



**FOR RECOMMENDATION**

**PUBLIC**

**OPEN SESSION**

**TO:** UTSC Campus Council

**SPONSOR:** Mr. Larry Whatmore, Chair, UTSC Campus Affairs Committee  
**CONTACT INFO:** 416-208-5063; campuscouncil@utsc.utoronto.ca

**PRESENTER:** Professor William Gough, Vice Principal Academic and Dean  
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**DATE:** Tuesday, April 18, 2017

**AGENDA ITEM:** 4

**ITEM IDENTIFICATION:**

Extra-Departmental Unit B (EDU: B), Interdisciplinary Centre for Health and Society

**JURISDICTIONAL INFORMATION:**

Section 5.1 of the UTSC Campus Council Terms of Reference provides that the Council is responsible for the “*Establishment, termination or restructuring of academic units.*”

Section 5.8.1 of the UTSC Campus Affairs Committee Terms of References provides that the Committee recommends to the UTSC Campus Council “*on plans and of Reference for the UTSC Campus Affairs Committee proposals to establish, disestablish, or significantly restructure academic units regardless of the source of funds. Proposals for Extra-Departmental Units (EDU)-A’s and B’s are considered and recommended for approval.*”

**GOVERNANCE PATH:**

1. UTSC Campus Affairs Committee [For Recommendation] (March 22, 2017)
2. **UTSC Campus Council [For Recommendation] (April 18, 2017)**
3. Academic Board [For Recommendation] (May 29, 2017)
4. Executive Committee [For Endorsement] (June 13, 2017)
5. Governing Council [For Approval] (June 22, 2017)

**PREVIOUS ACTION TAKEN:**

At its meeting on March 22<sup>nd</sup>, the UTSC Campus Affairs Committee, considered and recommended the proposal to the UTSC Campus Council for consideration.

## **HIGHLIGHTS:**

The University of Toronto Scarborough (UTSC) is proposing the creation of the Interdisciplinary Centre for Health and Society (ICHS) as a new Extra-Departmental Unit B. The ICHS will become the academic home for the UTSC Health Studies programs and the 6 Tenure and 2 Teaching Stream faculty connected to the programs. The chief executive officer of the Centre will be a Director, appointed in accordance with the *Policy on Appointment of Academic Administrators (PAAA)*, and reporting directly to the Vice-Principal Academic and Dean. The Director is responsible and accountable to the Dean for the overall direction of the Centre, and the financial management of its resources. The academic administration of the Centre will consist minimally of the Director, Associate Director, Curriculum Committee, and PTR committee.

The Major and Major Co-operative programs in Health Studies – Population Health, leading to a BSc, and Major and Major Co-operative programs in Health Studies – Health Policy, leading to a BA, promote an understanding of health across a spectrum of diverse, but conversant, disciplinary perspectives that are bound together by a consciousness of the need for rigorous biological knowledge to be understood in tandem with the social milieu of human health and embodiment. Enrolment in the four Major programs is robust and growing, reaching a total of 733 program enrolments and over 1,500 FCE enrolments in 2016-17.

The Health Studies programs were first established approximately 10 years ago, and housed in the Department of Social Sciences. When that Department was restructured into discipline-based academic units in 2010, a decision was made to temporarily house the Health Studies programs in the newly created Department of Anthropology. In practice, the Anthropology and Health Studies groups have worked largely independently, including having separate budgets and curriculum committees. Moreover, each discipline has had a separate external review of its programs. Colleagues in Health Studies made their desire to become an independent unit explicit in the self-study prepared for their 2016 external review under the University of Toronto Quality Assurance Process. The external reviewers were strongly supportive of this direction, noting that the hiring of a dedicated permanent full-time director is an essential step that should not be delayed.

UTSC has made a significant commitment to the Health Studies programs by engaging in a concerted plan of faculty complement hiring. By July 1, 2017, there will be a total of 8.0 FTE faculty positions in Health Studies, including 6 Tenure Stream and 2 Teaching Stream faculty. The current UTSC complement plan also includes 2 additional tenure stream positions, one in environmental health and the other in population health, to be searched in 2017-18. UTSC is committed to actively growing faculty complement in Health Studies in the coming years to bring the level up to comparable academic units at UTSC with similar enrolments. In the interim, part-time faculty will be hired as needed.

6 administrative staff support the Departments of Anthropology (including Health Studies) and Sociology; they will continue to support ICHS. Their roles and jobs

descriptions will remain the same. A new building, Highland Hall, which is currently being constructed, will become the new home for the Social Science departments, including ICHS. The new building includes the capacity for growth, and laboratory space for two new science-based faculty.

Discussions about the future of Health Studies at UTSC have been widespread and ongoing for many years. Colleagues in Health Studies are eager to see Health Studies as an independent unit, and faculty members in Anthropology are strongly supportive of this move. There has been consultation with the Anthropology and Health Studies Student Association, the Provost's Office, the UTSC Executive, Vice-Deans, and Chairs and Academic Directors, as well as with other divisions at the University, including the Dalla Lana School of Public Health, Faculties of Arts and Science, Medicine, Pharmacy, and Nursing, and the University of Toronto Mississauga.

Creating the ICHS as an EDU:B will be an excellent first step towards greater independence as an academic department or an EDU:A. An EDU:B will provide Health Studies with an interdisciplinary home with the budgetary and intellectual autonomy to develop its own distinctive identity and fully realize its academic vision and scope, while at the same time providing continued support for faculty development for the faculty within their cognate disciplines, and facilitating ongoing cross-pollination of programs and research.

#### **FINANCIAL IMPLICATIONS:**

The ICHS budget will include salaries for faculty and administrative staff, a teaching budget for sessional instructors and teaching assistants in the Health Studies programs, and an operating budget. The Dean's Office is currently working closely with Financial Services at UTSC to separate the budget of Health Studies from the budget of the Department of Anthropology. All funds connected to Health Studies, including the administrative stipend, faculty and staff salaries and benefits, TA, sessional instruction, and operating budgets will be moved into a new budgetary hierarchy. It is expected that there will be sufficient funds to support the current activities of the Centre. Requests for budgetary augmentation may be submitted annually through the campus Planning and Priorities process.

#### **RECOMMENDATION:**

Be It Recommended,

THAT the establishment of the Interdisciplinary Centre for Health and Society as an Extra-Departmental Unit B (EDU:B), as described in the proposal recommended by the Vice-Principal Academic and Dean, Professor William Gough, dated March 1, 2017, be approved, effective July 1, 2017.

**DOCUMENTATION PROVIDED:**

1. Proposal: EDU-B: Interdisciplinary Centre for Health and Society (ICHS), March 1, 2017

**Proposal to Establish the  
Interdisciplinary Centre for Health and Society  
As a new EDU:B at the University of Toronto Scarborough  
March 1, 2017**

**Statement of Purpose**

The University of Toronto Scarborough (UTSC) proposes the creation of a new EDU:B unit to be the academic home for the UTSC Health Studies programs and the 6 Tenure and 2 Teaching Stream faculty connected to the programs. The new unit will be called the Interdisciplinary Centre for Health and Society (ICHS) and the effective date will be 1 July 2017.

UTSC's Health Studies programs were established approximately 10 years ago. Broadly described, the Health Studies programs at UTSC promote an understanding of health across a spectrum of diverse, but conversant, disciplinary perspectives: from the clinical and biological health sciences, to social science and humanistic ways of knowing. What binds together these disciplinary approaches is a consciousness of the need for rigorous biological knowledge to be understood in tandem with the social milieu of human health and embodiment. Currently located in the Department of Anthropology, Health Studies offers Major and Major Co-operative programs in Health Studies. It also has active ties with several academic units at the University and with local medical institutions. Faculty in Health Studies are engaged in research projects across five themes: Environment and Health; Life Course and Life Cycle; Cultures of Health and Illness; Migration, Health and the Law; and Social Hierarchies and Marginality.

**Academic Rationale**

The Department of Social Sciences was the first academic home of the Health Studies programs. In 2010, when Social Sciences restructured into discipline-based academic units, a new home had to be found for the Health Studies programs. Because the Department of Anthropology offered several Health related courses within the Anthropology programs, and because medical anthropology has connections to both areas, Anthropology was considered to be the most natural home for Health Studies at UTSC. However, it has been understood from the start by colleagues in both Anthropology and Health Studies that this arrangement would be temporary. In practice, despite the connections between Anthropology and Health Studies, the two disciplines are sufficiently different and the Health Studies programs sufficiently interdisciplinary in breadth that the two groups have worked largely independently. As examples, each discipline has separate budgets and curriculum committees, and has had separate external reviews of their programs. Colleagues in Health Studies made their desire to become an independent unit explicit in the self-study prepared for the external

review of the Health Studies programs that took place in 2016 as part of the University of Toronto Quality Assurance Process. The external reviewers were strongly supportive of this direction, stating: “The hiring of a dedicated permanent full-time director is absolutely essential and should not be delayed. The entire program is at risk, and there is no way to move to department status without this strong leadership in place.”

Creating the ICHS as an EDU:B will be an excellent first step towards greater independence as an academic department or EDU:A. An EDU:B will provide Health Studies with an interdisciplinary home with the budgetary and intellectual autonomy to develop its own distinctive identity and fully realize its academic vision and scope. While at the same time, providing continued support for faculty development for the faculty within their cognate disciplines, and facilitate ongoing cross-pollination of programs and research.

### *Academic Programs*

The original program in Health Studies was established approximately 10 years ago, and within 5 years it had attracted a substantial number of students. As can be seen in the tables below, enrolment in its four majors is robust and growing, reaching a total of 733 program enrolments and over 1,500 FCE enrolments in 2016-17.

<b>Program</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>
<i>Co-op</i>					
Health Policy (BA Major)	5	7	9	18	15
Pop. Health (BSc Major)	22	22	34	37	44
<i>Major</i>					
Health Policy (BA Major)	175	163	111	199	195
Pop. Health (BSc Major)	429	409	489	435	479
<b>Total</b>	<b>631</b>	<b>601</b>	<b>643</b>	<b>689</b>	<b>733</b>

### **Health Studies 3-Term Total FCE**

<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>
1,324.5	1,373.5	1,579.0	1,481.5	1,531

UTSC currently offers Major and Major Co-operative programs in Health Studies in Health Policy (BA), and Population Health (BSc). Health Studies is also in the final stages of developing a new minor program in Health Humanities. Currently, there are no enrolment requirements for these programs and students enroll in the programs at the end of their first year.

The Major programs leading to a B.A. and B.Sc. are each built around a distinct core of Arts or Science related courses. They also include some common courses, such as Foundations of Health Studies, Statistics, Biomedical Ethics and Health Research

Methodology, which ensures that students also develop an overlapping set of competencies across the programs. The programs begin with a pair of sequenced half-credit survey courses that also serve to attract students to the programs. These introductory courses expose students to a range of national and global health issues, as well as promote understanding of theory and multiple methodological approaches used in health research. In second year there is a set of foundation courses, some of which are common to both programs. In third year there are more specialized courses, which build on the concepts and techniques developed in the B level courses. Finally, the department offers a range of D-level courses focusing in more specifically on individual aspects related to health studies.

All of the Health Studies programs are broad and multi-disciplinary in their approaches. They include biological, public health, social science and humanistic perspectives. The BSc programs focus on: how biological and genetic factors determine human health, predispose individuals to susceptibility or resistance to a broad spectrum of diseases; and how environmental factors indirectly influence wellbeing at a range of scales from the individual level to the global setting. The BA programs emphasize: the impact of social and cultural factors on illness, treatment, and health outcomes; how social, economic and political structures shape existing policies for current and future needs in caring for the young, aged, urban/rural communities, and special needs groups; and the study of human health and illness through the humanities and creative arts.

Students completing a Major in Health Studies are encouraged to choose a second Major that enhances their interdisciplinary education in health. Students also are advised about possible pairings in Anthropology, Environmental Science, Human Biology, International Development Studies, Mental Health Studies, Molecular Biology, Immunology and Disease, and Public Policy. Students are not allowed to combine different majors in Health Studies.

There are currently 60 students enrolled in the co-op programs and efforts are being made to grow enrolment in co-op. The well-established bio-medical and health sectors in Toronto provide our students with rich opportunities for co-op and research placements, internships and other work integrated learning opportunities. Hospitals and community and government agencies have established high quality programs for paid research placements, which we publicize among our students. Several including Baycrest, Centre for Addiction and Mental Health, Sunnybrook Health Sciences Centre, Community Living Toronto, Ontario Women's Directorate, and Public Health Agency of Canada, have taken on Health Studies co-op students.

#### *Research Foci*

Research conducted by the tenure stream faculty ranges across five areas, which will continue to form the main areas of research focus and growth as the unit evolves.

1. **Environment and Health**

Environment and Health is concerned with all aspects of the natural and built environment that may affect human health, and includes social, cultural, economic and political perspectives.

2. **Life Course and the Life Cycle**

Research in Life Course and the Life Cycle currently encompasses reproductive health, early childhood development, gerontology and geriatrics, and artistic and humanistic age studies. As with the critical study of other categories of identity such as race, class, or gender, research and teaching initiatives focused on life course and the life cycle are applicable to wide a variety of fields in the health and social sciences, public policy, and the humanities.

3. **Cultures of Health and Illness**

The arts have long reflected on the meaning of health and illness. From *The Epic of Gilgamesh* to Homer's *Iliad* to Shakespeare's *King Lear*, the literary, visual, and performing arts have powerfully shaped what it means to be sick or well in a range of global cultures. Today, new art forms including the digital arts, graphic (comic) narratives, and bio-installations have radically expanded the scope of arts-based approaches to health and illness studies. This exciting and internationally emerging subfield—known as the “health humanities”—inspires a distinctive research focus in UTSC's Health Studies programs. Research in this area seeks to advance the observational, interpretive, and empathetic skills needed to engage health in a range of applications and settings, including: health professional training, critical research inquiry, health communication, disease prevention, therapeutic practices, and creative expression practice.

4. **Migration, Health, and the Law**

Research in this area enquires into the character, role, intersection and application of policy and law as these relate to migration and health-related phenomena in contemporary societies. It critically explores and elucidates understandings about the social contexts that shape migrant experience and health related to structural arrangements including legal entitlements, formal and informal socio-legal protections, immigration adjudication systems, and migrant's everyday working and living conditions.

5. **Social Hierarchies and Marginality**

In this area, the ways in which contemporary societies are socially organized are interrogated. Analytically, this cluster proceeds from the recognition that social life is characterized by inequities that are deeply structured yet contingent features of human organization. People's problems are conceived of as public issues that are brought into being by prevailing social relations, thus the drivers of health and illness are socialized and contextualized rather than individualized. The intention and promise of this perspective is to move from interpreting the social world to acting within it to stimulate critical consciousness and progressive social change.



### *Relations with other Divisions*

The health sector within the University of Toronto and in the GTA as a whole is huge. Health Studies has successfully begun to build ties to a number of Divisions within the University of Toronto. Such ties include connections with the Faculty of Medicine, the Dalla Lana School of Public Health, Factor-Inwentash Faculty of Social Work, as well as to hospitals and research centres outside the University. These connections strongly benefit both students (undergraduates and graduates) and faculty. For undergraduates, such benefits involve the availability of four courses offered under the Undergraduate Course Development Fund (UCDF) program (with the Faculty of Medicine and Dalla Lana School of Public Health), with the program currently developing two additional UCDF proposals, and with discussions underway with the Factor-Inwentash Faculty of Social Work for a new UCDF course to be developed next year.

The orientation of our programs as described in the statement of purpose above makes our graduates attractive to many professional graduate programs. Along with offering courses at UTSC, the IHPME would like to attract our graduates to their MHI Health Informatics program. The Rehabilitation Sciences Institute offers courses in Health Studies through the UCDF program and is keen to further strengthen and develop its relationship with Health Studies. Two of our faculty are members on several of their PhD committees. A member of the St. Michaels Hospital Centre for Research on Inner City Health taught a D-level course at UTSC last year, which attracted great interest among students. As well, one faculty member has developed research links with the neighbouring Rouge Valley Health System.

As the ICHS, the faculty intends to deepen these ties and to look for new opportunities that would benefit the programs, our students and our faculty.

At UTSC, Health Studies has had a number of fruitful meetings with other departments about connections and future collaborations. There have been discussions with Anthropology about shared ties to medical anthropology, Biological Sciences about Human Biology, English about health humanities, Historical and Cultural Studies about gender issues in health and health humanities, Physical and Environmental Sciences about environmental health, Political Science about health policy, Critical Development Studies about global health, and with Psychology about Mental Health.

### **Consultation**

Discussions about the future of Health Studies at UTSC have been widespread and ongoing for many years. Colleagues in Health Studies are eager to see Health Studies as an independent unit. Faculty members in Anthropology are also strongly supportive of this move. In addition, the external reviewers of Health Studies identified an urgent need to move to department status and to find a leader “capable of and eager to

assume both the visionary strategic leadership and the day-to-day management of this program.”

The faculty in Health Studies have been closely involved in and are very supportive of the creation of the ICHS as an EDU:B. Health Studies faculty have consulted on several occasions with the Anthropology and Health Studies Student Association (AHA). The Dean also has consulted with the Provost’s Office, and the UTSC Executive, Vice Deans, and Chairs and Academic Directors, as well as with other divisions at the University, including the Dalla Lana School of Public Health, Faculties of Arts and Science, Medicine, Pharmacy, and Nursing, and the University of Toronto Mississauga.

## **Faculty Participation**

At its beginning, the programs depended on one faculty member in Anthropology and a cohort of stipendiary instructors. However, given the continued popularity and distinctiveness of the programs, UTSC has made a significant commitment to them by engaging in a concerted plan of faculty complement hiring. By 1 July 2017, there will be a total of 8.00 FTE faculty positions in Health Studies, 6 Tenure Stream (including the Associate Chair, Health Studies), and 2 Teaching Stream faculty. The search for the TBA Teaching Stream faculty member is well underway and we are confident that a new hire will be in place by 1 July 2017. The current UTSC complement plan includes two additional positions, one in environmental health and the other in population health, to be searched in 2017-18. UTSC is committed to continue actively growing faculty complement in Health Studies in the coming years to bring the level up to comparable academic units at UTSC with similar enrolments. In the interim, part-time faculty will be hired as needed to ensure the maintenance of breadth in academic foundation that is central to these programs.

Currently, the Department of Anthropology at UTSC is the budgetary home of all faculty connected to Health Studies. With the creation of the ICHS, since EDU:Bs cannot be the primary academic home for faculty, all faculty associated with Health Studies will hold budgetary cross-appointments between the Centre and another academic department. The minority budgetary appointment will be in the ICHS (49%). The majority budgetary appointment (51%) for each faculty will be the UTSC department most closely related to their academic discipline, and is shown in the table below. All faculty have identified the UTSC unit that best aligns with their work, including Computer and Mathematical Sciences, English, Physical and Environmental Sciences, Political Science, and Sociology. Discussions regarding these connections are ongoing, facilitated by the Office of the Dean. We are confident that all cross-appointments will be in place by 1 July 2017.

The direction of the academic programs will inform future faculty complement planning. At present there are four faculty in the Social Sciences, one in Humanities, and two in the Sciences, with a third currently being searched. There is a strong focus on growing

the science-based complement, since there is considerably higher enrolment in the B.Sc. than the B.A.

### Core Faculty

Name	Rank	Majority Appointment	Graduate Unit
Holly Wardlow <sup>1</sup>	Professor	Anthropology, FAS	Anthropology
Len Tsuji	Professor	Physical and Environmental Sciences, UTSC	Physical & Environmental Sciences
Laura Bisailon	Assistant Professor	Human Geography, UTSC	Centre for Criminology & Sociolegal Studies
Hilary Brown	Assistant Professor	Computer and Mathematical Sciences, UTSC	Dalla Lana School of Public Health
Andrea Charise	Assistant Professor	English, UTSC	English
Michelle Silver	Assistant Professor	Sociology, UTSC	Health Policy, Management and Evaluation
Suzanne Sicchia	Assistant Professor, Teaching Stream	Political Science, UTSC	Dalla Lana School of Public Health
TBA July 2017	Assistant Professor, Teaching Stream	TBD, UTSC	TBD

### Structure/ Administration

We propose the creation of the Interdisciplinary Centre for Health and Society (ICHS) as an EDU:B, located at the University of Toronto Scarborough. The chief executive officer of the Centre will be a Director, appointed in accordance with the *Policy on Appointment of Academic Administrators (PAAA)* and reporting directly to the Dean of the University of Toronto Scarborough. The Director is responsible and accountable to the Dean for the overall direction of the Centre, and financial management of all of its resources. The academic administration of the Centre will consist minimally of the Director, Associate Director, Curriculum Committee, and PTR committee. Other committees will be formed as needed.

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<sup>1</sup> Professor Wardlow has been seconded from the Department of Anthropology in the Faculty of Arts and Sciences, and currently serves as the Associate Chair, Health Studies. Her secondment is supported by base funds.

As an EDU:B, the Centre cannot be the primary home for academic staff, but the Director will work closely with the relevant Chairs of the cross-appointed faculty on appointments, tenure, promotions, PTR, and any other matters relating to the faculty. Upon creation of the EDU:B, the Dean will conduct a search for a Director, in accordance with the PAAA. Prior to the appointment of a Director, an Interim Director will be appointed in accordance with the process outlined in the PAAA. The budgetary home(s) of the Director will depend on the scholarly discipline of the successful candidate.

At the time that the Department of Social Sciences separated into five academic units, all staff within the Department retained their positions and supported all five units. Since that time, additional staff have been hired and two administrative clusters have been formed. Currently, there are 6 administrative staff who support the Departments of Anthropology (including Health Studies) and Sociology. Their roles and job descriptions will remain the same. They will continue to report to the Financial Officer, who will now report to the Director of the Interdisciplinary Centre for Health and Society as well as the Chairs of the Anthropology and Sociology.

UTSC is completing the construction of a new building, Highland Hall, which will be the new home for the Social Science departments, including ICHS. Space has been earmarked for Health Studies in that building and includes the capacity for growth, including for new faculty, staff, , etc. Additional laboratory space for two new science based faculty has been earmarked in the campus space plan.

## **Budget**

The Director will have responsibility for the overall direction of the Centre and in particular over the budget and recommendations for appointment. The budget includes salaries for faculty and administrative staff, a teaching budget for sessional instructors and teaching assistants in the Health Studies programs, and an operating budget.

The Dean's Office is currently working closely with Financial Services at UTSC to separate the budget of Health Studies from the budget of the Department of Anthropology. At the time that the budget for the Department of Anthropology was established, a separate budget for Health Studies was created within it. All funds connected to Health Studies, including the administrative stipend, faculty and staff salaries and benefits, TA, sessional instruction, and operating budgets will be moved into a new budgetary hierarchy. It is expected that there will be sufficient funds to support the current activities of the Centre. Requests for budgetary augmentation may be submitted annually through the campus Planning and Priorities process.

## **Research Funds**

Because the Director will be appointed in accordance with the *Policy on Appointment of Academic Administrators*, the Centre may administer research funds. Since faculty will hold minority budgetary cross-appointments in the ICBS, faculty must specifically designate their research funds to be administered by the Centre, if this is their wish. The Chair of the department where the faculty member holds his/her majority budgetary cross-appointments will need to agree to this arrangement.

## **Review**

The ICBS will be reviewed in accordance with the *Policy for Approval and Review of Academic Programs and Units*. The first review is scheduled to take place in 2023-24.