



OFFICE OF THE DEAN

October 1, 2018

Professor Susan McCahan
Vice-Provost, Academic Programs
Office of the Vice-President and Provost
University of Toronto

Follow-up Report: External Review of Undergraduate Programs in UTM's Department of Historical Studies

Dear Susan,

In a letter dated May 1, 2018, Sioban Nelson requested a one-year follow-up report to the February 2017 review of the undergraduate programs in the Department of Historical Studies. The letter conveyed a request from the Committee on Academic Policy and Programs (AP&P) to follow up on the issue of staff morale.

The Department explored the issue and found that while staff identification with the unit was high, two sources of dissatisfaction were negatively impacting morale: the lack of faculty presence on campus and staff working environment.

Faculty Presence on Campus

The reviewers were also concerned with the lack of faculty presence on campus and made recommendations to facilitate the presence of tenure-stream faculty. Over the past year, the faculty have responded by organizing and implementing a number of undergraduate and graduate events and opportunities on campus, such as the workshop "Digital Classics: encoding Latin and Greek texts", regular "Feminist Lunchtime Talks", and a new undergraduate journal *Women, Culture & Society Undergraduate Review*. These initiatives have had a positive impact on faculty presence, which has been acknowledged by staff who have expressed their satisfaction with being included in these events in a variety of roles.

Going forward, the Department recently made the decision to require faculty who are teaching two courses on the UTM campus in one semester to hold these courses on separate days,

ensuring that they will be on campus at least two days a week. This change in policy will be implemented in the 2019-20 academic year.

Staff Working Environment

The Chair discussed areas of concern with department staff members. To address the issues that were raised, we are currently taking two steps:

1. **Assignment of a Professional Manager (PM):** Due to her other responsibilities across two campuses, the Chair is unable to supervise staff on a daily basis. The Department is working with the Office of the Dean to move the current department supervisor from a union to a PM group to ensure full managerial authority over staff.
2. **Staff reorganization:** The Department has consulted with Human Resources and a staff reorganization should alleviate the concerns raised by department staff.

Both of these changes are in progress and should be completed in the 2018-19 academic year.

Sincerely,

A handwritten signature in cursive script, appearing to read "Angela Lange".

Angela Lange
Acting Vice-Principal Academic and Dean

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