



August 1, 2017

Professor Sioban Nelson
Vice-Provost, Academic Programs
Office of the Vice-President and Provost
University of Toronto

Follow-up Report: External Review of UTSC Undergraduate Program in Health Studies

Dear Sioban,

Thank you for your letter of November 28, 2016 requesting my one-year follow-up report to the May 2016 external review of our undergraduate program in Health Studies.

As your letter notes, the Committee on Academic Policy and Programs (AP&P) requested follow-up on two areas:

- Planned restructuring, including strengthening leadership within the academic unit; and
- Plans for two degree options.

Restructuring the Academic Unit and Strengthening Leadership

In their report, the reviewers strongly encouraged the creation of an appropriate academic home for Health Studies, and noted the importance of finding a leader “capable of and eager to assume both the visionary strategic leadership and the day-to-day management” of the program.

The Dean’s Office actively engaged with the Health Studies faculty, the Department of Anthropology, and the Provost’s Office to explore appropriate administrative structures, including EDU:B, EDU:A, and departmental status. The Health Studies faculty were eager to see Health Studies as an independent academic unit; however, they were also unanimous in advocating for a structure that fully supported pre-tenure and pre-promotion faculty as they worked to progress through the ranks. The outcome of an extensive consultation process was a proposal to establish the Interdisciplinary Centre for Health and Society (ICHS) as an Extra Departmental Unit:B, effective July 1, 2017 (see Appendix A). The University of Toronto Governing Council approved the proposal on June 27, 2017 (see Appendix B).

As an EDU:B, the ICHS will provide Health Studies with an interdisciplinary home with the budgetary and intellectual autonomy to develop its own distinct identity, and fully realize its academic vision and scope. At the same time it will provide continuing support

for faculty development for the faculty, within their cognate disciplines, and also facilitate ongoing cross-pollination of programs and research. Creating the ICHS is seen as the first step in achieving greater independence as an academic department or EDU:A.

The chief executive officer of the Centre will be a Director, appointed in accordance with the *Policy on Appointment of Academic Administrators* (PAAA). Reporting directly to the Vice-Principal Academic and Dean at UTSC, the Director will be responsible and accountable for the overall direction of the Centre, and financial management of all of its resources. Professor Holly Wardlow, who demonstrated effective leadership in the role of Associate Chair, Health Studies and is a steady champion of the ICHS, has been appointed Interim Director. The search for a Director will be conducted in the 2017-18 academic year. As is the norm, the Director will meet regularly with the Dean to review departmental goals and address any issues. In addition to the Director, the academic administration of the Centre will consist minimally of an Associate Director, Curriculum Committee, and PTR Committee.

The reviewers also recommended reviewing the faculty complement size and structure to ensure balance and adequate support for the academic programs. As of July 1, 2017 there are 8.49 FTE faculty positions in ICHS, 6.49 Tenure Stream (including the Interim Director), and 2 Teaching Stream faculty. The ICHS will be searching for two additional tenure stream positions in 2017-18. UTSC is committed to continue actively growing faculty complement in the ICHS 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 the programs.

Curriculum and Program Delivery

In their report, the reviewers encouraged reconsideration of the Health Studies programs' curricular pathways. In particular, they expressed concern that the current organization of the programs into separate BA and BSc offerings "perpetuates false binaries between biological and social sciences and between population health and health policy." The reviewers' central recommendation was that Health Studies replace the distinct BA and BSc pathways with a single pathway leading to either a BA or BSc, depending on the combination of courses completed.

The reviewers' recommended program structure does not fit within University of Toronto norms. More importantly, although the Major programs leading to the BA and BSc are each built around a distinct core of Arts or Science related courses, there is, in fact, strong integration between the BA and BSc programs.

All of the Health Studies programs are broad and multi-disciplinary in their approaches. They include biological, public health, social science and humanistic perspectives. All of the Major programs – whether BA or BSc – include common courses in Foundations in Health Studies, Statistics, Biomedical Ethics, and Health Research Methodology, which ensures students develop an overlapping set of competencies across the programs. All of

the Major programs begin with a pair of sequenced half-credit survey courses that 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 Year 2, there is a set of foundational courses, some of which are common to all programs. In Year 3, students progress to more specialized courses, building on the concepts and techniques developed in B-level courses. In Year 4 of the programs, students are exposed to D-level courses that focus more specifically on individual aspects related to health studies.

In terms of their overarching goals, 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. 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.

Taken together, the BA and BSc programs in Health Studies 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.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'W. Gough', written in a cursive style.

Professor William Gough
Vice-Principal Academic and Dean

Appendix A: Proposal to Establish the Interdisciplinary Centre for Health and Society (ICHS)

**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.

Program	2012-13	2013-14	2014-15	2015-16	2016-17
<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
Total	631	601	643	689	733

Health Studies 3-Term Total FCE

2012-13	2013-14	2014-15	2015-16	2016-17
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 ¹	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 (ICHHS) 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

¹ 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.

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.

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.

Appendix B: Letter Confirming Approval of ICHS as an EDU:B

See below.



July 19, 2017

Professor Cheryl Regehr
Vice-President and Provost
University of Toronto
Simcoe Hall, Rm. 225

**RE: Establishment of an Extra-Departmental Unit B: Interdisciplinary
Centre for Health and Society, University of Toronto Scarborough**

Dear Professor Regehr,

I am writing to confirm formally that the Governing Council, at its meeting held on June 27, 2017, resolved:

THAT the proposed establishment of the Interdisciplinary Centre for Health and Society as an Extra-Departmental Unit B (EDU:B), as described in the proposal from the University of Toronto Scarborough, dated March 1, 2017, be approved, effective July 1, 2017.

Yours sincerely,

Sheree Drummond
Secretary of the Governing Council

cc: Professor William Gough, Vice-Principal (Academic) and Dean, UTSC
Dr. Daniella Mallinick, Director, Academic Programs, Planning and
Quality Assurance

GB/ GC/ 2017.06.27, Item 6 TL