

# Implementation Plan

## 1. Cover memo

PAC Accounting Year of appraisal 2017

To: Sandra Gabriele, Vice-Provost, Innovation in Teaching and Learning

From: Anne-Marie Croteau, Dean of the John Molson School of Business

Date:

Please find enclosed the finalized Implementation Plan for the **Core Studies PAC** as part of the academic program appraisals process. This Plan was duly discussed with:

The Chair of the PAC or the unit(s) under appraisal

The Dean of Graduate Studies (if applicable)

As mentioned in the Concordia University Academic Program Appraisals Manual, 5<sup>th</sup> edition revised November 2015, the John Molson School of Business will follow-up on this Plan in two years, when prompted by your office.

Sincerely,

Dean's name Anne-Marie Croteau

Dean's signature 

Date Nov 4, 2021

In the context of a well-rounded business program, the Department of Accountancy provides its students with the skills to become accountants in public practice, industry and the not-for-profit sector. Professional accountants keep businesses ahead of the curve: solving problems, building sound financial strategies and ensuring good fiscal health. Our graduate diploma program has a well-deserved reputation for achieving excellent results at national professional accounting examinations.

The department offers four programs :

- An undergraduate Major in Accountancy degree which is part of the AACSB accredited undergraduate B.Comm. The program meets the undergraduate standards of the Ordre des comptables professionnels agréés, Québec's professional accountancy organization, which are, in Quebec, the first step to the Canadian CPA, accepted across Canada and recognized internationally.
- An undergraduate Certificate in Accountancy that provides accountancy courses for students who have completed a bachelor's degree in a field other than accountancy so that they may qualify for entry to the Graduate Diploma in Chartered Professional Accountancy program.
- A graduate Diploma in Chartered Professional Accountancy. The successful completion of this program entitles the student to take the Common Final Examination of CPA Canada. Entry into this program requires an undergraduate B.Comm degree, Major in Accountancy, with high academic standing or equivalent.
- A PhD program which is appraised separately.

We are determined to continue working on the enhancement of the programme curricula. A first step has already been taken - courses in the John Molson's School of Business Core studies that are offered by faculty affiliated with the Accounting department are currently being revised. Moreover, the new CPA Competency Map 2.0 proposed by -CPA Canada will provide the space to better integrate emerging IT, data analysis, as well as a focus on social responsibility and ethics within the curriculum. Most importantly, the upcoming CPA Certification 2.0 will provide us with an enhanced teaching and assessment framework to be integrated in our Accountancy department programs.

# Implementation Plan

## 3. Recommendations

Recommendations	Prioritized timeline for completion	Responsibility	Dean's comments and resource implications
<p>1. Embed data analytics and IT skills throughout curriculum to align with changes in CPA Canada's education requirements</p>	<p>Ongoing. Will be implemented in two steps: the first set of changes from the 2020 CPA Competency Map have been implemented; the second set of changes will be implemented according to the adoption deadline of the new CPA Competency Map 2.0 (current adoption date January 2024).</p>	<p>Chair, CPA Director, Chair of the UGrad Curriculum Committee</p>	<p>The department will establish a road-map for changes and it is likely that it will require support from CIT and CTL. Also, in the case of the creation of new courses or large revisions of existing ones, the department will need R.A. support.</p>
<p>Rationale: The changes from the CPA 2020 Competency Map have been implemented. This includes in particular changes to the competencies around data analytics and information systems</p>			

<p>(DAIS). In addition, the CPA Order is in the process of finalizing its Competence Map 2.0. Resulting changes need to be incorporated into the undergraduate curriculum and CPA program curriculum. These future changes will be part of a new CPA Order JMSB CPA re-accreditation review (both undergraduate and graduate programs).</p>			
<p>2. Update relevant recent experience and technical skills across teaching staff as required to deliver the learning objectives in data analysis and IT</p>	<p>Start Winter 2022.</p>	<p>Department Chair, full-time and part-time teaching staff</p>	<p>This initiative will require awareness raising and then preparation, and delivery of training. Will likely require support from CIT and/or IITS.</p>
<p>Rationale: This reflects the changes in competencies required by the CPA Order.</p>			
<p>3. Bridge gap between coursework and industry jobs.</p>	<p>Ongoing.</p>	<p>Department Chair, CPA Director</p>	<p>The CPA is adapting its set of competencies to reflect the needs of market demand. This new set of competencies will be integrated into the curriculum as stated above. The work will be done with the support of the Department COOP Director &amp; the Director, CMS and Corporate Partnerships</p>
<p>Rationale: The accounting profession is operating in a changing business environment that requires continuous efforts to stay current and relevant as a profession. Besides updating curriculum content, we seek to increase the amount of experiential learning components in our courses to bridge potential gaps.</p>			
<p>4. Conduct a comprehensive benchmarking analysis.</p>	<p>Completed for CPA, which led to initiatives, such as offering accelerated CPA courses.</p>	<p>Department Chair, CPA Director</p>	<p>It is important to note that all universities are undergoing curriculum changes because of the Order's new Competency Map 2.0, which still needs to be finalized. The work will be done with the support of the Manager,</p>

<p>Rationale: There is the need to focus on how other universities are offering their CPA program in Quebec as well as integrating DAIS and the upcoming changes from the Competency Map 2.0 into the entry curriculum (i.e., ACCO major) and CPA Graduate Program.</p> <p>There is also a need to improve our website and promotional material and other universities might offer helpful ideas.</p>	<p>Starting for ACCO Major curriculum in 2022.</p>		<p>Programs, Internationalization and Sustainability &amp; Manager, Marketing and Recruitment</p>
<p>5. Develop or obtain and modify high quality CPA case materials</p>	<p>Ongoing for existing subject areas. New cases and resources will be required that reflect the new subject areas covered in the CPA Competency Map 2.0</p>	<p>CPA Director, Course Instructors</p>	<p>This will be an ongoing effort as case materials must be developed on a yearly basis. Instructors are continuously developing case material. Additional support and resources are required in this area.</p>
<p>Rationale: Having current and changing CPA case materials available is a critical enabler for students to succeed in the CPA common final exams.</p>			
<p>6. Collect and communicate information on student success</p>	<p>Ongoing.</p>	<p>Chair, CPA Director</p>	<p>There have been several initiatives by the CPA Director, including maintaining alumni relationships with former CPA students. This work will continue with the support of the CPA Director, CMS and Corporate Partnerships and the Manager of Programs, Internationalization and Sustainability.</p>
<p>Rationale: The department runs very successful accounting programs, first and foremost the CPA Graduate Diploma and Undergraduate Major in Accountancy.</p>			

