FOR APPROVAL   **PUBLIC**   **OPEN SESSION**

TO: UTSC Academic Affairs Committee

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DATE: March 19, 2025 for March 26, 2025

AGENDA ITEM: 5

ITEM IDENTIFICATION:

Minor Modifications: Undergraduate Curriculum Changes, Management UTSC (For approval)

JURISDICTIONAL INFORMATION:

The UTSC Academic Affairs Committee (AAC) "is concerned with matters affecting the teaching, learning and research functions of the Campus (AAC *Terms of Reference*, section 4)." Under section 5.6 of its *Terms of Reference*, the AAC is responsible for approval of "major and minor modifications to existing degree programs."

The AAC has responsibility for the approval of major and minor modifications to existing programs as defined by the University of Toronto Quality Assurance Process (UTQAP, Section 3.1 and 3.3).

GOVERNANCE PATH:

1. **UTSC Academic Affairs Committee [For Approval] (March 26, 2025)**

PREVIOUS ACTION TAKEN:

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

HIGHLIGHTS:

This package contains minor modifications to the undergraduate curriculum submitted by the UTSC Management academic units listed below. These changes require governance approval. Minor modifications are defined as adjustments that do not substantially alter program or course learning outcomes but may involve modest changes to the structure of a program or course. Upon approval, these updates will be implemented for the 2025-2026 academic year.

- Department of Management Sciences (Report: Undergraduate Minor Curriculum Modifications Management for Approval)
  - 1 New Course:
    - MGHC55H3: International Management OBHR Field Course

FINANCIAL IMPLICATIONS:

There are no significant financial implications to the campus operating budget.

RECOMMENDATION:

Be It Resolved:

THAT the proposed Management undergraduate curriculum changes for the 2025-26 academic year, as detailed in the respective curriculum report, be approved.

DOCUMENTATION PROVIDED:

1. Report - Undergraduate Minor Curriculum Modifications Management for Approval

Management (UTSC), Department of

1 New Course

MGHC55H3: International Management OBHR Field Course

Description:

This course examines the principles and challenges of Organizational Behaviour and Human Resource Management principles (e.g., Leadership, Work Team Effectiveness, Recruitment & Selection, Health & Safety, etc.) in international contexts, focusing on leading theories and best practices. Through interactions with host nation University faculty and business leaders, industry tours of local businesses, case examples, skill-building exercises, and academic research, students will learn about OBHR topics from the perspective of the host country.

Prerequisites: The completion of 7.5 credits including [MGHA12H3 or MGIA12H3] and [MGHB02H3 or MGIB02H3]

Enrolment Limits: 40

Recommended Preparation: [MGTA35H3 or MGTA36H3 or MGTA38H3]

Delivery Method: In Person

Methods of Assessment:

• Class participations: Allow students to engage in class context. (GLO1, GLO4, SLO1, SLO2, SLO3, SLO4)?
• Group presentation: Provide students with the opportunity to research, integrate, and present their knowledge from the course (GLO1, GLO2, GLO3, GLO4, SLO2, LO3, SLO4)?
• Individual written assignment: Provide students to bring together and synthesize what they have learned and demonstrate their ability to apply OBHR theories to the host country context. (GLO1, GLO2, GLO3, GLO4, SLO2, LO3, SLO4)?

Potential assessment weights could be as follows:

Component	Weight/Value	Due Date
Class Participation	15%	Each lecture
Group Presentation	40%	TBA (at end of trip)
Individual Assignment	45%	TBA (after return)

CNC Allowed: Y

Credit Value: fixed: 0.5

Learning Outcomes:

General Learning Outcomes (GLOs):
This course will focus on developing the following critical general skills:
- **GLO1:** Critical Thinking
- **GLO2:** Persuasive Writing and Presentation Skills
- **GLO3:** Teamwork
- **GLO4:** Real-World Analysis and Application of Theory

Specific Learning Outcomes (SLOs):
Students will achieve the following specific learning outcomes:
- **SLO1:** Gain a broad understanding of fundamental OBHR theories and research relevant to the host country context.
- **SLO2:** Understand how OBHR principles influence organizational outcomes, with a focus on the host country. Students will apply OBHR and management theories to address unique challenges and opportunities within the host country's business environment.
- **SLO3:** Develop written and oral communication, analytical, and research skills, specifically through the analysis of OBHR environments, challenges, and best practices in the host country.
- **SLO4:** Engage in class discussions to analyze course materials, synthesize their learning, and demonstrate acquired knowledge through written assignments and group presentations (delivered live or in a pre-recorded format).

These learning outcomes align with the general learning objectives of the BBA program. They promote critical thinking by encouraging students to examine issues from multiple perspectives. Additionally, the emphasis on writing, presentation, and teamwork is central to the business management curriculum. The course's integrated approach, global perspective, and Work-Integrated Learning (WIL) opportunities help students apply skills gained in other courses, preparing them to take on leadership roles in business environments.

Course Experience: University-Based Experience

Topics Covered:

The course will cover the following topics, aligned with the corresponding General Learning Outcomes (GLOs) and Specific Learning Outcomes (SLOs):

- **Definitions of Key OBHR Concepts**
  - Introduction to fundamental OBHR concepts and terminology.
  - **(GLO4; SLO1)**
- **OBHR Theories**
  - Exploration of key theories, including Leadership, Training & Learning, and Motivation.
  - **(GLO1, GLO4; SLO1, SLO2)**
- **Historical and Traditional Foundations of OBHR in the Host Country**
  - Examination of the historical and cultural context of OBHR practices in the host country and their global impact.
  - **(GLO1, GLO4; SLO2)**
- **The Host Country Context**
  - Analysis of OBHR topics within international, national, and micro-level contexts specific to the host country.
  - **(GLO1, GLO4; SLO2, SLO3, SLO4)**
- **Organizational Challenges in the Host Country**
  - Discussion of the unique challenges faced by organizations, leaders, managers, and employees within the host country's business environment.
  - **(GLO1, GLO4; SLO1, SLO2, SLO3, SLO4)**
- **Application of OBHR Theories to the Host Country Context**
  - Practical application of OBHR theories to real-world scenarios, addressing specific challenges and opportunities in the host country.
  - **(GLO1, GLO4; SLO1, SLO2, SLO3, SLO4)**

Rationale:

This course is designed to provide a unique learning opportunity for students to understand and apply Organizational Behaviour (OB), Human Resource Management (HRM), and management principles in international and host country contexts. It aims to enhance the BBA program by building on prior OB/HRM learning and offering students Work-Integrated Learning (WIL) experiences. Students will gain first-hand knowledge of how leadership and management theories differ and are applied outside of Canada, with a focus on the unique challenges and opportunities within international and host country environments. This course benefits all BBA students by reinforcing management concepts through a global cultural lens and offering perspectives not covered in other UTSC management or university-wide courses.

Consultation:

DCC Approval: January 31, 2025.
RO Approval (Amber L.): Jan. 6, 2025.
Consultation:
EL Consultation: Jan 16, 2025
RO Enrollment Consultation: Dallas Boyer from the Registrar's office was consulted to better understand enrolment restriction and timing options.
CTL Consultation: Al Hearn, Educational Developer, Experiential Learning / Centre for Teaching and Learning
International Student Centre: Erika Loney and Alyssa Graham were consulted for insights on structure, costs and safety abroad elements.
DPES Consultation: Chai Chen and Thomas Meulendyk from the Department of Environmental Science were consulted regarding their field trips in Iceland and Costa Rica to better understand ancillary fees, program promotion and execution as well as faculty involvement.

Resources:

The course will be mounted by full-time faculty as part of their normal teaching load. It therefore does not require any further additions to the department's faculty complement. If the course is subscribed by more than 30 students, it would require TA support, which will be covered by the department's existing budgets. TA will not need to travel with course. TA will manage the class page and be responsible for grading final projects as well as managing grade entries. No special equipment is required for the course.
It is expected that students will pay an ancillary fee to cover a portion of the travel costs. The department is committed to making this course accessible and to removing financial barriers. They hope to leverage the ELF mobility fund, the UTSC Global Learning Travel Fund and the Management Co-curricular Experience budget to subsidize costs for students with financial need. The department plans to also apply for a UTSC course travel grant. Additionally, they plan to work with partners locally and within Greece to keep travel costs low.

Overlap with Existing Courses:

This course may have limited overlap with other OBHR courses (e.g., MGHA12H3, MGHB02H3, MGHC02H3, and other elective OBHR courses). However, any overlap is minimal and primarily related to broad OBHR concepts, and therefore, this course does not have any exclusions

Proposal Status: Under Review

Revision Proposal

No Committee