



University of Toronto Mississauga Campus Council
ACADEMIC AFFAIRS COMMITTEE

Thursday, March 26, 2015 at 4:10 p.m.

Council Chamber, Room 3130, William G. Davis Building

AGENDA

1. Chair's Remarks

2. Closure of Human Resources Specialist Program

Be it Recommended to the Committee on Academic Policy & Programs,

THAT the proposed closure of the Human Resources Specialist Program in the Department of Management at the University of Toronto Mississauga as recommended by the Vice-Principal Academic and Dean, Professor Amy Mullin, in the proposal dated February 24, 2015, be approved with an anticipated program closure date of August 30, 2020.

3. Closure of Human Resources & Industrial Relations (HRIR) Major Program

Be it Recommended to the Committee on Academic Policy & Programs,

THAT the proposed closure of the Human Resources & Industrial Relations (HRIR) Major Program in the Department of Economics at the University of Toronto Mississauga as recommended by the Vice-Principal Academic and Dean, Professor Amy Mullin, in the proposal dated March 2, 2015, be approved with an anticipated program closure date of August 30, 2017.

4. Admissions & Enrolment Report: Ms Diane Crocker, Registrar & Director of Enrolment Management (for information)

5. Other Business

6. Assessors' Report

* Documentation included

** Documentation for consent item included. This item will be given individual consideration by the Academic Affairs Committee only if a member so requests. Members with questions or who would like a consent item to be discussed by the Academic Affairs Committee are invited to notify the Committee Secretary Mariam Ali at least 24 hours in advance of the meeting by telephone at 905-569-4358 or by email at mariam.ali@utoronto.ca

CONSENT AGENDA**

- 7. Report of the Previous Meeting:** Report 10 – February 11, 2015
- 8. Business Arising from the Report of the Previous Meeting**
- 9. Date of Next Meeting** – Thursday, April 30, 2015, 4:10 p.m.

* Documentation included

** Documentation for consent item included. This item will be given individual consideration by the Academic Affairs Committee only if a member so requests. Members with questions or who would like a consent item to be discussed by the Academic Affairs Committee are invited to notify the Committee Secretary Mariam Ali at least 24 hours in advance of the meeting by telephone at 905-569-4358 or by email at mariam.ali@utoronto.ca

**FOR RECOMMENDATION****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: Dr. Louis Florence, Director, Undergraduate Programs, Management
CONTACT INFO: 905-569-4852, louis.florence@utoronto.ca

DATE: March 19, 2015 for March 26, 2015

AGENDA ITEM: 2

ITEM IDENTIFICATION:

Closure of Human Resources Specialist Program

JURISDICTIONAL INFORMATION:

Under Section 5.5 of its terms of reference, the consideration of “new undergraduate programs within an existing degree, as defined in the University of Toronto Quality Assurance Process, and the closure of such programs” are among the responsibilities of the Academic Affairs Committee. Such proposals require approval by the Committee on Academic Policy and Programs of the Academic Board.

GOVERNANCE PATH:

1. Academic Affairs Committee [For Recommendation] (March 26, 2015)
2. Committee on Academic Policy & Programs [For Approval] (May 12, 2015)

PREVIOUS ACTION TAKEN:

No previous action in governance has been taken on this proposal.

HIGHLIGHTS:

This is a proposal to close the Human Resources Specialist Program offered by the Department of Management at UTM, effective August 30, 2020.

The closure of this program is in response to a departmental curriculum review, which found that this program was not serving our UTM students and the changing labour market well. It was determined by the Management Department that this Human Resources Specialist Program should close and be replaced with a new and more comprehensive Human Resource

Management and Industrial Relations (HRMIR) stream of the Management Specialist Program. This stream was introduced in the 2014-2015 academic year for September 2015 enrolment and will lead to a Bachelor of Business Administration (BBA).

The new HRMIR Stream of the Management Specialist Program will replace and build upon the closing Human Resources Specialist Program. Coverage of both Human Resource Management and Industrial Relations will be more extensive, better reflect the changing labour market expectations, and help students meet the requirements for professional certification by the Human Resource Professional Association. This more distinctive stream and the experiential learning opportunities it offers will better serve our UTM students. The closure of the Human Resources Specialist Program will avoid redundancy in program offerings and help to channel students to the new HRMIR Stream.

Students currently enrolled in the Human Resources Specialist Program will be able to complete their program requirements. It is anticipated that all students in the program will complete their requirements by August 30, 2020, at which point the program will close. The Department of Management will continue to support the program and its students. Courses required for the Human Resources Specialist Program are also required for the new HRMIR Stream and will, therefore, continue to be offered. Counselling services will also continue through the Academic Advisor in the Department. Qualified students who wish to switch to the new HRMIR Stream will be able to do so and assisted through the process by Department faculty and staff.

This program was administratively suspended on July 1, 2014. A notice concerning the pending closure was sent to students in the program by e-mail. A similar notice has also been included in the UTM Academic Calendar. Notices were also sent to our colleagues on the St. George and Scarborough campuses and the Department of Economics here at UTM was consulted during the development of the proposal for closure. Economics fully supported the closure.

FINANCIAL IMPLICATIONS:

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

RECOMMENDATION:

Be it Recommended to the Committee on Academic Policy & Programs,

THAT the proposed closure of the Human Resources Specialist Program in the Department of Management at the University of Toronto Mississauga as recommended by the Vice-Principal Academic and Dean, Professor Amy Mullin, in the proposal dated February 24, 2015, be approved with an anticipated program closure date of August 30, 2020.

DOCUMENTATION PROVIDED:

AAC 2015 03 26 Item Closure of HR Specialist Program



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)	Specialist Program ERSPE1815 – Commerce: Human Resource Management (BCom)
Department / Unit (if applicable):	Department of Management, 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:	Mihkel Tombak, Chair, Department of Management (905) 828-5398 mihkel.tombak@utoronto.ca
Effective date program will be closed to new admissions:	July 1, 2015
Effective date of full closure of program: (date by which students currently in the program will be expected to graduate)	August 30, 2020
Version Date:	February 24, 2015

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 or 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"> MGT220H5, 223H5, 262H5 MGT338H5, 339H5, 363H5, 460H5, 461H5, 463H5 1.0 credit from: MGT252H5, 353H5, 371H5, 374H5, 393H5 1.0 credit in MGT at 200/300/400 level 0.5 credit in MGT at 400 level <p>Economics: 5 credits</p> <ol style="list-style-type: none"> ECO200Y5/204Y5/206Y5, ECO202Y5/208Y5/209Y5 ECO220Y5/227Y5/STA(250H1, 256H5)/STA(256H5,258H5)/STA(256H5, 260H5) ECO244Y5 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>



FOR RECOMMENDATION

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: See Sponsor.
CONTACT INFO:

DATE: March 19, 2015 for March 26, 2015

AGENDA ITEM: 3

ITEM IDENTIFICATION:

Closure of Human Resources & Industrial Relations (HRIR) Major Program

JURISDICTIONAL INFORMATION:

Under Section 5.5 of its terms of reference, the consideration of “new undergraduate programs within an existing degree, as defined in the University of Toronto Quality Assurance Process, and the closure of such programs” are among the responsibilities of the Academic Affairs Committee. Such proposals require approval by the Committee on Academic Policy and Programs of the Academic Board.

GOVERNANCE PATH:

1. Academic Affairs Committee [For Recommendation] (March 26, 2015)
2. Committee on Academic Policy & Programs [For Approval] (May 12, 2015)

PREVIOUS ACTION TAKEN:

No previous action in governance has been taken on this proposal.

HIGHLIGHTS:

This is a proposal to close the Human Resources and Industrial Relations (HRIR) Major Program offered by the Department of Economics at UTM, effective August 30, 2017.

The HRIR Major was originally conceived as an interdisciplinary program in collaboration with multiple UTM departments and requiring courses from each of these disciplines to be completed. Since the introduction of the HRIR Major, the relationship between Economics and other units at UTM has evolved and produced different priorities and course offerings. Faculty transitions in

Economics have also impacted the administration of the program and course offerings. Further, changes in the certification requirements for careers in related fields means the HRIR Major Program no longer connects well to students’ career goals. A newly approved Human Resource Management and Industrial Relations (HRMIR) Stream of the Management Specialist Program will offer UTM students better training for this certification in addition to providing a more comprehensive study of both Human Resources and Industrial Relations. For these reasons, the Economics Department has decided to close this program, eliminating redundancy in UTM program offerings and helping to streamline students to the HRMIR Stream.

Prompted by their recent external review, the Economics Department has carefully and critically examined their program offerings and curriculum in an effort to increase faculty cohesion and identity with undergraduate programs as well as with the aim of strengthening the student experience. It was determined by the Department that the closure of the HRIR Major will allow Economics to focus on increasing student connections, developing additional experiential learning opportunities, and creating a stronger Economics identity at UTM.

This program was administratively suspended on August 30, 2013. A notice was posted on the Department of Economics website, within the Office of the Registrar, and in the UTM Academic Calendar alerting students. Notices were also sent to our colleagues on the St. George and Scarborough campuses. The Departments of Management, History, and Sociology here at UTM were consulted during the development of the proposal for closure. All were in full support of the closure. Students currently enrolled in the HRIR Major will be able to complete their program requirements.

FINANCIAL IMPLICATIONS:

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

RECOMMENDATION:

Be it Recommended to the Committee on Academic Policy & Programs,

THAT the proposed closure of the Human Resources & Industrial Relations (HRIR) Major Program in the Department of Economics at the University of Toronto Mississauga as recommended by the Vice-Principal Academic and Dean, Professor Amy Mullin, in the proposal dated March 2, 2015, be approved with an anticipated program closure date of August 30, 2017.

DOCUMENTATION PROVIDED:

AAC 2015 03 26 Item Closure of HRIR Major Program



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

Developed by the Office of the Vice-Provost, Academic Programs

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.

Developed by the Office of the Vice-Provost, Academic Programs

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>

Developed by the Office of the Vice-Provost, Academic Programs

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.

Developed by the Office of the Vice-Provost, Academic Programs

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)	

Developed by the Office of the Vice-Provost, Academic Programs

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.

Developed by the Office of the Vice-Provost, Academic Programs

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.



Academic Affairs Committee March 26, 2015

Diane Crocker

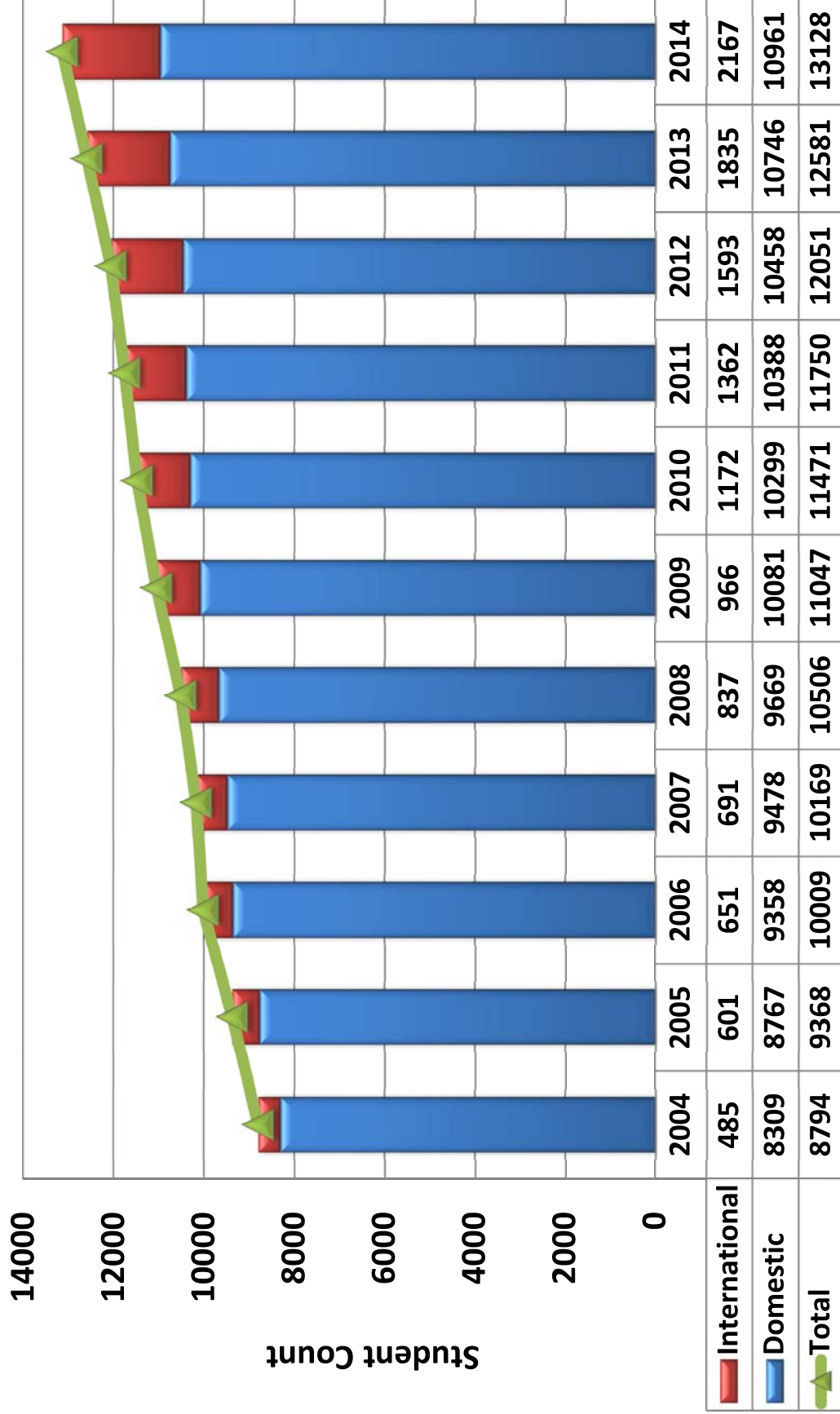
Registrar and Director of Enrolment Management
Office of the Registrar



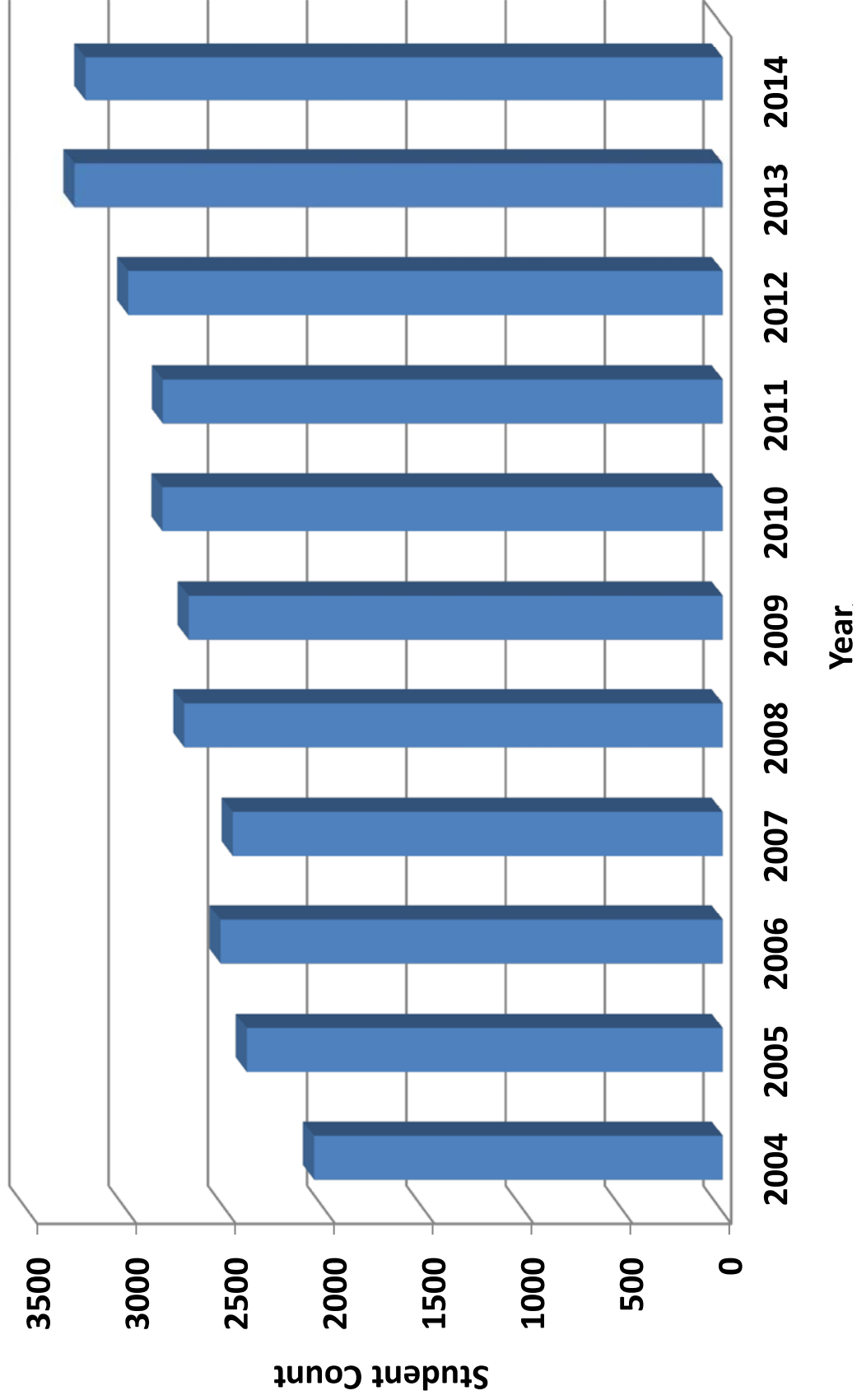
24/03/2015



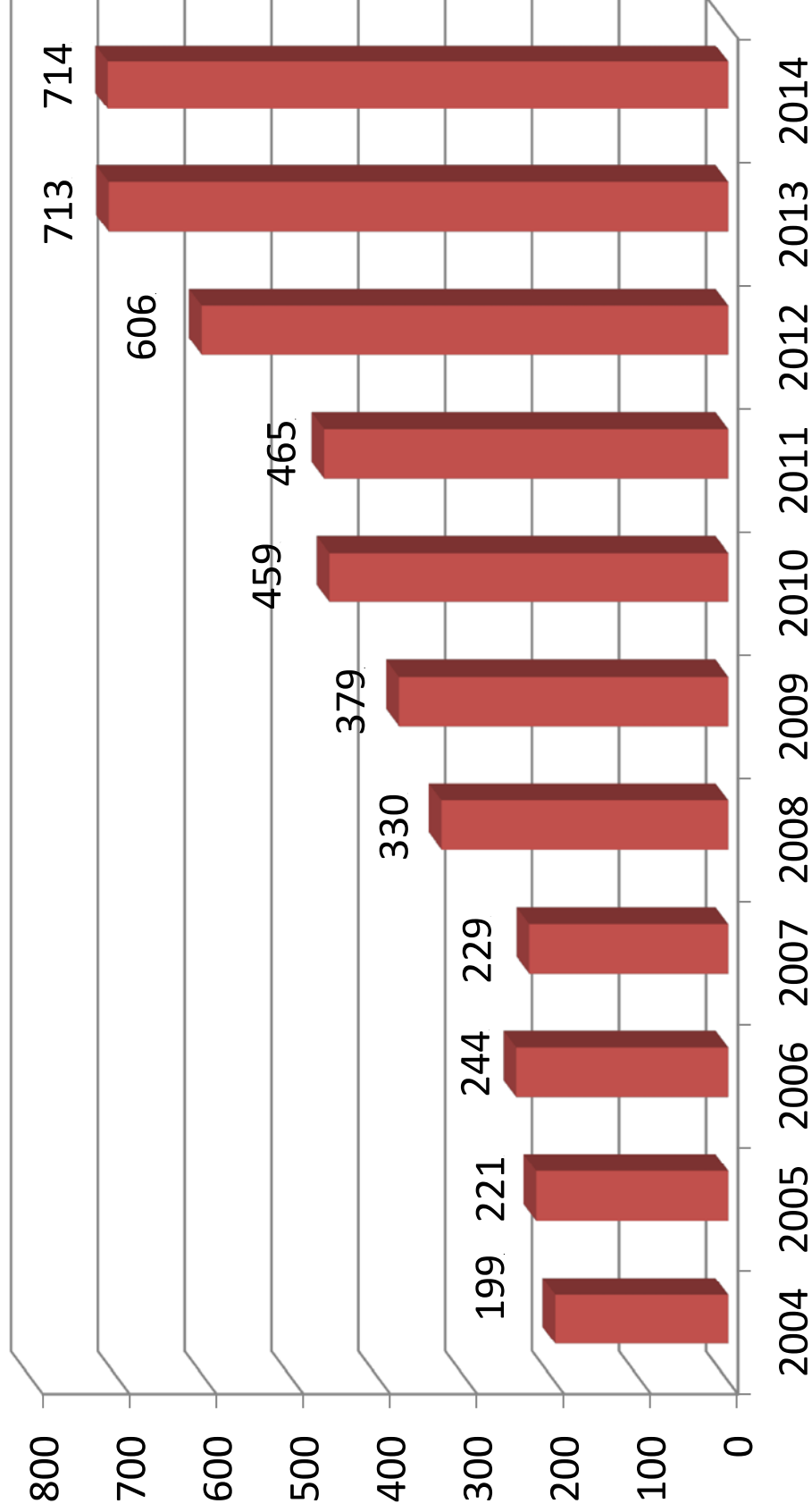
UTM Fall/Winter Head Count 2004-2014



UTM Total New Intake 2004-2014



UTM International New Intake 2004-2014



20149 UTM Enrolment by Year of Study

4

Count	FT	PT	Total	Target	Variance
Year 1 New	2880	384	3264	3604	-340
<i>New – Ont. HS</i>	2303	298	2601		
<i>New Non Ont. HS - No TC</i>	423	69	492		
<i>New Non Ont. HS - TC</i>	154	17	171		
year 1 Return	597	280	877		
year 1	3477	664	4141	4485	-344
Year 2	3058	364	3422		
Year 3	2410	187	2597		
Year 4	2190	569	2759		
Year 5	82	2	84		
Non-DEGREE	24	151	175		
Total Head Count	11234	1894	13128	13490	-362

OUAC System Wide Data Comparison 2013 to 2014

	Secondary School		Non-Secondary School		First-Year Summary	
	First Choice Applicants	All Choices	First Choice Applicants	All Choices	First Choice Applicants	All Choices
2014	89,272	407,510	29,683	88,015	118,955	495,525
2013	92,554	410,963	26,873	78,344	119,427	489,307
Count	-3,282	-3,453	2,810	9,671	-472	6,218
Percent	-3.5	-0.8	10.5	12.3	-0.4	1.3

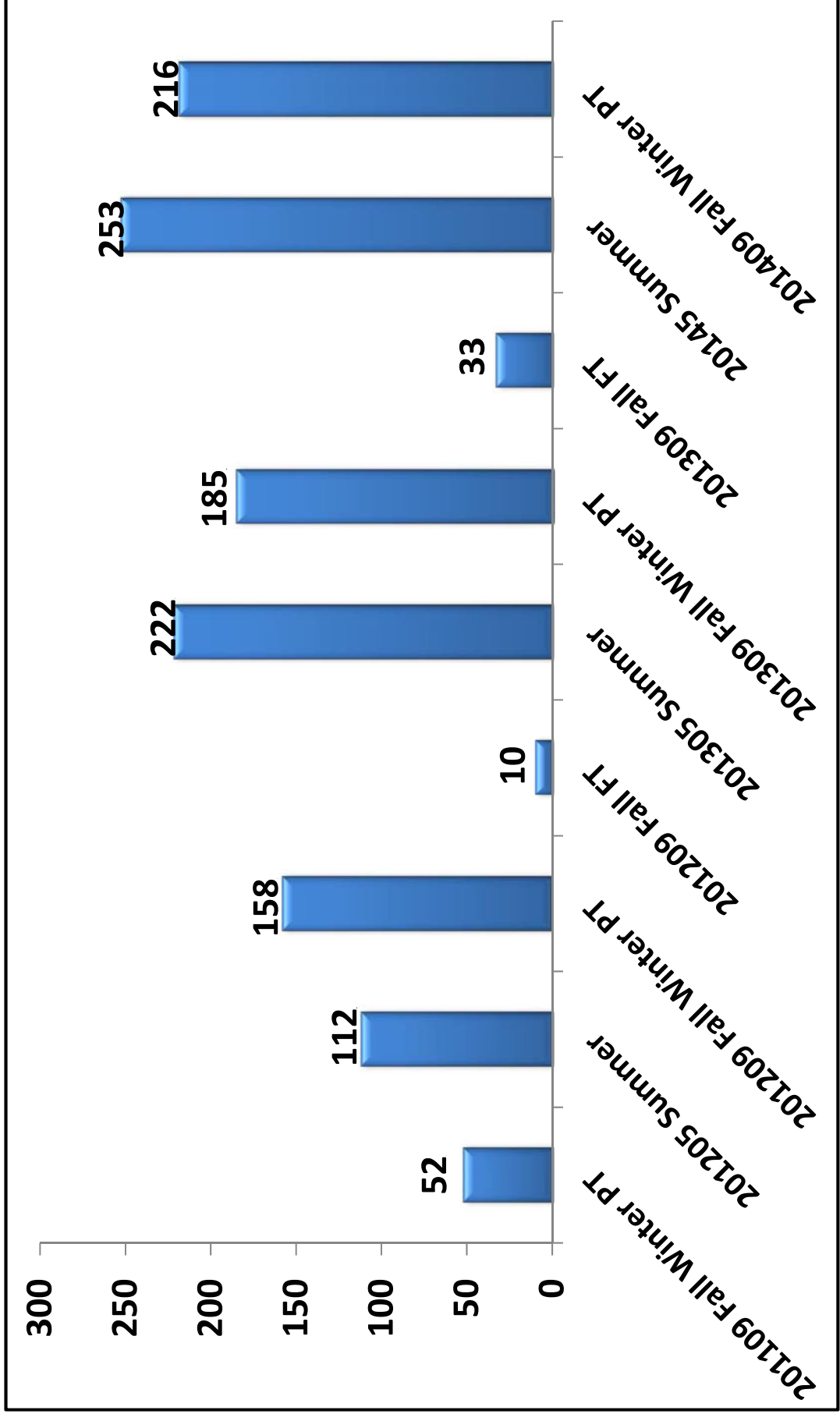
OUAC 101 Statistics Program Changes System Wide

Percentage Change 20139 Compared with 20149	
Agriculture	6.0
Architecture	-0.2
Arts	-7.8
Business Administration	-0.4
Education	-14.8
Engineering	14.0
Environmental Studies	-0.6
Family & Consumer Study	-3.2
Fine and Applied Arts	-4.1
Forestry	13.0
Journalism	-5.6
Landscape Architecture	-8.1
Mathematics	10.5
Music	-6.7
Phys & Health Education	-2.4
Science	1.8
Totals	-8.6

ACE@UTM

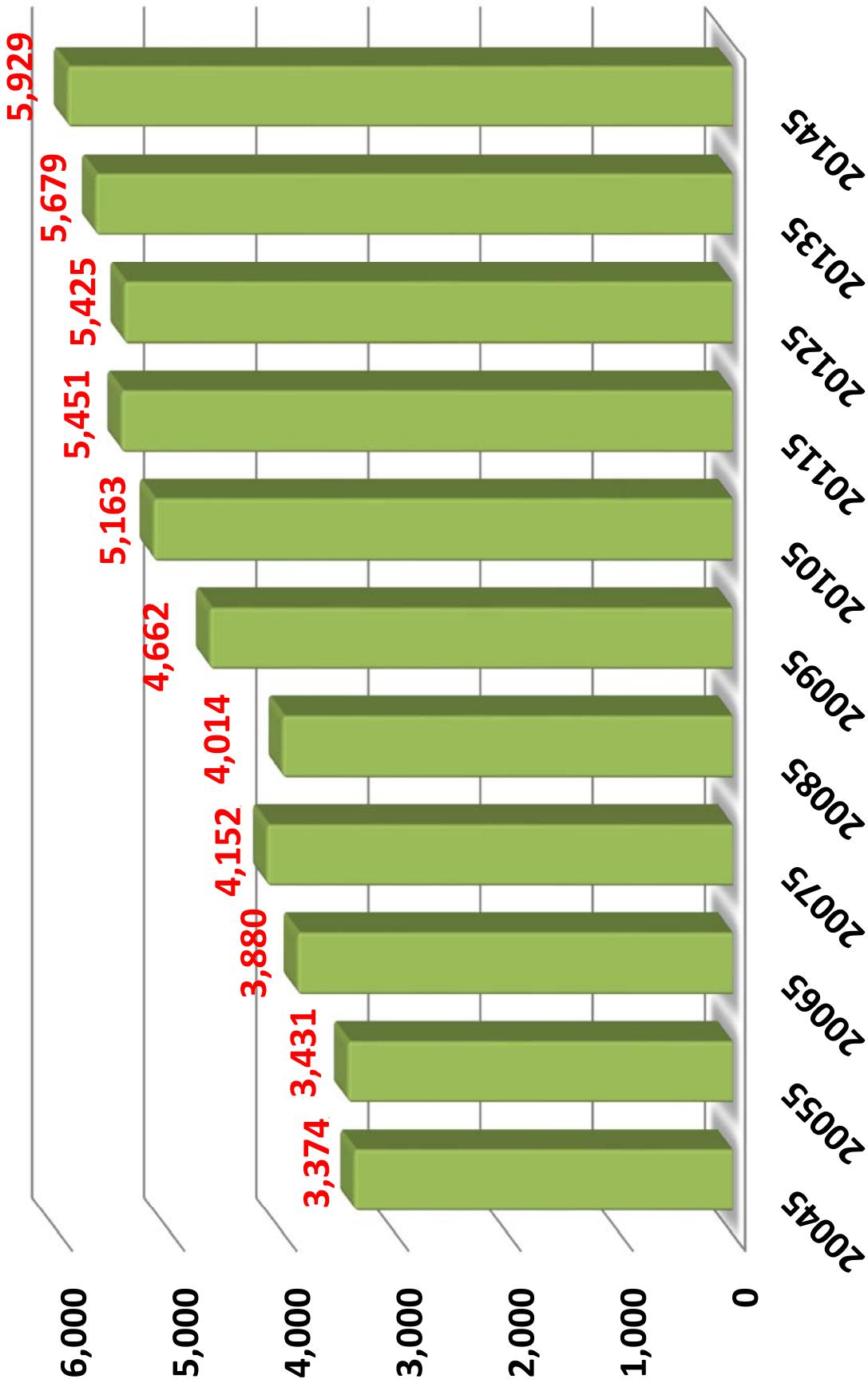
- **Designed for students who have been admitted to the University of Toronto Mississauga but who do not meet the English Language Requirement of the University**
- **Successful completion of the ACE@UTM program with a Grade of ‘B’ or higher will satisfy the English language proficiency condition in the offer of admission**
- **Two Program options:**
 - **Summer ACE@UTM (8 weeks, full-time program during July-August)**
 - **Fall/Winter ACE@UTM (Saturday program from September to April)**

ACE@UTM



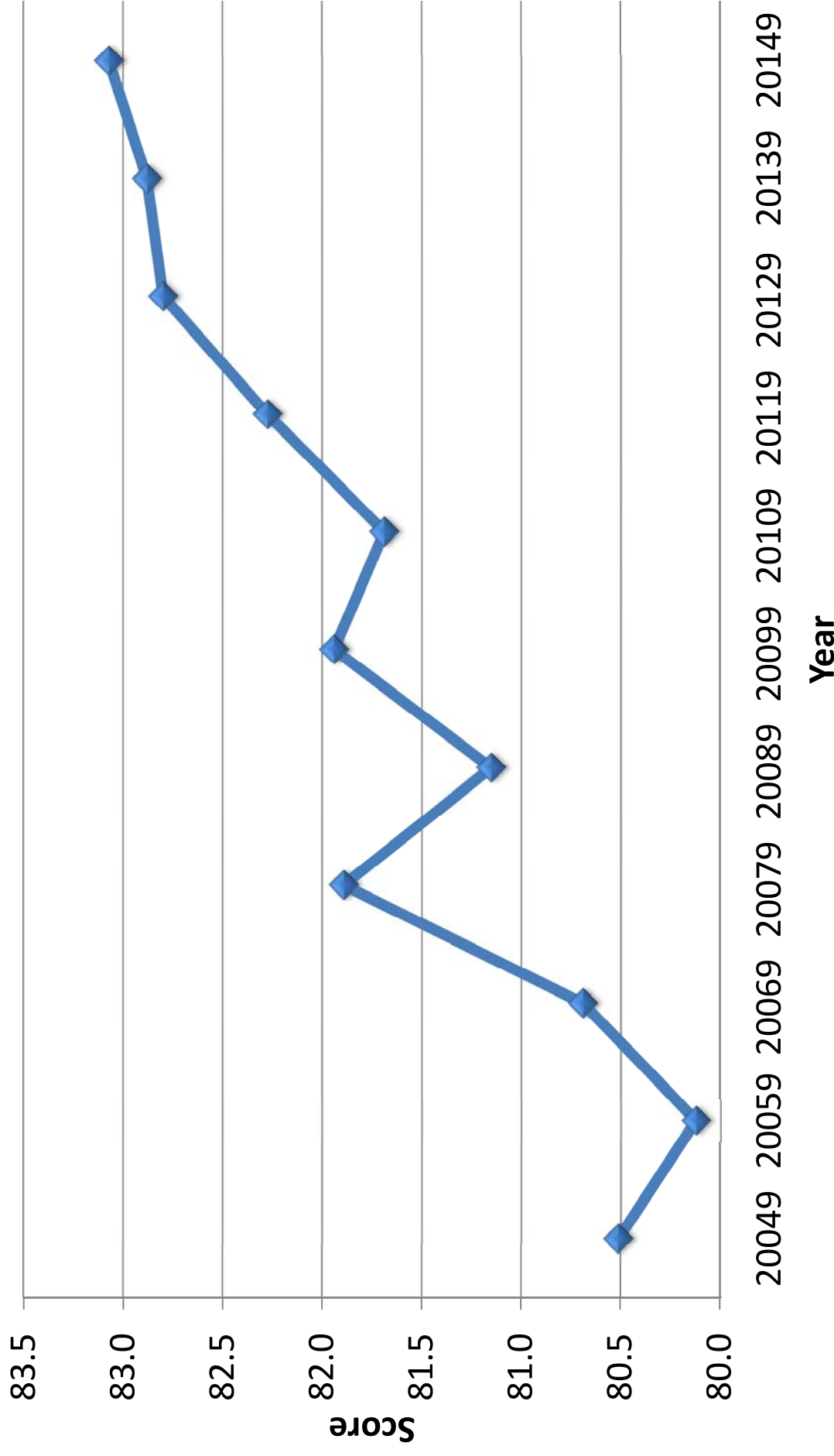
UTM Summer Head Count 2004-2014

4



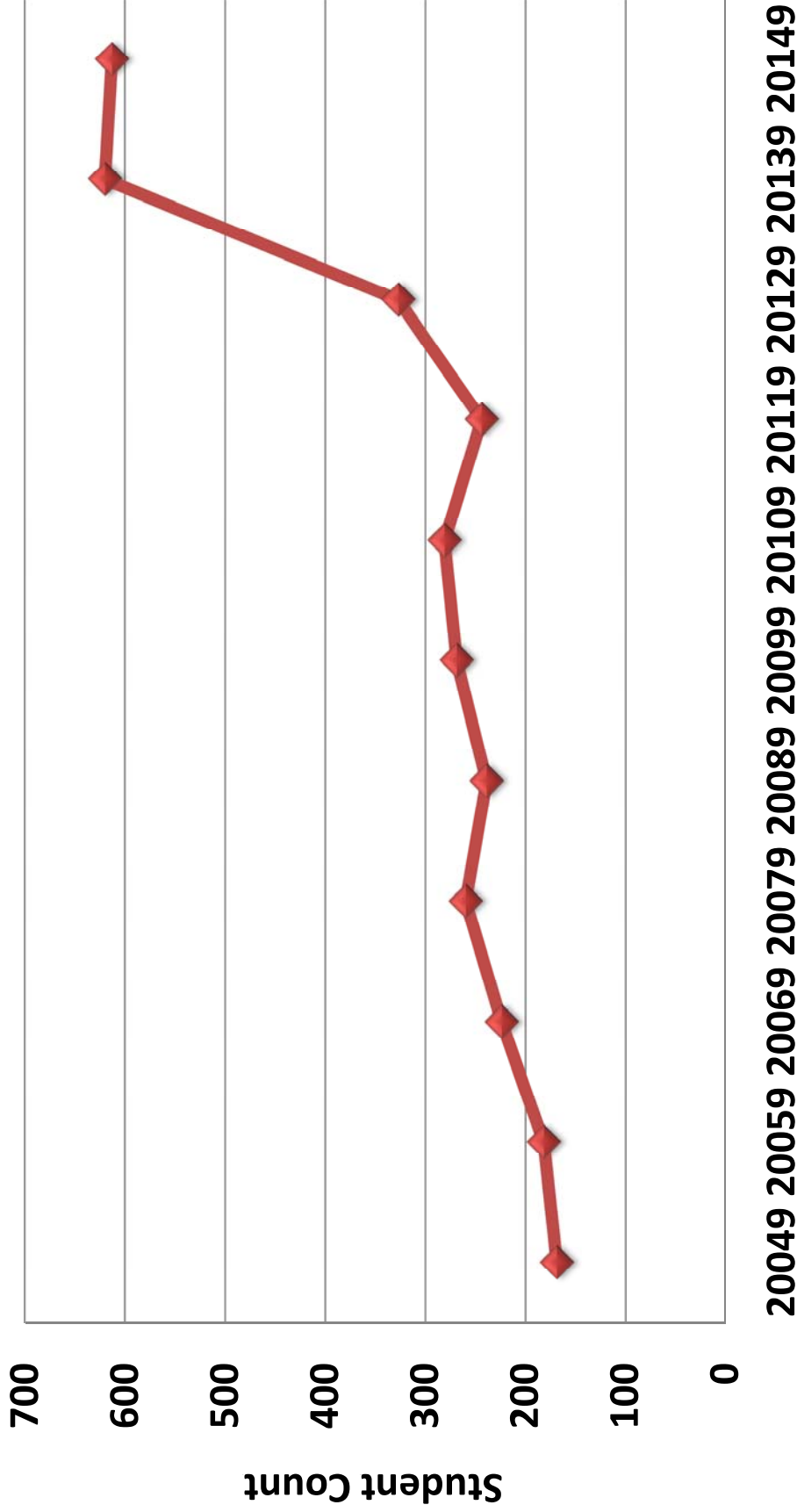
UTM New Intakes Average Admission Average 20049-20149

4



UTM Entrance Award Comparison for 20049-20149

4



- *2004 – 2011 scholarships were not offered to international students
- * 2009 1st grade attained on repeated course used in scholarship average (17 students removed)
- * 2012 Began offering top tier scholarships to international students
- * 2013 Scholarships awarded based on admit average and upgraded on final

UTM Retention Rate 2004-2013

Session	New Entering*	Retention (yr1-Yr2)**	No	Retention Rate
20049	2038	1803	235	88.5%
20059	2355	2052	303	87.1%
20069	2508	2221	287	88.6%
20079	2448	2121	327	86.6%
20089	2707	2366	341	87.4%
20099	2682	2385	297	88.9%
20109	2815	2494	321	88.6%
20119	2809	2453	356	87.3%
20129	2985	2633	352	88.2%
20139	3264	2871	393	88.0%

- *Only included year 1 new intakes who were registered in that session and took at least one course in that session.
- ** Retention means students remained REG status in the next following Fall session and at least take one course

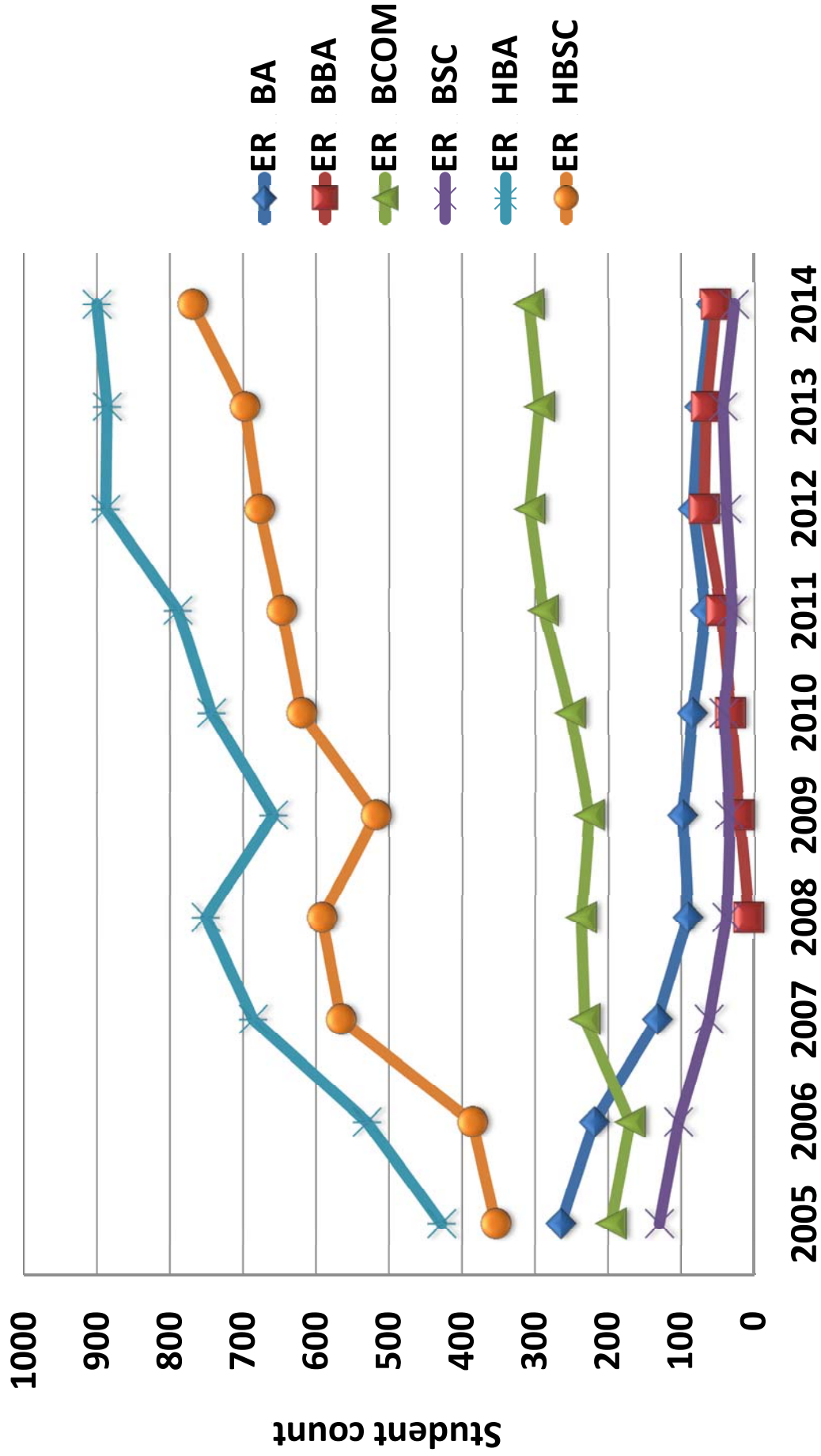
UTM 2004-2013 New Entering and Cumulative Graduation Rate

4

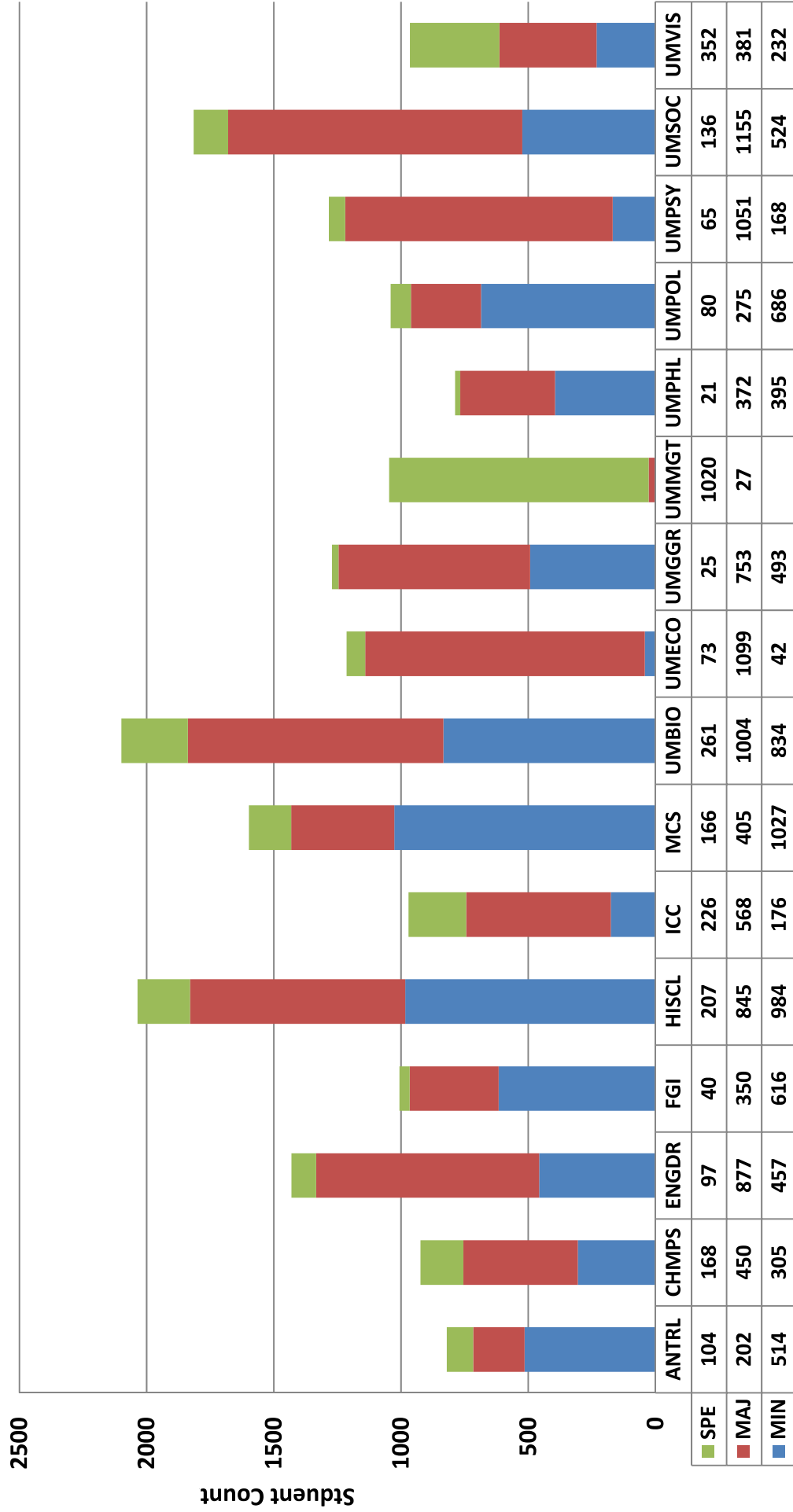
Session	New Entering*	2 yrs	3 yrs	4 yrs	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs
20049	2038		1.3%	32.9%	56.5%	63.6%	66.7%	68.6%	69.7%	70.3%
20059	2355	0.04%	1.7%	29.0%	54.9%	61.7%	65.2%	67.1%	68.1%	
20069	2508		0.8%	32.3%	56.9%	64.4%	67.7%	68.9%		
20079	2448		0.8%	33.5%	59.7%	65.9%	68.3%			
20089	2707	0.15%	2.0%	35.8%	59.3%	64.7%				
20099	2682	0.04%	1.6%	37.5%	61.6%					
20109	2815	0.04%	2.0%	39.4%						
20119	2809	0.07%	1.8%							
20129	2985	0.03%								
20139	3264									

• *Only included year 1 new intakes who were registered in that session and took at least one course in that session.

UTM Graduate Degree Count 2005-2014



2014-2015 Active Program Counts By Department



Note: students may take two majors affiliated within the same departments. So the student count numbers are not distinct students' counts.

UTM Top 20 Program Counts 2014-2015

POST_CD	Description	Total
ERMAJ1478	Major - Economics	1031
ERMAJ1160	Major - Psychology	999
ERMIN2364	Minor - Biology	778
ERMAJ1645	Major - English	745
ERMIN2015	Minor - Political Science	686
ERMAJ0727	Major - Criminology & Socio-legal Studies	661
ERMIN2511	Minor - Mathematical Sciences	556
ERMIN1013	Minor - Sociology	524
ERMIN1775	Minor - Anthropology (Arts)	514
ERMAJ1013	Major - Sociology	494
ERMAJ2364	Major - Biology	489
ERMAJ0652	Major - History	471
ERSPE1704	Specialist - Accounting (Commerce & Finance)	456
ERMAJ1034	Major - Communication, Culture & Information Technology Jointly With	440
ERMAJ1149	Major - Biology For Health Sciences	403
ERMIN1645	Minor - English	348
ERMAJ0231	Major - Philosophy	342
ERMIN1540	Minor - Statistics, Applied	322
ERSPE2034	Specialist - Commerce And Finance: Finance	310
ERMIN1443	Minor - Study Of Women And Gender	302

UTM Top 10 Specialist Programs 2014-2015

Top 10 Specialist	Description	Count
ERSPE1704	Specialist - Accounting (Commerce & Finance)	456
ERSPE2034	Specialist - Commerce And Finance: Finance	310
ERSPE0714	Specialist - Art And Art History Jointly With Sheridan College	266
ERSPE0151	Specialist - History Of Religions	173
ERSPE1307	Specialist - Digital Enterprise Management	166
ERSPE2431	Specialist - Management	142
ERSPE2364	Specialist - Biology	105
ERSPE0727	Specialist - Criminology & Socio-legal Studies	95
ERSPE1688	Specialist - Computer Science	82
ERSPE2015	Specialist - Political Science	80

UTM Top 10 Majors 2014-2015

Top 10 Major	Description	Count
ERMAJ1478	Major - Economics	1031
ERMAJ1160	Major - Psychology	999
ERMAJ1645	Major - English	745
ERMAJ0727	Major - Criminology & Socio-legal Studies	661
ERMAJ1013	Major - Sociology	494
ERMAJ2364	Major - Biology	489
ERMAJ0652	Major - History	471
ERMAJ1034	Major - Communication, Culture & Information Technology Jointly With	440
ERMAJ1149	Major - Biology For Health Sciences	403
ERMAJ0231	Major - Philosophy	342

UTM Top 10 Minors 2014-2015

POST_CD	Description	Count
ERMIN2364	Minor - Biology	778
ERMIN2015	Minor - Political Science	686
ERMIN2511	Minor - Mathematical Sciences	556
ERMIN1013	Minor - Sociology	524
ERMIN1775	Minor - Anthropology (Arts)	514
ERMIN1645	Minor - English	348
ERMIN1540	Minor - Statistics, Applied	322
ERMIN1443	Minor - Study Of Women And Gender	302
ERMIN0652	Minor - History	253
ERMIN0151	Minor - History Of Religions	249

**UNIVERSITY OF TORONTO MISSISSAUGA CAMPUS COUNCIL
REPORT NUMBER 10 OF THE ACADEMIC AFFAIRS COMMITTEE**

FEBRUARY 11, 2015

To the Campus Council,
University of Toronto Mississauga

Your Committee reports that it held a meeting on February 11, 2015 at 4:10 p.m. in the Council Chambers, William G. Davis Building, at which the following were present:

Ms Judith Poë, Chair
Professor Angela Lange, Vice-Chair
Professor Deep Saini, Vice-President & Principal
Professor Amy Mullin, Vice-Principal Academic and Dean
Professor Bryan Stewart, Vice-Principal, Research
Professor Ron Buliung
Professor Tracey Bowen
Professor Craig Chambers
Ms Sara da Silva
Professor Charles Elkabas
Ms Jessica Eylon
Ms Paula Hannaford
Dr. Monika Havelka
Ms Shelley Hawrychuk
Dr. Stuart Kamenetsky
Professor Yael Karshon
Professor Anna Korteweg
Ms Genevieve Lawen
Professor Heather Miller
Professor Kent Moore
Professor Brian Price
Dr. Christoph Richter
Professor Todd Sanders
Ms Laura Sedra
Dr. Joan Simalchik
Professor Alison Syme
Mr. Ian Whyte, Chief Librarian
Dr. Kathleen Wong

Non-Voting Assessors:

Ms Yen Du, Program and Curriculum Officer
Prof. Ulli Krull, Vice-Principal, Special Initiatives
Mr. Mark Overton, Dean, Student Affairs

Regrets:

Dr. Kelly Akers
Ms Farishta Amanullah
Professor Philip Clark
Dr. Louis Florence
Mr. Kevin Golding
Professor Claudiu Gradinaru
Dr. Nathan Innocente
Professor Bernard Katz
Mr. Sheldon Leiba
Ms Alice Li
Professor Peter Loewen
Ms Maaham Malik
Ms Mariam Munawar
Ms Stacey Paiva
Professor Emmanuel Nikiema
Professor Ed Schatz
Ms Grayce Slobodian
Professor Sasa Stefanovic
Professor Holger Syme
Professor David Francis Taylor
Mr. Kumar Thapliyal
Professor Mihkel Tombak
Professor Anthony Wensley
Professor Rebecca Wittman
Professor Xiaodong Zhu
Dr. Daniel Zingaro

In Attendance:

Ms Donna Heslin, Assistant Director, External Relations, IMI
Professor Hugh Gunz, Director, IMI
Professor Shashi Kant, Director, MScSM
Mr. Aakash Patel, President, ECPS

Secretariat:

Mr. Louis Charpentier, Secretary of the Governing Council

Ms Cindy Ferencz Hammond, Director of Governance, Assistant Secretary of the Governing Council

Ms Mariam Ali, Committee Secretary

1. Chair's Remarks

The Chair welcomed members to the meeting and provided an update on Elections, informing members that the response from the UTM community was very positive, with all available positions for 2015-16 filled. She noted the list of candidates and constituencies that required elections was posted on the Office of the Campus Council elections website. The voting period would begin on February 9 and end on February 20, 2015, and she encouraged the student and teaching staff constituencies to exercise their right to vote.

2. Student Academic Societies

The Chair noted that the Undergraduate Economics Council were unable to be present as was listed on the meeting agenda. She then invited Mr. Aakash Patel, President of the Erindale Chemical and Physical Sciences Society (ECPS) to present¹ to members on their mission and activities. Mr. Patel advised members that ECPS was an academic society that was associated with the Chemical and Physical Sciences department at UTM, whose main goals were to assist students in their academic achievements and facilitate interaction between students and faculty. He noted that ECPS had won the Canadian Society for Chemistry Student Chapters' Merit Award four times, from 2010 to 2013, and was runner up this past year. Mr. Patel provided a description of the many events which ECPS created for students throughout the year. He also informed members of the Southern Ontario Undergraduate Student Chemistry Conference, which was to be hosted by ECPS this year and indicated that planning had begun in June. The conference would provide a platform for undergraduate chemistry students from all over Ontario to display their research and would also showcase UTM faculty research.

In response to a member's question, Mr. Patel stated that ECPS had a range of students from first to fourth years in order to ensure continuity. The member followed up to ask if there were forums available for student academic societies to connect and collaborate. Mr. Patel stated that ECPS normally collaborates with the Biology student academic society, and at the start of the academic year, discussions occur at UTM Student Union training sessions as well. The Chair thanked Mr. Patel for his presentation.

3. Interim Report from the Director, Institute for Management & Innovation, Professor Hugh Gunz and Assistant Director, External Relations, Ms Donna Heslin

The Chair invited Professor Hugh Gunz and Ms Donna Heslin to provide an interim report on the Institute for Management & Innovation (IMI). The presentation² included the following key points:

¹ A copy of this presentation is attached as Attachment A.

² A copy of this presentation is attached as Attachment B.

- The goal of the institute included producing mission-focused managers and future leaders that had a combination of management skills and expertise in their chosen field;
- IMI provided an academic platform to foster close interactions and the sharing of expertise between faculty, staff and students in the related programs, along with community partners;
- Existing programs had been transferred from previous departments to IMI (specifically the Master of Management & Professional Accounting, Diploma in Investigative & Forensic Accounting and Master of Biotechnology from the Professional Graduate Programs Centre, and Master of Management of Innovation from the Institute for Health Policy, Management and Education), and IMI's identity had started to become more established in the community;
- Currently, the search for a new Director had begun. The institute was also working towards new developments including two new masters programs (Forensic Accounting and Urban Innovation) and the creation of I-CUBE;
- It was explained that I-CUBE was UTM's Campus Linked Accelerator (CLA) for early-stage business development and commercialization. The initiative was driven by interest from faculty, staff, community members, student groups and supported by Ontario Centres of Excellence (OCE) and CLA funding;
- During its early stages a working group was created, which included students, faculty involved in the area of entrepreneurship and innovation, the Research Innovation Commercialization (RIC) Centre and OCE;
- The I-Cube student management team included representatives from various disciplines across campus and as well as undergraduate and graduate students. The team had facilitated organization and marketing material for all student-led initiatives for I-CUBE;
- I-CUBE began weekly Entrepreneurship 101 webinars run by RIC Centre volunteers in September and would begin offering toolkit sessions in February;
- The RIC Centre was a tremendous resource in this development, and had provided access to mentors, guidance and free access to students for monthly networking breakfasts;
- Also in support of the initiative was the City of Mississauga's Economic Development Office, with future plans to develop programming and potential funding opportunities for I-CUBE ventures with Mississauga Business Enterprise Centre (MBEC);
- The Banting and Best Centre received funds from OCE CLA that would create one voice for all UofT CLAs and increase opportunities for future funding and ventures;
- The Innovation to Commercialization for Entrepreneurs (ICE) program would be launched in March, 2015 and would be a 5 month non-credit program open broadly to the community with a focus on UTM students and alumni.

Ms Heslin invited members to visit the IMI building to view the newly installed 3-D printer and pointed to the Annual Review booklets, which were made available to members and guests. Professor Saini commended Professor Gunz and Ms Heslin on their work during a critical time for IMI. He commented on the excitement generated on campus with the launch of I-CUBE and the abundance of entrepreneurial spirit on campus. In response to a member's question, Ms Heslin advised members that the Student Management Association was not directly tied to I-CUBE, however members of SMA were involved in I-CUBE activities.

4. New Courses: Master of Science in Sustainability Management (MScSM)

The Chair reminded members that major and minor modifications to existing degree programs were considered for approval by this Committee. The Chair invited Professor Shashi Kant, Director, MScSM to present the item. Professor Kant commented on the growing popularity of the program, noting in its

first year 145 applications were received for 30 available spots, and that amongst those recruited there was a diverse pool, including 9 international students all from different countries. For the current application period there were 150 active applications. Professor Kant advised members that the proposal was to consider the addition of two new courses, SSM2030H (Advanced Sustainability Management) and SSM2040H (Applied Sustainability Management). He explained that current MScSM students were required to take six elective courses, however many were experiencing difficulty in completing requirements as there were limited course offerings at UTM and many of the appropriate St. George courses also had limited space. Professor Kant informed members that the two new proposed courses would help extend elective course options for MScSM students by offering direct studies courses on the UTM Campus. As both courses were directed studies courses, the course content would be decided upon by the specific instructor and student involved, with the approval of the Program Director.

On motion duly made, seconded and carried,

YOUR COMMITTEE APPROVED,

THAT the two new courses proposed by the Master of Science in Sustainability Management (MScSM) program, SSM2030H (Advanced Sustainability Management) and SSM2040H (Applied Sustainability Management) offered by the Institute for Management and Innovation (IMI), recommended by the Vice-Principal Academic & Dean, Professor Amy Mullin, and described in the proposals dated December 8, 2014, be approved, effective on the date specified for each course in each proposal.

5. Other Business

There was no other business brought forward.

6. Assessors' Report

Professor Mullin advised members of upcoming items, which included the closures of both the Human Resources & Industrial Relations (HRIR) and the Commerce Specialist in Human Resources programs. She invited interested members who wished to provide feedback on the draft proposals to contact Ms Yen Du, Program and Curriculum Officer, Office of the Dean. Professor Mullin also provided a brief update on the resolution to the potential Teaching Assistant strike, noting that negotiations continued in good faith. Professor Mullin also noted that UTM was committed to academic continuity.

Professor Mullin advised members that the survey results for a fall reading week showed great support from all groups on campus, and that senior administration would proceed to explore its implementation, most likely for the 2016-17 academic year. Tentative sessional dates would be provided to the UTM community shortly. In response to a member's question, Professor Mullin advised that UTM will make attempts to align start dates with the St. George Campus in September, but that this may not be possible for Winter session dates. A member asked if the fall reading week would be in addition to the time that students had prior to the exam period. Professor Mullin stated it would partially replace that period, but that the specifics of this would depend on calendar dates each year.

CONSENT AGENDA

On motion duly moved, seconded, and carried

YOUR COMMITTEE APPROVED

THAT the consent agenda be adopted and that Item 7 - Report of the Previous Meeting, be approved.

7. Report of the Previous Meeting: Report 9 – January 7, 2015

8. Business Arising from the Report of the Previous Meeting

There was no business arising from the report of the previous meeting.


9. Date of Next Meeting – Thursday, March 26, 2015, 4:10 p.m.

The Chair informed members that President Meric Gertler would be attending the next meeting to discuss his Three Priorities.

The meeting adjourned at 5:07 p.m.

Secretary
February 19, 2015

Chair



Erindale chemical and physical sciences society

Office: Student centre Room 234

7

Who are we?

ECPS stands for the Erindale Chemical and Physical Sciences Society and is a student organization for chemistry and physics students, as well as earth science and astronomy. It is the student society associated with the Chemical and Physical Sciences Department at UTM.

2

Goals

- ▶ To assist students in their academic achievements
- ▶ To facilitate interaction and enhance positive relationship between the students and the faculty as well as between undergraduate students and graduate students
- ▶ To increase the awareness of chemical and physical sciences to the general public

Student



Faculty

3

Awards



Winner (x4): 2010-2013

Runner up: 2014

4

“Fun Events”

- ▶ Opening Night
- ▶ Periodic Table Scavenger Hunt
- ▶ Meet the Prof Night
- ▶ Meet a TA/Graduate Student (in collaboration with EBS)
- ▶ Exam “De-stresser”
- ▶ Science Formal



5

7

Opening Night + Periodic Table Scavenger Hunt



6

3

Meet The Prof Night



7

7

“Academic Events”

- ▶ Test Packages
- ▶ Excel Workshops
- ▶ Professional Symposium



8

Professional Symposium



9


7

2015: Southern Ontario undergraduate student chemistry conference

- ▶ Provides a platform for undergraduate chemistry students from all over Ontario to display their research
- ▶ “By the students for the students” model
- ▶ 250 attendees expected

- ▶ Special Thanks:
 - ▶ UTM CPS Department
 - ▶ VP Research
 - ▶ Office of the Dean (Anticipated)

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- ▶ **The Institute for Management and Innovation (IMI) is an EDU-B with:**
 - ~75 faculty in non-budgetary cross-appointments
 - ~25 staff
 - ~320 graduate students
 - Over 1000 undergraduate students
- ▶ IMI is now operating as the centre for cross-disciplinary management education at the University of Toronto Mississauga (UTM).

2



Institute for Management & Innovation
UNIVERSITY OF TORONTO
MISSISSAUGA

- ▶ This collaborative institute provides students with access to:
 - Professional masters programs in biotechnology, accounting, innovation and sustainability
 - Undergraduate programs in accounting, finance, marketing and human resource management.

3



Institute for Management & Innovation
UNIVERSITY OF TORONTO
MISSISSAUGA

- ▶ IMI is a cross-disciplinary institute producing mission-focused managers and future leaders with a combination of management skills and expertise in their chosen field.



4



Institute for Management & Innovation
UNIVERSITY OF TORONTO
MISSISSAUGA

- ▶ IMI provides an academic platform to foster close interactions and sharing of expertise between faculty, staff and students in the related programs, along with our community partners.



5



Institute for Management & Innovation
UNIVERSITY OF TORONTO
MISSISSAUGA

- ▶ **IMI-offered Programs (partner Departments):**
 - Master of Biotechnology (MBiotech; CPS, Biology, Management)
 - Master of Management of Innovation (MMI; Management)
 - Master of Management in Professional Accounting (MMPA; Management)
 - Master of Science in Sustainability Management (MScSM; Geography, Management)
 - Diploma in Forensic Accounting (DIFA; Management)

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Institute for Management & Innovation
UNIVERSITY OF TORONTO
MISSISSAUGA

- **IMI-supported Programs (offering Departments):**
 - Master of Science in Biomedical Communications (MScBMC; IMS)
 - Bachelor of Commerce (BCom; Economics, Management)
 - Bachelor of Business Administration (BBA; Management)
 - Honours Bachelor of Arts (HBA; Management)
 - Honours Bachelor of Science (HBSc; Management)

7



Institute for Management & Innovation
UNIVERSITY OF TORONTO
MISSISSAUGA

- **Status**
 - Existing programs transferred to IMI from previous homes
 - MScSM in its first year
 - Identity becoming established (but much more work to do)
 - Several budgetary cross-appointments with Geography, Management to be made this year
 - IMI-sponsored conferences at UTM, UTSC
 - Search for new Director currently under way
 - New developments
 - Two Masters programs in planning
 - I-CUBE


8



9

 Institute for Management & Innovation
UNIVERSITY OF TORONTO
MISSISSAUGA

- I-CUBE is UTM's Campus Linked Accelerator (CLA) for early-stage business development & commercialization
- Arose from various driving factors:
 - Faculty and staff
 - Community interest
 - Ontario Centres of Excellence (OCE), CLA funding
 - Student groups




10




Institute for Management & Innovation
UNIVERSITY OF TORONTO
MISSISSAUGA

- **Early stages**
 - Established a working group to determine the overall goals of the accelerator and related programming
 - The team included faculty from a variety of disciplines, students, alumni, entrepreneurs, and representatives from the Research Innovation Commercialization (RIC) Centre and OCE




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Institute for Management & Innovation
UNIVERSITY OF TORONTO
MISSISSAUGA

- **Early stages**
 - The I-CUBE Student management team includes representatives from various disciplines across campus as well as graduate and undergraduates students
 - This team has become the conduit for the organization and marketing of all student led initiatives for I-CUBE



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Institute for Management & Innovation
UNIVERSITY OF TORONTO
MISSISSAUGA

- **Early stages**
 - U of T Mississauga contest held to name the accelerator– created awareness and excitement on campus
 - Interact entrepreneurship competition held for students in November–to build on excitement and reach student and community partners




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Institute for Management & Innovation
UNIVERSITY OF TORONTO
MISSISSAUGA

- **Working with MaRS DD**
 - Entrepreneurship 101 weekly webcast–began in September
 - Toolkits sessions to be offered a la carte– beginning in February




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Institute for Management & Innovation
UNIVERSITY OF TORONTO
MISSISSAUGA

- **Working with the RIC Centre**
 - Pam Banks, Executive Director has been working closely with our team to provide guidance, access to mentors and numerous additional opportunities
 - Students are provided with free access to monthly networking breakfasts
 - RIC Centre volunteers have been moderating the weekly Entrepreneurship 101 sessions



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Institute for Management & Innovation
UNIVERSITY OF TORONTO
MISSISSAUGA

- **City of Mississauga**
 - The economic development office is in strong support of this initiative
 - We will be working with the Mississauga Business Enterprise Centre (MBEC) to develop programming and potential funding opportunities for our ventures



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Institute for Management & Innovation
UNIVERSITY OF TORONTO
MISSISSAUGA

- **Banting and Best centre**
 - U of T received \$3 million from the OCE Campus Linked Accelerator (CLA)
 - This new centre has created an umbrella which draws together all the CLAs at U of T
 - Creates single voice for U of T CLAs, a greater potential for future funding, media attention and increases opportunities for the related ventures




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Institute for Management & Innovation
UNIVERSITY OF TORONTO
MISSISSAUGA

Recent News

- ▶ Official opening February 10th, 2015
- ▶ Program and events coordinator began January 2015
- ▶ 3-D printer was installed January 2015
- ▶ Entrepreneur in residence will join the team in February 2015
- ▶ ICE program will begin March 2015



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- ▶ **ICE Program: Innovation to Commercialization for Entrepreneurs**
 - 5-month non-credit program open broadly to the community with a focus on UTM students and alumni
 - Applications opened January 2015
 - Program will run March to August 2015



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- ▶ **ICE Program: Innovation to Commercialization for Entrepreneurs**
 - Mentor provided to each team
 - Access to EIR and faculty lead
 - Access to 3-D printer for prototyping
 - Bi-weekly Lunch and Learn sessions and networking events
 - Access to I-CUBE space
 - Potential for funding opportunities




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- ▶ Credit courses
 - Building on CLA programming at St. George we will be looking into adding:
 - Entrepreneurship and Innovation–4th year course open to undergraduate and graduate students
 - Internship course in entrepreneurship–working with local start up companies for 4–month terms



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I-CUBE Mission Statement

**To create a culture of innovation at
the U of T Mississauga**

Inspiration. Ideation. Innovation.



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