



FOR RECOMMENDATION

PUBLIC

OPEN SESSION

TO: Committee on Academic Policy and Programs

SPONSOR: Sioban Nelson, Vice-Provost, Academic Programs

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PRESENTER: Same as above

CONTACT INFO:

DATE: April 27, 2015 for May 12, 2015

AGENDA ITEM: 6

ITEM IDENTIFICATION:

Proposal for the closure of the Major in Human Resources and Industrial Relations, University of Toronto Mississauga

JURISDICTIONAL INFORMATION:

The Committee on Academic Policy and Programs approves the closures of undergraduate programs within an existing degree, as defined by the University of Toronto Quality Assurance Process. (*AP&P Terms of Reference, Section 4.4.b.i.*)

GOVERNANCE PATH:

1. UTM Academic Affairs Committee (March 26, 2015)
2. **Committee on Academic Policy and Programs [for approval] (May 12, 2015)**

PREVIOUS ACTION TAKEN:

Proposal for the closure of the Major in Human Resources and Industrial Relations received approval from the UTM Academic Affairs Committee on March 26, 2015.

HIGHLIGHTS:

This is a proposal to close the Major in Human Resources and Industrial Relations in the Department of Economics at the University of Toronto Mississauga. Admissions were administratively suspended on August 30, 2012. The effective date of the closure is August 30,

2017, when all of the current students are expected to have graduated. This major confers an Honours Bachelor of Arts degree.

The Major in Human Resources and Industrial Relations was originally conceived as an interdisciplinary program in collaboration with multiple UTM departments. Modifications in partner departments' priorities and transitions of faculty members in the Department of Economics have changed the participation and course offerings available to students. Further, changes in the certification requirements for careers in related fields means the major no longer connects well to students' career goals. The recently approved (March 2014) Stream in Human Resource Management and Industrial Relations within the Specialist in Management program at the Department of Management will offer UTM students better training for this certification. This new stream in the Specialist in Management leads to a Bachelor in Business Administration and will provide students with a more comprehensive study of both Human Resources and Industrial Relations. Closing the Major in Human Resources and Industrial Relations will eliminate overlaps between these programs and help to streamline the offering in this area for students. The closure will also allow the Department of Economics to focus on increasing student connections, developing additional experiential learning opportunities, and creating a stronger Economics identity at UTM.

The proposal identifies that required courses for this program will remain active and available to students for a reasonable time to complete their HRIR program. The Department of Economics Academic Counsellor will continue to administer the Major in Human Resources and Industrial Relations until all students have completed their program.

The Departments of Management, History and Sociology were consulted on this proposal and all were in support of the closure. Cognate departments and administrative offices from UTSC and the St. George campus have also been advised of the closure.

FINANCIAL IMPLICATIONS:

Any new/additional financial obligations resulting from this program will be met at the Faculty/Divisional level.

RECOMMENDATION:

BE IT RESOLVED:

THAT the proposed closure of the Major in Human Resources and Industrial Relations undergraduate program, to which admissions have already been suspended as described in the attached proposal from the University of Toronto Mississauga dated March 2015, be approved with an anticipated program closure date of August 30, 2017.

DOCUMENTATION PROVIDED:

- *Proposal for the closure of the Major in Human Resources and Industrial Relations,
University of Toronto Mississauga*



University of Toronto Proposal for the Closure of an Existing Program (Graduate or Undergraduate)

(This template has been developed in line with the University of Toronto's Quality Assurance Process.)

The process followed for the closure of any program is the same as that required for the approval of any new such program.

Closure Proposed: Please specify precisely what is being closed: i.e., Graduate diploma, field, certificate, option within a program (e.g., specialist, major, or minor), entire program, or degree (graduate or undergraduate)	Human Resources & Industrial Relations Major ERMAJ1882
Department / Unit (if applicable):	Department of Economics, UTM
Faculty / Academic Division:	University of Toronto Mississauga
Faculty / Academic Division contact:	Yen Du Program and Curriculum Officer Office of the Dean, UTM yen.du@utoronto.ca
Department / Unit contact:	Professor Xiaodong Zhu Chair, Department of Economics xzhu@chass.utoronto.ca Tel: (905) 828-3907/ (416) 978-7134
Effective date program will be closed to new admissions:	Immediately upon University Approval
Effective date of full closure of program: (date by which students currently in the program will be expected to graduate)	August 30, 2017
Version Date:	March 2, 2015

1 Brief Summary

This is a proposal to close the Human Resources & Industrial Relations (HRIR) Major Program in the Department of Economics at the University of Toronto Mississauga (UTM).¹ This program was initially developed as a collaboration between multiple departments at UTM (Economics, Management, History, and Sociology) with the goal of taking an interdisciplinary approach by drawing from course offerings in each of the departments. Due to changes in the relationships between departments, the requirements and structure of the HRIR Major has undergone modifications since its original conception. More recently, faculty resource changes in the Department of Economics has affected the administration of and Economic course offerings for this program. Consequently, high academic quality standards and Program Learning Outcomes for our students were not maintained.

Admission to this program was administratively suspended on August 30, 2012. A notice was posted on the Department of Economics website, within the Office of the Registrar, and in the UTM Academic Calendar alerting students. Since the suspension, the Department of Economics has gone through an external review (March 2014). The appraisal report from the external reviewers (see Section 2 below) prompted a review of our undergraduate programs and curriculum. It is from this review and discussions within the Department that this proposal to close the HRIR Major developed. The closure of this HRIR Major would allow the Department to focus on strengthening our other undergraduate programs (where there is a larger cohort and more interest) by increasing our student connections, developing additional experiential learning opportunities, and creating a stronger Economics identity at UTM.

Students currently registered in the program will be supported by the Department and will be able to complete the program under the current requirements. Those courses specifically designed for the HRIR Major will continue to be taught until all students have had the opportunity to complete the requirement. Student counselling services will continue through the Economics Undergraduate Counsellor. New students that show an interest in this program and/ or area of study will be referred to the new Human Resource Management and Industrial Relations (HRMIR) stream within the Management Specialist Program (see Section 2 below).

This program is not connected to any other academic program within the Economics Department, UTM or the other two campuses at UofT so there will be no negative impact with this closure. The Departments of Management, History and Sociology have been advised and consulted on this proposal to close the HRIR Major Program. All were in support of this closure. Cognate departments and administrative offices from UTSC and the St. George campus have also been advised of the closure.

¹ The program requirements are listed in Appendix I.

2 Rationale

A number of factors in recent years have affected this program and the ability of the Economics Department to maintain the academic rigor of the program and fulfill the program learning outcomes. The relationship between Economics and other units at UTM has evolved and produced different priorities and course offerings and changes to the participation of partner departments. Faculty transitions in Economics have also impacted the administration of the program and course offerings. These two factors combined with the low number of students currently enrolled in the program (see Table 1 in Section 4), and the existence of other more comprehensive programs with related academic content has resulted in the decision to close the program.

Due to changes in the certification requirements for careers in related fields, the HRIR Major program no longer connects well to students' career goals. By contrast, the newly approved Human Resource Management and Industrial Relations (HRMIR) stream of the Management Specialist Program prepares students very well for Certified Human Resources Professional (CHRP) certification. The Employment Relations Program offered through Woodsworth College² also provides students with a theoretical background and knowledge of current developments in the labour field that will serve as a general basis for careers in employment relations and human resources. This offers students the opportunity to progress to the Master of Industrial Relations and Human Resources Program at the Centre for Industrial Relations and Human Resources on the St. George Campus³.

The Economics Department underwent an external review in March 2014. In their appraisal report, the external reviewers highlighted the Department's need to increase faculty cohesion and identity with our undergraduate programs as well as the need to strengthen the student experience across all of our programs. The Department has since carefully and critically reviewed our programs and curriculum with this in mind and it was felt that, as a program that draws the majority of its course requirements from multiple disciplines (Economics in addition to Management, History, Sociology, and others) and has admission requirements that are not in-line with our other Economics programs, the HRIR Major was not serving the Department or our students well. It would seem that the natural next step is to close the HRIR Major, which will allow the Department the opportunity to focus on strengthening our other programs.

Students interested in Human Resources and Industrial Relations will be directed to the more comprehensive Human Resource Management and Industrial Relations Stream of the Management Specialist Program at UTM. This program is better situated to prepare and train our students for CHRP certification and for future graduate education in the field.

² http://www.wdw.utoronto.ca/index.php/programs/employment_relations/overview

³ <http://www.cirhr.utoronto.ca/programs/mirhr-overview>

3 Impact on other programs/units of the proposed closure

The closure of the HRIR Major program does not affect any other Economics programs or the other departments that offer course options for this program (i.e., Sociology and History).

During the summer of 2012 notification was posted to make students aware the HRIR Major would be suspended with closure pending. These notices were posted by the Dean's Office, the Economics Department, and the Registrar's Office with notation included in the UTM Academic Calendar. The notices were repeated annually and a permanent notice was posted on the Department website to the students in the program to ensure they complete their mandatory courses as soon as possible. All student progress in the program was assessed in February 2014 and students were emailed directly flagging the mandatory courses they were missing to ensure they take the opportunity to register for these courses while they were offered. All students were given the opportunity to register in the courses they were missing when the course(s) were offered. We have offered the mandatory courses run by the Economics Department both through the academic years and summers since 2012.

The required courses for the HRIR students will continue to be offered until all students have completed their program requirements.

4 Student Accommodation

Table 1: Undergraduate

	Year one	Year two	Year three	Year four
Current enrolment	0	1	10	57

There are presently 68 students registered in the HRIR Major program. All students that were registered in the program before September 2012 will be able to complete the HRIR Major program. Students with registration in this program that may return to UTM after its closure will be grandfathered through the program. The Economics Department will work with these students so that they are able to complete the program requirements.

Assuming students entering the program in the Spring and Summer of 2012 are completing their first year of studies, they should be ready for graduation by 2015 or sooner. Students must have completed at least 4 .0 credits to apply to a Subject POST. The HRIR program consists of 6.5 credits and must have completed 1.5-2.0 credits to be eligible for the program. It is feasible to assume that the majority of the students in the HRIR program should be able to complete their required program courses by 2017.

Required courses for this program will remain active and available to students for a reasonable time to complete their HRIR program.

All students in the HRIR Major program must have a second Major or two Minor programs. No other UTM academic programs conflict with the HRIR Major.

Students were notified via our Economics website and email in March of 2012 of the administrative suspension of admissions and pending HRIR Major program closure. The HRIR students were advised that the Economics Academic Counsellor was available to discuss any concerns they may have regarding this closure. Advising will continue to be available in the Economics Department to all students in this program.

5 Faculty / Staff Accommodation

The Department of Economics Academic Counsellor will continue to administer the HRIR Major until all students have completed their program.

We will continue to hire Ph.D. graduate students and stipends as required to teach the required courses until all HRIR students have completed the program.

6 Governance Process

	Levels of Approval Required
Decanal / Provostial Sign-Off	
	Faculty/Divisional Council (approval of closure of minors, where there is a continuing (specialist or major)
Submission to Provost's Office	
	AP&P (approval of program closures: undergrad specialists/majors; minors where there is no specialist of major; graduate fields or diploma, and collaborative programs)
	Academic Board (approval of degree, graduate program, diploma closures)
	Executive Committee of Governing Council (executive confirms degree, grad program, closures)
Inclusion in Annual report to Quality Council	
Inclusion in Annual report to MTCU (in case of closure of degree)	

Appendix I – Human Resource and Industrial Relations Major Program Requirements (Calendar Copy)

Major Program ERMAJ1882 Human Resource and Industrial Relations (Arts)

A minimum of 6.5 credits are required including at least 2.0 at the 300 level.

Limited Enrolment – Enrolment in this program is limited to students who have completed at least 4.0 credits, have a cumulative GPA of at least 2.0 and have already completed 1.5 credits from among the following courses: ANT350H5; ECO100Y5,244Y5,261H5/ 361Y5; ERI260H5; SOC100H5

1. ECO100Y5,244Y5,261H5/ 361Y5; ERI260H5; SOC100H5,227H5

2. The remaining 2.0 or 2.5 credits selected from the following list: ECO370Y5/ 381H5; ERI360H5; HIS313H5,314H5; SOC236H5/263H5,338H5,341H5,361H5,362H5,412H5

Note: To take Sociology courses at the 300/400 level, students require 1.5 SOC credits. To meet this prerequisite, students are expected to take SOC100H5,227H5 and 236H5/ 263H5.

Appendix II – HRMIR Program Requirements (Calendar Copy)

Specialist Program ERSPE1882

Human Resource Management & Industrial Relations (HRMIR)

HRMIR stream

Within the BBA degree, 14 credits are required.

Limited Enrolment --Enrolment in this program is limited to students who meet the following criteria:

1. Prerequisite Courses:

MGM101H5(63%), MGM102H5(63%); ECO100Y5(63%) in a minimum of 4.0 credits.

2. Cumulative Grade Point Average (CGPA)

Each year the Management Department sets a minimum required CGPA. This will vary from year to year and is based, in part, on supply and demand.

3. Courses with a grade of CR/NCR will not count as part of the 4.0 credits required for program entry.

Note: Transfer Credits

Students applying to Management with transfer credits must meet these requirements:

The CGPA must meet the cut off in a minimum of 4.0 credits taken at U of T Mississauga. The CGPA is based on courses taken for credit.

The combined CGPA of all courses taken at another institution plus U of T Mississauga courses must meet the minimum cut off for the year in which you are applying.

Application for admission to the program for September is made during the Subject POST request periods in March/April. Contact Management Department for **dates**.

First Year	(2.0 credits) MGM101H5, 102H5; ECO100Y5
Upper Years	<ul style="list-style-type: none">• Core courses (1.5 credits): MGT262H5; MGM301H5, 400H5• Management Disciplines (8.5 credits): MGM221H5/MGT120H5, MGM222H5, 230, 252H5, 364H5, 365H5, 390H5, 371H5, 464H5, 465H5, 466H5; MGT260H5, 363H5, 480; ECO205Y5; ERI360H5• Statistics (.5 credit): STA218H5• Electives (select 1.5 credit): ANT350H5; ECO261H5; HIS313H5, 314H5; SOC227H5, 236H5, 263H5, 341H5, 361H5, 362H5; WGS210H5; MGT461, 463, 467.