

**UNIVERSITY OF TORONTO MISSISSAUGA CAMPUS COUNCIL
REPORT NUMBER 11 OF THE ACADEMIC AFFAIRS COMMITTEE**

MARCH 26, 2015

To the Campus Council,
University of Toronto Mississauga

Your Committee reports that it held a meeting on March 26, 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
Dr. Kelly Akers
Professor Ron Buliung
Professor Tracey Bowen
Professor Craig Chambers
Ms Diane Crocker
Ms Sara da Silva
Professor Charles Elkabas
Ms Jessica Eylon
Dr. Louis Florence
Mr. Kevin Golding
Ms Paula Hannaford
Dr. Monika Havelka
Ms Shelley Hawrychuk
Dr. Nathan Innocente
Mr. Sheldon Leiba
Professor Kent Moore
Professor Emmanuel Nikiema
Ms Stacey Lynn-Paiva
Dr. Christoph Richter
Professor Todd Sanders
Ms Laura Sedra
Professor Sasa Stefanovic
Mr. Ian Whyte, Chief Librarian
Dr. Kathleen Wong
Dr. Daniel Zingaro

Non-Voting Assessors:

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

Regrets:

Ms Farishta Amanullah
Professor Claudiu Gradinaru
Dr. Stuart Kamenetsky
Professor Yael Karshon
Professor Bernard Katz
Professor Anna Korteweg
Ms Alice Li
Ms Genevieve Lawen
Professor Peter Loewen
Ms Maaham Malik
Professor Heather Miller
Ms Mariam Munawar
Professor Brian Price
Professor Ed Schatz
Dr. Joan Simalchik
Ms Grayce Slobodian
Professor Alison Syme
Professor Holger Syme
Professor David Francis Taylor
Mr. Kumar Thapliyal
Professor Mihkel Tombak
Professor Anthony Wensley
Professor Rebecca Wittman
Professor Xiaodong Zhu

In Attendance:

Ms Menna Elnaka, The Medium

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 reminded members that *Item 2: Three Priorities - A Discussion: Professor Meric Gertler, President* had been removed from the Agenda as the President was unable to attend.

2. Closure of Human Resources Specialist Program

The Chair advised members that the Committee was responsible for the consideration of the closure of a program, and the item would require approval by the Committee on Academic Policy and Programs of the Academic Board. She invited Dr. Louis Florence, Director, Undergraduate Programs, Department of Management, to present. Dr. Florence advised members that the proposed closure of the Human Resources Specialist Program would be effective August 30, 2020. He noted that during a departmental curriculum review, it was found that the program was not serving UTM students well in the changing labour market and that it would be beneficial to replace the program with a more comprehensive Human Resource Management and Industrial Relation (HRMIR) stream of the Management Specialist Program. Dr. Florence reminded members that the HRMIR stream was introduced in the 2014-15 academic year for September, 2015 enrolment and would better meet students' needs than the closing Human Resources specialist program. The HRMIR stream would help students to meet requirements for professional certification by the Human Resources Professional Association (HRPA). Dr. Florence noted that students who were currently enrolled would be able to complete program requirements and the Department of Management would continue support of the program and its students. Program admissions had been administratively suspended on July 1, 2014 and the appropriate notices were sent to students and departments, and included in the UTM Academic Calendar.

In response to a member's question, Professor Mullin stated that although students could complete two specialists, it would require taking a significantly higher course load to complete and would not necessarily be in students' best interests.

On motion duly made, seconded and carried,

YOUR COMMITTEE RECOMMENDED,

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

The Chair reminded members of the Committee's responsibility to consider closures of programs and invited Professor Mullin to present the item. Professor Mullin advised members that the proposal was to close the Human Resources and Industrial Relations (HRIR) program offered by the Department of Economics effective August 30, 2017. Professor Mullin noted changes in the relationship between Economics and other units at UTM had evolved and produced different priorities and course offerings, as well as faculty transitions impacting the administration of the program. Additionally, changes to the

certification requirements for careers in related fields meant that the HRIR program was unable to connect well to the career goals of students. Professor Mullin noted the newly approved HRMIR Stream would offer students better training for this certification and eliminate redundancy in UTM program offerings. She noted that in response to an external review, the Department of Economics carefully and critically examined program offerings and curriculum in order to increase faculty cohesion and identity with undergraduate programs, and to strengthen the student experience. Professor Mullin stated that admissions to the program had been administratively suspended on August 30, 2013 and notices were sent to the appropriate students and academic departments. The Departments of Management, History and Sociology at UTM were also consulted during the development of the proposal for closure, and all were in full support.

On motion duly made, seconded and carried,

YOUR COMMITTEE RECOMMENDED,

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

The Chair invited Ms Diane Crocker, Registrar & Director of Enrolment Management to present¹ to members on admissions and enrolment trends at UTM. The following key points were discussed:

- A review of enrolment spanning from the year 2004 to 2014 that demonstrated the consistent growth of enrolment, including international enrolment;
- In 2014 enrolment targets had not been met for new intake students, and this was in part due to a system wide decline of domestic applicants across Ontario. It was noted however, that UTM had maintained the same number of overall applicants as the previous year and had not encountered a decline as most other Ontario Universities;
- In response to a member's question, Ms Crocker affirmed the decrease in domestic applications was linked to decreased high school enrolment in our local catchment. Enrolment was increasing in primary schools in the Peel region due to the demographic makeup of the population and it has been projected that high school enrolment would begin to experience this increase in approximately 3 to 5 years;
- Ms Crocker noted that there was a steady increase in international new intake. The ACE@UTM (Academic Culture and English) program has successfully assisted students with English proficiency requirements and that the program had been replicated at UTSC due to the successes seen at UTM;
- ACE@UTM had reached maximum enrolment, and the Office of the Registrar developed a partnerships with several local Colleges to allow students who have not met their English Language Requirement to enrol in a College level General Arts and Science program in order to continue their studies and prepare for transfer after completing this program;

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

- Summer enrolment had increased significantly since 2004, with approximately 5900 students enrolled during the 2014 summer semester;
- The UTM new intake average admission average continued to increase, and the minimum cut-off of 75 percent average had helped bring this about. In response to a member's question, Ms Crocker noted that admissions cut offs at UTM were comparable to both UTSC and FAS in the humanities and social sciences, however the applicant averages were generally 3-4 percent lower than high end programs such as Co-op Business at UTSC or Management at FAS and these cut offs varied from year to year;
- The increase in UTM Entrance Awards for students with an average above 88 percent had increased because international students were now also offered the award;
- The retention rate remained consistent, with a rate of 88 percent in Fall, 2013;
- Ms Crocker noted that there were efforts being made to continue increasing the number of students who graduated in four years.

A member asked if more domestic applicants were deciding to pursue post-secondary education closer to home, due to the rising costs of education, and whether this information was compiled. Ms Crocker advised that UTM was involved with the Peel Children and Youth Initiative where data was reviewed to determine whether high school students with low socioeconomic indicators were applying, being accepted and registering in post-secondary institutions. UTM recruiters visited all the high schools in the regions of concern. She noted the two groups that had been identified within UTM's catchment area (Mississauga, Brampton, Oakville, Milton) who would be more likely not to include UTM as a first choice application were those in low socioeconomic groups who were not planning on pursuing post-secondary education, and those in high income groups who would not be deterred by costs associated with living away from home and pursuing university away.

A member asked if there were any parallel initiatives to ACE@UTM. There are similar initiatives available to students in other divisions. Professor Mullin advised that ACE@UTM is one source of support for students for whom English is not their first language. In addition, the Robert Gillespie Academic Skills Centre had recently hired an English Language Learning Specialist in order to extend the service to current students. She added that department funding for writing initiatives has been increased and in the future would be included in many departments base funding so long as they had stable writing initiatives in place.

In response to a member's question, Ms Crocker advised that recruitment staff from UTM travel around the province and Canada-wide in order to increase the number of domestic applicants. She noted that there was still potential to attract students from our local catchment particularly Brampton, where transportation to UTM was not as accessible.

A member asked if summer enrolment had been increasing due to students failing courses during the fall or winter semesters. Ms Crocker noted that there were several reasons for increased summer enrolment, including students who wished to finish credits sooner or to catch up for courses dropped during the year. She added that employment opportunities throughout the summer were not always abundant and this prompted increased enrolment as well. In response to another member's question, Ms Crocker noted that in comparison to UTM's peer American institutions, the campus' 4 year graduation rate was lower.

5. Other Business

There was no other business brought forward.

6. Assessors' Report

Professor Mullin provided a brief update on the CUPE 3902 Unit 1 Strike, noting that negotiations continued and that communications regarding updates were slow to get out as they must in most cases be centrally approved, and communications about UTM specific matters required consultation with UTM department Chairs. Professor Mullin noted that the recent policy change enacted by the Faculty of Arts and Science, which allowed students to extend their deadline for Credit/No Credit courses would not be implemented at UTM or by any other division at UofT. She noted that the FAS had been much more heavily impacted by the strike and that the Office of the Dean did not think it would be appropriate given that the circumstances at UTM had been different. Professor Mullin advised members of President Gertler's offer of binding arbitration, noting that the Union would be taking their vote shortly.

In response to a member's question regarding exam deferrals where students refused to cross the picket line, Ms Crocker noted that her office would continue to review petitions according to current policies. She added that deferred exams at UTM were written one week after the general exam period.

Professor Stewart provided an update on the Canada First Research Excellence Fund and advised that unfortunately the proposal put forward by UTM and UTSC had not been accepted. He advised members that the project, *Personalized Medicine*, had been selected to go forward to the next round. Professor Stewart added the internal deadline for Round 2 of funding for CFREF was April 13, 2015.

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 10 – February 11, 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, April 30, 2015, 4:10 p.m.

The meeting adjourned at 5:19 p.m.

Secretary
March 30, 2015

Chair



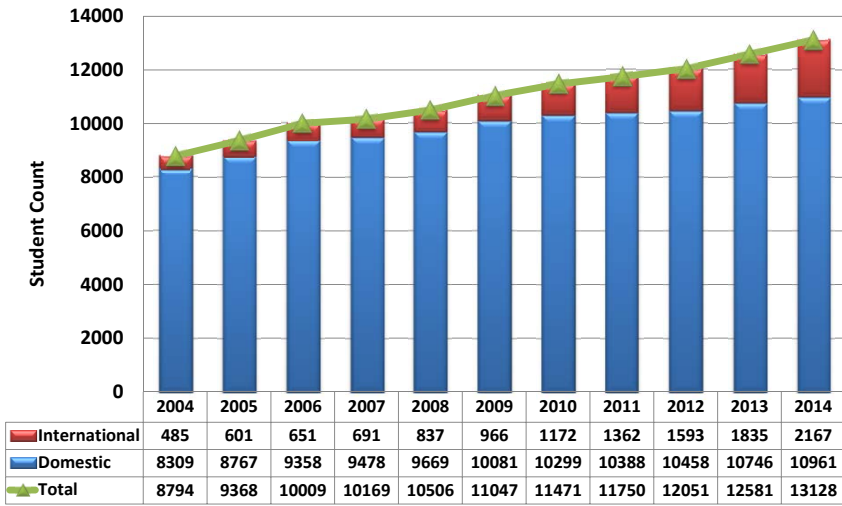
Academic Affairs Committee
March 26, 2015

Diane Crocker
Registrar and Director of Enrolment Management
Office of the Registrar



14/04/2015

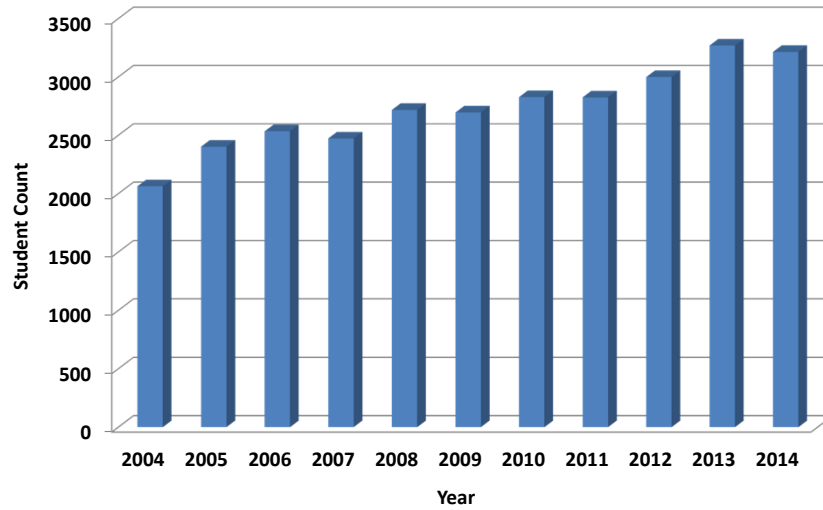
UTM Fall/Winter Head Count 2004-2014



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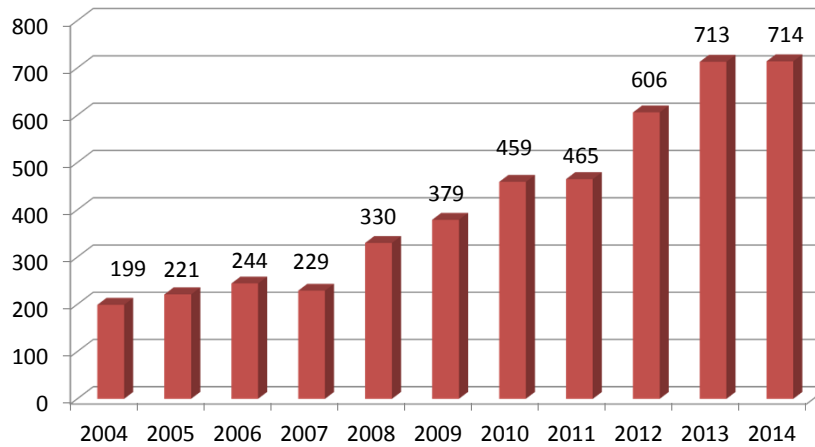
UTM Total New Intake 2004-2014



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UTM International New Intake 2004-2014



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20149 UTM Enrolment by Year of Study

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

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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



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OUAC 101 Statistics

Program Changes System Wide



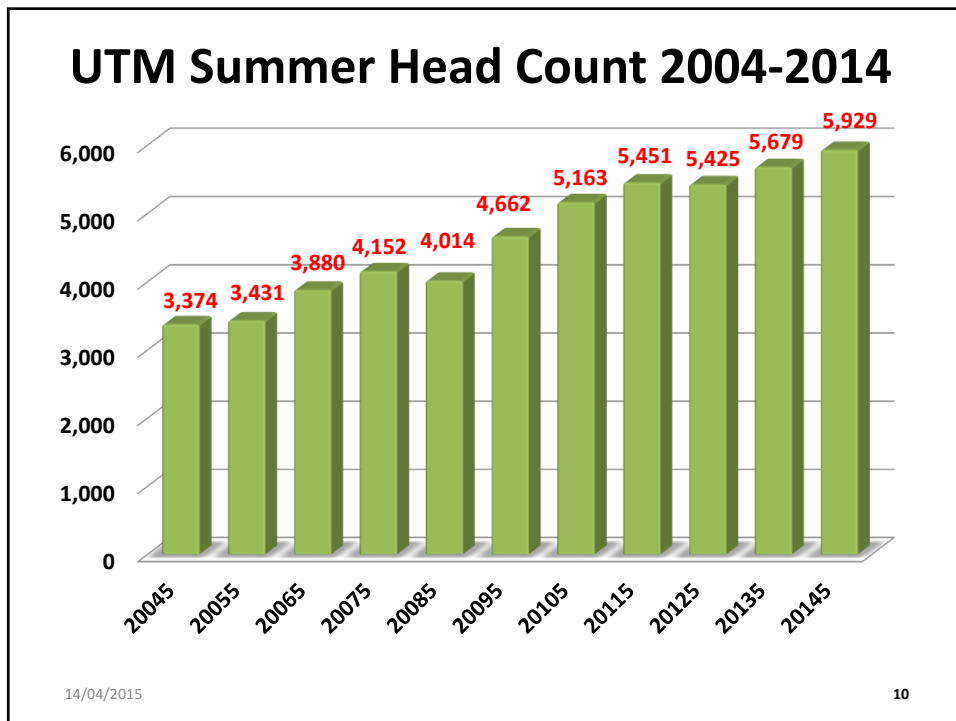
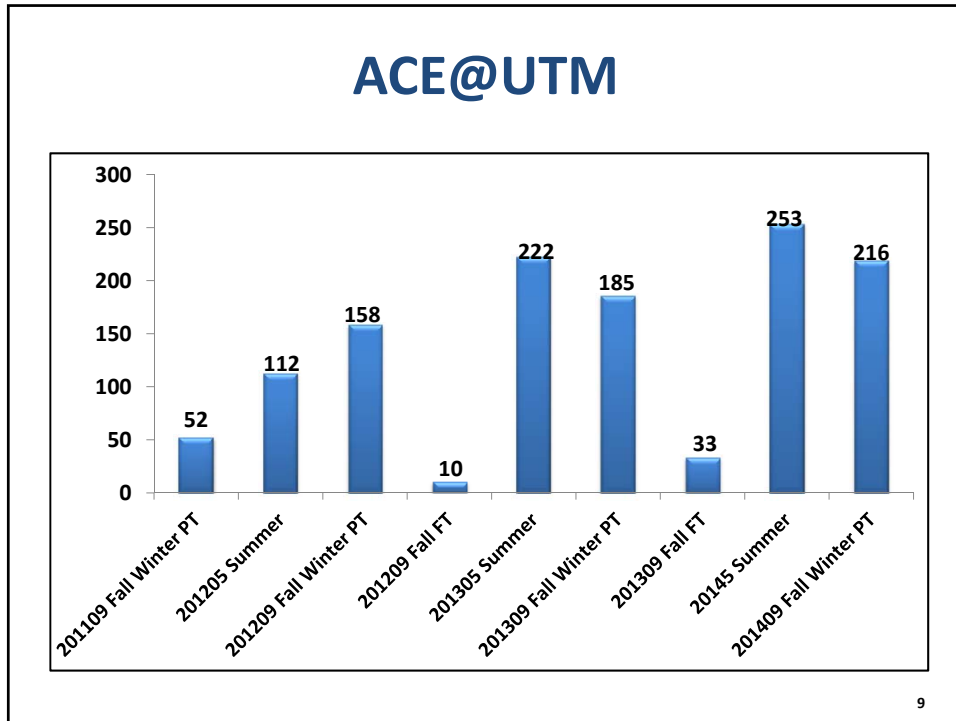
Percentage Change 2013/14 Compared with 2012/13	
Agriculture	6.0
Architecture	-0.2
Arts	-7.8
Business Administration	-0.4
Education	-14.8
Engineering	14.0
Environmental Studies	-0.6
Family & Consumer Study	-3.2
Fine and Applied Arts	-4.1
Forestry	13.0
Journalism	-5.6
Landscape Architecture	-8.1
Mathematics	10.5
Music	-6.7
Phys & Health Education	-2.4
Science	1.8
Totals	-8.6

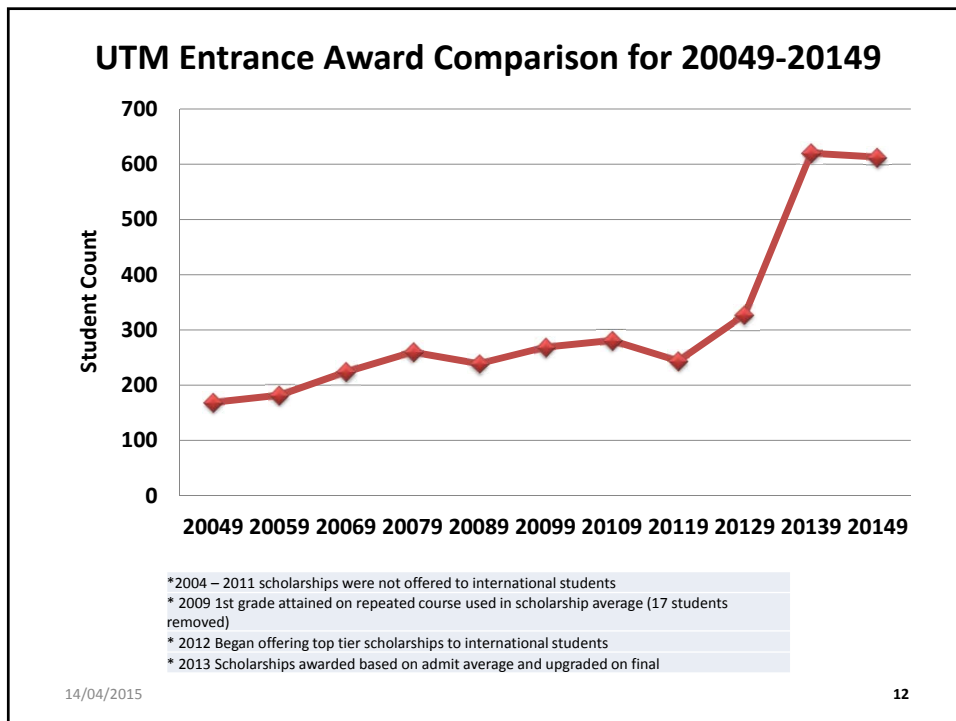
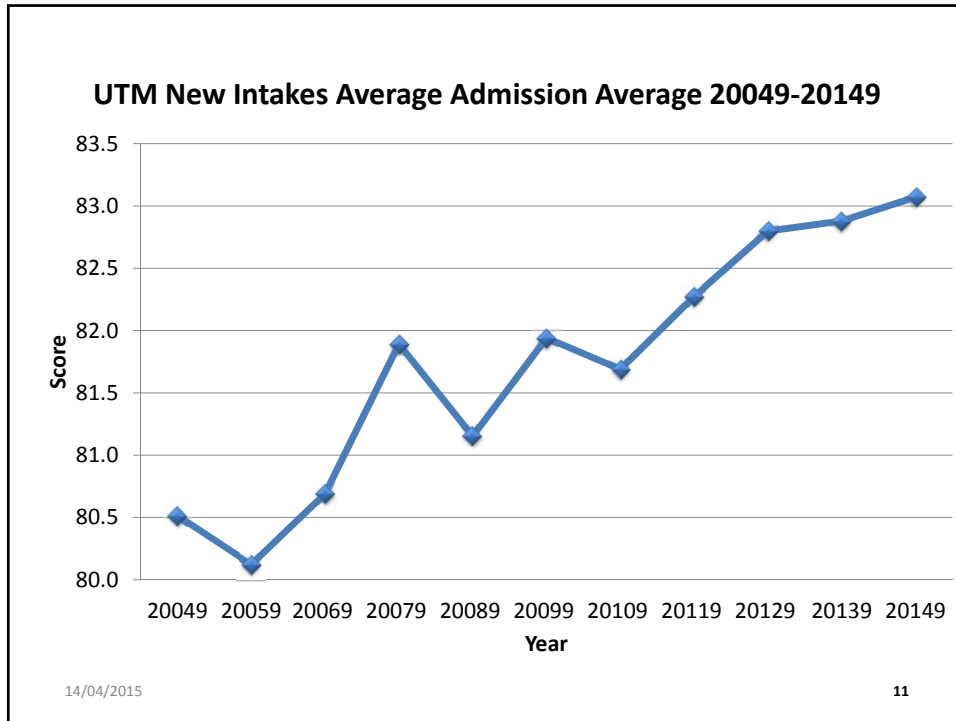
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ACE@UTM

- 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)

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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

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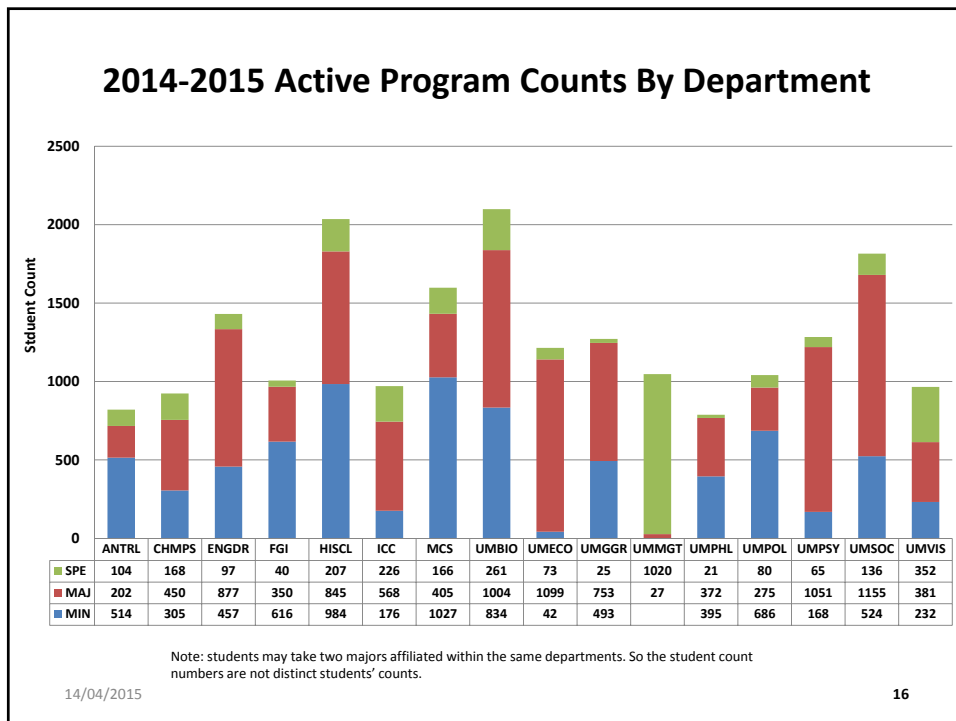
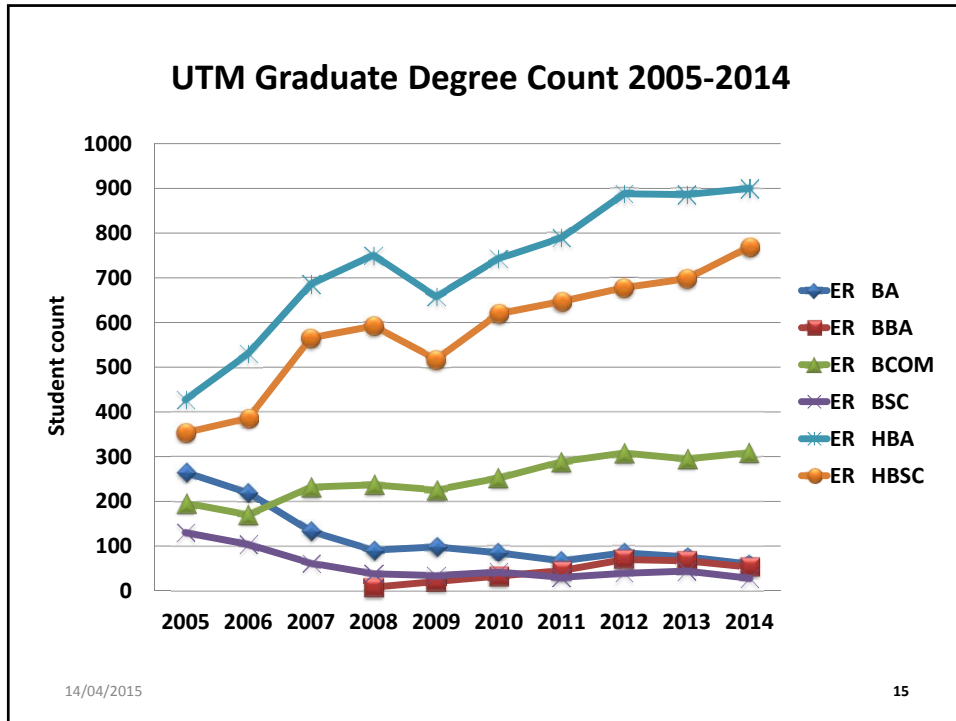
UTM 2004-2013 New Entering and Cumulative Graduation Rate

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.

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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

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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

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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

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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

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