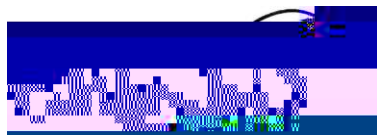


Cyclical Program Review of Academic Programs offered by the Employment Relations Program
Office

Progr



Recommendation 5 was not endorsed by the Provost and Vice-Principal (Academic) and is not included in this report.

Recommendation 1: Reviewers recommend that there is a need for a larger compliment of undergraduate employment courses and degree offerings. That could include a minor in Employment Relations, and establishment of a major or medial incorporating Employment Relations	
Proposed follow-up	Continue development of new undergraduate employment courses and credentials. Engage resources provided by Centre for Teaching and Learning and Arts and Science Online
Responsibility for leading follow-up	Director, Graduate & Undergraduate Employment Relations programs
Timeline for addressing recommendation	Ongoing for next 1-3 years
Are there additional deliverables associated with the proposed follow-up?	Yes
Which support units have been engaged as collaborators in supporting additional deliverables? (If no, please indicate 'N/A')	Associate Dean, Teaching and Research, FAS
What is the current status of the follow-up? Include a completion percentage Please provide a brief description of the	In process 75%

This course develops a critical appreciation of the role of industrial relations in a global economic environment. The emphasis is on providing an understanding of the nature and scope of adjustments and adaptations in labour-management institutions and relationships required to deal with international competitive pressures, focusing on strategic links between HR/LR and competitiveness, the Japanese challenge, evolving management approaches and strategies, union responses and the labour agenda, and restructuring

Recommendation 4: Reviewers recommend that the expansion of the undergraduate program could justify the creation of TA-ship opportunities for Masters Students.	
Proposed follow-up	Evaluate measured expansion of TA positions based upon undergraduate enrolment
Responsibility for leading follow-up	Director, Graduate & Undergraduate Employment Relations programs
Timeline for addressing recommendation	Ongoing
Are there additional deliverables associated with the proposed follow-up?	No
Which support units have been engaged as collaborators in supporting additional deliverables? (If no, please indicate 'N/A')	NA
What is the current status of the follow-up? Include a completion percentage	Completed 100%

Please provide a brief description of the current, completed or planned work

:
The number of TA positions offered to MIR graduate students, and associated aggregate funding, by year, and was:
TAships EMPR (M

	<p>2018-2019 - \$26443 (10 TAs)</p>
--	-------------------------------------

TA positions and associated funding will continue and is expected to increase in relation to course (enrollment) growth.

Recommendation 6: Reviewers recommend the establishment of a more formal system for maintaining connections to and communicating with the MIR alumni.	
Proposed follow-up	Enhance existing methods of Alumni outreach
Responsibility for leading follow-up	Director, Graduate & Undergraduate Employment Relations programs
Timeline for addressing recommendation	

<p>Recommendation 7: Reviewers recommend that the program moves the endowment for the Woods lecture to the MIR program. Part of the fund can be used for an annual Woods award.</p>	
Proposed follow-up	Unit to work with the Faculty of Arts & Science to explore the feasibility of repatriation of the Wood award
Responsibility for leading follow-up	Director, Graduate & Undergraduate Employment Relations programs and Dean, Faculty of Arts & Science
Timeline for addressing recommendation	Decision to be made by Fall 2019
Are there additional deliverables associated with the proposed follow-up?	No
Which support units have been engaged as collaborators in supporting additional deliverables? (If no, please indicate 'N/A')	NA
What is the current status of the follow-up? Include a completion percentage	Completed 100%
Please provide a brief description of the current, completed or planned work	: The Wood Lecture endowment was transferred to the MIR Program in 2021. New updated terms of reference were completed in 2022. A Wood Lecture will be planned as soon as COVID restrictions permit.

Recommendation 8: The Reviewers recommend that the MIR program, now that it has an undergraduate program, should be formally recognized as a Department under the Faculty of Arts and Science	
Proposed follow-up	Faculty of Arts & Science to consider recommendation in light of: overall preferred organization of the faculty; and, optimal timing for transitioning from a unit to a department
Responsibility for leading follow-up	Dean, Faculty of Arts & Science
Timeline for addressing recommendation	Recommendation to be formally considered by Arts and Science by Winter 2019
Are there additional deliverables associated with the proposed follow-up?	Yes

Which [support units](#) have been engaged as collaborators in supporting additional deliverables?
 (If no, please indicate 'N/A')

<p>Recommendation 10: Reviewers recommend that the program hires 1-2 additional tenure track faculty members, with particularly priorities in the area of i) diversity and inclusion in work and employment, ii) international labor and employment issues and globalization.</p>	
Proposed follow-up	Unit to create strategic plan that addresses future faculty hiring and succession planning. Faculty office to continue to assess the Unit's needs and advocate for new faculty hires.
Responsibility for leading follow-up	Director, Graduate & Undergraduate Employment Relations programs in conjunction with Dean, Arts & Science
Timeline for addressing recommendation	Ongoing
Are there additional deliverables associated with the proposed follow-up?	Yes
Which support units have been engaged as collaborators in supporting additional deliverables? (If no, please indicate 'N/A')	NA
What is the current status of the follow-up? Include a completion percentage	In process 50%
Please provide a brief description of the current, completed or planned work	<p>: In support of the strategic global of strengthening in EDII in the graduate and undergraduate programs, the department is in the process of hiring a new tenure-track faculty member whose teaching and research engage equity, diversity, inclusion, and indigeneity in workplace employment relations.</p> <p>: In order to meet the recommendation, and in order to provide needed support in relation to graduate and undergraduate program growth, the MIR Program will seek to hire an additional tenure-track faculty member with specialization in employment relations.</p>

Additional Notes:

Please note any additional issues affecting progress, if applicable.