



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: 7

ITEM IDENTIFICATION:

Proposal for the closure of the Specialist in Commerce: Human Resources Management, 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 Specialist in Commerce: Human Resources Management received approval from the UTM Academic Affairs Committee on March 26, 2015.

HIGHLIGHTS:

This is a proposal to close the Specialist in Commerce: Human Resources Management offered by the Department of Management at UTM. Admissions to the program were administratively suspended on July 1, 2014. The effective date of the closure is August 30, 2020, when all of the

current students are expected to have graduated. The program is one of five offered by the Department of Management that leads to a Bachelor of Commerce.

In response to a departmental curriculum review, which found that this program was not serving UTM students, and changes to the labour market, the Management Department decided to close the Specialist in Commerce: Human Resources Management and replace it with a more comprehensive stream as part of the Specialist in Management program called Human Resource Management and Industrial Relations. This closure proposal was foreshadowed by the approval, by the UTM Academic Affairs Committee in March 2014, of the new stream as part of the Management Specialist program leading to a Bachelor of Business Administration. The closure of the Specialist in Commerce: Human Resources Management will avoid redundancy in program offerings. The new stream better reflects the changing labour market expectations and requirements for professional certification by the Human Resource Professionals Association.

It is anticipated that all students will finish by August 30, 2020, at which point the program will close. Qualified students who wish to switch to the new Human Resource Management and Industrial Relations stream within the Specialist in Management program will be able to do so and will be assisted through the process by Department faculty and staff.

The Economics Department at UTM offers the B.Com. Specialist jointly with the Department of Management and fully supports the closure of the program. Cognate departments as well as Dean's Offices at the St. George and UTSC campuses have also been notified of this program closure proposal.

Please note that the proposal refers to the program to close as either *Commerce: Human Resource Management* or *Human Resource Management*. The correct name of the program that is closing is *Commerce: Human Resource Management*.

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 Specialist Commerce: Human Resources Management undergraduate program, to which admissions have already been suspended as described in the attached proposal from the University of Toronto Mississauga dated February 2015, be approved with an anticipated program closure date of August 30, 2020.

DOCUMENTATION PROVIDED:

- *Proposal for the closure of the Specialist Commerce: Human Resources Management, within the existing Bachelor of Commerce degree, 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.

<p>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)</p>	<p>Specialist Program ERSPE1815 – Commerce: Human Resource Management (BCom)</p>
<p>Department / Unit (if applicable):</p>	<p>Department of Management, UTM</p>
<p>Faculty / Academic Division:</p>	<p>University of Toronto Mississauga</p>
<p>Faculty / Academic Division contact:</p>	<p>Yen Du Program and Curriculum Officer Office of the Dean, UTM yen.du@utoronto.ca</p>
<p>Department / Unit contact:</p>	<p>Mihkel Tombak, Chair, Department of Management (905) 828-5398 mihkel.tombak@utoronto.ca</p>
<p>Effective date program will be closed to new admissions:</p>	<p>July 1, 2015</p>
<p>Effective date of full closure of program: (date by which students currently in the program will be expected to graduate)</p>	<p>August 30, 2020</p>
<p>Version Date:</p>	<p>February 24, 2015</p>

1 Brief Summary

This is a proposal to close the Human Resource Management (HRM) Specialist Program (ERSPE1815) leading to the Bachelor of Commerce (BCom) Degree in the Department of Management at the University of Toronto Mississauga (UTM). The Department of Management currently offers five specialist programs leading to the BCom, including the Human Resources Management Specialist. The remaining four Commerce Specialist Programs (Commerce (ERSPE2273); Accounting (ERSPE1704); Finance (ERSPE2034); and Marketing (ERSPE2380)) will not be affected by this program closure. The program is being replaced by a new and more comprehensive Management Specialist stream in Human Resource Management and Industrial Relations within the Department of Management (see Appendix A). The new stream accepts its first cohort this 2014-2015 academic year for September 2015 enrolment and leads to a Bachelor of Business Administration (BBA). Students who are currently enrolled in the closing HR Management Specialist Program will be able to complete the program and the program will close on August 30, 2020 after all students have completed the requirements. In addition, qualified students will have the option to switch to the new stream in Human Resource Management and Industrial Relations.

2 Rationale

UTM recently approved a new stream within the Bachelor of Business Administration (BBA) Management Specialist program in Human Resource Management and Industrial Relations (HRMIR)¹. The creation of this stream within the Management BBA Program is intended to replace the Human Resource Management Specialist Program in the BCom and expand on its coverage of both Human Resource Management (HRM) and Industrial Relations (IR). The addition of this new stream better reflects the changing labour market expectations and requirements for professional certification by the Human Resource Professionals Association (HRPA). These changes also align more closely to UTM's academic objectives of distinctive program offerings and experiential learning. The creation of the new HRMIR stream will act as a replacement for this program thereby resulting in the proposed closure. Students who are currently enrolled in the HR Management Specialist Program will still be able to complete the program requirements as the program courses will still be offered for the new HRMIR stream.

Enrolment in the HRM Specialist has consistently been low (see Table 1 in Section 4 Student Accommodation below). Students were not attracted to the program partly because there were few HRM and IR courses and the program did not meet the requirements for HRPA certification. The program has not been serving our students or the HRMIR labour market well. In the course of curriculum review, the Department concluded that this program should close and be replaced with the better-designed HRMIR program. Closure of the HRM Specialist will avoid duplication and help channel students to the new program.

¹ This proposal was presented and approved at the March 25, 2014 UTM Academic Affairs Committee (AAC) meeting.

3 Impact on other programs/units of the proposed closure

The Economics Department at UTM was consulted regarding the closure of the program since this Department offers the BCom Specialist jointly with the Department of Management and would be most directly implicated in the closure. The Economics Department indicated their full support for the closure of the program. No other programs or units will be affected in this program closure. Cognate departments as well as Dean's Offices at the St. George and UTSC campuses have also been notified of this program closure proposal.

The positive implications of this closure are simply that the Human Resource Management Specialist will become redundant with the operation of the new HRMIR stream. There are no negative implications concerning the closure of this program and there will be no impact on the nature and quality of the division's program of study, nor will any other units be affected. All existing courses will be absorbed into the new HRMIR program.

4 Student Accommodation

Table 1: Undergraduate (note that these are program years; Year one is typically in a student's second year at the university)

	Year one	Year two	Year three	Year four
Current enrolment (2014-2015)	0	1	2	4

Students will be offered the choice of completing this program or transferring to the HRMIR stream (if they meet the enrolment criteria). Courses for this program will continue to be offered as the new HRMIR stream encompasses all courses required for the Human Resource Management Specialist. Qualified students will also have the option to transfer to the new program if they so wish. We are not aware of any inactive students, but if there were any they would be able to reactivate and complete their program provided they satisfy the Division's requirements for enrolment in an undergraduate program of study. The number of students currently enrolled is sufficiently small that there will be plenty of room for them in the courses offered in the HRMIR program.

Students have been consulted on this closure. The students enrolled in the HRM Specialist received an email notifying them of the phasing out of the program and that the option to complete the program will still be available to them. They were invited to respond. We received no feedback. We have also posted a notation in the UTM Academic Calendar (see Appendix B).

5 Faculty / Staff Accommodation

We foresee no impact on any faculty and staff as a result of the closure. Faculty members teaching in this program have been consulted regarding the closure. No comments were received.

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 A

Specialist Program ERSPE1882 Human Resource Management & Industrial Relations

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.

Appendix B

Specialist Program ERSPE1815 Commerce: Human Resource Management (BCom)

Admissions to the Human Resource Management Program ([ERSPE1815](#)) were administratively suspended as of July 1, 2014. Students currently in the program will be able to complete it.

This program leads to the Bachelor of Commerce degree.

Enrolment in 200+ level MGT courses is restricted to students enrolled in the Commerce Programs.

First Year (3 credits)	MGM101H5 ; MGT120H5 ; ECO100Y5 ; MAT133Y5/135Y5 (or equivalent)
Higher Years	<p>Management: 7 credits</p> <ol style="list-style-type: none"> 1. MGT220H5, 223H5, 262H5 2. MGT338H5, 339H5, 363H5, 460H5, 461H5, 463H5 3. 1.0 credit from: MGT252H5, 353H5, 371H5, 374H5, 393H5 4. 1.0 credit in MGT at 200/300/400 level 5. 0.5 credit in MGT at 400 level <p>Economics: 5 credits</p> <ol style="list-style-type: none"> 1. ECO200Y5/204Y5/206Y5, ECO202Y5/208Y5/209Y5 2. ECO220Y5/227Y5/STA(250H1, 256H5)/STA(256H5,258H5)/STA(256H5, 260H5) 3. ECO244Y5 4. 1.0 credits in ECO at 300/400 level
Writing Requirements	<p>(2 credits) ANT204H5; CLA (except 201H5); one of (ECO320Y5/322Y5/323Y5/324Y5/327Y5/333Y5/336Y5/343H5/344H5/373Y5/399Y5/412Y5/433H5/456H5/463H5); ENG; FAH; HIS; HPS(G); LIN; PHL (except 245H5, 246H5, 247H5, 344H5, 345H5, 346H5, 347H5); POL; RLG; SOC (excluding SOC300Y); WRI</p> <p>Writing credits must be in the English language.</p>