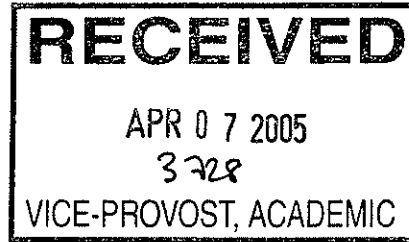


School of Graduate Studies

University of Toronto

April 4, 2005

Professor Edith Hillan
Vice-Provost, Academic
Office of the Vice-President and Provost
University of Toronto
Simcoe Hall
225 - 27 King's College Circle



Dear Professor Hillan:

At its meeting of March 22, 2005, the Council of the School of Graduate Studies approved the following motion:

THAT SGS Council approve the proposal from the Centre for Industrial Relations to change the name of the Centre to become the "Centre for Industrial Relations and Human Resources" effective July 2005.

THAT SGS Council approve the proposal from the Centre for Industrial Relations to change the name of the Ph.D. program in Industrial Relations to the Ph.D. program in Industrial Relations and Human Resources, effective September 2005.

The motion and supporting documentation are attached. Division II Executive approved the proposal at its meeting of November 3, 2004.

On behalf of the Council of the School of Graduate Studies, I am presenting this item to Governing Council committees for approval.

Yours sincerely,

Jane Alderdice
Secretary to SGS Council

Encl.

c.c. F. Reid C. Johnston H. Lasthiotakis S. Pfeiffer
L. Yee S. Acker S. Zaky (attachments)

Motion

(as revised at the Council meeting)

School of Graduate Studies Council

Tuesday, March 22, 2005

Item 8.

Industrial Relations – Name Changes:

MOTION (/) THAT SGS Council approve the proposal from the Centre for Industrial Relations to change the name of the Centre to become the “Centre for Industrial Relations and Human Resources” effective September 2005.

MOTION (/) THAT SGS Council approve the proposal from the Centre for Industrial Relations to change the name of the Ph.D. program in Industrial Relations to the Ph.D. program in Industrial Relations and Human Resources, effective July 2005.

See SGS Governance Form attached.

NOTE:

The proposal was approved by the Division II Executive Committee at its meeting of November 3, 2004. With SGS Council approval, this proposal will go to Governing Council Committees for approval.

The name of the Master of Industrial Relations program (M.I.R.) was changed to the Master of Industrial Relations and Human Resources program last academic year, as approved by SGS Council at its meeting on May 25, 2004. These changes bring the Ph.D. program name and the name of the Centre in line with the change to the M.I.R. program.

School of Graduate Studies
University of Toronto
Graduate Proposal Requirements for Governance Form

1. Graduate Unit:

Centre for Industrial Relations

2. Graduate Program/s involved in proposal:

(including degree level)

- PhD in Industrial Relations
- Master of Industrial Relations and Human Resources (MIRHR)

3. Contact name, e-mail address and telephone #:

(name and contact information of individual from the department who will attend meetings to serve as the official department spokesperson on the proposal)

Frank Reid, Director, Centre for Industrial Relations
frank.reid@utoronto.ca, 416-978-5691

4. Previous Action Taken:

(explain how the proposal was approved in the department)

- The issue of changing the names of the MIR & PhD programs and the Centre was discussed at faculty meetings on March 24 and April 28, 2004. The proposals to change the names were supported unanimously.
- The Association of Students in Industrial Relations (ASIR), which represents the students in the Master of Industrial Relations and Human Resources (MIRHR) and PhD programs at the Centre, held a meeting in October 2004 to discuss the issue of changing the name of the Centre. A clear majority of the students supported changing the name to Centre for Industrial Relations and Human Resources, to match the new name of the Masters degree which took effect Sept 2004.
- A meeting of PhD students was held on Nov 3, 2004. Of the eight PhD students in the program, 7 attended the meeting or replied by email and 6 of the 7 supported changing the name to Centre for Industrial Relations and Human Resources.

5. Brief Summary of Proposed Change:

(Most changes require Calendar revisions. See Note 1 at the end of this form. Changes also include additions and deletions of requirements or regulations).

Change the heading of the Centre's entry in the SGS Calendar from "Industrial Relations" to "Industrial Relations and Human Resources".

Replace the words "Centre for Industrial Relations" by "Centre for Industrial Relations and Human Resources" in the Calendar.

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**School of Graduate Studies
University of Toronto**

Graduate Proposal Requirements for Governance Form (cont'd)

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6. Proposed Effective Date:

*(SGS reserves the right to alter the effective date, taking into consideration our legal responsibilities to prospective and current students. Changes to admission and program requirements for the next SGS Calendar must be submitted by the January Executive Committee and Council agenda deadlines. See further important information to consider regarding selection of an effective date in **Note 2** below.)*

July 2005
Month Year

7. Rationale:

(Provide an explanation about why the change is being proposed and its anticipated effect on the program and students enrolled in it. Attach letter, if appropriate.)

The reason for this request to change the name of the “Centre for Industrial Relations” to “Centre for Industrial Relations and Human Resources” is to better reflect the broad study of employment issues in both union and non-union environments that has always characterized graduate teaching and research at the Centre for Industrial Relations. Although at the Centre we have always used a broad definition for the term Industrial Relations, to include both the study of labour relations in unionized environments and human resources in non-union environments, the problem is that many people now use the term industrial relations in the narrow sense of labour relations. This is same reason that prompted the August 2004 change in the name of the Masters degree offered at the Centre from Master of Industrial Relations (MIR) to Master of Industrial Relations and Human Resources (MIRHR).

8. Financial and/or Planning Implications:

(Provide a clear statement indicating that there are no financial implications or, if there are financial implications, provide details. If the financial impact is substantial, provide a budget statement or other documentation.)

The costs for changing the name of the Centre are estimated to be less than \$2000 and will covered out of the existing budget. The costs include a graphic designer to modify the existing logo for the Centre, a web designer to change the banner heading on the Centre web site, new envelopes and business cards. Publicity for the name change will be through existing vehicles such as the Centre’s website, brochure, Weekly Work Report and CIR News.

Submitted by: Frank Reid, Director
(Chair of graduate unit or designate)

Date: 2004-12-15