. Additional fees will be assessed.

Note:
- Students are not permitted to audit a course and take the same course for credit at a later date.
- Changes in course classifications are regarded as course/program changes and may not be made without approval (refer to Registration Revision) or after the deadline dates for course changes as indicated in the Academic Schedule of the Calendar.

### 1.3.2 Continuing Courses (CO)

For those graduate level courses (6000, 7000, and 8000) which are being taken by students enrolled in the Faculty of Graduate Studies and which continue beyond the normal academic term, the instructor shall recommend that a mark classification of CO be used until such time as a final grade can be established. If the course is not completed by August 31, the student must re-register for the course(s).

In the absence of an assigned mark of CO, the student may receive a mark of F in that term.

**Note:**

A CO will normally not be permitted longer than twelve (12) months. In exceptional circumstances, where a CO grade is requested for a second twelve (12) months, at the time the CO grade is submitted, the instructor and department/unit Head must also submit the "Recommendation for Continuing Status of a Course" form stating the reason for the CO and the deadline by which the course must be completed.

### 1.3.3 Incomplete Courses

Students who are unable to complete the term work prescribed in a course may apply to the instructor prior to the end of term for consideration of a grade classification of "Incomplete". It is understood that the student is to write the final examination if one is scheduled for the course. A "Time Extension for Completion of Term Work" form must be completed.
Taking into account the results of the final examination, the value of the term work completed, and the extent of the incomplete term work, the instructor shall calculate the temporary grade using a zero value for incomplete work.

Normally, the following maximum extensions are allowed:

- August 1st for courses terminated in April
- December 1st for courses terminated in August
- April 1st for courses terminated in December

If a final grade is not reported within one (1) month of the extension deadline, the Incomplete (I) classification will be dropped and the grade will remain as awarded. Normally, the student will no longer have an opportunity to improve the grade. In no case will the satisfaction of the incomplete requirements result in a lower grade being awarded.

### 1.3.4 Cross-Listed Courses

Cross-listed courses are defined as courses taught at the same time and in the same location.

The regulations below place limits on the extent to which cross-listed courses may be used to meet graduate program requirements.

1. In order to receive credit for any 7000-level course that is cross-listed with a 3000-, 4000-, or 5000-level undergraduate course, the 7000-level course must have a distinct syllabus, and the course content and evaluation methods must be at the graduate-level.

2. Graduate students will not receive credit toward meeting program requirements for any 7000-level course cross-listed with a 1000- or 2000-level undergraduate course unless prior permission is granted by the Dean of the Faculty of Graduate Studies or designate.

3. Graduate students will not receive credit toward meeting program requirements for any 7000-level course cross-listed with a previously completed course.

### 1.4 Student Status/Categories of Students

#### 1.4.1 Full-Time and Part-Time Students

Graduate students are admitted as full-time students. Graduate student status is not determined by the number of credit hours taken per term. Therefore, students who spend much of the time in a laboratory or library engaged in research or writing a thesis/practicum, or who spend part of the academic year engaged in research elsewhere, are regarded as full-time students.

Student status should be determined by the student and advisor/co-advisor, and changes must be requested on the “Part-Time Status” form. The form must be approved by the department/unit Head and submitted to the Faculty of Graduate Studies.

Declaration of full/part time status must be made prior to the end of the registration revision period in the Fall and/or Winter terms and within one (1) month of the start of the Summer term.

For every full year (12 months) that a Master’s student is declared as part time, they will receive an additional four (4) months in time to complete their program. For every two (2) full years (24 months) a Master’s student is declared as part time, they will receive an additional year (12 months) in time to complete their program. Master’s students who declare part time status for less than one year (12 months) are not permitted any additional time to complete their program. Retroactive status changes will not be made.
For every two (2) full years (24 months) that a Ph.D. student is declared as part time, they will receive an additional four (4) months in time to complete their program. Ph.D. students who declare part time status for less than two (2) full years (24 months) are not permitted any additional time to complete their program. Retroactive status changes will not be made.

### 1.4.2 Pre-Master’s Or Qualifying Students

In specific cases where the academic background of the student is judged to be insufficient for the given program in a department/unit, the department/unit may recommend that the student be admitted to a Pre-Master’s program of study. The Pre-Master’s program is intended to bring the student's standing to approximately the level of an Honours graduate in the major department/unit, and to provide any necessary prerequisites for courses.

### 1.4.3 Occasional Students

A student wishing to take graduate courses with no intention of applying them toward an advanced degree at The University of Manitoba is classified as an occasional student. Occasional students must meet the same degree and grade point average entrance requirements as regular graduate students and must write final examinations in the courses taken (unless audited), but will not receive credit toward a degree. In special circumstances, an occasional student may apply for permission to proceed to a degree program and also apply for transfer, for credit, of courses previously taken in the "occasional" category.

Occasional student status is not advised for international students due to study permit limitations. If you are an international student interested in becoming an occasional student, please contact the Graduate Studies admissions office and University of Manitoba International Centre.

Note:

1. Transfer of courses from the "occasional" category to a degree program is not automatic: request for advance credit must be made within the first year of a degree program on the "Advance Credit – Transfer of Credit" form.
2. Fees paid by a student while registered as an occasional student are not transferable, at a later date, to a degree program.
3. Registration in the occasional student category can be for no more than one (1) academic year (September 1 - August 31) without reapplication.
4. At least 60% of coursework per academic year must be taken at the graduate level while registered as an occasional student.

### 1.4.4 Joint Masters (With the University of Winnipeg)

The University of Manitoba and the University of Winnipeg offer four (4) joint Master’s programs: History, Religion, Public Administration, and Peace and Conflict Studies. The University of Manitoba, Faculty of Graduate Studies is responsible for the administration of the joint programs, and students must complete the regular University of Manitoba application and registration forms. Students taking Pre-Master’s qualifying work for these programs register at the university where the courses are being taken.

### 1.4.5 Visiting Students

Visiting students are students who are registered at another institution who are taking one (1) or more courses at The University of Manitoba on a Letter of Permission from their home university. Visiting students must submit an online application, along with a $100.00 (CDN) non-refundable application fee, in addition to copies of transcripts from all institutions attended and a successfully completed English Language Proficiency Test from the approved list, if applicable. Applications must be submitted to the Faculty of Graduate Studies a minimum of one (1) month prior to the start of the intended term of study.
### 1.5. Student Accessibility

See [Accessibility Policy and Procedure](#).

### SECTION 2: Academic Performance - General

#### 2.1 General Note

**Students are responsible for ensuring that they meet all degree and program requirements.** The advisor (and if appropriate co-advisor), advisory committee, and department/unit must ensure that each student follows Faculty of Graduate Studies and department/unit guidelines and meets all program requirements. The Faculty of Graduate Studies performs a final check of Faculty of Graduate Studies minimum requirements for each student just prior to graduation. Students are cautioned, therefore, to periodically check all regulations with respect to their degree requirements. Failure to meet all the requirements will render a student ineligible to graduate.

Departments/Units may make recommendations with respect to the regulations concerning minimum academic performance; however, enforcement of academic regulations rests with the Faculty of Graduate Studies. The following procedures apply to recommendations made by departments/units:

- The department/unit is responsible for informing the Faculty of Graduate Studies when a student’s performance is unsatisfactory in research or coursework and the department/unit must outline any recommended remedial action(s).
- The department/unit must notify the student of the deficiency and of its recommendation.
- If the student fails to satisfy any remedial action recommended, the student may be required to withdraw from the Faculty of Graduate Studies.

**Note:**

When a graduate student is required to withdraw from a program of study, the notation on the academic record will be: “Required to withdraw”.

A student who has been required to withdraw from a graduate program may be permitted to apply for admission to another graduate program only if the application for admission is approved by the Dean of the Faculty of Graduate Studies.

Voluntary withdrawal from a program is only permitted if the student is in good academic standing.

Recommendations of departments/units will supersede student requests for voluntary withdrawal.

#### 2.2 Bona Fide Academic Requirements (BFAR)

The following Bona Fide Academic Requirements (BFAR) represent the core academic requirements a graduate student must acquire in order to gain, and
demonstrate acquisition of, essential knowledge and skills. Students must also meet additional requirements that may be specified for their program. Students must meet requirements as outlined in both BFARs and Supplementary Regulation documents as approved by Senate.

Unless otherwise indicated, students may elect to complete any/all of the following requirements with or without appropriate and authorized assistive technology/aids. Students must consult Student Accessibility Services (SAS) regarding authorization for these procedures.

<table>
<thead>
<tr>
<th>BFAR Statement</th>
<th>Taught</th>
<th>Assessed</th>
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<tbody>
<tr>
<td>Student must successfully complete a co-operative experience or practicum, if</td>
<td>Master's GRAD 7030</td>
<td>GRAD 7030</td>
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<td>required by their program.</td>
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<tr>
<td>Student must successfully complete a comprehensive exam, project, studio</td>
<td>GRAD 7010</td>
<td>GRAD 7010</td>
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<td>exhibition, or equivalent, as required by their program and determined by the</td>
<td>GRAD 7050</td>
<td>GRAD 7050</td>
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<tr>
<td>assigned examining committee.</td>
<td>GRAD 7090</td>
<td>GRAD 7090</td>
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<td></td>
<td>GRAD 7200</td>
<td>Examining/Adjudication Committee</td>
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<tr>
<td>Student must produce a recorded/published thesis commensurate with degree being</td>
<td>Master's GRAD 7000</td>
<td>GRAD 7000</td>
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<td>sought.</td>
<td>Doctoral GRAD 8000</td>
<td>GRAD 8000</td>
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<tr>
<td>Student must successfully defend their thesis (where required), as determined</td>
<td>Master's GRAD 7000</td>
<td>GRAD 7000</td>
</tr>
<tr>
<td>by the assigned examining committee, in real-time.</td>
<td>Doctoral GRAD 8000</td>
<td>GRAD 8000</td>
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<tr>
<td>Student in doctoral program must complete a candidacy exam (or equivalent) as</td>
<td>GRAD 8010</td>
<td>GRAD 8010</td>
</tr>
<tr>
<td>required by their program and determined by the assigned examining committee.</td>
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<tr>
<td>Student must demonstrate knowledge of the University of Manitoba's policy on</td>
<td>GRAD 7500</td>
<td>GRAD 7500</td>
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<td>academic integrity, plagiarism, and cheating.</td>
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<tr>
<td>Student must conduct research in a safe and ethical manner, referring to</td>
<td>GRAD 7300</td>
<td>GRAD 7300</td>
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<td>their respective ethics board and supervisor(s) to ensure respect is maintained</td>
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<tr>
<td>for: human dignity and/or animal welfare; vulnerable persons; informed consent;</td>
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<tr>
<td>justice and diversity; confidentiality and privacy; beneficence and non-maleficence</td>
<td></td>
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<tr>
<td>in the work that they conduct.</td>
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<tr>
<td>Student must complete coursework as required by their program.</td>
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</tbody>
</table>

Individual unit BFARs available on the [Graduate Studies website](https://www.graduate-studies.umanitoba.ca).  

2.3 Academic Performance
Student progress shall be reported at least annually, (but not to exceed once every four (4) months), to the Faculty of Graduate Studies on the “Progress Report” form.

Students who fail to maintain satisfactory performance may be required to withdraw on the recommendation of the Graduate Chair and/or department/unit Head to the Dean of the Faculty of Graduate Studies on the “Progress Report” form. Students who receive two (2) consecutive “in need of improvement” or one (1) “unsatisfactory” rating will normally be required to withdraw from the Faculty of Graduate Studies and the notation on the student record will be “Required to withdraw”.

2.4 Performance in Coursework

A minimum degree grade point average (DGPA) of 3.0 with no grade below C+ must be maintained to continue in the Faculty of Graduate Studies. Departments/Units may specify, in their supplementary regulations, standards that are higher than those of the Faculty of Graduate Studies. Students who fail to maintain the specified grades will be required to withdraw unless a department/unit recommends remedial action. Any such action must be approved by the Dean of the Faculty of Graduate Studies.

A student may be permitted to remove deficiencies in grades by repeating the course or replacing it with an equivalent substitute course. In the event that a substitute course is used for remediation, the substituted course must be at the same or higher level as the failed course (e.g., at the graduate level for a failed graduate-level course). Each failed course may be repeated or replaced only once, to a maximum of six (6) credit hours of coursework. If a course is repeated or replaced, the highest grade obtained will be used in the determination of the degree grade point average. Students receiving a grade of “C” or less in more than six (6) credit hours of coursework are normally required to withdraw, unless otherwise stated in the department/unit’s supplementary regulations.

Students are normally expected to complete remedial action by the end of the subsequent term.

Graduate students are not permitted to repeat a previously passed course, unless the department/unit recommends that course(s) be re-taken if they have lapsed or expired (refer to Master’s Degree General Regulations and Doctor of Philosophy General Regulations).

Note:

In exceptional circumstances, the department/unit may appeal to the Faculty of Graduate Studies for approval of remedial recommendation(s) falling outside those prescribed above.

Supplemental exams are not permitted to students in the Master’s or Ph.D. program, unless otherwise stated in the department/unit’s supplementary regulations.

A summary of all actions taken administratively are to be reported, in summary form, to the Faculty of Graduate Studies Executive Committee.

2.5 Mandatory Academic Integrity Course

All students, including those in a Pre-Master's program, are required to register for and complete GRAD 7500 Academic Integrity Tutorial (0 credit hours) within their first term of initial registration. Université de Saint-Boniface graduate students may choose to complete GRAD 7500 or the French-language equivalent, GRAD 7501.

Failure to complete this course will result in suspension of registration privileges and a grade of “F/NP” being assigned to the course which may lead to being “Required to withdraw” from the graduate program.

Notes:

Students who successfully complete GRAD 7500 at the Master's level are not normally required to repeat the course at the Ph.D. level so long as no more than one
(1) term separates one graduate degree program from another graduate degree program.

Students on an exceptional/parental/regular leave of absence must register in GRAD 7500 upon return from leave if it has not already been completed.

Visiting and Occasional students are not expected to complete GRAD 7500. For further information see GRAD_7500 FAQ.

**2.6 Mandatory Research Integrity Online Course**

All students, including those in a Pre-Master's program, are required to register for and complete GRAD 7300 prior to applying to any ethics boards which are appropriate to the student's research or within the student's first year, whichever comes first.

Failure to complete this course will result in suspension of registration privileges and a grade of “F/NP” being assigned to the course which may lead to being “Required to withdraw” from the graduate program.

**Notes:**

Students who successfully complete GRAD 7300 Online Course at the Master's level are not normally required to repeat the course at the Ph.D. level so long as no more than one (1) term separates one graduate degree program from another graduate degree program.

Students on an exceptional/parental/regular leave of absence must register in GRAD 7300 upon return from leave if it has not already been completed.

Visiting and Occasional students are not expected to complete GRAD 7300. For further information see GRAD_7300 FAQ.

**2.7 Graduate Focus on Aging Concentration**

The Graduate Focus on Aging Concentration is available to any interested student who is enrolled in the Faculty of Graduate Studies and whose graduate work is concentrated in aging. To be eligible, a “Student intention to receive the Graduate Focus on Aging Concentration” form must be submitted to the Faculty of Graduate Studies. Masters or Doctoral students must complete the requirements of the program to which they have been admitted and the requirements of the Graduate Focus on Aging Concentration.

The Graduate Focus on Aging Concentration requirements include:

1. Six (6) credit hours of graduate (7000-level or higher) courses that focus on aging and are approved by the student’s Advisory Committee;
2. A thesis/practicum on an aging-related topic;
3. Having at least one Advisory committee member who is officially affiliated with the Centre on Aging as a Research Affiliate; and
4. Participating in the annual Spring Research Symposium of the Centre on Aging at least once as a poster presenter.

Graduate students may be able to attain their 6 credit hours of courses within the existing course requirements of their graduate program. Students must attain a minimum grade of C+ (or higher, if stipulated in the department/unit supplementary regulations), for the required 6 credit hours of aging courses.

Graduate students who are not in a thesis/practicum-based program will be considered on a case-by-case basis.

Student progress in the Graduate Focus on Aging Concentration would normally be discussed with the student’s Advisory committee, and progress documented on the “Student Intention to Receive the Graduate Focus on Aging Concentration” form which must accompany the Progress Report form submitted to the Faculty of

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I.H. Asper School of Business (M.Sc. & Ph.D.) Supplementary Regulations approved & effective Winter 2022 term

FGS Supplementary Regulations template updated June 2021
Graduate Studies. The final Graduate Focus on Aging Concentration Completion form must be submitted no later than at least one week prior to the FGS deadline for graduands to submit theses/practica and other reports.

SECTION 3: General Regulations: Pre-Master’s

3.1 Admission and Program Requirements

Graduates of bachelor degree programs with a minimum grade point average (GPA) of 3.0 in the last two (2) full years of university study will be considered for admission to a Pre-Master’s program. These are the minimum requirements of the Faculty of Graduate Studies. Departments/Units may specify higher or additional criteria. Admission to a Pre-Master’s program does not guarantee future admission to a Master’s program. The purpose of the Pre-Master’s program of study is to bring a student’s background up to the equivalent of a required four (4)-year undergraduate degree and/or fulfill deficiencies in knowledge of a particular discipline. Departments/Units should assign to students, as part of their Pre-Master’s program of study, an appropriate number of applicable upper level (3000 or 4000) undergraduate courses. These courses may not be transferred into a Master’s program at a later date. Pre-Master's students are not normally allowed to register in 7000-level courses or above, with the exception of GRAD 7300 and GRAD 7500, unless prior permission is granted by the Dean of the Faculty of Graduate Studies or designate. If permission is granted, students may take a maximum of 3 credit hours at the 7000 level or above and these credit hours must be taken as Occasional ("O"). A Pre-Master's student may only transfer a maximum of 3 credit hours into a prospective Master's program of study.

3.2 Academic Performance

3.2.1. The department/unit Head is responsible for assigning the courses and monitoring the progress of each student.

3.2.2. A minimum degree grade point average of 3.0 with no grade below C+ must be maintained to continue in a Pre-Master’s program. Students who fail to maintain this standing will be required to withdraw unless remedial action recommended by the department/unit (as described below) is approved by the Dean of the Faculty of Graduate Studies.

3.2.3. Students deficient in six (6) hours of credit or less may be permitted to write a supplemental examination (when offered in the department/unit’s supplementary regulations) in courses in which a grade of C or less was obtained.

3.2.4. Students deficient in six (6) hours of credit or less with a grade of C, D, or F in a course or courses may be permitted, if the overall average is C or better, to write one (1) supplemental examination in each course (when permitted by the department/unit’s supplementary regulations), to repeat the courses, or to take equivalent substitute courses.

A student may be permitted to remove deficiencies in grades by writing a supplemental examination or repeating courses only one (1) time for each course to a maximum of nine (9) credit hours of coursework.

If a course is repeated or a supplemental examination is written, the highest grade obtained in that course will be used in the determination of the degree GPA.

The degree GPA is cumulative in a Pre-Master’s program if more than one (1) year is required to complete the course requirements.

A summary of all action taken administratively is to be reported to the Faculty of Graduate Studies Executive Committee.

SECTION 4: General Regulations: Master’s

4.1 General

Although general regulations apply to all students, individual departments/units may have additional regulations that supplement these general regulations. All such
supplementary regulations must be approved (as specified by the By-Laws of the Faculty of Graduate Studies), be published and available to students (please refer to the following link), and be kept on record in the Faculty of Graduate Studies. All students should consult department/unit supplementary regulations for specific details regarding admission, program requirements, progression, and completion. Individual departments/units may offer Master’s programs by one or more of the following:

- Thesis/practicum-based;
- Course-based;
- Comprehensive Exam;
- Project;
- Accredited Professional;
- Major research paper.

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<th>4.2 Admission</th>
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<tr>
<td>Students who are eligible to be considered for direct admission to a program of study leading to the Master’s degree include:</td>
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</tbody>
</table>

- Graduates of four (4)-year undergraduate degree programs (or equivalent as deemed by the Faculty of Graduate Studies) from:
  - Canadian institutions empowered by law to grant degrees; or
  - Colleges and universities outside Canada which are officially recognized by the Faculty of Graduate Studies.
- Graduates from first-cycle Bologna compliant degrees.
- Students who have completed a Pre-Master’s program from:
  - The University of Manitoba (see General Regulations - Pre-Master’s); or
  - Canadian institutions empowered by law to grant degrees; or
  - Colleges and universities outside Canada which are officially recognized by The Faculty of Graduate Studies.

All students applying for a Master’s degree program must have attained a minimum GPA of 3.0 in the last two (2) full years (60 credit hours) of study. This includes those applying for direct admission and those entering from a Pre-Master’s program. Students who meet the minimum requirements for admission to the Faculty of Graduate Studies are not guaranteed admission.

**Note:** This is the minimum requirement of the Faculty of Graduate Studies and departments/units may have higher standards and additional criteria.

<table>
<thead>
<tr>
<th>Preliminary Screening</th>
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<tr>
<td>All applications go through a preliminary screening process where the Admissions Advisor ensures the application package is complete and it meets the minimum standards for admission to the program as outlined by the GRPC and the Faculty of Graduate Studies.</td>
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<table>
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<tr>
<th>Selection</th>
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<tr>
<td>The Asper School of Business’ departmental committees will review the M.Sc. applications forwarded to them by the Admissions Advisor and make recommendations to the GRPC.</td>
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</table>

**Selection Criteria**

A number of factors are taken into account in arriving at an admission decision.

The following are necessary conditions:

- The availability of a Scholarly Qualified and willing faculty member within the applicant’s chosen department of concentration who will serve as the Curriculum Advisor; and
- The satisfactory performance in an admissions interview that will be conducted by the proposed Curriculum Advisor, and/or another faculty member from the concentration area. This interview is intended to test English language competence (in the case of international applicants), and to determine the applicant’s interest in research beyond information provided in the application materials.

The following will also be considered:

1) The applicant's academic background;
4.3 Program Requirements

In general, students must complete one of the programs of study described below for the Master’s degree. However, the program of study is determined by the department/unit and may follow the department/unit’s supplementary regulations. Any single course cannot be used for credit toward more than one program.

Additional courses (other than the required 18 credit hours) may be required subject to the discretion of the Curriculum Advisory Committee if it is deemed that the student’s undergraduate preparation is not sufficient for their area of specialization. The Curriculum Advisory Committee may require the student to take additional courses to make up for any deficiency. The student must achieve a grade of C+ or better on each of these courses. Deficient courses must be taken via Occasional Student status.

4.3.1 Thesis/Practicum Route

A minimum of twelve (12) credit hours of coursework, unless otherwise stated in the department/unit’s supplementary regulations, plus a thesis or practicum is required. The minimum must include at least six (6) credit hours at the 7000-level or above, with the balance of the coursework at the 3000-level or above. A maximum of twenty-four (24) credit hours of coursework is allowed unless the department/unit’s supplementary regulations indicate otherwise. The student must complete the thesis/practicum at The University of Manitoba.

Regardless of program streams, students will be required to complete a minimum of 18 credit hours plus a thesis or practicum. All courses must be at the 7000 level or above.

The course requirements for each of the streams within the Master of Science in Management are as follows:
### Actuarial Mathematics:

Two (2) of the following four (3) credit hour courses are required:

- ACT 7540 Advanced Topics in Actuarial Mathematics
- ACT 7300 Seminars in Actuarial Sciences
- ACT 7400 Longevity Risk Modeling and Management
- ACT 7600 Applied Statistical Methods in Actuarial Science

Plus an additional twelve (12) credit hours from the following:

- ACT 7050 Readings in Quantitative Methods (varied topics)
- ACT 7540 Advanced Topics in Actuarial Mathematics
- ACT 7300 Seminars in Actuarial Science
- ACT 7400 Longevity Risk Modeling and Management
- ACT 7600 Applied Statistical Methods in Actuarial Science
- STAT 7310 Research Tools for Statistics
- ABIZ 7410 Risk Management
- FIN 7020 Corporate Finance
- FIN 7100 Financial Economics
- Or other 7000 level courses relevant to the Actuarial Mathematics specialization (e.g., Finance, Investments.), as approved by the Curriculum Advisory Committee.

### Business Administration:

One (1) of the following three (3) credit hour courses:

- GMGT 7440 Organizational Theory
- GMGT 7410 Organizational Behaviour

One (1) of the following three (3) credit hour courses:

- GMGT 7540 Doctoral Seminar in Research Methods
- GMGT 7080 Research Methods
- Or, an equivalent graduate level course in quantitative methods from another cognate discipline including Nursing, Social Work, Psychology, Sociology, and Economics, as approved by the Curriculum Advisory Committee.

Twelve (12) additional credit hours from the following:

- A statistics or econometrics course (3 ch)
- A second research methods course (quantitative or qualitative) (3 ch)
- PHDM 7110 Doctoral Seminar in Management or a related course of advanced theory in
philosophy, sociology, psychology, or economics, preferably with a philosophy of science content (3 ch); and,

- Six (6) credit hours of coursework that is relevant to the student's area of specialization from inside or outside of the Asper School of Business. Selection of these courses will be subject to approval by the student's advisory committee.

### Finance:
The following courses are required:

- FIN 7700 Financial Economics; and one of
- FIN 7710 Empirical Asset Pricing; or
- FIN 7712 Seminar in Corporate Finance

Twelve (12) credit hours from the following:

- One (1) three (3) credit hour course in research methods in Econometrics, which may include: ECON 7010, ECON 7020, and ECON 7032;
- At least one (1) 7000 level three (3) credit hour course in Microeconomics or Macroeconomics, which may include ECON 7722, ECON 7732, ECON 7650, and ECON 7660;
- Two (2) additional three (3) credit hour 7000 level electives chosen in Finance, Econometrics, Microeconomics or Macroeconomics.

Note: specific course requirements may be adjusted depending on the student’s background, and with the approval of the student's Curriculum Advisory Committee. The minimum number of credit hours will not be reduced.

### Marketing:
Six (6) credit hours from the following:

- MKT 7100 Selected Topics in Marketing
- MKT 7110 Doctoral Seminar in Marketing
- MKT 7120 Doctoral Seminar in Buyer Behaviour
- MKT 7080 Research Design and Methods

Six (6) credit hours of research methods coursework (quantitative or qualitative) at the 7000-level or above. These graduate level courses in research methods are available at the Asper School of Business and in other cognate disciplines including Psychology, Anthropology, and Sociology. Students should choose one (1), three (3) credit hour course focusing on research methods and techniques, and one (1) three (3) credit hour course focusing on statistical analyses.

Six (6) credit hours of coursework relevant to the student’s area of specialization from inside or outside of the Asper School of Business. Selection
of these courses will be subject to approval by the student’s advisory committee.

**Supply Chain Management:**
Nine (9) credit hours as follows:
- OPM 7300 Topics in Advanced Production and Operations (Seminar in Supply Chain Management)
- OPM 7120 Operations and Supply Chain Management (recommended) - or other graduate level course in Supply Chain Management
- MKT 7080 Topics in Marketing: Research Design and Methods (recommended) - or equivalent graduate level course
- Optional courses (9 credit hours) - at least three courses relevant to the student's area of specialization at the 7000 level or higher, from inside or outside the Asper School of Business, subject to the approval of the Curriculum Advisory Committee. Graduate level courses are recommended.”

### 4.3.2 Course-based or Comprehensive Examination Route

A minimum of twenty-four (24) credit hours of coursework and comprehensive examination(s) is required. The minimum must include at least eighteen (18) credit hours at the 7000-level or above with the balance of the coursework at the 3000-level or above. A maximum of forty-eight (48) credit hours of coursework is allowed unless a department/unit's supplementary regulations indicate otherwise. A comprehensive examination is required for some course-based programs.

Asper School of Business does not offer the Comprehensive Examination Route for the M.Sc.

### 4.3.3 Accredited Professional Route

The credit hours and course requirements shall reflect the requirements of the department/unit's external accrediting body. Students should check department/unit supplementary regulations regarding this requirement.

### 4.3.4 Language Requirements

Some department/units specify a language requirement for the Master's degree. Students should check department/unit supplementary regulations regarding this requirement.

Asper School of Business does not have a language reading requirement.

### 4.3.5 Advanced Credit

Advance credit for courses completed prior to admission to a Master's program will be considered on a case-by-case basis. The student’s department/unit must make a request to the Faculty of Graduate Studies by completing the “Recommendation for Advance Credit-Transfer of Courses” form.

- Application for advance credit must be made within the first year of the program (see Lapse or Expiration of Credit of Courses).
- No more than 50% of the required coursework for the program can be achieved using advance credit.
- A course may not be used for credit toward more than one (1) degree, diploma, or certificate.
- The student must register at The University of Manitoba for at least two (2) terms within a single academic year and must also complete the thesis/practicum/project/comprehensive exam at The University of Manitoba.
- Courses taken while in the Pre-Masters program may not be used for credit in a Master’s program.

Regardless of the extent of advanced credit granted, all students are required to pay all applicable program fees.

### 4.3.6 Transfer Credit

Courses within a program of study may be taken elsewhere and transferred for credit at The University of Manitoba. All such courses:

- must be approved for transfer to the program of study by the department/unit and the Faculty of Graduate Studies before the student may register for them;
- are considered on an individual basis;
- cannot be used for credit towards another degree;
- may not exceed 50% of the minimum credit hours of coursework required of the student’s graduate program at The University of Manitoba.

Permission is granted in the form of a Letter of Permission which may be obtained by making an application to the Registrar’s Office; an original transcript and course equivalency must be provided.

### 4.3.7 Time in Program

The minimum time for students in the Master’s program is equivalent to two (2) terms. Completion of most programs requires more than this and students should check department/unit supplementary regulations regarding specific requirements.

The maximum time allowed for the completion of the Master’s degree is four (4) years for students declared as full-time and six (6) years for students declared as part-time (see Student Status/Categories of Students for information on calculating maximum time for students). Individual department/units and/or programs may have specified minimum and maximum time limits, and students should periodically check department/unit supplementary regulations regarding these specific requirements.

Requests for extensions of time to complete the degree will be considered on an individual basis and must be submitted to the Dean of the Faculty of Graduate Studies using the “Time Extension Request” form at least three (3), but no more than four (4), months prior to expiration of the respective maximum time limit.

A student who has not completed the degree requirements within the time limit or within the time limit of the extension will be required to withdraw from the Faculty of Graduate Studies and the notation on the student record will be “Required to withdraw”.

### 4.4 Student's Advisor and Co-Advisor

#### 4.4.1 Student's Advisor

Each student should have an advisor upon entry into the program, and must have one assigned no later than one (1) term following initial registration. The advisor must:

- hold an appointment in the student's department/unit;
- be a member of the Faculty of Graduate Studies;
- hold at least a Master’s degree or equivalent;
- be active in their field;

Two stages of study are required to complete an M.Sc. in Management. The first stage involves coursework and the second stage requires completion of a research thesis or practicum. The Curriculum Advisor and Curriculum Advisory Committee guide the coursework stage, and the Thesis Advisor and Thesis Advisory Committee guide the research thesis or practicum stage.

The Curriculum Advisor must be a member of the Faculty of Graduate Studies and a member of the concentration department selected by the student. The Curriculum Advisor will oversee the student’s
• have expertise in a discipline related to the student’s program.

1 http://umanitoba.ca/faculties/graduate_studies/governance/academic_membership.html

2 Equivalency will be approved by the Dean of the Faculty of Graduate Studies and determined on a case-by-case basis and assessed by the potential advisor’s demonstrated research record and current research activities. Note that M.D., D.M.D., Pharm.D. and J.D. are undergraduate degrees and are not equivalent to a Master’s or Ph.D.

It is the responsibility of the department/unit Head to determine whether faculty members meet these criteria, and also to report to the Dean of the Faculty of Graduate Studies on equivalency as necessary. Any exceptions or special circumstances must be recommended by the department/unit Head and approved by the Dean of the Faculty of Graduate Studies who considers each case on an individual basis.

In department/units where the choice of thesis/practicum topic and thesis/practicum advisor are postponed after a student’s entry into the program, the department/unit Head, within one (1) term, shall appoint a faculty member to advise the student in the interim period before the regular advisor is assigned or chosen. Students must have an advisor through to the end of their program in programs requiring an advisor.

4.4.2 Student’s Co-advisor

In special circumstances, upon approval of the Head of the department/unit, an advisor and a maximum of one (1) co-advisor may advise a student. The co-advisor must:

• be a member of the Faculty of Graduate Studies1;
• hold a Master’s or equivalent2;
• be active in research;
• have expertise in a discipline related to the student’s program;

1 http://umanitoba.ca/faculties/graduate_studies/governance/academic_membership.html

2 Equivalency will be approved by the Dean of the Faculty of Graduate Studies and determined on a case-by-case basis and assessed by the potential co-advisor’s demonstrated research record and current research activities. Note that M.D., D.M.D., Pharm.D. and J.D. are undergraduate degrees and are not equivalent to a Master’s or Ph.D.

The co-advisor may be identified either at the beginning of, or mid-way through, a student’s program. In all instances, the Faculty of Graduate Studies must be informed of, and approve, the co-advisor arrangement. If a co-advisor is added midway through the student’s program, a new Advisor Student Guidelines must be completed.

When an advisor and co-advisor are assigned, together they shall fulfill the role of the advisor (that is, neither shall fulfill any other advisory or examining committee program of courses and advise the student regarding which optional courses the student should take considering the student’s area of interest.

The procedures for appointing the Curriculum Advisor and forming the Curriculum Advisory Committees are as follows:

In consultation with the department, a Curriculum Advisor in the student’s department of concentration volunteers to chair the student’s Curriculum Advisory Committee. The departmental graduate coordinator conveys this information to the GRPC during its admissions meetings.

An Advisor in determined when a student is admitted based on mutual interests shared by both parties. Students are permitted to engage in research during the completion of their coursework.

In a situation where a student’s advisor relocates to another University and becomes an adjunct professor at the University of Manitoba, another member of the student’s area at Asper School of Business will be assigned as the new primary advisor.
membership requirements for that student). One (1) advisor must be identified as the primary advisor; the advisor/co-advisor have a single vote. Both the advisor and co-advisor’s signatures are required on all documents where the advisor’s signature is required.

**4.4.3 Student’s Advisor/Co-advisor**

A student who also holds an appointment at The University of Manitoba at the rank of Assistant Professor or above cannot have an advisor or co-advisor with an appointment in the same department/unit.

The advisor, co-advisor (if applicable) and student must discuss, and complete, the Faculty of Graduate Studies Advisor Student Guidelines prior to the commencement of any research and no later than the submission of the first Progress Report for the student. If a student does not have an advisor/co-advisor, then the interim advisor will be required to complete the Advisor Student Guidelines. The advisor/co-advisor and the student are required to approve the agreement. If the parties cannot agree on any component(s) of the Advisor Student Guidelines, the matter should be referred to the department/unit Head, Graduate Chair, or the Dean of the Faculty of Graduate Studies. The Advisor Student Guidelines is to be completed again if there is a change in advisor/co-advisor or when a co-advisor is added mid-way through the student’s program.

Should, during the student’s program, the relationship between the student and advisor/co-advisor significantly deteriorate, the matter should be referred sequentially to the department/unit Graduate Chair, the Head of the department/unit, then to the Dean of the Faculty of Graduate Studies (or designate). It is the responsibility of the department/unit offering the program in which the student is studying to arrange an alternate advisor if this is appropriate and necessary. All students should consult department/unit supplementary regulations for specific details regarding advisor/co-advisor requirements.

**4.5 Advisory Committee**

**4.5.1 Conflict of Interest**

There are several circumstances that might lead to a real, perceived or potential Conflict of Interest (COI) in advisory and examining committees. A real COI could be present due to the existence of a (past or present) personal relationship that is romantic, sexual, marital, personal or familial. There is a potential for a perceived COI in cases of recent (within the last 5 years) collaboration among committee members, which may result in the perception of a lack of fairness or impartiality. These examples are not intended to be comprehensive, and are provided solely for illustration. The University of Manitoba Conflict of Interest Policy and Conflict of Interest Between Evaluators and Students due to Close Personal Relationships should also be consulted.

In addition to following the processes outlined in the above policies, COIs that exist within advisory and examining committees should be declared in writing to the Faculty of Graduate Studies to provide transparency to all relevant parties (including the student, committee members, unit leadership, and the Faculty of Graduate Studies). All reported conflicts will be reviewed by the Dean of the Faculty of Graduate Studies (or designate). If the conflict is deemed sufficiently significant and cannot be mitigated, a new committee may need to be struck.

**4.5.2 Thesis/Practicum Route**

Advisory committees are selected by the advisor/co-advisor in consultation with the student and should consist of individuals whose expertise is consistent with that necessary to provide additional advice and guidance to the student during their research program.

The Curriculum Advisor, in consultation with the student, shall form a Curriculum Advisory Committee. The primary responsibility of the Curriculum Advisory Committee is to guide the student in the selection of courses that make up the student’s curriculum and to facilitate completion of the thesis or practicum.
The advisory committee must consist of a minimum of three (3) voting members (the advisor/co-advisor have a single vote), at least two (2) of whom must be members of the Faculty of Graduate Studies.

All examiners must be deemed qualified by the department/unit Head and be willing to serve.

Individuals who are not a member of the Faculty of Graduate Studies, but who possess specific and extensive expertise and experience, such as professionals, artists, Knowledge Keepers or Elders, may serve on the advisory committee as a full voting member. No more than one such knowledge expert may serve on any individual advisory committee, and must be nominated by the unit Head or Graduate Chair and approved by the Dean of the Faculty of Graduate Studies or designate.

Advisory committees may alternatively include one (1) non-voting invited member who has expertise in a related discipline but is not a member of the Faculty of Graduate Studies.

Under no circumstances are graduate students, Post-Doctoral fellows, and Research Assistants or Associates to serve on graduate student examining committees, regardless if they hold a rank of Adjunct Professor.

The composition of, and any changes to, the advisory committee, including the advisor/co-advisor, must be approved by the Faculty of Graduate Studies. The advisor/co-advisor is the Chair of the advisory committee.

It is expected that advisory committee members will have a Master’s degree or equivalent. Equivalency will be determined by the Dean of the Faculty of Graduate Studies or designate. Knowledge experts are exempted from this requirement.

Additional specifications, if any, regarding the advisory committee are found in the department/unit supplementary regulations and students should consult these regulations for specific requirements.

The program of study and any subsequent changes to the student’s program must be approved by the student’s Curriculum Advisory Committee and, where required, by the Dean of the Faculty of Graduate Studies.

The Curriculum Advisory Committee membership shall follow the Faculty of Graduate Studies requirements. The Curriculum Advisor acts as Chair of the Curriculum Advisory Committee. Where a Committee has Co-Advisors, at least four members of the Curriculum Advisory Committee are needed since each Co-Advisor is considered to be a “one-half” member and will share a single vote between them.

The composition of the Curriculum Advisory Committee and any subsequent changes to the committee must be approved by the Associate Dean of Research before being forwarded for approval to the Faculty of Graduate Studies.

The Curriculum Advisor and the Curriculum Advisory Committee will also be responsible for completing the student’s Progress Report until a Thesis Advisor is appointed. Upon satisfactory completion of the student’s coursework, the duties of the Curriculum Advisor and the Curriculum Advisory Committee are complete.

Thesis or Practicum Advisor

The Thesis or Practicum Advisor (selected by the student following completion of all coursework), in consultation with the student, shall form a Thesis/Practicum Advisory Committee. The primary responsibility of the Thesis/Practicum Advisory Committee is to guide the student in the conduct and completion of the thesis or practicum. Should a student be unable to secure a Thesis Advisor, then the Dean of the Asper School of Business (or designate) will be responsible for appointing one.

The topic of the thesis or practicum must be approved by the student's Thesis/Practicum Advisory Committee

Where desired, Faculty of Graduate Studies regulations allow for a Thesis/Practicum Co-Advisor. However, one Co-Advisor must take administrative responsibility for the Faculty of Graduate Studies as the Thesis/Practicum Advisor.

A faculty member eligible to serve as a Thesis or Practicum Advisor must be a member of the Faculty of Graduate Studies, have an active research record, and be a member of the concentration department of the student.
appointment, the Thesis or Practicum Advisor will be responsible for supervising the student's thesis process.

The Thesis/Practicum Advisor, in consultation with the student, shall form a Thesis/Practicum Advisory Committee. The primary responsibilities of the Thesis/Practicum Advisory Committee are to guide the student in the development of a thesis or practicum proposal, to prepare the student for the thesis or practicum proposal oral defence, and to conduct the oral defence of the thesis research or practicum.

The Thesis/Practicum Advisory Committee membership shall follow the Faculty of Graduate Studies requirements. The Thesis /Practicum Advisor acts as Chair of the Thesis/Practicum Advisory Committee. Where a Committee has Co-Advisors, at least four members of the Advisory Committee are needed since each Co-Advisor is considered to be a “one-half” member, and will share a single vote between them.

In addition to the Thesis Advisor requirements specified by the Faculty of Graduate Studies, advisors must be Scholarly Qualified by the current standards specified by the Asper School of Business in line with Association of the Academy of Collegiate Schools of Business (AACSB) standards.

In a situation where a student's advisor relocates to another University and becomes an adjunct professor at the University of Manitoba, another member of the student's area at Asper School of Business will be assigned as the new primary advisor.

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<tr>
<th>4.5.3 Course-based, Major Research Paper, or Comprehensive Examination Route</th>
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<tbody>
<tr>
<td>Normally, advisory committees are not required in these routes; however, any appropriate specifications regarding an advisory committee can be found in the department/unit's supplementary regulations and students should consult these regulations for specific requirements.</td>
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<tr>
<th>4.5.4 Accredited professional programs</th>
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<tbody>
<tr>
<td>Normally, advisory committees are not required in these routes; however, any appropriate specifications regarding an advisory committee can be found in the department/unit's supplementary regulations and students should consult these regulations for specific requirements.</td>
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<tr>
<th>4.6 Courses and Performance</th>
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<tbody>
<tr>
<td><strong>4.6.1 Course or Program Changes</strong></td>
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</table>

Students are not permitted to change their program of study, including withdrawal from individual courses, without the approval of their advisor/co-advisor (and/or advisory committee) and department/unit Head. Withdrawal from courses or changes of course
category without such approval may result in the student being required to withdraw from the Faculty of Graduate Studies.

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<tr>
<th>4.6.2 Lapse or Expiration of Credit of Courses</th>
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<tr>
<td>Courses completed more than seven (7) years prior to the date of awarding of a degree may not normally be used for credit toward that degree. A department/unit may request an exception to this limit on behalf of the student. Such requests, which will be evaluated on a case-by-case basis, must be accompanied by supporting information including a detailed summary of the content of the course as taken initially and as offered most recently, and a detailed rationale explaining how the student has maintained knowledge of the course content. Courses completed more than ten (10) years prior to the date of awarding of a degree are deemed expired and cannot be used for credit toward that degree. In the event that coursework is no longer considered current or has expired, students must take additional coursework (as recommended by the department/unit Head, or designate, and as approved by the Dean of the Faculty of Graduate Studies) to meet the minimum credit hour requirements for their program. The department/unit may recommend that students re-take previously passed course(s) which have lapsed or expired.</td>
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<tr>
<th>4.6.3 Academic Performance</th>
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<tr>
<td>Student progress shall be reported <strong>at least</strong> annually (but no more than once every four (4) months) to the Faculty of Graduate Studies on the “Progress Report” form. Students who fail to maintain satisfactory performance may be required to withdraw on the recommendation of the Graduate Chair and/or department/unit Head to the Dean of the Faculty of Graduate Studies on the “Progress Report” form. Students who receive two (2) consecutive “in need of improvement” or one (1) “unsatisfactory” rating will normally be required to withdraw from the Faculty of Graduate Studies and the notation on the student record will be “Required to withdraw”.</td>
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</table>

The student’s Curriculum Advisor and Curriculum Advisory Committee are responsible for making this report, until such time as the Thesis/practicum advisor is appointed. When the Thesis/practicum advisor is appointed, he/she assumes responsibility for the progress report. Students who fail to meet the minimum specified grades or fail to make sufficient progress toward the completion of the degree may be required to withdraw on the recommendation of the GRPC to the Dean of the Faculty of Graduate Studies.

The purpose of the progress reports is to provide feedback to the student and information on tracking the student's progress through the program. All Curriculum Advisory and Thesis/Practicum Advisory Committees are required to meet in person at least once a year to provide a report on the progress of the student to the GRPC and the Faculty of Graduate Studies.

**The report process:**

The Graduate Program Manager will provide Advisors with a reporting template by the end of March of each year. By the end of April, Advisors (Curriculum or Thesis/Practicum depending on stage of the program) in consultation with their students and their Committees will fill out the template, providing a short (one-two page) report of objectives and achievements during the last year, and objectives for the next year. The template in this case entails both the internal Asper School of Business form, as well as the Faculty of Graduate Studies Progress Report form.

The student’s Advisory Committee, whether Curriculum or Thesis/Practicum (depending on stage of the program), shall meet to discuss the
### 4.6.4 Performance in Coursework

A minimum degree grade point average (DGPA) of 3.0 with no grade below C+ must be maintained to continue in the Faculty of Graduate Studies. Departments/units may specify, in their supplementary regulations, standards that are higher than those of the Faculty of Graduate Studies. Students who fail to maintain the specified grades will be required to withdraw unless the department/unit recommends remedial action. Any such action must be approved by the Dean of the Faculty of Graduate Studies.

Students are normally expected to complete remedial action by the end of the subsequent term.

<table>
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<tr>
<th>4.6.5 Performance not related to Coursework</th>
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<tbody>
<tr>
<td>In some departments/units, students are required to demonstrate satisfactory academic performance in areas not related to performance in courses, such as attendance at or participation in course lectures, seminars and in laboratories and progress in research, thesis or practicum. The specific nature of satisfactory academic performance is outlined in individual department/unit supplementary regulations and students should consult these supplementary regulations for specific requirements. Unsatisfactory</td>
</tr>
<tr>
<td>The GRPC will inform Advisors and students of any re-classification, or specification of further details on time to completion. When the GRPC is satisfied, the Graduate Program Manager will send the originals (signed by the Associate Dean Research) to the Faculty of Graduate Studies, and keep copies of that report on the student's file.</td>
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<tr>
<td>Any of the following may lead to a student being required to withdraw from their program:</td>
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<tr>
<td>- Failure of a course;</td>
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<tr>
<td>- Failure to receive a B (3.0) grade in all courses fulfilling the requirements for their M.Sc. program;</td>
</tr>
<tr>
<td>- Failure to receive at least a C+ (2.5) grade or a pass grade in a pass/fail graded course for all auxiliary courses.</td>
</tr>
<tr>
<td>Any such recommendation will be made by the GRPC to the Faculty of Graduate Studies.</td>
</tr>
<tr>
<td>The Asper School of Business adheres to a zero tolerance policy with respect to academic misconduct. As such, should any student in the M.Sc. program in the Asper School of Business receive a grade of C+ or lower in any course or requirement in their program (such as the thesis) due to disciplinary action related to an act of academic misconduct, then a recommendation will be forwarded to the Faculty of Graduate Studies that the student be required to withdraw from the program.</td>
</tr>
</tbody>
</table>
performance must be reported to the Faculty of Graduate Studies on the "Progress Report" form. Students who fail to maintain satisfactory performance may be required to withdraw on the recommendation of the department/unit Head to the Dean of the Faculty of Graduate Studies.

### 4.7 Academic Requirements for Graduation

All students must:

- maintain a minimum degree grade point average (DGPA) of 3.0 with no grade below C+;
- complete GRAD 7500
- complete GRAD 7300
- meet the minimum and not exceed the maximum course requirements; and
- meet the minimum and not exceed the maximum time requirements (in terms of time in program and lapse or expiration of credit of courses).

Individual department/units may have additional specific requirements for graduation and students should consult department/unit supplementary regulations for these specific requirements.

#### 4.7.1 Thesis/Practicum Route

##### 4.7.1.1 Thesis vs. Practicum

Students must demonstrate their mastery of the field and that they are fully conversant with the relevant literature through their thesis/practicum. The thesis or practicum will normally be written in English unless the student is studying in a program at the Université de Saint-Boniface, or departmental/unit supplementary regulations allow a different language to be used.

A practicum differs from the thesis in its emphasis on the application of theory; it is however similar in scope, span, and rigour. The practicum takes the form of an exercise in the practical application of knowledge and skill. It usually involves the careful definition of a problem, the application of appropriate knowledge and skills to the problem, and a report of the results in a manner suitable for evaluation by an examining committee. Individual department/units have specific requirements for graduation and students should consult department/unit supplementary regulations for specific requirements. Research must be approved by the appropriate Human Research Ethics Board or Animal Care Committee, if applicable, before the work has begun on the practicum.

The thesis is developed under the mentorship of the advisor/co-advisor. Individual department/units may have specific guidelines regarding the thesis proposal and its acceptance by the student’s advisory committee and department/unit Head; students should consult department/unit supplementary regulations for specific requirements. Research must be approved by the appropriate Human Research Ethics Board or Animal Care Committee, if applicable, before the work has begun on the thesis research.

Each student must complete either a thesis or practicum and the student will register for the thesis or practicum in the session immediately following the completion of coursework. The development of the thesis or practicum is under the general supervision of the Thesis or Practicum Advisor. Research involving human subjects requires approval by the Psychology Sociology Research Ethics Board (PSREB) at the University of Manitoba before any research is initiated.

**Thesis**

The thesis should be a work of original research and must attempt to make a meaningful contribution to the study of its particular field.

If during thesis research, in the opinion of the Thesis Advisor or student there are any major changes in the thesis research, then the Thesis Advisory Committee must review and approve the changes.

**Practicum**

The practicum should provide a meaningful professional experience for the candidate as determined by the Practicum Advisor and the student’s Practicum Advisory Committee. While the practicum is considered to be of equal academic merit to the thesis, it emphasizes applied knowledge and may or may not include primary data collection. A practicum will address a meaningful organizational or management issue or problem within at least one sponsoring organization and requires sound methodological application of knowledge to address the organizational or management issue or problem. Research involving human subjects requires
approval by the Psychology Sociology Research Ethics Board (PSREB) at the University of Manitoba before any research is initiated.

**Thesis Proposal**

With the advice of the Thesis Advisor, the student will choose a thesis topic and prepare a thesis proposal, which shall minimally include:

- a proposed title;
- a brief statement on the nature, scope and objective(s) of the project (i.e., an abstract) of up to 250 words;
- a preliminary review of the general literature dealing with the project and theoretical justification for the research questions/hypotheses; and
- where applicable, a statement of the methods to be used to collect data and how the data will be analyzed.

The thesis proposal must be written and approved at least three months before the defence of the thesis is scheduled. Once the thesis proposal has been prepared by the student and approved by the Thesis Advisor, the student will present it to the Thesis Advisory Committee. The M.Sc. candidate shall present a brief (no longer than 25 minutes) oral presentation of his/her proposed research, and then answer questions posed by the Thesis Advisory Committee in defence of the proposed research. The Thesis Advisory Committee will then discuss, in the absence of the M.Sc. candidate, the proposal defence and decide to accept (pass) or reject (fail) the proposed research and its defence. The Thesis Advisory Committee members (including the Thesis Advisor) must come to a unanimous pass/fail decision. The Committee may also suggest modifications to the proposed thesis research without requiring another thesis proposal defence.

Candidates who fail the thesis proposal defence will have one additional opportunity (for a total of two thesis proposal defences) to defend. If required by the Thesis Advisory Committee, the student may need to resubmit a revised thesis proposal document for the new oral defence. The Thesis Advisor will report to the Graduate Program Manager and the Associate Dean (Research) the outcome of all thesis proposal defences as soon as they are complete.

If, during the thesis research, in the opinion of the Thesis Advisor or student there are any major changes in the thesis research question, then the Thesis Advisory Committee must review and approve the changes.
Practicum Proposal

With the advice of the Practicum Advisor and a representative of the hosting organization(s), the student will prepare a practicum proposal which shall minimally include:

- a proposed title;
- a brief statement on the nature, scope and objective(s) of the practicum (i.e., an abstract) of not more than 250 words;
- a preliminary review of the general literature dealing with the practicum and the applied research question; and
- a plan of action which will outline the methods and timelines, as well as the nature of the relationship between the student and the hosting organization(s) contact person(s) and their expected role(s) in the practicum process.

Once the practicum proposal has been prepared by the student and approved by the Practicum Advisor, the student will orally defend it in front of the student’s Practicum Advisory Committee. The M.Sc. candidate shall present a brief (i.e. no longer than 25 minutes) oral presentation of his/her proposed practicum research, and then answer questions posed by the Practicum Advisory Committee in defence of the proposed practicum research. The Practicum Advisory Committee will then discuss, in the absence of the M.Sc. candidate, the proposal defence and decide to accept (pass) or reject (fail) the proposed research and its defence. The majority of Practicum Advisory Committee members (including the Practicum Advisor) must come to a majority pass/fail decision. The Committee may also suggest modifications to the proposed practicum research without requiring another practicum proposal defence.

Candidates who fail the practicum proposal defence will have one additional opportunity (for a total of two practicum proposal defences) to re-defend. If required by the Practicum Advisory Committee, the student may need to resubmit a substantially-revised practicum proposal document for the new oral defence. The Practicum Advisor will report to the Graduate Program Manager and the Associate Dean (Research) the outcome of all practicum proposal defences as soon as they are complete.

If, during the practicum work, the Practicum Advisor and/or student determine that major changes in the practicum problem or project are required, the Practicum Advisory Committee must review and approve the changes before the practicum work resumes.
### 4.7.1.2 Examining Committee

The advisor/co-advisor will recommend an examining committee to the department/unit Head for approval, which shall then be reported to the Faculty of Graduate Studies on the "Master's Thesis/Practicum Title and Appointment of Examiners" form. This form must be approved by the Dean of the Faculty of Graduate Studies at least two (2) weeks prior to the distribution of the thesis.

Under normal circumstances, the examining committee will be the same as the advisory committee unless otherwise stipulated in the department/unit’s supplementary regulations. The examining committee must consist of a minimum of three (3) members (including the advisor/co-advisor), at least two (2) of whom must be members of the Faculty of Graduate Studies. All examiners must be deemed qualified by the department/unit Head and be willing to serve. It is expected that, under normal circumstances, examination committee members will have a Master's degree or equivalent. The composition of, and any changes to, the examining committee, including the advisor/co-advisor, must be approved by the Faculty of Graduate Studies. Individual department/units establish specific requirements for examination and students should consult department/unit supplementary regulations for specific requirements.

Under no circumstances are graduate students, Post-Doctoral fellows, and Research Assistants or Associates to serve on graduate student examining committees, regardless if they hold a rank of Adjunct Professor.

The Head of the department/unit arranges for the distribution of the thesis/practicum to the examiners. It is the duty of all examiners to read the thesis/practicum and report on its merits according to the following categories:

- Acceptable, without modification or with minor revision(s); or
- Acceptable, subject to modification and/or revision(s); or
- Not acceptable.

If two or more examiners do not approve the thesis, then the student is deemed to have failed the distribution.

Note that in the case of an advisor and co-advisor, both together have a single vote on the examining committee.

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**Thesis Examining Committee**

When the Thesis Advisor deems that the written thesis is ready, he/she will recommend a Thesis Examining Committee, which is normally the Thesis Advisory Committee.

The Thesis Advisor will report the members of the Thesis Examining Committee to the Faculty of Graduate Studies on the "Thesis or Practicum Title and Appointment of Examiners" form at least two weeks before distribution of the thesis.

**Practicum Examining Committee**

When the Practicum Advisor deems that the written practicum report is ready, he/she will recommend a suggested Practicum Examining Committee, which is normally the Practicum Advisory Committee. The Committee will be reported to the Faculty of Graduate Studies on the "Thesis or Practicum Title and Appointment of Examiners" form at least two weeks prior to the distribution of the practicum report.

**Thesis Distribution and Examination of the Written Document**

The Thesis Advisor will arrange for the distribution of the thesis to the members of the Examining Committee. The Thesis Advisor will ensure that the Associate Dean of Research receives a copy of the thesis should they request it. The Thesis Advisor will make copies available to interested faculty members upon request.

It is the duty of all members of the Thesis Examining Committee to read the thesis document and convey to the student’s Thesis Advisor in writing within four weeks on the merits according to the following categories:

- Acceptable without modification or with minor revision(s)
- Acceptable subject to modification and/or revision(s)
- Not Acceptable

The ratings above must be unanimous (acceptable vs unacceptable). If at least one member deems the thesis to be unacceptable, the advisor must provide the feedback of the committee to the student within two (2) weeks of the reviews being submitted. The student will then...
Practicum Distribution and Examination of the Written Document

The Practicum Advisor will arrange for the distribution of the practicum document to the members of the Practicum Examining Committee. It is the duty of all examiners to read the practicum document and convey to the student’s Practicum Advisor in writing within four weeks on the merits according to the following categories:

- Acceptable without modification or with minor revision(s)
- Acceptable subject to modification and/or revision(s)
- Not Acceptable

The ratings above must be unanimous (acceptable vs unacceptable). If at least one member deems the thesis to be unacceptable, the advisor must provide the feedback of the committee to the student within two (2) weeks of the reviews being submitted. The student will then have three (3) months to make the necessary revisions (one time only).

A copy of the thesis or practicum examination reports shall be submitted to the Graduate Program Manager by the Thesis/Practicum Advisor to keep in the student’s file.

4.7.1.3 Oral Examination

For department/units requiring students to pass an oral examination on the subject of the thesis/practicum and matters relating thereto, the format of the oral examination is described in the supplementary regulations of the department/unit. Students should consult these supplementary regulations for specific requirements. A student has the right to an examination of the thesis/practicum if they believe it is ready for examination. It is the department/unit’s responsibility to advise the student of any risk involved should they decide to proceed against the department/unit’s recommendation.

The examining process should be completed within one (1) month of distribution of the thesis/practicum to the examining committee.

Normally, all members of the examining committee should be present in-person at the examination. Under exceptional circumstances, and with the prior approval of the Dean of the Faculty of Graduate Studies, one (1) member may participate electronically. Only under very exceptional circumstances can the student or the Advisor/Co-advisor participate electronically. No recording devices will be permitted. The oral examination must be held at either The University of Manitoba Fort Garry or Bannatyne campus, Université de Saint-Boniface, or the St. Boniface Hospital Albrechtsen Research Centre normally during regular business hours. The oral examination shall be open to all members of The University of Manitoba community except in exceptional cases. The oral examination may be closed, for example, when the results of the thesis/practicum research must be kept confidential for a period of time. In such cases, the examining committee and department/unit Head shall recommend such action to the Dean of the Faculty of Graduate Studies who shall

Thesis Oral Examination

Provided the thesis is deemed “acceptable without modification or with minor revision(s)” or “acceptable subject to modification and/or revision(s)” by the Thesis Examining Committee, the candidate will stand for an oral examination on the subject and matters related thereto. Once the Thesis Advisor has received all Examination Committee members’ written reports, he/she will notify members of the Thesis Examining Committee and the Associate Dean (Research) about the date and place of the oral examination two (2) weeks in advance. The Thesis Advisor will make an announcement to all Asper School of Business faculty members and graduate students about the time and place of the oral examination at least one (1) week in advance.

In the oral examination, the Thesis Advisor acts as the Chair of the Thesis Examining Committee. However, should the Thesis Advisor request an alternate be appointed, then the Associate Dean of Research will act as the Chair of the Thesis Examining Committee. The student will be asked to make a brief summary presentation (no more
then decide whether to grant that the final examination be closed to all but the examining committee and the Dean of the Faculty of Graduate Studies (or delegate).

The oral examination will normally be held in English unless the student is studying in a program at the Université de Saint-Boniface, or departmental/unit supplementary regulations allow a different language to be used.

Following completion of the examination of the thesis/practicum, examiners will consider the oral examination and the written thesis/practicum.

The examiners will also determine the nature of and procedures for approval of any revisions that will be required prior to submission of the thesis/practicum to the Faculty of Graduate Studies. The advisor/co-advisor is normally responsible for ensuring that revisions are completed according to the instructions from the examining committee.

The judgment of the examiners shall be reported to the Faculty of Graduate Studies in the qualitative terms “approved” or “not approved” on the "Thesis/Practicum Final Report" form. Each examiner must indicate their opinion by their signature. If two (2) or more examiners do not approve the thesis/practicum, the student is deemed to have failed the examination.
The oral examination will follow the same procedures as those used in the oral examination of the M.Sc. thesis.

**Final Approval**

Following completion of the examination of the oral practicum, the Practicum Examination Committee will consider the student’s oral examination performance and the submitted written Practicum document. The Practicum Examination Committee will also determine the nature of any revisions to the written Practicum document that will be required prior to final submission to the Faculty of Graduate Studies. The Practicum Advisor is normally responsible for ensuring that revisions are completed according to the instructions from the Practicum Examination Committee.

The acceptability of the practicum as satisfying, in part, the requirements of the M.Sc. in Management program is reported to the Faculty of Graduate Studies on a form to be signed by all Practicum Examination Committee members. The Chair of the Practicum Examining Committee reports the outcome of the oral examination, on a pass/fail basis to the Faculty of Graduate Studies office. The Practicum Advisor must inform the Associate Dean of Research and the Graduate Program Manager of the outcome of the oral exam.

### 4.7.1.4 Failure

In the case of a failure of the thesis/practicum at the Master’s level, the candidate may, on support of their home department/unit, be allowed to defend the thesis a second time. In this case, a detailed written report will be prepared by the Chair of the examination committee and submitted to the Faculty of Graduate Studies, who will make the report available to the student, the student’s advisor/co-advisor and the Department/Unit Head. The Department/Unit Head shall convene a meeting of the members of the examining committee and the student’s advisor/co-advisor to decide how to bring the thesis to an acceptable scholarly standard and/or prepare for the second defence.

A student will be required to withdraw when the thesis/practicum has been rejected twice at the stage where:

- The examining committee reports on the merits of the written thesis/practicum;
- The oral examination; or
- A combination of both stages.

### 4.7.2 Course-based, Major Research Paper, or Comprehensive Examination Route

Students must demonstrate their mastery of their field. The specific procedures for evaluation of this mastery are stated in individual department/unit supplementary regulations.
In those department/units where comprehensive examinations are required, students should consult the department/unit's supplementary regulations for specific requirements.

The results of the comprehensive examinations shall be submitted to the Faculty of Graduate Studies on the "Report on Comprehensive Examination" form in the terms "pass" or "fail." No student may sit comprehensive examinations more than twice. Any student who receives a "fail" on the comprehensive examination twice will be required to withdraw from the Faculty of Graduate Studies.

### 4.8 Style and Format

The thesis/practicum must be written according to a standard style acknowledged by a particular field of study (please refer to Thesis/Practicum Types). M.Sc. candidates and Thesis/Practicum Advisors need to ensure that the final version of the M.Sc. thesis/practicum submitted to Faculty of Graduate Studies complies with formatting requirements specified by the Faculty of Graduate Studies. These formatting requirements supersede those acknowledged by the particular field of study. These formatting requirements are available on the Faculty of Graduate Studies website.

### 4.9 Details for Submission of the Final Copy

Following the approval of the thesis/practicum by the examining committee and the completion of any revisions required by that committee, the thesis/practicum, must be submitted to the Faculty of Graduate Studies as follows:

- One digital version submitted as an e-thesis/practicum at the MSpace website;
- Copyright Licence Declaration/Infringement Form (completed on MSpace);
- Thesis/Practicum final report.

### 4.10 Publication and Circulation of Thesis/Practicum

Every graduate student registering in a thesis/practicum Master’s program at The University of Manitoba shall be advised that, as a condition of being awarded the degree, they will be required to grant a license of partial copyright to the University and to the Library and Archives Canada for any thesis or practicum submitted as part of their degree program.

**Note:** This licence makes the thesis/practicum available for further research only. Publication for commercial purposes remains the sole right of the author.

The Copyright Licence Declaration/Infringement Form must be completed on MSpace. This and other related regulations may give rise to important questions of law, and students may need additional legal advice on the copyright laws of Canada and/or other countries. Students who wish to obtain legal advice concerning their subsequent rights are advised to do so prior to signing the agreements. Signing of the licence agreements is normally done after the contents of the thesis/practicum have been delineated and the importance of copyright and/or patents fully understood and appreciated.

Publication in the above manner does not preclude further publication of the thesis or practicum report or any part of it in a journal or in a book. In such cases, an acknowledgement that the work was originally part of a thesis/practicum at The University of Manitoba should be included.

**Notes:**

- **Patents** – Refer to “Policy of Withholding Theses Pending Patent Applications” in this Guide.
- **Restriction of Thesis/Practicum for Publication** – In exceptional cases, not covered by the regulation concerning patents, where adequate cause can be shown.
to delay publication, the student and advisor/co-advisor may request in writing that the Dean of the Faculty of Graduate Studies restrict access for a period up to one (1) year after submission of the digital version of a thesis or practicum to The University of Manitoba. The Dean shall determine for what period, if any, access will be restricted.

Library and Archives Canada – Library and Archives Canada obtains a copy of the thesis via the University’s MSpace repository.

4.11 Final Requirements and Deadlines for Graduation

The final requirements of the degree, in the form of the final report on the thesis/practicum (and the corrected copy of the thesis/practicum and Copyright Licence Declaration uploaded into MSpace); comprehensive examination; M. Eng. project; or Design thesis, must be submitted to the Faculty of Graduate Studies by the appropriate deadline. For those programs that do not have a GRAD course associated with their culminating exercise, the department/unit must forward a list of potential graduate names to the Faculty of Graduate Studies by the deadline. The deadline for each of the graduation dates is published on the Faculty of Graduate Studies website.

SECTION 5: Doctor of Philosophy General Regulations

The degree of Doctor of Philosophy (Ph.D.) is granted only upon evidence of general proficiency and of distinctive attainment in a special field. In particular, the candidate must demonstrate an ability for independent investigation, original research or creative scholarship. This is expected to be presented in a thesis with a degree of literary skill and by an oral examination wherein the candidate exhibits mastery of their field. The Ph.D. is a research degree and is not conferred by The University of Manitoba solely as a result of coursework study.

Although general regulations apply to all students, individual department/units may have additional regulations that supplement these general regulations. All such supplementary regulations must be approved (as specified by the By-Laws of the Faculty of Graduate Studies), be published and available to students (please refer to the website), and be kept on record in the Faculty of Graduate Studies. All students should consult department/unit supplementary regulations for specific details regarding admission, program requirements, progression, and completion.

5.1 Admission

5.1.1 General criteria

Normally, the completion of a Master’s degree or equivalent from a recognized university and a cumulative GPA of 3.0 or equivalent in the last two (2) years of full time university study (60 credit hours) is the minimum requirement for admission to the Ph.D. program.

Note: This is the minimum requirement of the Faculty of Graduate Studies and department/units may have higher standards and additional criteria. However, the criteria for admissions into the Ph.D. program are more stringent than for Master's programs; therefore, the completion of a Master’s program does not guarantee admission into the Ph.D. program. Some department/units require completion of a thesis-based Master's program prior to admission to a Ph.D. program.

Admission Requirements

Those applying to the Faculty-based Ph.D. in Management Program should possess:

1) (a) An earned Master's degree from a recognized institution in a management or business discipline, or in a cognate or foundational disciplinary area (e.g. psychology, sociology, economics, mathematics);

2) Appropriate research interest and capability as evidenced by a statement of purpose; and,

3) In addition to the Faculty of Graduate Studies minimum requirements, the following may be submitted:
   - A thesis from a recognized institution;
   - A major research paper from a recognized institution;
   - An independently completed research article published in a refereed journal;
   - An independently completed research working paper presented at a conference; and/or
Application Requirements

In addition to the minimum requirements of the Faculty of Graduate Studies, applicants for the Ph.D. in Management will be evaluated based on a complete application, which shall include the following:

1) A completed application form of the Faculty of Graduate Studies;
2) A completed supplementary application form that includes the applicant's choice of department of concentration and any evidence of research and teaching ability;
3) Statement of Purpose: The applicant must submit a statement of up to 500 words outlining his/her objectives/purpose for pursuing the degree; and
4) Evidence of research capability.

Admission Procedures

To be considered for admission for the Ph.D. in Management, a complete application must be received no later than February 1.

Preliminary Screening

A preliminary screening of applications will be made by the Graduate Program Manager:

1) Completeness of information,
2) Meeting the minimum standards for admission outlined by the Faculty's GRPC and the Faculty of Graduate Studies.

Selection Criteria

A number of factors are taken into account in arriving at an admission decision:

1) A minimum 3.0 G.P.A.;
2) A minimum 600 GMAT score or equivalent;
3) The availability of a Scholarly Qualified and willing faculty member to advise the doctoral student in the applicant's chosen department of concentration;
4) The applicant's academic background;
5) The referees' assessments of the applicant;
6) Evidence of English language proficiency. In the case of international students, satisfactory performance in an in-person or video admissions interview conducted by a member of the department admissions committee is required.
7) Evidence of research abilities and satisfactory performance in an admissions interview that...
Selection

Each Department in the Asper School of Business will review the Ph.D. applications forwarded to it by the Admissions Advisor. Each Department will then make its recommendations to the GRPC. The Ph.D. Selection Committee shall comprise the GRPC.

5.1.2 Direct Admission from the Bachelor’s Honours or Equivalent

With special recommendation of the department/unit concerned, applicants with an honours Bachelor's degree or equivalent may be considered for entry to Ph.D. study. These students must be outstanding in their academic background (GPA well above 3.0 in the last two full years of undergraduate study).

Note: This is the minimum requirement of the Faculty of Graduate Studies and department/units may have higher standards and additional criteria. Once admitted, these students must complete at least 24 credit hours of coursework, unless the individual department/unit's approved supplementary regulations specify otherwise, and will be assessed Ph.D. fees for three (3) years. A minimum of 18 credit hours at the 7000-level or higher is required. Any further coursework beyond the minimum 18 credit hours at the 7000-level must be at the 3000-level or above. A maximum of 48 credit hours of coursework is allowed toward the Ph.D. program.

5.1.3 Transfer from the Master’s to the Ph.D. Program

Students who have not completed a Master’s program may transfer to the Ph.D. program within the same department/unit upon the recommendation by the Head of the department/unit to the Faculty of Graduate Studies. The recommendation should be made within four (4) terms (including Summer term) from the start of the Master’s program. Fees paid, coursework completed and time spent in the Master's program will normally be credited towards the Ph.D. program. Students must complete at least 24 credit hours of coursework, unless the individual department/unit's approved supplementary regulations specify otherwise. A minimum of 18 credit hours at the 7000-level or higher is required. Any further coursework beyond the minimum 18 credit hours at the 7000-level must be at the 3000-level or above. A maximum of 48 credit hours of coursework is allowed toward the Ph.D. program.

The request to transfer from a Master's to the Ph.D. program must be submitted to the Faculty of Graduate Studies at least one (1) month prior to the term for which the student intends to start the Ph.D. program. The applicant must indicate a request for transfer on the online admissions application.

The student will be admitted to a 3-year Ph.D. program and will pay a total of three years of program fees, including program fees paid in the Master’s at the time of transfer. Students are cautioned that such transfers may impact on the duration of The University of Manitoba Graduate Fellowship.

Students who have previously completed a recognized Master’s degree and are initially admitted and registered in a Master’s program may transfer to the Ph.D. program within the same department/unit on the recommendation of the student's
advisor/co-advisor and Head of the department/unit. Where a student holds a Master’s degree that would be sufficient for admission to the Ph.D. program, students must complete at least 12 credit hours of coursework, unless the individual department/unit’s approved supplementary regulations specify otherwise. The student will be admitted to a 2-year Ph.D. program and will pay a total of two years of program fees, including program fees paid in the Master’s at the time of transfer.

### 5.1.4 Provisional Admission to the Ph.D.

Students nearing the completion of the Master’s degree may be accepted provisionally to the Ph.D. program for a 12 month period (commencing with the first registration in the Ph.D. program). Further registration in the Ph.D. program is contingent upon completion of all requirements of the Master’s degree within the 12 months. Students must maintain continuous registration in their Master’s program until its completion. Students will require assistance from the department/unit and the Faculty of Graduate Studies to complete dual registration on the “Concurrent Curriculum Permission” form in the Master’s and Ph.D. program simultaneously.

### 5.2 Student’s Advisor, Co-advisor and Advisory Committee

#### 5.2.1 Student’s Advisor

Every Ph.D. student must have an advisor throughout their program, appointed by the Head of the department/unit. The advisor is responsible for supervising the student’s graduate program. The advisor is the student’s first point of contact at the University of Manitoba, and therefore should be familiar with the general policies and regulations of the Faculty of Graduate Studies as well as the specific supplementary regulations of their academic department/unit. In this capacity, the advisor assists the student in planning the graduate program, and ensures that the student is aware of all graduate program requirements, degree regulations, and general regulations of the academic department/unit, the Faculty of Graduate Studies, the university, and external funding agencies. The advisor provides counsel for all aspects of the graduate program, and stays informed of the student’s scholarly activities and progress. The student’s advisor also acts as a channel of communication to the student’s advisory committee, the department/unit and the Faculty of Graduate Studies.

The advisor must:

- hold an appointment in the student’s department/unit.
- be a member of the Faculty of Graduate Studies¹;
- hold a Ph.D. or equivalent²;
- be active in research; and
- have expertise in a discipline related to the student’s program.

¹ [http://umanitoba.ca/faculties/graduate_studies/governance/academic_membership.html](http://umanitoba.ca/faculties/graduate_studies/governance/academic_membership.html)

² Equivalency will be approved by the Dean of the Faculty of Graduate Studies and determined on a case-by-case basis and assessed by the potential advisor’s demonstrated research record and current research activities. Note that M.D., D.M.D., Pharm.D. and J.D. are undergraduate degrees and are not equivalent to a Ph.D.

Usually the student and the advisor choose to work together by mutual agreement. In department/units where the choice of thesis topic advisor is postponed for some time after entry into the program, the Head of the department/unit or the selection committee shall appoint a faculty member to advise the student as to the rules and regulations and on program and course requirements. This interim period must not

| A Curriculum Advisor must be in place at the point of admission. |
| A Curriculum Advisor must be in place at the point of admission. |

In addition to the advisor requirements specified by Faculty of Graduate Studies, Thesis and Curriculum advisors must be Scholarly Qualified (as defined by the Asper School of Business).

In a situation where a student’s advisor relocates to another University and becomes an adjunct professor at the University of Manitoba, another member of the student’s area at Asper School of Business will be assigned as the new primary advisor.
exceed eighteen (18) months after entry into the program before a permanent advisor is chosen.

### 5.2.2 Student’s Co-advisor

In special circumstances, upon approval of the Head of the department/unit, an advisor and a maximum of one (1) co-advisor may advise a student. The co-advisor must:

- be a member of the Faculty of Graduate Studies¹;
- hold a Ph.D. or equivalent²;
- be active in research; and
- have expertise in a discipline related to the student’s program.

¹ [http://umanitoba.ca/faculties/graduate_studies/governance/academic_membership.html](http://umanitoba.ca/faculties/graduate_studies/governance/academic_membership.html)

² Equivalency will be approved by the Dean of the Faculty of Graduate Studies and determined on a case-by-case basis and assessed by the potential co-advisor’s demonstrated research record and current research activities. Note that M.D., D.M.D. and J.D. are undergraduate degrees and are not equivalent to a Ph.D.

The co-advisor may be identified either at the beginning of, or midway through a student’s program. In all instances, the Faculty of Graduate Studies must be informed of, and approve, the co-advisor arrangement. If a co-advisor is added midway through the student’s program, a new Advisor Student Guidelines must be completed. When an advisor and co-advisor are assigned, together they shall fulfill the role of the advisor (that is, neither shall fulfill any other advisory or examining committee membership requirements for that student). One (1) advisor must be identified as the primary advisor; the advisor/co-advisor have a single vote. Both the advisor and co-advisor’s signatures are required on all documents where the advisor’s signature is required.

### 5.2.3 Student’s Advisor/Co-advisor

A student who also holds an appointment at the University of Manitoba at the rank of Assistant Professor or above cannot have an advisor or co-advisor with an appointment in the same department/unit.

The advisor, co-advisor (if applicable) and student must discuss, and complete, the Faculty of Graduate Studies Advisor Student Guidelines prior to the commencement of any research and no later than the submission of the first Progress Report for the student. If a student does not have an advisor/co-advisor, the interim advisor will be required to complete the Advisor Student Guidelines. If the parties cannot agree on any component(s) of the Advisor Student Guidelines, the matter should be referred to the department/unit Graduate Chair, the Head of the department/unit, or the Dean of the Faculty of Graduate Studies. The Advisor Student Guidelines is to be completed again if there is a change in advisor/co-advisor or when a co-advisor is added midway through the student’s program.

Should, during the student’s program, the relationship between the student and advisor/co-advisor significantly deteriorate, the matter should be referred sequentially to the department/unit Graduate Chair, the Head of the department/unit, then to the Dean of the Faculty of Graduate Studies. It is the responsibility of the department/unit offering the program in which the student is studying to arrange an alternate advisor/co-advisor if this is appropriate and necessary.

All students should consult department/unit supplementary regulations for specific details regarding advisor/co-advisor requirements.
### 5.2.4 Advisory Committee

The Head of the department/unit is responsible for the establishment of an advisory committee for each Ph.D. student. Advisory committees are selected by the advisor/co-advisor in consultation with the student and should consist of individuals whose expertise is consistent with that necessary to provide additional advice and guidance to the student during their program.

The advisory committee must consist of a minimum of three (3) voting members (the advisor/co-advisor have a single vote), all of whom must be members of the Faculty of Graduate Studies.

In addition, individuals who are not a member of the Faculty of Graduate Studies, but who possess specific and extensive expertise and experience, such as professionals, artists, Knowledge Keepers or Elders, may serve on the advisory committee as a full voting member. No more than one such knowledge expert may serve on any individual advisory committee, and must be nominated by the unit Head or Graduate Chair and approved by the Dean of the Faculty of Graduate Studies or designate. Advisory committees may alternatively include one (1) non-voting invited member who has expertise in a related discipline but is not a member of the Faculty of Graduate Studies.

It is expected that advisory committee members will have a Ph.D. degree or equivalent. Equivalency will be determined by the Dean of the Faculty of Graduate Studies or designate. Knowledge experts are exempted from this requirement.

Under no circumstances should graduate students, Post-Doctoral Fellows, and Research Assistants or Associates serve on graduate student advisory committees, regardless if they hold a rank of Adjunct Professor.

A student who also holds an appointment at the University of Manitoba at the rank of Assistant Professor or above cannot have an advisor or co-advisor with an appointment in the same department/unit.

The composition of, and any changes to, the advisory committee, including the advisor/co-advisor, must be approved by the Faculty of Graduate Studies on the "Program of Study and Appointment of Advisory Committee" form.

The advisor/co-advisor is the Chair of the advisory committee.

Advisory committee meetings must be held at least annually, and are not intended to take the place of meetings between the student and advisor/co-advisor which should occur with much greater frequency than the advisory committee meetings.

### Appointment of Curriculum Advisors and Curriculum Advisory Committees:

A two-stage procedure in the advisory role will be used to provide the necessary flexibility to deal with students with diverse backgrounds. The first stage involves the preparation of the student for the candidacy examination and the second stage the preparation for the thesis research and final oral examination.

The Curriculum Advisory Committee is the first stage advisory committee. The Curriculum Advisor and Curriculum Advisory Committee guide the coursework stage up until the completion of the comprehensive exam, and the Thesis Advisor and Thesis Advisory Committee guide the research thesis stage.

The Curriculum Advisor must be a member of the Faculty of Graduate Studies and a member of the concentration area selected by the student. The Curriculum Advisor will oversee the student’s program of courses and advise the student regarding which optional courses the student should take considering the student’s area of interest.

The procedure for appointing the Curriculum Advisor and forming the Curriculum Advisory Committees is as follows:

In consultation with the department, a Curriculum Advisor in the student’s department of concentration volunteers to chair the student’s Curriculum Advisory Committee. The departmental graduate coordinator conveys this information to the GRPC during its admissions meetings.

The Curriculum Advisor, in consultation with the student, shall recommend a Curriculum Advisory Committee. The primary responsibilities of the Curriculum Advisory Committee are to guide the student in the development of a program of studies and in the preparation for the Candidacy Examination.

The Curriculum Advisory Committee membership shall follow the Faculty of Graduate Studies requirements. The Curriculum Advisor acts as Chair of the Curriculum Advisory Committee.

The composition of the Curriculum Advisory Committee and any subsequent changes to that committee must be approved by Associate Dean of Research, and by the Faculty of Graduate Studies.
| The Curriculum Advisor and the Committee will also be responsible for completing the student’s Annual Progress Report until a Thesis advisor is appointed. Upon satisfactory completion of the student’s coursework and candidacy examinations, the Curriculum Advisor and Curriculum Advisory Committee’s duties will be complete. |

| Thesis Advisor and Thesis Advisory Committee: |

| The Curriculum Advisory Committee will be dissolved after the student has passed the candidacy examination and successfully completed the theoretical and empirical papers, each of which are requirements in PHDM 7140 and PHDM 7150, respectively. These courses are mandatory pass/fail, and the papers are assessed by the course instructor(s). A Thesis Advisory Committee will be formed for the thesis research part of the student’s Ph.D. Program. |

| Following the successful completion of the candidacy exam, the student selects a Thesis Advisor. A Faculty member eligible to serve as Thesis Advisor must be a member of the Faculty of Graduate Studies, have an active research record, and be a member in the concentration department selected by the student. Should a student be unable to secure a Thesis Advisor, then the Dean of the Asper School of Business (or designate) will be responsible for appointing one. |

| In addition to the Thesis Advisor requirements specified by Faculty of Graduate Studies, advisors must be Scholarly Qualified. |

| After appointment, the Thesis Advisor will be responsible for supervising the student’s thesis process. |

| The Thesis Advisor, in consultation with the student, shall recommend a Thesis Advisory Committee. The primary responsibilities of the Thesis Advisory Committee are to guide the student in the development of a thesis proposal, thesis research, and writing, and preparation for the Final Oral Examination. |

| The Thesis Advisory Committee membership shall follow the Faculty of Graduate Studies requirements. The Thesis Advisor acts as Chair of the Thesis Advisory Committee. Where a Committee has Co-Advisors, at least four members of the Thesis Advisory Committee are needed since each Co-Advisor is considered to be |
Students may wish to consider changing their Thesis Advisors. In such a case, the student should discuss the decision with his/her Thesis Advisor, the proposed (new) Thesis Advisor, and the Graduate Program Manager. A student who intends to change their Thesis Advisor must inform the original Thesis Advisor before such a change can proceed. The newly appointed Thesis Advisor must also inform the Faculty of Graduate Studies that such a change has occurred.

5.2.5 Conflict of Interest

There are several circumstances that might lead to a real, perceived or potential Conflict of Interest (COI) in advisory and examining committees. A real COI could be present due to the existence of a (past or present) personal relationship that is romantic, sexual, marital, personal or familial. There is a potential for a perceived COI in cases of recent (within the last 5 years) collaboration among committee members, which may result in the perception of a lack of fairness or impartiality. These examples are not intended to be comprehensive, and are provided solely for illustration. The University of Manitoba Conflict of Interest Policy and Conflict of Interest Procedures as well as the Conflict of Interest Between Evaluators and Students due to Close Personal Relationships should also be consulted.

In addition to following the processes outlined in the above policies, COIs that exist within advisory and examining committees should be declared in writing to the Faculty of Graduate Studies to provide transparency to all relevant parties (including the student, committee members, unit leadership, and the Faculty of Graduate Studies). All reported conflicts will be reviewed by the Dean of the Faculty of Graduate Studies (or designate). If the conflict is deemed sufficiently significant and cannot be mitigated, a new committee may need to be struck.

5.3 Program of Study

As soon as possible, but no later than 24 months after a student has commenced their program, the student’s program of study should be registered with the Faculty of Graduate Studies on the "Program of Study and Appointment of Advisory Committee" form and should include:

- information about the minimum or expected time for completion of the degree;
- coursework to be taken along with course classification ("S", "X", "A" or "O");
- any foreign language requirement;
- the research area in which the thesis will be written.

The approval of the student’s advisor/co-advisor and the Head of the department/unit are sufficient for registration. The program of study, including withdrawal from individual courses and any subsequent changes, must be approved by the student’s advisor/co-advisor, the advisory committee, and the Head of the department/unit. Withdrawal from courses or changes of course category without such approval may result in the student being required to withdraw from the Faculty of Graduate Studies.

The program of study and any subsequent changes to the program of the student must be approved by the student's Curriculum Advisory Committee and, where required, by the Dean of the Faculty of Graduate Studies.

5.4 Program Requirements

All students must complete one of the following programs of study for the Ph.D. degree, unless otherwise specified in the approved department/unit supplementary regulations:

Course Requirements

All PhD students must complete both core and other course requirements. The core course requirements must be completed regardless of
• Where admission to the Ph.D. is directly from a Master’s degree, a minimum of 12 credit hours at the 7000-level or higher plus a thesis is required. Any further coursework beyond the minimum 12 credit hours at the 7000-level must be at the 3000-level or above. A maximum of 24 credit hours of coursework is allowed toward the Ph.D. program.1

• Where admission to the Ph.D. is directly from an Honours Bachelor degree or equivalent, a minimum of 24 credit hours plus a thesis is required. The coursework must include a minimum of 18 credit hours at the 7000-level or higher with the balance of the coursework at the 3000-level or higher. A maximum of 48 credit hours of coursework is allowed toward the Ph.D. program.1

1 Unless professional accreditation requirements and/or the department/unit’s supplementary regulations indicate otherwise.

previous professional and/or academic background. All Ph.D. students must complete PHDM 7140 Management Research Project 1 and PHDM 7150 Management Research Project 2, both of which are zero credit-hour, pass/fail courses. The Curriculum Advisory Committee must ensure that at least one of these courses (i.e. PHDM 7140 or PHDM 7150) is completed prior to the candidacy examination.

Core Course Requirements (at least 12 credit hours):
The four required core courses are dependent on the student’s departmental concentration area and are listed as follows:

Business Administration Core
• One (1) three (3) credit hour course from:
  o GMGT 7410 Organizational Behaviour;
  o GMGT 7440 Organizational Theory; or,
  o GMGT 7530 Strategy.
• Three (3) additional three (3) credit hour courses from:
  o GMGT 7440 Organizational Theory;
  o GMGT 7410 Organizational Behavior;
  o GMGT 7530 Strategy; or
  o Topics courses in the area of organizational behavior, organization theory, strategy, entrepreneurship, international business, industrial relations and human resource management.

Finance Core
• FIN 7700 Financial Economics (3 ch);
• FIN 7710 Empirical Asset Pricing (3 ch);
• FIN 7712 Seminar in Corporate Finance (3 ch); and
• FIN 7714 Advanced Financial Theory (3 ch).

Marketing Core
• MKT 7110 Doctoral Seminar in Marketing (3 ch);
• MKT 7120 Doctoral Seminar in Buyer Behaviour (3 ch);
• MKT 7080 Research Design and Methods (3 ch); and,
• MKT 7100 Selected Topics in Marketing (3 ch).

Other course requirements:
Additional course-work may be required and could include:

• 1 Philosophy of Science in Management (Note: Finance students are exempt from this requirement) (3 credit hours);
• 3 Methods or Statistics courses (9 credit hours; or up to 6 courses [18 credit hours] for Finance);
• 2 minor/cognate courses (at least one of which is outside the Asper School of Business; 6 credit hours or up to 3 courses [9 credit hours] for Finance students);
• Since students completing an Asper School of Business Ph.D. will be conducting research and teaching in topics related to management, they will be required to have a basic breadth of knowledge in management. Students with a previous business degree will not be required to complete this requirement; and
• Students without a business degree will be required to audit at least one (1) and up to three (3) courses, preferably at the 7000 level, outside their core area in business as deemed necessary by the student’s Curriculum Advisory Committee.

The student's Curriculum Advisor will develop the proposed course program in consultation with the student, and will ensure that the Advisory Committee is satisfied with the program. The Curriculum Advisor will then send the proposed program, including the stated breadth requirements, to the Graduate Program Manager. A list of a student’s required course-work must be completed in the first term of registration within the Ph.D. program.

Evaluation Procedures

Students will be evaluated in each course on the basis of criteria stated in course outlines (i.e.: examinations, term papers, term projects, etc.). Students must maintain a minimum GPA of 3.0, with no grades on core courses lower than B (3.0)

Student progress will be reported at least annually to the Faculty of Graduate Studies and the GRPC on the "Progress Report Form," which consists of a Faculty of Graduate Studies progress form and an Asper School of Business progress form. The student's Curriculum Advisor and Advisory Committee is responsible for completing and submitting this report in consultation with the student. Students who fail to meet the minimum specified grades or make sufficient progress toward the completion of the degree may be required to withdraw on the recommendation of the GRPC to the Dean of the Faculty of Graduate Studies. In addition, the GRPC will assess the ratings of the student against the ratings of all other students in the program (of similar discipline and program stage), and reserves the right to adjust the rating of the student prior to the report being submitted to the Faculty of Graduate Studies.
### Apprenticeships

In their future careers, doctoral students in Management will need to develop skills in conducting research, communicating their research findings, and teaching to various target communities. Also doctoral students with demonstrated research skills as evidenced by research projects completed and papers published before graduating will find themselves more marketable. To this end, the following are in addition to the formal program:

1) Students may be required to attend credit and non-credit courses, seminars and training sessions in teaching and research communication, as determined by the student's Curriculum Advisory Committee, as part of their program;

2) Students will be required to participate in classroom teaching, including observing teaching, and/or assisting teaching, for the equivalent of three (3) credit hours, and assuming full teaching responsibilities for the equivalent of approximately three (3) credit hours. Students unable to demonstrate satisfactory teaching performance will be encouraged to pursue remedial instructional training (i.e.: Centre for the Advancement of Teaching and Learning). Exceptions may be made at the discretion of the Curriculum Advisory Committee in consultation with the Associate Dean (Research);

3) Research Apprenticeship. The purpose of a research apprenticeship is to train students in the skill sets required to become a successful researcher. All students are required to complete a research apprenticeship with their Curriculum Advisor and/or faculty members in their department. The outcomes of this critical academic apprenticeship should result in the student attaining publishable papers of journal quality and conference presentations in conjunction with their advisor and/or other faculty members in their department. The measurable outcomes of the apprenticeship should be documented on the student's annual progress report;

4) Finally, the goal of the apprenticeship should be to develop research skills, thus it is viewed as an ongoing apprenticeship where the student will normally work 10 hours a week with their Curriculum Advisor or other faculty member(s) on research projects. This research activity is not and cannot be related to a student's funding.

Curriculum or Thesis Advisors, as applicable, are responsible for ensuring that teaching and
<table>
<thead>
<tr>
<th>FGS Academic Guide Regulation 2021/22</th>
<th>Supplementary Regulation</th>
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<tr>
<td>5.4.1 Language Requirements</td>
<td>The graduate research programs in the Asper School of Business does not have a language reading requirement.</td>
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<tr>
<td>Some department/units specify a language requirement for the Ph.D. degree. Students are advised to check department/unit supplementary regulations regarding this requirement.</td>
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<td>5.4.2 Advance Credit</td>
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<tr>
<td>Advance credit for courses completed prior to admission to a Ph.D. program will be considered on a case-by-case basis. The student’s department/unit makes the request to the Faculty of Graduate Studies by completing the “Advance Credit-Transfer of Courses” form.</td>
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<tr>
<td>- Application for advance credit must be made within the first year of the program (please refer to Lapse or Expiration of Credit of Courses)</td>
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<tr>
<td>- No more than 50% of the required coursework for the program can be achieved using advance credit.</td>
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<tr>
<td>- A course may not be used for credit toward more than one degree, diploma or certificate.</td>
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<tr>
<td>- The student must register at The University of Manitoba for at least two consecutive terms and must also complete the thesis and candidacy examination at The University of Manitoba. Regardless of the extent of advanced credit received, all students are required to pay applicable program fees.</td>
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<td>5.4.3 Transfer Credit</td>
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<tr>
<td>Courses within a program of study may be taken elsewhere and transferred for credit at the University of Manitoba. All such courses:</td>
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<tr>
<td>- must be approved for transfer to the program of study by the department/unit and the Faculty of Graduate Studies before the student may register for them;</td>
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<td>- are considered on an individual basis;</td>
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<td>- cannot be used for credit towards another degree;</td>
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<tr>
<td>- may not exceed 50% of the minimum credit hours of coursework required of the student’s graduate program at The University of Manitoba.</td>
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<tr>
<td>Permission is granted in the form of a Letter of Permission which may be obtained by making an application to the Registrar’s Office; an original transcript, and course equivalency must be provided.</td>
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<tr>
<td>5.4.4 Lapse or Expiration of Credit of Courses</td>
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<tr>
<td>Courses completed more than seven (7) years prior to the date of awarding of a degree may not normally be used for credit toward that degree. A department/unit may request an exception to this limit on behalf of the student. Such requests, which will be evaluated on a case-by-case basis, must be accompanied by supporting information including a detailed summary of the content of the course as taken initially and as offered most recently, and a detailed rationale explaining how the student has maintained knowledge of the course content.</td>
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Courses completed more than ten (10) years prior to the date of awarding of a degree are deemed expired and cannot be used for credit toward that degree.

In the event that coursework is no longer considered current or has expired, students must take additional course-work (as recommended by the department/unit Head, or designate, and as approved by the Dean of the Faculty of Graduate Studies) to meet the minimum credit hour requirements for their program. The department/unit may recommend that students re-take previously passed course(s) which have lapsed or expired.

5.5 Time Limits

5.5.1 Minimum Time Limit

The minimum time requirement for the program of study for a Ph.D. degree will normally be two (2) years of study beyond the level of the Master’s degree, or three (3) years beyond the level of a Bachelor’s degree.

5.5.2 Maximum Time Limit

A student’s candidature shall lapse if they fail to complete the degree within six (6) years following initial registration in the Ph.D. program. For those students who transfer from the Master’s to the Ph.D., years spent in the Master’s program are counted as years in the Ph.D. program.

Ph.D. students who are declared as part-time will receive an additional four (4) months in time to complete their program for every two (2) years (24 months) they are declared as part time (see Student Status/Categories of Students) to a maximum of seven (7) years. Requests for extensions of time to complete the degree will be considered on an individual basis and must be submitted using the “Time Extension Request” form to the Dean of the Faculty of Graduate Studies at least three (3), but no more than four (4), months prior to expiration of the respective maximum time limit.

A student who has not completed the degree requirements within the time limit or within the time limit of any extension that has been granted (please refer to "Extension of Time to Complete Program of Study” and “Leaves of Absence”) will be required to withdraw from the Faculty of Graduate Studies and the notation on the student record will be “Required to withdraw”.

5.6 Academic Performance

Student progress shall be reported at least annually (but no more than once every four (4) months) to the Faculty of Graduate Studies on the “Progress Report” form.

Students who fail to maintain satisfactory performance may be required to withdraw on the recommendation of the Graduate Chair and/or department/unit Head to the Dean of the Faculty of Graduate Studies on the “Progress Report” form. Students who receive two (2) consecutive “in need of improvement” or one (1) “unsatisfactory” rating will normally be required to withdraw from the Faculty of Graduate Studies and the notation on the student record will be “Required to withdraw”.

5.6.1 Performance in Coursework

A minimum degree grade point average (DGPA) of 3.0 with no grade below C+ must be maintained to continue in the Faculty of Graduate Studies. Departments/Units may specify, in their supplementary regulations, standards that are higher than those of the Faculty of Graduate Studies. Students who fail to maintain the specified grades will be required to withdraw unless a department/unit recommends remedial action. Any such action must be approved by the Dean of the Faculty of Graduate Studies.

The following may lead to withdrawal from the program:

Failure of a course, or failure to receive a B (3.0) grade in core courses fulfilling the requirements for their Ph.D. program, or failure to receive at least a C+ (2.5) grade, or pass grade in a pass/fail graded course for all auxiliary courses. Remediation recommendations are made by the GRPC to the Faculty of Graduate Studies.

Asper School of Business adheres to a zero tolerance policy with respect to academic
misconduct. As such, should a student in the Ph.D. program in the Asper School of Business receive a grade of C+ or lower in any course or requirement in their program (such as, the Candidacy Exam and thesis) due to disciplinary action related to an act of academic misconduct, then a recommendation will be forwarded to the Faculty of Graduate Studies that the student be required to withdraw from the program.

### 5.6.2 Performance Not Related to Coursework

Students may be required to withdraw from their Ph.D. program for reasons of unsatisfactory performance other than those related to failing grades. These include, but are not restricted to, unsatisfactory attendance and lack of progress in research and/or thesis preparation. Unsatisfactory performance must be reported to the Faculty of Graduate Studies on the “Progress Report” form. Students who fail to maintain satisfactory performance may be required to withdraw on the recommendation of the department/unit Head to the Dean of the Faculty of Graduate Studies.

Students are normally expected to complete remedial action by the end of the subsequent term.

### 5.7 Academic Requirement for Graduation

All students must:

- maintain a minimum degree grade point average (DGPA) of 3.0 with no grade below C+;
- complete GRAD 7500
- complete GRAD 7300
- meet the minimum and not exceed the maximum course requirements; and
- meet the minimum and not exceed the maximum time requirements (in terms of time in program and lapse or expiration of credit of courses).

Individual department/units may have additional specific requirements for graduation and students should consult department/unit supplementary regulations for these specific requirements. A cumulative degree grade point average of 3.0 or greater is required in those courses that constitute the program of study for graduation in the Faculty of Graduate Studies.

### 5.8 Candidacy Examination

The candidacy examination is an absolute requirement of the Faculty of Graduate Studies and, as such, cannot be waived under any circumstances. However, the format and content of the candidacy exam varies from unit to unit. The purpose of the candidacy exam in doctoral programs is to determine the student's competence in the discipline with respect to understanding and absorbing a broad spectrum of material, and then researching, identifying, analyzing, synthesizing, and communicating ideas about that material in depth.

At the time specified by the advisory committee, normally within the first year after the completion of the Ph.D. program coursework, but in no case later than one year prior to expected graduation, the student must successfully complete the formal candidacy examination.

The examination is conducted according to a procedure established by the department/unit which is approved and documented in departmental/unit supplementary regulations. The department/unit supplementary regulations state the format and composition of the examination committee for the candidacy examination. The candidacy examination must be held at either The University of Manitoba Fort
This examination, which must be independent from the thesis proposal, may be oral, written, or both and may cover subjects relevant to the general area of the student's research. The structure of the exam must be made known to the student well in advance of the exam. In the case where there is a required oral component, the student must be physically present.

A "pass" decision of the examiners must be unanimous. Students must be provided with feedback on their performance and access to the reasons for the pass/fail.

The Dean of the Faculty of Graduate Studies must be informed whether the candidate has "passed" or "failed" the candidacy examination on the "Report on Ph.D. Candidacy Examination" form.

Any student who fails the candidacy examination twice will be required to withdraw from the Faculty of Graduate Studies and the notation on the student record will be "Required to withdraw".

On successful completion of this examination, the student will be considered a candidate for the Ph.D. degree.

Examination "course" before he/she writes the exam.

Academic Integrity and Candidacy Exams

At our university, we take academic integrity seriously. If students are found to engage in any type of academic misconduct (i.e.: plagiarism, cheating, inappropriate collaboration, personation, academic fraud, etc.) while writing their candidacy exam, the student(s) will be automatically reported to the Dean of the Faculty of Graduate Studies for investigation and determination of disciplinary action.

The general format of the candidacy examination differs by discipline area as outlined below:

Business Administration

General

The Curriculum Advisory Committee ("the Committee" hereafter) shall initiate the process of a candidacy examination ("the Exam", hereafter).

To qualify for writing the exam, a student must have completed all coursework assigned by the Committee prior to the exam (with the exception of the theoretical paper PHDM 7140 and the empirical paper PHDM 7150 – only one of these [but preferably both] must be completed before the exam). The Committee will set the dates of the exam, after consulting with the student, and inform the student of the format of the exam (see below).

The Curriculum Advisor is responsible for administration and invigilation of the exam. A designate may, however, be used for the invigilation in consultation with the Graduate Program Manager.

Any exceptions to the policy outlined here will require approval by a majority of members of the GRPC in the Department of Business Administration.

Exam instructions
The exam in the Department of Business Administration will follow one of the two formats: an on-campus exam or a take-home exam (discipline specific within the department and to be determined by the Committee for each student). The on-campus exam is expected to take place at the University of Manitoba, with accessibility to outside materials determined by the Committee (the exam may be closed-book, if so determined by the Committee).

An on-campus exam may be taken on two days or four days, with a break of one day in-between. Depending on the types of answers expected by the Committee, the student may be given two to four hours for each question.

During an on-campus exam, the student will answer a minimum of four questions, including two in their respective areas of research (such as strategy, organizational behavior, and entrepreneurship), one in a supporting area of research (i.e.: organizational theory), and one in research methods. For each of these four question sections (i.e.: strategy, research methods, etc.), the student will get at least two questions to choose from. In a typical setting, the student will answer a total of four out of eight questions.

Take-home exams shall normally be completed in a maximum of four weeks, starting from the time when the student receives the exam questions and guidelines. During the take-home exam, the Committee may ask the student to either write two papers (one theoretical and one empirical) or answer a set of questions following the same structure as in the on-campus exams (i.e.: four questions out of eight). If the take-home option is chosen, the Committee, at its discretion, may request a paper review on top of the two papers required. When asking the student to produce papers, the Committee will set clear guidelines for the student regarding the length, the structure, and the topic of the papers as well as anything else that the Committee feels appropriate. Under no circumstances can the papers can be less than 20 double-spaced pages in length, excluding references, figures and tables. No papers developed from previous course work can be used toward the exam.

The student is expected to use a word-processing program to write their answers to the take-home exams. For on-campus exams, the student may hand-write or use a word-processing program to write their answers. If a student plans to use a word-processing program, he/she may use a computer set up in the exam room. The Department Secretary will provide a memory-stick.
at the beginning of the exam so the student can save their answers on it. The student shall hand in the memory-stick to the Department Secretary right after the exam every day during the exam period.

If needed, the student may draw figures (e.g., a model) either using a software program or on a paper by hand. The papers with figures need to be submitted along with the electronic copy of the other answers. The Department Secretary will scan the papers with figures and send them to the Curriculum Advisor, who will distribute the questions and answers to the Committee members.

A student is not allowed to discuss and share their answers to exam questions with other students, nor can they use the answers from previous exams in their own exams.

After the exam

The examination must be prepared and evaluated by the student's Committee. The committee, at their discretion, may use other members of the Faculty of Graduate Studies (who have taught the candidate during his/her Ph.D. program in Management) to prepare and grade the exam. The Curriculum Advisor must call a meeting of the Committee within two weeks of the last day of examination to ensure a timely assessment of the student's performance. It is the responsibility of the student's Advisor to distribute copies of the examination together with the student's examination scripts to those evaluating the student. The final decision of the examiners must be unanimous. To arrive at this decision, the examination committee members will evaluate the response to each question as Pass, Marginal, or Fail. Where the final decision to pass or fail the student in his/her written exam is not unanimous, or the student's overall performance in the written exam is unanimously graded as Marginal, the Committee may require an oral exam covering the content of the written exam. The oral exam will be conducted within two weeks of the meeting of the Committee where the results of the written exam are assessed. In such cases, the final grade (Pass or Fail) shall reflect the performance on both the written and the oral exams.

The results of the complete exam, reported as Pass or Fail, will be made available to the student and Faculty of Graduate Studies within two weeks after the day of the final component of the written exam (or after the day of the oral exam, if required). When receiving a first Fail grade, the student will have the option to write the exam again after six months. Failure in the second exam
FINANCE

General

To qualify for writing the exam, students must have completed all coursework assigned by the curriculum advisory committee prior to the exam (with the exception of the theoretical paper PHDM 7140 and the empirical paper PHDM 7150 – only one of these [but preferably both] must be completed before the candidacy exam).

About the exam

The Curriculum Advisory Committee (“the Committee” hereafter) schedules the date of the Finance candidacy exam (“the Exam”, hereafter) after consulting with the student. The exam will span two consecutive days - Day A and Day B. Day A of the exam will be primarily on the subject of Theoretical Finance. Day B of the exam will be primarily on the subject of Empirical Finance. The duration of each segment will be 4 hours. The coverage of the exam is not limited to the material presented in the courses taken in the program.

Each day will consist of three sections. Section I will consist of one required question. Section II will consist of three questions from which the candidate must choose two. Normally, section III will also consist of three questions from which the candidate must choose two.

Before the exam

The exam must be prepared and evaluated by the student’s Committee. The committee, at their discretion, may use other members of the Faculty of Graduate Studies (who have taught the candidate during his/her Ph.D. program in Management) to prepare and grade the exam. The Curriculum Advisor is responsible for administration and invigilation of the Exam. A designate may, however, be used for the invigilation in consultation with the Graduate Program Manager.

During the exam

The Finance Exam is a closed-book exam. The candidates will be allowed to bring a calculator and two 8.5”×11” crib sheets, handwritten on both sides. The crib sheets can contain formulas, references, graphs, drawings, etc. The original sheets will be handed in at the end of Day A, and a photocopy will be returned to the students. The
original sheets will be given back to the students at the beginning of Day B. Finally, original sheets must be handed in at the end of Day B.

After the exam

Members of the Committee are responsible for grading the exam. It is the responsibility of the student's Curriculum Advisor to distribute copies of the exam together with the student's examination scripts to those evaluating the student, and to ensure a timely evaluation (normally within two weeks after Day B of the exam). The Advisory Committee may ask other faculty members, mainly those who contributed questions to the exam (as noted previously), to participate in the grading process as part of the candidacy examination committee.

Members of the candidacy examination committee will be assigned to grade the question they contributed, and other questions closely related to their area of research expertise. Two members of the candidacy examination committee will grade each question on a scale of 0 to 2 (the grade can be any number between 0 and 2). The average grade, using both members' assessments, will be the candidate's grade on that particular question. Consequently, the maximum possible score on the Ph.D. Exam is 20 points.

The results of the exam, reported as pass, fail or marginal, will be made available to the candidate within two weeks after Day B of the exam. In order to pass the Ph.D. Exam in Finance, the candidate must achieve a total score of 14 points or better. A score of 10.5 – 13.5 points will be considered marginal and the candidate will have to take an oral exam within one month on the subject matter covered in the written exam in order to raise the final grade to Pass. A failure on the oral exam will constitute a failure on the overall exam and will be reported as a Fail to the Faculty of Graduate Studies. A score of less than 10.5 points on the written exam will be considered a failure and the candidate will be required to sit for a new exam (second and final attempt) in six months, provided that he/she has not failed the exam in a prior sitting. Failure in the second exam will result in the student being required to withdraw from the Ph.D. Program and the Faculty of Graduate Studies.

MARKETING

General

To qualify for writing the candidacy exam (the “Exam” hereafter), a student must have completed all coursework assigned by the Curriculum Advisory Committee (the “Committee” hereafter) prior to the exam (with the exception of the
<table>
<thead>
<tr>
<th>theoretical paper PHDM 7140 and the empirical paper PHDM 7150 – only one of these [but preferably both] must be completed before the candidacy exam.</th>
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</thead>
<tbody>
<tr>
<td><strong>About the exam</strong></td>
</tr>
<tr>
<td>The Committee schedules the date of the Marketing exam after consulting with the student. The exam will comprise 3 parts: an in-class exam; a take-home exam; and, an oral exam. Both the in-class and oral exams will be held in a class/meeting room assigned by the Committee.</td>
</tr>
<tr>
<td><strong>Before the exam</strong></td>
</tr>
<tr>
<td>The examination must be prepared and evaluated by the student's Committee. The Committee, at their discretion, may use other members of the Faculty of Graduate Studies (who have taught the candidate during his/her Ph.D. program in Management) to prepare and grade the exam. The Curriculum Advisor is responsible for administration and invigilation of the Exam. A designee may, however, be used for the invigilation in consultation with the Graduate Program Manager.</td>
</tr>
<tr>
<td>The in-class exam questions will be e-mailed to the student at 8:30 am on the exam day. The student needs to confirm receipt of the questions by email. The answers to the in-class questions should be emailed as an attached file to the advisor by 5:30 p.m. the same day. The take-home exam questions will be emailed to the student at 8:30 a.m. (normally two to three days following the in-class exam day). Students need to confirm receipt of the questions by email. The answers to the take-home questions should be emailed as an attached file to the advisor by 5:30 p.m. on the assigned due date (normally, 5 days are provided for the take-home exam).</td>
</tr>
<tr>
<td><strong>During the exam</strong></td>
</tr>
<tr>
<td>The in-class exam shall be invigilated by the Curriculum Advisor. A designee may, however, be used for the invigilation of the Exam in consultation with the Graduate Program Manager. A student must observe the following guidelines during the in-class and the take-home exam:</td>
</tr>
<tr>
<td>a) A student is allowed to consult their books, notes, and hard copies of articles they already have or those available in the libraries;</td>
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<tr>
<td>b) A student is permitted to use any articles they may have already saved as electronic copies on their computer/storage device prior to the start of the exam;</td>
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<tr>
<td>c) A student is allowed to look for any material on the Internet;</td>
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<td>f)</td>
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There are no minimum or maximum length restrictions to the answers. A student needs to type their answers and submit them as MS-Word files, with double-space and a minimum font size of 12 for readability. A student needs to indicate their name clearly at the beginning of each of their answers and in the file names. Each answer must be submitted as a separate file using the following format: “<student name> <question #>” (e.g., “name.doc” denoting it is your answer to question #3).

**After the exam**

Members of the Committee are responsible for grading the exam. It is the responsibility of the student’s Curriculum Advisor to distribute copies of the exam together with the students’ examination scripts to those evaluating the student, and to ensure a timely evaluation (normally within two weeks after the take-home part of the exam). The Committee may ask other faculty members (as noted previously), to participate in the grading process. Each question must be graded by two committee members.

An oral exam will normally be scheduled to occur within one month after the take-home exam, after consulting with the student. Each question will be given an overall evaluation as High Pass, Low Pass, or Fail. The candidate’s grade on each particular question and the overall evaluation will be decided by a majority vote. Failing any one section of the exam (in-class, take-home or oral) will constitute a failure on the complete exam. The results of the complete exam, reported as Pass or Fail, will be made available to the candidate and the Faculty of Graduate Studies within two weeks after the oral exam. If students fail their exam, they can make an entirely new second and final attempt in six months Failure in the second exam will result in the student being required to withdraw from the Ph.D. Program and the Faculty of Graduate Studies.
5.9 Thesis Proposal

Some departments/units have specific procedures in place for approval of thesis proposals and students are advised to refer to the specific department/unit supplementary regulations. If departments/units require thesis proposal approval, this exercise must be independent from the candidacy examination. Regardless, the proposed thesis research must be approved by the advisory committee and, if necessary, by the Human Research Ethics Board or Animal Care Committee before the work has begun on the thesis research or project.

5.9.1 Thesis Proposal

Upon satisfactory completion of the Candidacy Examination requirements, and no earlier than 6 months prior to the final dissertation defence, the student may proceed to write and publicly defend a thesis proposal. The student will register for the thesis in the session immediately following the completion of coursework, at least one of PHDM 7140 or PHDM 7150, and the candidacy examination. The development of the thesis or practicum is under the general supervision of the Thesis Advisor. The Student's Thesis Advisory Committee members will serve as the examiners with the Thesis Advisor occupying the chair. The following procedures shall apply:

On receipt of a written draft thesis proposal, the student's Thesis Advisor shall distribute the draft proposal to the members of the Thesis Advisory Committee for comment. Within four weeks of distributing the written draft thesis proposal, the Thesis Advisor shall schedule a public Thesis Proposal defence. At the Thesis Proposal defence, the Committee shall determine whether to:

i. tentatively accept the draft proposal as having sufficient merit to form the basis for a thesis research project; or
ii. reject the draft proposal outright as having insufficient merit to form the basis for a thesis research project; or,
iii. call for further work on the draft proposal by the student before resubmitting it.

The Thesis Advisor is responsible for informing the student of the outcome of the defence and forwarding all feedback on which further work on the proposal will be based. The student will attend the meeting that occurs right after the conclusion of the defence at which time feedback is provided.

The Thesis Advisor and Graduate Program Manager are responsible for circulating a notice of the defence to the Thesis Advisory Committee, members of the Asper School of Business, including graduate students, and other interested or involved parties.

If it is determined by the student and/or the Thesis Advisor that major changes to the originally approved thesis research are required, the Thesis Advisory Committee must be informed so as to review and approve the major changes.

If the Thesis Advisory Committee considers the proposed change(s) to be a radical departure from the previously accepted Thesis proposal, then
new proposal must be resubmitted following the procedures for a new thesis proposal.

A thesis research proposal, whether in its original or revised form, may not proceed to defence more than twice.

The following may lead to a withdrawal from the program:
1) Failure on the second attempt to pass the Thesis Proposal examination;
2) Failure to pass the Thesis Proposal Examination within two years after completing the Candidacy Examination.

5.10 Thesis
An essential feature of Ph.D. study is the candidate’s demonstration of competence to complete a research project and present the findings. The thesis must constitute a distinct contribution to knowledge in the major field of study, and the research must be of sufficient merit to be, in the judgement of the examiners, acceptable for publication. The thesis must be written in English unless otherwise approved by the department/unit and Faculty of Graduate Studies.

The thesis must be written according to a standard style acknowledged within the candidate’s particular field of study and recommended by the department/unit, be lucid and well-written, and be reasonably free from errors of style and grammar (including typographical errors).

The final version of the thesis must be submitted by the candidate to the Faculty of Graduate Studies following the guidelines found on the website.

5.11 Thesis Examination Procedures
The final examination for the Ph.D. degree proceeds in two (2) stages:
1. Examination of the candidate’s thesis by the examining committee;
2. Oral examination of the candidate by all examiners on the subject of the thesis and any matters relating thereto.

5.11.1 Formation of the Examining Committee - University of Manitoba (Internal) Examiners
The candidate’s advisor/co-advisor is considered to be a single voting member of the examining committee. All voting members of the advisory committee are expected to serve on the examining committee; any exceptions must be approved in advance by the Dean of the Faculty of Graduate Studies. All examiners must be members of the Faculty of Graduate Studies. It is expected that examining committee members will have a Ph.D. degree or equivalent. Equivalency will be determined by the Dean of the Faculty of Graduate Studies.

5.11.2 Formation of the Examining Committee - External Examiner
The candidate’s advisor/co-advisor, in consultation with the advisory committee, will recommend the names of at least three (3) distinguished scholars from outside The University of Manitoba with particular experience in the field of the thesis research and significant Ph.D. student supervisory/examination experience to serve as the external examiner. The recommendations must be made to the Dean (or designate) of the Faculty of Graduate Studies for approval via the Ph.D. Thesis Submission Portal on JUMP and must include:
- A CV of each of the prospective external examiners;
A short statement explaining:
  o The rationale behind the recommendations;
  o The prospective external examiners’ qualifications (if not already explicit on the CV). This includes a current list of their scholarly publications and research activities and, importantly, their experience with Ph.D. student supervision/examination (e.g., Ph.D. students they have supervised to completion; Ph.D. students they are currently supervising; experience serving as external examiner for Ph.D. examining committees).

Advisors and/or departments/units must contact the prospective external examiners to obtain this information and determine if they are available to review the thesis.

If any of the recommended examiners do not meet the criteria specified below, a detailed explanation should be included with the rationale for the recommendation.

The external examiner must:
  • hold a Ph.D. or equivalent (if outside of North America);
  • hold the rank of Associate Professor, Full Professor, Senior Scholar or Emeritus Professor (or the equivalent if outside North America) at a university, or have comparable expertise and standing if not a faculty member at a university;
  • have an established reputation in the area of the thesis research and be able to judge whether the thesis would be acceptable at an institution comparable to The University of Manitoba; and
  • have a demonstrated record of supervising a significant number of Ph.D. students to completion, and significant recent experience with the supervision/examination of Ph.D. students.

The external examiner must not:
  • have held any faculty appointment within the candidate’s home department/unit at the University of Manitoba within the last 10 years
  • have acted as an external examiner for a student of the same Ph.D. advisor and/or co-advisor within the previous two (2) years;
  • have been associated with the candidate at any time or in any significant way in the past five (5) years, present or reasonably foreseeable future (as advisor/co-advisor, colleague, teacher, co-author of published material, family member etc.); or
  • be associated with the candidate’s advisor/co-advisor in any of the following ways:
    o former student within the last ten (10) years;
    o research advisor/co-advisor within the last ten (10) years;
    o research collaborator within the last five (5) years;
    o co-author of published material within the last five (5) years.

The Dean of the Faculty of Graduate Studies or designate will choose the external examiner from the list provided by the candidate’s advisor/co-advisor or department/unit and will make the formal invitation to the external examiner. The Dean (or designate) of the Faculty of Graduate Studies shall ensure the anonymity of the external examiner until their report has been submitted.

5.11.3 Changes in the Examining Committee
The Dean of the Faculty of Graduate Studies must approve changes in the membership of the examining committee. No changes shall be made in the examining committee after the thesis is submitted to the Faculty of Graduate Studies.

### 5.11.4 Distribution of the Thesis for Examination

Ph.D. candidates must submit their thesis for distribution electronically through JUMP. Please refer to the website for pertinent instructions. It is the responsibility of the Faculty of Graduate Studies to distribute the electronic version of the thesis to all examiners. The Faculty of Graduate Studies shall attempt to ensure that the thesis is distributed to examiners as soon as possible after the submission of all required documentation. The Faculty of Graduate Studies website should be consulted regarding recommended dates by which theses must be submitted.

Once the thesis has been submitted to the Faculty of Graduate Studies, neither the candidate nor the advisor/co-advisor shall have any communication with the examining committee regarding the thesis. However, should the need arise, the examiners may contact the Dean of the Faculty of Graduate Studies to discuss any issues related to the thesis.

### 5.11.5 Responsibilities of the Examiners

In general, the examiners are responsible for:

- ensuring that the thesis and the candidate meet recognized scholarly standards for a Ph.D.;
- appraising the underlying assumptions, methodology, findings, and scholarly significance of the findings of the thesis;
- ensuring that the thesis is organized, presents data and uses accepted conventions for addressing the scholarly literature in an acceptable manner;
- evaluating that the candidate has the ability to present their findings orally and demonstrate their scholarship by responding to questions and defending the thesis.

**Notes:**

1. Any potential breach of academic integrity must be reported to the Dean of the Faculty of Graduate Studies.
2. Any potential breach of The University of Manitoba's Responsible Conduct of Research Policy must be reported to the Office of the Vice President (Research and International).
3. Submission of previously published, peer-reviewed material in the thesis does not preclude its critical examination, either as a written document being reviewed by examiners or at the thesis defence.

### 5.11.6 Process

**Examination of the Written Thesis**

Support of the candidate's advisor/co-advisors, advisory committee, and department/unit is required before the thesis is eligible for examination. Such support must be provided to the Faculty of Graduate Studies through submission by the department/unit Head of a completed "Approval to Proceed to Examination" form. By completing the "Approval to Proceed to Examination" form:

- each member of the advisory committee verifies that they have read the complete version of the thesis and have provided the candidate with a detailed review and comments including any necessary revisions;
- the student verifies that they have received feedback from all members of the advisory committee and have taken the feedback into account in preparing the thesis and are ready and willing to have their thesis examined; and

- the department/unit verifies that the student’s thesis has been reviewed by all members of the advisory committee and that the department/unit fully supports the thesis proceeding for examination.

The thesis will be eligible for examination if no more than one (1) member of the advisory committee is not in support, the department/unit is in support, and an external examiner has been secured by the Faculty of Graduate Studies.

The Dean of the Faculty of Graduate Studies will request the examiners to give, within four (4) weeks of the distribution of the thesis, a detailed written report of the thesis. The examiners will be asked to place the thesis into one of the following categories:

1. The thesis represents a distinct contribution to the candidate’s field of research and is acceptable as it stands. Minor revisions to content, structure, or writing style may be required. The thesis may proceed to oral examination.

2. The thesis has merit and makes a contribution to the candidate’s field; however, there are research-related concerns that have the potential to be addressed in the oral defence. The structure and writing style are acceptable or require only minor revisions. The thesis may proceed to oral examination.

3. The thesis has some merit, but is not acceptable in its current state and requires major revisions to one or more of its core components, such as research content, structure or writing style. The thesis should not proceed to oral examination.

4. The thesis is unacceptable with respect to its core components, such as research content, structure, and writing style. The thesis should not proceed to oral examination.

The candidate’s advisor (and, if appropriate, co-advisor) may also wish to submit a report.

If either the external examiner or two (2) or more internal examiners indicate a failure (i.e. places the thesis in categories 3 or 4), then the candidate fails the examination. Otherwise, the candidate may proceed to the oral examination. The awarding of a passing grade by an internal or external examiner does not preclude them from assigning a failing grade at a subsequent stage in the examination process.

In the event of a first failure, the candidate may, on support of their home department/unit, be allowed to have the thesis evaluated a second time, by the same examining committee. In this case, the department/unit Head shall convene a meeting of the internal examiners of the examining committee and the student’s advisor/co-advisor to decide how to bring the thesis to an acceptable scholarly standard. In normal circumstances, this will involve additional scholarly work that the department/unit Head will describe, in writing, to the advisor/co-advisor, the candidate, and the Dean of the Faculty of Graduate Studies.

Support of the candidate’s advisor/co-advisors, examining committee, and department/unit is required before the thesis is eligible for re-examination. Such support must be provided to the Faculty of Graduate Studies through submission by the department/unit Head of a new completed "Approval to Proceed to Examination" form, accompanied by a detailed summary of the changes made to improve the thesis. The thesis will be eligible for second distribution only once this is received by Faculty of Graduate Studies.

Two failures at any combination of written review and/or oral examination stage will normally result in the candidate being withdrawn from the Faculty of Graduate Studies and the notation on the student record will be “Required to withdraw.”
Reports
The Dean of the Faculty of Graduate Studies shall provide electronic copies of all reports to each of the advisor/co-advisor, examiners, and Head of the department/unit.

5.12 Oral Examination
5.12.1 Scheduling
Departments/Units cannot proceed with scheduling the oral examination prior to receiving the approved internal and external examiners report from the Faculty of Graduate Studies. The oral examination must be held at either The University of Manitoba Fort Garry or Bannatyne campus or the St. Boniface Hospital Albrechtsen Research Centre normally during regular business hours. It is the responsibility of the department/unit to ensure that all room booking arrangements are made and appropriate facilities meet minimum standards expected for a Ph.D. defence. In addition, the candidate must submit, in electronic format biographical information and an abstract of the thesis to the Faculty of Graduate Studies at least two (2) weeks in advance of the date of the oral examination.

5.12.2 Attendance
The Dean of the Faculty of Graduate Studies or designate shall act as Chair of the examination committee.

The attendance of the external examiner in person at the candidate's oral examination is encouraged. If the external examiner will not be present in person, then their participation electronically is expected. If the external examiner cannot participate electronically, they will be asked to provide questions in advance. These questions will be read to the candidate at the defence by the advisor.

Normally, all internal members of the examining committee should be present in-person at the defence, unless exceptional circumstances prevent this. Under such circumstances, and with the prior approval of the Dean of the Faculty of Graduate Studies, members may participate electronically. Consequently, no more than one (1) internal member and the external examiner may participate electronically.

The candidate and advisor/co-advisor must be present in person for the examination.

Normally, the oral examination shall be open to all members of The University of Manitoba community and the general public. In exceptional cases the final oral examination may be closed; for example, when the results of the thesis research must be kept confidential for a period of time. In such cases, the examination committee and Head of the department/unit shall request prior approval in writing from the Dean of the Faculty of Graduate Studies. If approved, the final oral examination shall be closed to all but the examining committee and the Dean of the Faculty of Graduate Studies or designate.

Regardless of open or closed status, no recording devices will be permitted.

5.12.3 Format of the Examination
The first part of the oral examination shall consist of an oral presentation by the candidate. This is followed by examination of the candidate by the examination committee. If time permits, the Chair, at their discretion, may allow questions from the invited member (if applicable) of the examining committee and then members of the audience.

5.12.4 Procedures for the Conduct of the Examination
The Chair should discuss the examination procedures with the examiners prior to the beginning of the formal examination.

The Chair will introduce the candidate and request him/her to give a concise (20 to 25 minute) oral presentation of the thesis to include a summary of the problem addressed, the results obtained, and the conclusions drawn from the study.

Final Oral Examination:
Upon receiving the necessary approval from the Faculty of Graduate Studies, the Graduate Program Manager will send notices of the oral examination and an abstract of the thesis to faculty, graduate students and other interested parties at least one week prior to the scheduled
Following the presentation, the Chair will invite questions from each member of the examining committee, taking care to ensure that each examiner has approximately equal time for questions. The total time for questions by the examining committee must not exceed two (2) hours.

The Chair may exercise their discretion in allowing questions from the audience following completion of the formal examination. Once assuming the role of Chair, they forego the right to comment on the merits of the thesis regardless of whether they are an expert in the field.

5.12.5 Decision of the Committee

Following completion of the formal examination, the candidate, invited member (if applicable) of the examining committee and audience must leave the examination room. The decision of the examining committee will be based both on the content of the thesis and on the candidate's ability to defend it. The performance of the candidate at the oral examination may reveal problems of comprehension or explanation, and the examining committee may require revisions be made to the written thesis to address these problems prior to granting final approval.

The judgement of the examiners shall be reported by the Chair to the Faculty of Graduate Studies in the qualitative terms “pass” or “fail” on the “Final Examination of the Ph.D. Thesis” form.

- **Pass:** the candidate has satisfactorily presented the thesis rationale, methodology, findings, and conclusions to the general satisfaction of the examining committee. Notwithstanding this, stylistic, grammatical, and content revisions to the thesis may be required. Normally, the advisor/co-advisor is charged with ensuring that any revisions are satisfactorily completed. Under some circumstances, the entire examining committee may wish to ensure any required revisions are completed satisfactorily. Regardless, those examiners in agreement must indicate, by their signatures, concurrence with the passing grade.

- **Fail:** the candidate has failed to adequately orally present the thesis rationale, methodology, findings, and/or conclusions, or to satisfactorily respond to questions posed related to the thesis. Failure may also arise because of defects in conception, methodology, or context. Those examiners in agreement must indicate, by their signature, concurrence with the failing grade.

If either the external examiner or two (2) or more internal examiners indicate a failure, then the candidate fails the examination. In this case, the Chair must submit a copy of the report(s), including written detailed reasons for the decision, to the candidate, all members of the examining committee, and the Dean of the Faculty of Graduate Studies.

In the case of a first failure of the oral defence, the candidate may, on support of their home department/unit, be allowed to defend the thesis a second time. In this case, the Department/Unit Head shall convene a meeting of the internal members of the examining committee and the student’s advisor/co-advisor to decide how to bring the thesis to an acceptable scholarly standard and/or prepare for the second oral defence. In normal circumstances this may involve additional scholarly work which the Department/Unit Head will describe, in writing, to the advisor/co-advisor, the candidate, and the Dean of the Faculty of Graduate Studies.

Support of the candidate's advisor/co-advisor, advisory committee, and department/unit is required before the thesis is eligible for re-examination. Eligibility for re-examination must be provided to the Faculty of Graduate Studies through submission by the Department/Unit Head of a new completed “Approval to Proceed to Examination” form, accompanied by a detailed summary of the changes made to improve the thesis, if any. The thesis will be eligible for second distribution to internal and external examiners only once this is received by Faculty of Graduate Studies.
**Note:** In some circumstances, the candidate may revise the written thesis. The revised thesis will be provided to the committee prior to the next oral defence. The revised written thesis shall not be re-examined; however, revisions can be recommended at the oral examination.

Candidates whose thesis is failed twice at the written review and/or oral examination stage will normally be withdrawn from the Faculty of Graduate Studies and the notation on the student record will be “Required to withdraw”.

### 5.13 Graduation

The candidate will be recommended for the Ph.D. degree upon receipt by the Faculty of Graduate Studies of favourable reports by the thesis examining committee and “Final Examination of the Ph.D. Thesis” form, a corrected copy of the electronic version of the thesis and Copyright Licence Declaration uploaded into MSpace, and providing all other degree requirements have been satisfied.

**Patents** – Refer to “Policy of Withholding Theses Pending Patent Applications”.

**Restriction of Theses for Publication** – In exceptional cases, not covered by the regulation concerning patents, where adequate cause can be shown to delay publication, the student and advisor/co-advisor may request in writing that the Dean of the Faculty of Graduate Studies restrict access for a period up to one (1) year after the submission of the digital version of a thesis to The University of Manitoba. The Dean shall determine for what period, if any, access will be restricted.

**Library and Archives Canada** – Library and Archives Canada obtains a copy of the thesis via the University’s MSpace repository.

### 5.14 Student Withdrawal

A student will be required to withdraw when the Ph.D. thesis has been rejected twice at the stage where:

1. The internal examining committee reports on the merits of the written thesis;
2. The external examiner reports on the merits of the written thesis;
3. The oral examination; or
4. A combination of any of these stages.

### SECTION 6: Policy of Withholding Thesis Pending Patent Applications Content or Manuscript Submission

In 1970, The University of Manitoba Board of Governors and Senate approved a policy on accepting research grants from outside agencies. This policy defined the right of agencies to defer release of information and thus ensure freedom of publications for research findings of University personnel. Occasionally, the University may also wish to restrict the release of a thesis pending patent application. For additional details, see The University of Manitoba Governing website.

This situation may arise in the two (2) circumstances defined below, both of which are governed by the same set of regulations:

1. Where a research project is known to contain patentable items as defined in the research contract, then it is the responsibility of the advisor/co-advisor to give written information of the restrictions on publication to the student prior to the start of the thesis research. If the student agrees to carry out the research, then the regulation given below will apply.

2. Where a patentable item is found during the course of research, then the advisor/co-advisor and the student may make application for patent rights through the University Patent Committee, and the following regulation will apply concerning the release of the thesis.
Regulations Concerning Release of a Thesis during Application and Negotiation for Patents

The Dean of the Faculty of Graduate Studies will receive the approved thesis. On written joint request of the advisor/co-advisor and the student, the Dean will retain the thesis for a period up to one (1) year.

Regulations Concerning Release of Thesis Pending Manuscript Submission

The Dean of the Faculty of Graduate Studies will receive the approved thesis. On written joint request of the advisor and the student, the Dean will retain the thesis for a period up to one (1) year.

In exceptional cases, not covered by the regulation concerning patents, where adequate causes can be shown to delay publication, the student and advisor/co-advisor may request in writing that the Dean of the Faculty of Graduate studies restrict access for a period up to one (1) year after submission of the digital version of a thesis or practicum to The University of Manitoba. The Dean shall determine for what period, if any, access will be restricted.

SECTION 7: Extension of Time to Complete Program of Study Content

All requests for extensions will normally be dealt with administratively and reported, in summary form, to the Executive Committee of Graduate Studies for information. The student must complete the "Time Extension Request" form and submit it to their major department/unit for recommendation to the Faculty of Graduate Studies at least three (3), but no more than four (4), months prior to expiration of the respective maximum time limit. Requests for an extension are reviewed by the Faculty of Graduate Studies on a case-by-case basis.

Requests for extension must be accompanied by a realistic detailed timeline that has been agreed to by the student and advisor/co-advisor and endorsed by the department/unit Head. The extension time requested must closely reflect the time required to complete the program.

The normal time granted for extensions is four (4) to eight (8) months. More than one (1) extension period may be granted, however the total for all approved extensions will not normally exceed one (1) year.

Section 8: Leaves of Absence

For International Graduate Students:

To determine how applying for a Leave of Absence may affect your immigration status with Immigration, Refugees and Citizenship Canada, please consult with an International Student Advisor at the International Centre prior to completing your "Leave of Absence" application with your department/unit.

8.1 Regular Leave

A regular leave is intended to allow students to meet responsibilities/plans related to family, travel or employment and circumstances not covered by the parental or exceptional leaves. At the student’s request, the Head of the department/unit may recommend to the Dean of the Faculty of Graduate Studies that a student be granted a leave of absence for a period of time not to exceed one (1) year. While on a regular leave of absence, a student must not be actively engaged in their program of study or thesis/practicum research work. A student on a regular leave of absence is required to maintain continuous registration. A student on a regular leave of absence will not be assessed program fees, if any are owing, during the period of the leave; however, the appropriate continuing fee will be assessed. Any program fees deferred as a result of a regular leave will be assessed when the student returns from leave. A regular leave of absence status does not extend time limits to complete program of study as outlined in Faculty of Graduate Studies regulations.
## Note:
At the time of approval of an application for leave, the procedures for the return of the student to the department/unit at the completion of the leave must be stipulated.

1  **Program Fees:** The continuing fee in effect at the time of the granting of the leave will be levied. However, if the student returns from leave in January, the normal tuition fee will be levied less the continuing fee already paid.

### 8.2 Exceptional Leave

In exceptional circumstances for medical or compassionate reasons (e.g. the need to care for an ailing family member), at the request of the student, the Head of the department/unit may recommend to the Dean of the Faculty of Graduate Studies that a student be granted an exceptional leave of absence for a period of time not to exceed one (1) year. Supplemental documentation must support the requested dates of the leave. Exceptional leaves must correspond with the start and end of (an) academic term(s). While on an exceptional leave of absence, a student is not permitted to be engaged in their program of study or thesis/practicum work, and would not be required to maintain continuous registration or pay tuition fees. In addition, the leave period would not be included in the time period allowed for the completion of the degree. This leave does not cover circumstances related to travel, employment or financial concerns.

**Note:** At the time of approval of an application for leave, the procedures for the return of the student to the department/unit at the completion of the leave must be stipulated.

### 8.2.1 Fees

**Program Fees:** Students are not expected to pay fees for the term in which they have been granted an exceptional leave. Upon return from the exceptional leave, students will be assessed fees as determined by the Registrar’s Office.

### 8.3 Parental Leave

A graduate student who is expecting a child or who has primary responsibility for the care of an infant or young child immediately following a birth or adoption of a child is eligible for parental leave. The request for a parental leave should be made through the department/unit, to the Faculty of Graduate Studies for a period of time normally not to exceed one (1) year. Supplemental documentation must be submitted to support the requested dates of the leave. Parental leaves must correspond with the start and end of (an) academic term(s). While on leave of absence for parental reasons, a student must not be actively engaged in their program of study or thesis/practicum work. The leave period is not included in the time period allowed for completion of the degree.

**Note:** At the time of approval of an application for leave, the procedures for the return of the student to the department/unit at the completion of the leave must be stipulated.

### 8.3.1 Fees

**Program Fees:** Students are not expected to pay fees for the term(s) in which they have been granted a parental leave. Upon return from the parental leave students will be assessed fees as determined by the Registrar’s Office.

All applications for Leaves of Absence must be submitted on the "Leave of Absence" form.

### 8.4 Awards and Leave of Absence

Students granted an exceptional or a parental leave will retain the full value of a University of Manitoba Graduate Fellowship or other award whose terms and conditions are established by the Faculty of Graduate Studies. Such an award will be suspended at the onset of the leave and reinstated at the termination of the leave period (4 to 12 months) provided that the student returns to full time study at that time.
### 8.5 Graduate Student Vacation Entitlement

Students are entitled to 21 calendar days of vacation over a twelve (12) month period.

- For the purposes of calculating vacation entitlement, the academic year means the period from September 1 to August 31.
- Vacation entitlement will be prorated for the portion of the year in which a student is registered.
- Any vacation time taken during an official closure of the University is not included as part of the 21 calendar day vacation entitlement. In addition, attendance at academic conferences shall not be considered vacation time.
- Student vacation requests should have minimal impact on the student’s research, coursework, and other obligations to the University. Any requests provided ahead of time and within these guidelines will not be unreasonably denied.
- Should a conflict arise between a student’s vacation request and a supervisor’s expectations, the Department/Unit Head (or designate) shall make a final determination.

### SECTION 9: Appeal

#### 9.1 General

Students who disagree with a decision have access to appeal routes as laid out by various Faculty of Graduate Studies and University of Manitoba appeal procedures. Student appeals may be limited by the scope of the inquiry available at each level and category of appeal, as well as by the time restrictions for submission of appeals.

A further limitation is that the Faculty of Graduate Studies rules and regulations, established to uphold the academic rigour of the University of Manitoba, are generally not subject to appeal unless an appeal route is otherwise stipulated. In situations where no appeal route is available, a student may make a written request to the Dean of the Faculty of Graduate Studies.

Students are referred to the appeals section of the University of Manitoba Governing Documents for further details.

For students registered in Joint Master’s Programs (University of Manitoba and University of Winnipeg), there is a different process for handling academic and disciplinary appeals cases than normally used for University of Manitoba students in regular programs (not Joint Programs). This process is outlined in the Joint Master’s Program Governing Document.

#### 9.2 Definitions

- “Appellant” – the graduate student appealing a decision affecting the student’s own admission to, academic standing in, awards from or disciplinary action by a department/unit or the Faculty of Graduate Studies;
- “Appeal Panel” – a panel convened from the members of the Faculty of Graduate Studies Appeals Committee by the Executive Committee of the Faculty of Graduate Studies empowered to deal with appeals stemming from decisions of departments/units or the Faculty of Graduate Studies, or individuals designated to make such decisions;
- “Unit” – the department/unit council, or appeal body, whose decision is being appealed. This is understood to include decisions taken by individuals or committees acting in the name of the department/unit and also to the

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**Note:** Other awards will be paid according to the conditions established by the donor or granting agency.
supplementary regulations pertinent to a department/unit’s operation which have been approved by the Faculty of Graduate Studies;

- “Respondent” – a representative of the Faculty of Graduate Studies designated by the Dean of the Faculty of Graduate Studies to represent the Faculty of Graduate Studies. In this document, “Respondent” may also refer to a “Co-respondent” invited by the Respondent to represent the department/unit unless otherwise noted.

9.3 Types of Appeal

Several areas of appeal are available to appellants:

- admission;
- academic;
- discipline;
- administration (e.g. fee appeals).

In all cases, appeals should be addressed to the Dean of the Faculty of Graduate Studies. Appeals of decisions made by the Dean will be referred to an Appeal Panel. A decision of the Faculty of Graduate Studies Appeal Panel is appealable only to the Senate Committee on Appeals or the University Discipline Committee, as appropriate. In all cases, an appellant shall have the option of being registered in, and undertaking the responsibilities of, their program, until such time as they have exhausted the university appeal process or the appellant decides not to appeal further, whichever comes first.

A flow chart of the University of Manitoba Appeals Processes is available at this link.

9.4 Admission Appeals


9.5 Academic Appeals

Academic Appeals are appeals concerning academic decisions made by the department/unit and/or the Faculty of Graduate Studies.

9.5.1 Appeal Considerations

The Faculty of Graduate Studies will consider appeals:

- stemming from a decision of a department/unit on academic matters (e.g. first failure of a candidacy examination) only after they have been dealt with by the appropriate department/unit-level appeal process (if any), as is outlined in the department/unit supplementary regulations;

- stemming from a decision of the Faculty of Graduate Studies (e.g. Required to Withdraw) which may follow the recommended action of a department/unit.

- stemming from a negative decision from the Registrar’s Office on a final grade or term work grade appeal.

In all cases, appeals should be addressed to the Dean of the Faculty of Graduate Studies.

A decision of the Appeal Panel is appealable only to the Senate Committee on Appeals.

9.5.2 Composition of an Appeal Panel

Faculty members or students are disqualified from participating on an Appeal Panel if they:
• hold any academic appointment in the department/unit in which the appellant is registered;
• are/were a student in the department/unit in which the appellant is registered;
• were, as an individual, or as a member of a committee or board, responsible for making the decision being appealed.

Note: All members of an Appeal Panel shall participate in all of the deliberations essential for the determination of the matter in dispute. If, in the course of hearing an appeal, a member is not present at the commencement of the hearing or a member cannot continue, the Panel may elect to proceed in the absence of that member. If more than one (1) member is not present at the commencement or cannot continue, the Appeal Panel must adjourn the proceedings.

9.5.3 Grounds for an Academic Appeal

It shall be the responsibility of the appellant to indicate clearly and specifically the grounds warranting consideration of the appeal.

The Appeal Panel shall only consider an appeal if there is evidence that:

• the department/unit or the Faculty of Graduate Studies failed to follow the rules of natural justice;
• the department/unit or the Faculty of Graduate Studies failed to follow procedures;
• a department/unit or Faculty of Graduate Studies regulation has been unfairly or improperly applied, or has become inapplicable through lapse of time;
• there are documented mitigating circumstances (e.g. medical, compassionate);
• there is apparent conflict between a Senate Regulation, a Faculty of Graduate Studies policy and/or a department/unit regulation.

9.5.4 Academic Appeal Deadlines

9.5.4.1 Appeal of a Faculty of Graduate Studies Decision:
An appeal of action taken by any department/unit, committee, administrator or faculty member within the Faculty of Graduate Studies must be submitted in writing by the appellant to the Dean of the Faculty of Graduate Studies within fifteen (15) working days of the date that the appellant was informed in writing of the action to be appealed.

9.5.4.2 Appeals to Senate:
As per the University of Manitoba Governing Documents: Students: Policy: Appeals Procedures, appeals to the Senate Committee on Appeals shall be filed with the University Secretary within twenty (20) working days after the mailing of the notice of decision from which the appeal is made.

9.5.5 Faculty of Graduate Studies Academic Appeals Process

9.5.5.1 Submission of Appeal Package
The Appellant must submit an appeal package consisting of an appeal form, a letter outlining their appeal, and any relevant supporting documentation to the Faculty of Graduate Studies within the above timeframe. Incomplete appeals may not be considered.

Upon receipt of a formal appeal, the Dean of the Faculty of Graduate Studies may, at their discretion, consider the appeal or forward it to an Appeal Panel. If the Dean considers the appeal, the student shall be informed of the outcome in writing.
letters are issued via email to the appellant’s University of Manitoba email address. Hard copies of the letter will be made available upon request.

### 9.5.5.2 Faculty of Graduate Studies Appeals Committee

The appellant may appeal the Dean’s decision to the Faculty of Graduate Studies Appeals Committee within fifteen (15) working days of the date of the letter of decision.

An Appeal Panel will be struck, and a teleconference meeting set by the Faculty of Graduate Studies to determine whether the appellant has grounds to proceed to a Hearing. If the Appeal Panel determines that the appellant has not substantiated their grounds for appeal, the matter will not proceed to a hearing. The Panel will notify the appellant and the Dean of Graduate Studies of their decision in writing. If the Appeal Panel determines that the appellant has substantiated their grounds for appeal, the appellant and the Dean of Graduate Studies will be notified and a hearing will be scheduled.

If it is determined that the appeal will proceed to a hearing, the Appeal Panel may request additional information, or of its own volition, call additional witnesses.

### 9.5.5.3 Hearing Procedures

The Faculty of Graduate Studies shall inform the appropriate department/unit head (or designate) of the nature of the appeal and request that they accompany the Faculty of Graduate Studies respondent as a co-respondent at the hearing. The co-respondent will be requested to provide a letter responding to the appeal no later than fifteen (15) business days before the date of the hearing. The respondent will be requested to provide a letter addressed to the Chair of the Appeal Panel no later than ten (10) working days prior to the hearing.

The appellant shall be advised by the Dean of the Faculty of Graduate Studies of the right to appear in person or to be represented by a student advocate, a fellow student or other full-time member of the University community not receiving payment for appearing, or working for legal aid. If the appellant wishes, one (1) member of their immediate family, and a lawyer, may be present, but only as observers (i.e. they cannot participate in the proceedings). The Faculty of Graduate Studies must be notified of any persons accompanying the appellant at least ten (10) working days prior to the hearing.

The appellant, respondent, and appeal panel shall have the right to call witnesses to appear before the panel. Witnesses are to be made available for questioning only and will not be privy to the appeal documents or the hearing proceedings in which they are not involved. The appellant must indicate their witness request in their appeal letter. The respondent shall indicate their desire to invite a witness to the Chair of the Appeal Panel no later than five (5) business days after receiving notice that the appeal will proceed to a hearing. It is the responsibility of the party calling witnesses to ensure that the witnesses are informed of the date and time of the hearing.

All documentation that the Appeal Panel will consider shall be made available through the Faculty of Graduate Studies to both the appellant and the respondent at least one (1) week in advance of the hearing with notification of the specific time and location of the hearing. **No additional materials should be presented at the time of the hearing.** In the case where a request is made to submit additional materials, the Chair may postpone the hearing and allow no more than ten (10) working days for the other party to respond to the new materials.

Hearings shall be held in closed session unless at least one (1) party requests an open hearing and all parties involved in the proceedings agree to the request. During the hearing, the appellant or the respondent may request a change in the open or closed nature of the hearing, at which time the Appeal Panel shall determine its procedures.
The Appeal Panel shall convene prior to the arrival of the appellant (and/or representative) and the respondent to discuss the order of proceedings and questions raised by the appeal documents.

The order of proceedings is as follows:

- The appellant and/or representative will be invited to make an opening statement, followed by rounds of questioning by the Panel and then the respondent;
- The respondent will be invited to make an opening statement, followed by rounds of questioning by the Panel and then the appellant and/or representative;
- The Panel will have the opportunity to ask further questions of all parties;
- If applicable, witnesses will be called upon to enter the room individually. The Panel, appellant and/or representative and respondent will have the opportunity to ask questions;
- The appellant and/or representative and respondent will make closing statements. No new information is permitted to be presented at this time;
- The Panel will deliberate in camera (i.e. closed session).

All parts of the meeting required by the Appeal Panel to deliberate or determine the disposition of the appeal shall be held in camera. Such deliberations shall take into account all documentation provided by the appellant and respondent, as well as all testimonies heard during the hearing.

9.5.5.4 Disposition

The Chair of the Appeal Panel shall inform the Dean of the Faculty of Graduate Studies in writing of the disposition of the appeal, the reasons for the decision, and any actions that may result. The Dean of the Faculty of Graduate Studies shall, in turn, inform the appellant, their representative, and the department/unit in writing of the disposition of the appeal, the reasons for the decision and any actions that may result. The appellant shall be informed of their right of appeal to the Senate Committee on Appeals, including relevant time limits. The Dean of the Faculty of Graduate Studies may inform the department/unit of any recommendations brought forward by the Appeal Panel.

9.6 Discipline Appeals

The specific jurisdiction of each of the Disciplinary Authorities is outlined in:

- Table 1: Jurisdiction of Disciplinary Authorities for Student Academic Misconduct
- Table 2: Jurisdiction of Disciplinary Authorities for Student Non-Academic Misconduct
- Table 3: Disciplinary Actions and Disciplinary Authorities

If the appeal is from a decision of the Dean of the Faculty of Graduate Studies the appeal statement shall be delivered to the Dean of the Faculty of Graduate Studies on behalf of the Local Discipline Committee (also commonly referred to as the “L.D.C.”)

If the appeal is from a decision of the L.D.C., the official statement shall be delivered to the Secretary of the University Discipline Committee (U.D.C.) with a copy to the Dean of the Faculty of Graduate Studies.

9.6.1 Discipline Appeal Deadlines

If a student wishes to appeal a decision, the notice of appeal must be delivered in writing to the appropriate person(s) within ten (10) working days of the student being notified of the decision the student intends to appeal.
### 9.6.2 Appeal of Disciplinary Action

When the appeal is against a disciplinary decision made by the Faculty of Graduate Studies, the appeal routes and procedures as outlined in the following shall prevail: Student Discipline Appeal Procedure.

The student shall clearly indicate in the notice of appeal whether they are appealing the decision on:

1. the finding of facts;
2. the disposition determined by the disciplinary authority; or
3. both (1) and (2).

### 9.7 Fee Appeals

Please refer to the Registrar’s Office webpage on fee appeals. To initiate the Fee Appeal process, the student must complete a Fee Appeal form, available at the former link. For information about Fee Appeals, please visit the Registrar’s Office online or in person at 400 University Centre.

### 9.8 Term Work Appeals

Students are encouraged to discuss matters relating to grading of term work with their instructor in the first instance. Further appeals of grades on academic term work shall be directed, by the appellant, to the department/unit responsible for the course within ten (10) working days after the grades for term work have been communicated to students. Following receipt of the appropriate appeal form and evidence of payment of the refundable appeal fee, the department/unit shall consider the appeal and provide a decision within fifteen (15) working days. Please refer to the Registrar’s Office website for additional information.

### 9.9 Final Grade Appeals

Please refer to the Registrar’s Office webpage on grade appeals. To initiate the Grade Appeal process, the student must complete a Grade Appeal form, available at the former link. For information about Grade Appeals, please visit the Registrar’s Office online or in person at 400 University Centre.

### 9.10 Assistance with Appeals

The Office of Student Advocacy & Case Management, 520 University Centre, provides information and assistance to students regarding all appeal processes. It is strongly recommended that students contact the Office of Student Advocacy & Case Management to assist them with any appeal they are considering.

### APPENDIX 1: Thesis/Practicum Types

A student/candidate may present a thesis/practicum in one of two acceptable formats:

- Regular style
- Manuscript/grouped manuscript style

The type of thesis/practicum must be approved by the advisory committee and comply with all regulations of the Faculty of Graduate Studies and any supplementary regulations of the department/unit.

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**1.0 Regular Style**

**1.1 Prefatory Pages**

**1.1.1 Title Page**

The title page should contain the following information:

- the title of the thesis/practicum
• the name of the University
• the degree for which the thesis/practicum is submitted
• the name of the department/unit
• the full name of the author
• the copyright notation ©

The title must be a meaningful description of the content of the research. The author’s name should be in full, identical to the name under which they are registered and be consistent on all other documents. A sample title page can be found on this link.

1.1.2 Abstract
The abstract is expected to provide a concise, accurate account of the thesis/practicum. Abstract maximum length is 350 words. An abstract should contain a statement of the problem, methods, results, and conclusions.

1.1.3 Acknowledgements
The content of this single page is left to the discretion of the author. For example, the page may make reference to the student/candidate’s advisor/co-advisor and advisory committee, to other individuals who have provided invaluable assistance to the development of the thesis/practicum, and to sources of financial assistance or other support.

1.1.4 Dedication
A single page pertaining to a dedication is allowed.

1.1.5 Table of Contents
This must list and provide page references to all elements of the thesis/practicum. The numbering and formatting must be identical to the way the material appears in the text. Page numbers should be right justified. A sample table of contents can be found at this link.

1.1.6 List of Tables
This should immediately follow the Table of Contents and be of the same format. The list must include the number, name and page number of each table.

1.1.7 List of Figures
This should immediately follow the List of Tables and be of the same format as the Table of Contents. The list must include the number, name and page number of each figure.

1.1.8 List of Copyrighted Material
On occasion students/candidates include images, figures, photos and other materials from copyrighted sources. Written permission from the copyright holder is required. This should follow the List of Figures and follow the same format as the Table of Contents. For further information on copyright please refer to the following link.

1.2 Format
1.2.1 Styles
The thesis/practicum should be written in a standard style manual that has been recommended by the department/unit. Manuals recommended by the Faculty of Graduate Studies include but are not limited to:

• American Psychological Association, Publication Manual of the American Psychological Association
• Kate L. Turabian, A Manual for Writers of Term Papers, Theses and Dissertations
• The Modern Language Association of America, MLA Handbook for Writers of Research Papers
• University of Chicago Press, The Chicago Manual of Style

Students should always use the latest edition available. If there is a conflict between the instructions in this guide and the style manual chosen, the former should be followed.

1.2.2 Spelling
Canadian, British or American spelling is acceptable, but one style must be used consistently throughout the document.

1.2.3 Format
One-and-a-half (1.5) space all text material; footnotes and long quotations may be single spaced. The entire thesis/practicum must be in the same text font, style, and size. Font size should be no less than 12pt Times Roman. Full justification of the text is not required.

1.2.4 Margins
It is imperative that the specified margins be observed throughout the thesis/practicum. Leave at least a one inch (1.0”) margin from the top, bottom, left, and right hand edges of the paper. These margins apply to all material, including appendices, diagrams, maps, photographs, charts, tables, etc.

1.2.5 Page Numbers
Each page in the thesis/practicum must be numbered consecutively. Illustrative pages and appendices must also be numbered. Roman numerals should be used for the prefatory pages. The remaining pages of the thesis/practicum, beginning with the introduction (Chapter One) should be numbered consecutively in Arabic numerals.

1.3 Footnotes, References and Appendices
Instructions in the style manual recommended by the department/unit should be followed. Regardless of which style manual is used, format selected must be consistent throughout the document.

1.4 Figures, Illustrations, Photographs and Design Drawings

1.4.1 Illustrative Material
All illustrative material must be consistent throughout the thesis/practicum. All figures, illustrations, photographs and drawings must be numbered consecutively in Arabic numerals and accompanied with a title. The material should appear as soon as possible after as it is mentioned in the text. All original materials should be of high quality, with sharp and clear images.

1.4.2 Layout of Tables and Figures
Each table and figure must have a number and title. The number and title should appear at the top or bottom of the table or figure as per style. The title of the table or figure should be as short as possible and indicate the major focus of the material within the table or figure.

1.5 Additional Materials

1.5.1 Consent and Access to Information Forms
Sample copies of consent forms that were used to obtain consent from participants to take part in the information gathering procedures for the thesis/practicum must be
1.5.2 Use of Copyrighted Material

If the thesis/practicum includes copyrighted material (images or more than a reasonable extract (according to the Copyright Act) of another person’s work), permission must be obtained from the copyright holder. A “Sample Permission Letter” is available on the Copyright Office website.

In some cases, copyright holders prefer to use their own permission forms and/or will provide their permission electronically. Both of these are acceptable by the Faculty of Graduate Studies.

Note that obtaining permission may take a considerable amount of time and this must be taken into consideration when meeting a thesis/practicum submission deadline. A reference to written permission having been obtained must be included under the image or text. The reference should also include the date the permission was granted, and the name/title of the copyright holder(s). The original form(s) signed by the copyright holders should be retained by the student with a copy provided to the Faculty of Graduate Studies upon completion of the thesis/practicum.

The thesis/practicum cannot be accepted by the Faculty of Graduate Studies if permission has not been obtained. It is important that the student and their advisor(s) ensure that the permission has been granted. In some cases, the copyright holder cannot be located or the cost is prohibitive to using the text or image. In these situations, the text or image may have to be omitted from the thesis/practicum. Subsequently, information on where the reader can locate the image or text should be included, such as the URL, title of book/journal, volume and issue number, page number, publisher, and date of publication. A description of the purpose or significance of the text or image should be provided.

For further information on copyright please refer to the Copyright Office website.

2.0 Manuscript/Grouped Manuscript Style

A thesis/practicum may comprise a paper, or collection of papers, which are, or are about to be, published. The number of papers that comprise this style of thesis/practicum will be determined between the student and the advisory committee. The formatting of the thesis/practicum must be consistent throughout the thesis/practicum and the thesis/practicum cannot merely consist of several papers or articles bound within the one document.

Publication, or acceptance for publication, of research results prior to the presentation of the thesis/practicum does not supersede the evaluation of the work by the examination committee (i.e. does not guarantee that the thesis/practicum will be found acceptable). Examiners may specify revisions regardless of the publication status.

The thesis/practicum must follow the same prefatory information (1.1), spelling, formatting margin requirements, page numbering (1.2), footnotes and appendices (1.3), figures, illustrations photographs and drawings (1.4) and any additional material (1.5) as those outlined above.

There must be an introductory chapter to the entire thesis/practicum that includes its own bibliography. The collection of papers or articles must contribute toward the overall theme that represents the thesis/practicum work and must be smoothly integrated into the flow of the thesis/practicum to produce a unified document. This may require changes or additions to, and re-writing of, any work that has been previously published.
The thesis/practicum must contain connecting text between the different chapters providing logical links to allow the integration of the information. **These connecting sections are mandatory.** Not including these sections may compromise the ability of the examiners to evaluate the thesis/practicum and accordingly, there may be subsequent consequences.

The thesis/practicum must contain a concluding chapter that includes a discussion on how the thesis/practicum, with its findings, provides a distinct contribution to knowledge in the research area.

In the case of multi-authored papers, the nature and extent of the student/candidate’s contribution, and those of the other authors, must be explicitly specified in a section entitled "Contributions of Authors" in the "Preface" of the thesis/practicum. The advisor/co-advisor, by signing the thesis/practicum submission form, attests to the accuracy of these statements and will be asked to reaffirm these statements at the oral defence in the case of a doctoral thesis.