



TO: Planning and Budget Committee

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DATE: April 7, 2009 for May 7, 2009

AGENDA ITEM: 4

**ITEM IDENTIFICATION:**

Proposal to disestablish the Centre for Industrial Relations and Human Resources within the School of Graduate Studies and to re-establish the Centre in the Faculty of Arts and Science as an EDU:A.

**JURISDICTIONAL INFORMATION:**

Excerpt from the terms of reference for the Planning and Budget Committee:

*4.4.2. The Committee advises the Academic Board on the planning and resource implications of plans and proposals to establish, disestablish or significantly restructure academic programs. Those implications might include significant planning and budgetary changes within the division or significant effects on other divisions, the University as a whole and the public.*

**PREVIOUS ACTION TAKEN:**

**HIGHLIGHTS**

The Centre for Industrial Relations and Human Resources is an interdisciplinary graduate teaching and research extra-departmental unit A (EDU:A)<sup>1</sup>. The Centre’s scholarship is in the areas of human resource management, labour management relations, and labour market and social policy. Founded in 1965, the Centre is an impartial environment for all participants in the employment process: labour, management, and government, bringing together faculty from many different disciplines and departments at the University to teach and conduct research on all aspects of the workplace and employment relationships. The faculty members teaching at the Centre reflect the depth and breadth of the University.

The Centre houses two graduate degree programs, a professional masters and a research-based PhD. The Master of Industrial Relations and Human Resources (MIRHR) degree was the first such degree in an English language university in Canada. The program graduates approximately 25 students annually. The PhD in Industrial Relations, established in 1986, is a research-oriented degree that prepares its graduates for academic careers in universities across Canada and the U.S. The admissions process is highly selective, with an intake average of two students annually.

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<sup>1</sup> As per the *Guidelines for Administrative Functions and Protocols of Extra-Departmental Units* an EDU:A has a well-established and defined area of scholarship as a focus. The unit has attained a critical mass of interdisciplinary scholarship at the University that allows for the unit to engage in the appointment of teaching staff, admission of students to a program of graduate or undergraduate study, and engage in interdisciplinary research. <http://www.provost.utoronto.ca/Assets/guide100.pdf>

As part of the director's end of term process, a School of Graduate Studies internal review committee was struck in 2008, chaired by the Dean of the School of Graduate Studies<sup>2</sup>. The committee membership was broadly representative of cognate divisions with which the Centre interacts and included student members and administrative staff. The review committee recommended in its report (January 27, 2009) that the Centre be re-established in the Faculty of Arts and Science, in large part because the majority of the Centre's closest cognate departments and programs are in the Faculty of Arts and Science. These include the Departments of Economics, Political Science and Sociology. The Centre is also closely connected with the undergraduate program in Employment Relations at Woodsworth College. Students in the PhD program already serve as teaching assistants in the undergraduate Employment Relations program.

The faculty, staff and students of the Centre support the proposal to transfer the Centre to the Faculty of Arts and Science. The proposal has been approved by the Faculty of Arts and Science Council on April 6, 2009. It will be brought forward to the School of Graduate Studies Graduate Education Council on April 21, 2009.

#### **FINANCIAL AND/OR PLANNING IMPLICATIONS:**

This is an administrative transfer of the Centre for Industrial Relations and Human Resources and its programs from the School of Graduate Studies to the Faculty of Arts and Science. All relevant matters concerning faculty and staff have been taken into consideration in the timing of the transfer. The Centre will remain in its current space at 121 St. George Street.

The administration and operating budget of the Centre will be transferred to the Faculty of Arts and Science. There are no other implications for the University's budget. The Centre will oversee administrative aspects of the transfer, such as student services and academic delivery of the program.

#### **RECOMMENDATION:**

Be It Recommended to Academic Board:

THAT the Centre for Industrial Relations and Human Resources be disestablished as an academic unit in the School of Graduate Studies and reestablished as an extra-departmental unit A (EDU:A) within the Faculty of Arts and Science, effective July 1, 2009.

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<sup>2</sup> The Centre's graduate programs will undergo review by the Ontario Council of Graduate Studies (OCGS) in 2009-10 and it was not deemed necessary to have a separate external review of the Centre.