



FOR APPROVAL

PUBLIC

OPEN SESSION

TO: Academic Affairs Committee

SPONSOR: Amy Mullin, Vice-Principal Academic and Dean
CONTACT INFO: 905-828-3719, vpdean.utm@utoronto.ca

PRESENTER: Professor Alberto Galasso, Program Director, Master of Management
CONTACT INFO: and Innovation (MMI) Program
905-569-4740, alberto.galasso@rotman.utoronto.ca

DATE: November 11, 2015 for November 18, 2015

AGENDA ITEM: 7

ITEM IDENTIFICATION:

Minor Modification: Master of Management and Innovation (MMI) Course Change

JURISDICTIONAL INFORMATION:

Under section 5.6 of its terms of reference, the Academic Affairs Committee is responsible for major and minor modifications to existing programs.

GOVERNANCE PATH:

- 1. Academic Affairs Committee [For Approval] (November 18, 2015)**

PREVIOUS ACTION TAKEN:

No previous action has been taken.

HIGHLIGHTS:

The University of Toronto Mississauga (UTM) currently houses four Professional Graduate Masters Programs and one Professional Graduate Diploma Program under the Institute for Management of Innovation (IMI) including the Master of Management of Innovation (MMI). In a continuing effort to offer the best experiences for their students, the MMI Program is proposing a change in the delivery of their existing MMI1100H (Group Project) course from a hybrid research project-practical experience final capstone course to a full-term internship placement. To facilitate this change, MMI is also proposing two additional minor modifications to the course – first, a name change to MMI Internship; and second, a change to the evaluation method (from letter grades to CR/ NCR standing).

The proposed change will bring the MMI Program and the MMI1100H course more in line with the other graduate professional programs offered through IMI (i.e. the Master of Management & Professional Accounting (MMPA); the Master of Biotechnology (MBiotech); and the Master of Science in Sustainability Management (MScSM)). These programs all offer either a final term co-op or internship placement course for their students, evaluated under the CR/ NCR method.

In providing a full-term internship placement for students, the MMI Program will be able to offer their students valuable “real world” working experience to help them bridge the gap between their science and engineering backgrounds and their goal of working in industry at the completion of their studies. The internship will also be fundamental as a capstone experience for MMI students, bringing together the business fundamentals they have learned in the classroom and allowing them to apply it to a professional placement that is tailored to their individual career goals and interests.

MMI has recently added a Placement and Employer Relations Officer to their student support team who will be the administrative coordinator for the MMI Internship. This position will be a resource to students by offering career development workshops, networking events, and company information sessions as they search and prepare for placements. One-on-one career counseling sessions will also be scheduled before and throughout the internship. In addition, the Placement and Employer Relations Officer will develop and maintain positive relationships with external stakeholders that offer placement opportunities to MMI students. The Placement and Employer Relations Officer will ensure that all MMI students successfully secure an internship placement for the MMI1100H course.

Current MMI students will be able to participate in either the new internship format of the course or opt to complete the existing research project-practical experience course format. Completion of either will allow students to earn credit in MMI1100H and complete their program requirements. New incoming students will all complete the course as an internship placement.

This course change does not alter learning outcomes or knowledge expectations for MMI students. Consultation was done with current MMI students who are unanimously in support of the proposed changes. This proposal was also reviewed and approved by the IMI Curriculum Committee on October 5, 2015.

There are no resource implications for this change.

FINANCIAL IMPLICATIONS:

There are no net implications for the campus’ operating budget.

RECOMMENDATION:

Be it Resolved,

THAT the course changes for *Group Project* (MMI1100H) proposed by the Master of Management of Innovation (MMI) Program, offered by the Institute for Management and Innovation (IMI), recommended by the Vice-Principal Academic & Dean, Professor Amy Mullin, and described in the proposal dated October 7, 2015, be approved, effective on January 1, 2016.

DOCUMENTATION PROVIDED:

AAC 2015 11 18 Item MMI Course Change MMI1100 - Internship Course



University of Toronto Minor Modification – Change to an Existing Graduate Program

This template should be used to bring forward all proposals for minor modifications to program or admissions requirements for existing graduate programs under the University of Toronto’s Quality Assurance Process.

Program being modified: <i>E.g. M.Sc.in Immunology,</i>	Master of Management of Innovation (MMI)
Graduate Unit:	Institute for Management & Innovation (IMI)
Faculty / Academic Division:	University of Toronto Mississauga (UTM)
Dean’s Office Contact:	Yen Du Program & Curriculum Officer Office of the Dean, UTM yen.du@utoronto.ca
Version Date: <i>(please change as you edit proposal)</i>	October 7, 2015

1 Summary

	<i>Changing Admission Requirements</i>		<i>Renaming Field, Concentration or Emphasis</i>
X	<i>Changing Program Requirements or Length</i>		<i>Renaming of Program</i>
	<i>Changing Timing of Program Requirements</i>		<i>Creating a new Emphasis</i>
	<i>Adding/Removing Option (i.e. part-time, flex-time)</i>		<i>Changes to programs affecting a MOA</i>

Summary: This is a proposal to change the delivery of a program requirement for the Master of Management of Innovation (MMI) Program, offered through the Institute for Management and Innovation (IMI). The existing MMI1100H (Group Project) course is proposed to now be offered to students as an internship placement during their last term of the Program. In making this change, we are proposing that the course also change its name (to MMI Internship) as well as its evaluation method (from letter grades to CR/ NCR).

2 Effective Date of Change

January 1, 2016

3 Academic Rationale

The current content and organization of MMI1100H (Group Project) are an anomaly with respect to similar courses offered by the other IMI professional master programs (i.e. the Master of Management & Professional Accounting (MMPA); the Master of Biotechnology (MBiotech); and the Master of Science in Sustainability Management (MScSM)). The current course combines a research component with a practical group project, requiring students to write a research paper building on their practical experience in the workplace. The main reason for this hybrid nature of the course was the absence of a placement and employer relations officer. The Program lacked the resources to provide students a proper internship experience and the research component was required for students not able to find a placement, or to integrate internship projects involving only a short period of time (i.e. not the full academic term).

With the hiring of the MMI Placement and Employer Relations Officer, the internship component of the course can be pushed to its fullest, making the course equivalent to those offered by the other IMI professional master programs. The first step toward this end is to change the delivery of this program requirement to be a full-term internship for our students. In line with this, two minor modifications to MMI1100H are also proposed - first, to rename the course “MMI Internship”; and second, to change the grading scheme from a letter grade to CR/ NCR.

The MMI Internship will allow students to gain valuable, “real world” work experience and help them to bridge the gap that exists between their science and engineering backgrounds and their desire to work in industry. The core MMI courses expose students to business fundamentals and the MMI Internship will add value to these by allowing students to tailor the Program to their individual professional goals and interests. The MMI internship will be fundamental to bringing together what students have learned in class by allowing them to apply their classroom experiences and learning to a professional role within a company.

Program learning outcomes and knowledge expectations for MMI students will remain the same. Students will have additional services and career development opportunities available to them throughout their time in MMI. The newly hired Recruitment, Placement and Employer Relations Officer will play a key role in the MMI Internship search. Students will participate in a series of workshops, networking events and company info sessions as they search for and prepare for the internship. They will have regular one-on-one career counseling sessions with the Recruitment, Placement and Employer Relations Officer whose expertise and services will also be available to them during their internship term. Program length remains the same at 3 full-time sessions (12 months).

4 Impact on Students

There will be a very positive impact to current students who have unanimously expressed an interest in gaining work experience during their MMI studies via an internship. The Recruitment, Placement and Employer Relations Officer and the Program Director have spoken with all 26 of the current students who are looking forward to this internship opportunity as it will allow them to be exposed to professional opportunities in industry. Current students have

the option of completing MMI1100H under this new Internship format or under the original research project with practical experience component.

Working closely with the Recruitment, Placement and Employer Relations Officer, it is expected that all current students will secure an internship that is at least 10 weeks long. Students who do not secure an internship will be given the opportunity to work on a research paper which will be approved by the Director and Associate Director of MMI.

The MMI Internship course code (MMI1100H) remains unchanged; however we ask that the MMI Internship be assessed on a CR/NCR basis. The internship (or preapproved research paper) must be completed in order to complete the MMI program requirements and graduate.

If approved, new MMI students will complete MMI1100H under the proposed internship placement model and be assessed on a CR/ NCR basis. Students will have access to and the support of the new Placement and Employer Relations Officer for assistance in finding and securing appropriate internship opportunities.

5 Consultation

We have had extensive consultation with MMI students and faculty about this change and there is complete agreement that an internship (with no research paper requirement) will bring MMI1100H more in line with similar courses offered by the other IMI programs, provide greater focus to the corporate experience, and generate greater value for the students.

The proposed changes were presented to and approved by the IMI Curriculum Committee on October 5, 2015.

6 Resources

The Recruitment, Placement and Employer Relations Officer will work closely with students to offer career development and counselling services. She will deliver group and individual sessions which will help students to identify career interests and opportunities. Additionally, she will develop and maintain positive relationships with external stakeholders including companies and serve as the primary MMI contact for companies looking to hire MMI students. She will be the Administrative Coordinator of the Internship course and will act as the intermediary between the student (intern) and the company (host). The Recruitment, Placement and Employer Relations Officer is essential to the student experience in MMI and will act as an advocate for students looking to enter the workforce.

7 Governance Approval

Unit Sign-Off (Committee name and meeting date)	IMI Curriculum Committee 5 October 2015
Dean's Office Sign-Off (Name and Date)	Prof. Amy Mullin Vice-Principal Academic & Dean October 14, 2015
Faculty/Division Council Approval (or delegated body) if applicable	

Appendix A: Calendar Entry

Management of Innovation Master of Management of Innovation

Minimum Admission Requirements

- Applicants are admitted under the General Regulations of the School of Graduate Studies. Applicants must also satisfy the Institute for Management and Innovation's additional admission requirements stated below.
- Bachelor's degree in sciences or engineering or equivalent from a recognized university. Minimum overall average grade of B+ over the last two years of full-time academic study.
- Prerequisites or their equivalents are set by the MMI program.
- A resumé, a letter of intent, and at least two academic letters of reference must be submitted by the applicant. One reference must be provided directly from a faculty member familiar with the applicant's work and who holds an appointment in the program where the applicant most recently graduated.
- Applicants who obtained a degree outside North America must arrange for GMAT or GRE (General) examination results to be sent to the department.
- An on-site written personal statement.
- Attend an interview where evaluative problem solving capabilities and communication skills are assessed.

Program Requirements

- The 12-month program consists of an intensive 8-month core academic curriculum and a 4-month experiential term consisting of:
 - 4.0 FCEs (see list below)
 - 2.0 FCEs electives (1.0 FCE per session in each of the Fall and Winter sessions)
 - MMI 1100H, **MMI Internship, a final capstone course (Group Project)**, equivalent to 0.5 FCE) during the final four months of the program
- All requirements must be completed within a minimum of one year of study and a maximum of three years from the date of first enrolment.

Program Length

3 sessions full-time (typical registration sequence: F/W/S)

Time Limit

3 years full-time

Course List

Required Core Courses

MMI 1010H Prices and Markets

MMI 1020H Introduction to Big Data Analysis

MMI 1030H Marketing Science

MMI 1050H Accounting and Negotiations

MMI 1060H Finance

MMI 1070H Economics of Business Strategy

MMI 1080H Management of Technology

MMI 1090H Technology, Strategy, and Policy

MMI 1100H ~~Capstone Course—Final Group Project~~MMI Internship

Elective Courses

Students are encouraged to select electives that allow them to focus on their individual areas of interest. For this reason, the MMI program does not impose a selection of electives. Students are free to choose from all graduate courses across all disciplines at the University of Toronto. All selections are subject to approval in advance by the Program Director.



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