



TO: Planning and Budget Committee

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AGENDA ITEM: 4

ITEM IDENTIFICATION:

Proposal to disestablish the existing Department of Social Sciences at the University of Toronto Scarborough and create four new Departments and an Extra-Departmental Unit B [EDU:B]

JURISDICTIONAL INFORMATION:

The Planning and Budget Committee is responsible for making recommendations to the Academic Board on plans and proposals to establish, disestablish, or significantly restructure academic units, here defined as "faculties, schools, colleges, departments, centres and institutes with teaching, or teaching and research functions, undergraduate degree programs, and graduate degree programs," regardless of the source of funds. (*P&B Terms of Reference, Section 4.4.1*)

PREVIOUS ACTION TAKEN:

HIGHLIGHTS:

This is a proposal for the restructuring of the existing omnibus Department of Social Sciences at the University of Toronto Scarborough. This restructuring will see the creation of four discrete disciplinary departments including the Departments of Anthropology, Human Geography, Political Science, and Sociology and an EDU:B, the Centre for Critical Development Studies in place of the current Department of Social Science effective July 1, 2012.

Originally, all academic programs at UTSC were organized in three large Divisions – Sciences, Social Sciences, and Humanities. Over time, as the proposal describes, these omnibus units have gradually given birth to smaller units and discipline-based departments. The decision of teaching staff in the Department of Social Sciences to follow this path has been the result of extensive consultation prompted initially by the campus' academic planning exercise. The proposed structural change is seen as an opportunity for each of the disciplines and its programs to develop a stronger identity; promote group cohesion within each discipline to the benefit of research collaboration and student experience; encourage curricular innovation through the creation of smaller more agile units; and bring UTSC into line with norms at other universities.

The reorganization of the original department will not affect the curriculum or existing programs which will be administered by the most appropriate unit as follows. The Department of Social Science does not currently offer any graduate programs.:

Proposed Unit	Existing programs
Dept. of Anthropology	<ul style="list-style-type: none"> • Specialist, Major, and Minor programs in Anthropology • Major (Co-op), Major, and Minor programs in Health Studies
Dept. of Human Geography	<ul style="list-style-type: none"> • Major, and Minor programs in Human Geography • Major program in Physical and Human Geography • Major (Co-op) and Major programs in City Studies • Major, and Minor programs in Diaspora and Transnational Studies (tri campus)
Dept. of Political Science	<ul style="list-style-type: none"> • Specialist, Major, and Minor programs in Political Science • Major (Co-op) and Major programs in Public Policy
Dept. of Sociology	<ul style="list-style-type: none"> • Specialist, Major and Minor programs in Sociology
Centre for Critical Development Studies (EDU:B)	<ul style="list-style-type: none"> • Specialist (Co-op), Specialist, and Major programs in International Development Studies

The Dean's Office at UTSC has worked closely with the teaching staff associated with each of the proposed new units to develop an academic plan and vision for the future all of which is provided as part of the proposal. According to the *Guidelines for Administrative Functions and Protocols of Extra-Departmental Units (EDU)* (February 2007) an EDU:B has a defined area of scholarship as a focus and also admits students to interdisciplinary programs and engages in interdisciplinary research.

This proposal has been the subject of extensive discussion with teaching staff and students. A plan for ensuring that once approved these changes are communicated clearly to all students is provided in the proposal.

This proposal was approved by the UTSC Council on April 24, 2012.

FINANCIAL AND/OR PLANNING IMPLICATIONS:

The new units propose an administrative model that continues to manage collectively the:

- administration of research funds
- hiring and scheduling of TAs and stipendiary instructors
- undergraduate advising
- co-op program administration
- space allocation decision-making

The proposal also includes provision for a Social Sciences Chair Council that will provide a mechanism for joint governance over matter managed collectively.

As outlined in the proposal, all staff currently employed in the Department of Social Sciences will retain their positions. The proposed changes will require the hiring of three additional staff. The change will have no implications for the allocation of space.

All financial obligations including the additional administrative positions and the cost of implementing the change to unit structures once approved (within the calendar, on web sites etc) will be met at the Faculty/Divisional level.

RECOMMENDATION:

Be It Recommended to the Academic Board:

- (a) THAT the Department of Social Science, at the University of Toronto Scarborough be disestablished, effective July 1, 2012;
- (b) THAT the following units be established, effective July 1, 2012, in its place:
 - Departments of Anthropology,
 - Department of Human Geography,
 - Department of Political Science,
 - Department of Sociology
 - the Centre for Critical Development Studies (EDU:B).

**OMNIBUS PROPOSAL TO DISESTABLISH THE DEPARTMENT OF SOCIAL
SCIENCES AT THE UNIVERSITY OF TORONTO SCARBOROUGH AND CREATE
FOUR NEW DEPARTMENTS (ANTHROPOLOGY, HUMAN GEOGRAPHY,
POLITICAL SCIENCE, AND SOCIOLOGY) AND ONE EXTRA-DEPARTMENTAL UNIT
AS AN EDU:B (CRITICAL DEVELOPMENT STUDIES)**

17 April 2012

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1. EXECUTIVE SUMMARY

The University of Toronto Scarborough has been actively involved in an academic planning process over the past three years. The Department of Social Sciences is a large, complex department that is composed of four disciplines – Anthropology, Geography, Political Science, and Sociology – and four key interdisciplinary programs – City Studies, Health Studies, International Development Studies, and Public Policy. After extensive consultations within and outside of the Department of Social Sciences, colleagues in the department have proposed the dissolution of the department and the creation of five independent units: the Departments of Anthropology, Human Geography, Political Science, and Sociology, as well as the Centre for Critical Development Studies. The Centre will be the home of International Development Studies. The three other interdisciplinary programs – City Studies, Health Studies, and Public Policy – will be housed in the Departments of Human Geography, Anthropology, and Political Science respectively. These new administrative structures will allow the disciplines and programs to flourish as they assume greater control over their own destinies. The new units also will continue to nurture and support the ethos of interdisciplinarity and critical inquiry that developed within and helped define the Department of Social Sciences.

This reorganization will not affect the curriculum or the delivery of academic programs, but it will result in the relocation of the academic programs to the related new units. As noted above, three of the interdisciplinary programs, City Studies, Health Studies, and Public Policy, will move to the Departments of Human Geography, Anthropology, and Political Science respectively, while International Development Studies will become an extra-departmental unit (EDU:B).

The graduate units to which faculty in the Department of Social Sciences currently are assigned will remain unchanged. The tri-campus graduate Departments of Anthropology, Geography, Political Science, and Sociology will remain the graduate home of the Anthropology, Human Geography, Political Science, and Sociology faculty respectively, as well as for faculty in International Development Studies. The Dalla Lana School of Public Health will remain the graduate home for one of the faculty members in the proposed Department of Political Science.

The reorganization will have no immediate implications for space allocation. In the summer of 2011, the Department of Social Sciences moved into a building of its own. There is additional capacity in that building to accommodate some growth in faculty and staff. The UTSC Human Resource Services department has analyzed the administrative needs of the new departments. Two new staff members are required – a financial assistant to work with the Financial Officer, and an administrative assistant to augment administrative resources in order to support the additional office administration involved with the new structure. In addition, new resources will be required to support the new academic administrative appointments. UTSC is committed to meeting these needs and base funds will be earmarked for this purpose.

2. INTRODUCTION

The Department (formerly Division) of Social Sciences has existed at UTSC since its inception in 1964. It has functioned as an omnibus department for disciplines in the social sciences, including Anthropology, Geography, Political Science, and Sociology, as well as four interdisciplinary programs – City Studies, Health Studies, International Development Studies, and Public Policy. The Department of Social Sciences is also engaged in co-operative education, combining academic studies with work experience.

Colleagues in the Department of Social Sciences are proposing the dissolution of the department and the creation of five independent units: the Departments of Anthropology, Human Geography, Political Science, and Sociology, as well as the Centre for Critical Development Studies as an EDU:B. The current form of the Department of Social Sciences was developed at a time when all academic programs on the campus were organized in three large Divisions – Sciences, Social Sciences, and Humanities. In the 1970s the Division of Sciences split into Life Sciences and Physical Sciences. Economics separated from Social Sciences to form the kernel of the Department of Management in 1991. In 2002 Physical Sciences subdivided into Computer and Mathematical Sciences and Physical and Environmental Sciences, and Life Sciences split into Biological Sciences and Psychology in 2007. More recently, in 2010 English and Philosophy separated from the Department of Humanities and became distinct departments. The desire of colleagues in the Department of Social Sciences to form their own departments continues the practice of departmentalization as disciplines mature and as the scale and complexity of UTSC grows.

The move to smaller focused departments based on disciplinary coherence is consistent with the trend on the UTSC campus more generally. More importantly, the creation of these new departments responds to a strong and long-held desire on the part of the disciplines for departmental autonomy and control over curriculum, complement, and program development. There are significant academic reasons for pursuing departmentalization. It will provide identities for each of the disciplines and programs in a way that has been difficult to achieve within the larger framework of Social Sciences. It will promote group cohesion at the most relevant level of academic community, which will be a boon for research connections, curriculum renewal, and student experience. Having coherent disciplinary departments that are all relatively small and agile will promote innovation in a way that proved challenging in the omnibus department of Social Sciences. Programs and curriculum can be more flexible and tailored to the research and teaching strengths of the disciplinary members. As well, without an additional layer of administration, the new departments will find it more straightforward to design and pursue their own visions for the future. Finally, while the interdisciplinary ethos of Social Sciences has been, and will continue to be, a valuable asset, the collection of diverse faculty into a Social Sciences department has been out of step with the other campuses at the University of Toronto and within the broader academy.

Departmentalizing will help strengthen and clarify ties to the other campuses and allow for the various social science disciplines to forge distinct identities in Canadian academia and beyond. Also, there are obvious administrative advantages to departmentalizing, including simplified planning and decision-making processes, and clearer lines of authority for the direction and management of academic complement planning and the career development of faculty.

The tenure-stream faculty members in the Department have their primary graduate home in one of four arts and science graduate departments – Anthropology, Geography, Political Science, and Sociology. One faculty member is appointed to the Dalla Lana School of Public Health.

The table below lists the existing programs in each of the proposed units.

Proposed Unit	Existing programs
Dept. of Anthropology	Specialist, Major, and Minor programs in Anthropology Major (Co-op), Major, and Minor programs in Health Studies
Dept. of Human Geography	Major, and Minor programs in Human Geography Major program in Physical and Human Geography Major (Co-op) and Major programs in City Studies Major, and Minor programs in Diaspora and Transnational Studies (tri campus)
Dept. of Political Science	Specialist, Major, and Minor programs in Political Science Major (Co-op) and Major programs in Public Policy
Dept. of Sociology	Specialist, Major and Minor programs in Sociology
Centre for Critical Development Studies (EDU:B)	Specialist (Co-op), Specialist, and Major, programs in International Development Studies

The table below shows the faculty complement of the proposed units. It also lists the enrolments in their programs and the FCE counts in their courses.

Proposed Unit	Tenure-Stream (FTE)	Teaching Stream (FTE)	Program Enrolment	Course Enrolment
Dept. of Anthropology	12.75	0	350	1,922
(Health Studies)	4.00	0	755	1,471
Dept. of Human Geography	10.02	1	370	1,421
Dept. of Political Science	13.02	1	658	2,136
Dept. of Sociology	11.00	0	467	2,019
Centre for Critical Development Studies (EDU:B)	2.69	0.49	373	500
Total	54.48	2.49	2,973	9,469

3. ACADEMIC PLANNING AND CONSULTATION

In 2008 the Principal of the University of Toronto Scarborough initiated a strategic planning process. The strategic plan that developed over the course of that year emerged out of widespread engagement and consultation with stakeholders, including academic departments, department chairs, faculty, students, staff, and alumni. The Strategic Plan set out themes that were developed as a result of consensus gained through various departmental consultations and town hall meetings held across the campus. During the same year, the academic departments developed academic plans that focused on these strategic directions.

Following the completion of the Strategic Plan, the next stage was to develop the UTSC academic plan. Throughout the 2010-11 academic year, the Chairs worked closely with members of their departments to develop staged implementation plans arising from the plans they had developed in 2008. The Dean's Office presided over an iterative process with the chairs and directors, providing guidance, editorial suggestions, and feedback on multiple draft versions of these plans.

It was during this robust planning process that the individual disciplines in the Department of Social Sciences clearly indicated their desire to departmentalize and began to develop the necessary visions and plans for greater autonomy for each discipline. The resulting departmental plan has separate sections for each of the five groups, which lay out their current states and future aspirations. They are now working closely with the Dean's Office to expand these sections into formal, fully developed academic plans for the new units.

Following completion of the academic planning process in November 2011, the Dean began a series of consultative meetings with each of the discipline and program groups within the Department of Social Sciences. These meetings ran through the late Fall and early Winter terms and involved all tenure-stream and teaching-stream faculty and well as administrative staff. When necessary, the Dean also met with disciplinary leaders to respond to ideas, explain University policies, and encourage the broadest possible grass roots consultation. The Vice-Dean Undergraduate and the Assistant Dean met with members of the department's administrative staff to discuss administrative support for the new units. They also met with students in the various Social Science programs to hear their views and to explain the rationale behind the restructuring. In addition, there were meetings with the directors of each program that focused on the current state of the programs and their short- and medium-term resource needs. Consultation with students in Health Studies is continuing within the context of three working groups that have been established; one is addressing core curriculum issues, and the other two have addressed specific issues related to proposed new programs. The work of these groups is ongoing.

4. PROPOSED NEW DEPARTMENTS AND EXTRA-DEPARTMENTAL UNIT

4.1 Department of Anthropology

It is proposed that the Department of Anthropology at the University of Toronto Scarborough be established on 1 July 2012.

The Department of Anthropology will contain all the Anthropology and Health Studies programs currently housed in the Department of Social Sciences, namely the Specialist, Major and Minor programs in Anthropology, and the Major (Co-op), Major, and Minor programs in Health Studies. The move of the Anthropology and Health Studies programs to the new Department will have no resource implications with regard to faculty complement or infrastructure. Augmented administrative resources will be provided as discussed below.

The Department will have a faculty complement of 12.75 FTEs, tenure-stream faculty members in Anthropology. In addition, there are three base-funded CLTA Assistant Professors in Health Studies. There is also an open tenure stream faculty line in Health Studies, which is anticipated to be filled in the 2013-14 academic year. Searches for tenure-stream faculty to replace the current CLTA positions will be conducted as these contracts become open over the next few years.

The new Department will operate under the leadership of a Chair who will carry out the functions that are normally assigned to such academic administrators and who will serve as a member of the PDAD&C and the UTSC Chairs Group. The Chair will appoint the necessary committees (e.g., Curriculum Committee, a Progress Through the Ranks Committee, etc.) in order to conduct its business. It is possible that this department will need to draw members for some of its committees from cognate departments in light of its comparatively small numbers.

The Department of Anthropology at UTSC will be built on two parallel and complementary sub-disciplines – socio-cultural anthropology and evolutionary anthropology. The orientations of these sub-disciplines are quite distinct from one another, with different theoretical and methodological orientations and different resource needs. The undergraduate programs have developed accordingly, with two distinct streams that students can follow. All specialists and majors are expected to take the introductory course in both streams; after that they can remain within one stream or select courses from both. With several new hires in recent years the discipline has been able to stabilize the programs in socio-cultural and evolutionary anthropology; both are now flourishing. Socio-cultural anthropology has opted for breadth around certain core research themes while evolutionary anthropology has chosen to focus upon primatology.

Currently, there are four broad thematic, and over-lapping, research clusters in the socio-cultural sub-discipline: 1) Religion, Ritual, and Ethics; 2) Kinship, Gender, the Body, and Medicine; 3) Politics, the State, Nationalism, and Transnationalism; and 4) Historicity, Historical Narrative, Memory, and Suffering. Faculty are actively and

substantively engaged in research and publishing in these fields; and there is cross-fertilization across the clusters.

The evolutionary anthropologists are committed to developing a strong academic presence in primate evolution. With the exception of the University of Calgary, the Department of Anthropology at UTSC will have the greatest number of faculty in Canada with research programs focusing on primate evolution and behaviour. The faculty complement is unique in that it includes medical primatology, primate morphology, behaviour and genetics, and primate paleontology. Faculty already are well positioned to supervise graduate students on a diverse array of interrelated topics.

Anthropology's top priority is to continue to build upon its strengths in each sub-discipline. Initiatives include the Center for Ethnography for socio-cultural anthropology, an emerging education and research focus in primate evolution, and experiential education and research across both sub-disciplines. By drawing on and further developing these two areas colleagues aspire to build a thriving Department of Anthropology that sometimes confirms, but as often confronts, students' most basic intuitions about human nature and the reality of diversity in their lives and environment.

Anthropology is looking forward to future challenges with confidence and excitement. As a new department, it intends to consolidate, strengthen, and expand its research activities, undergraduate programs, and involvement in graduate supervision.

The proposed department also will provide a home for Health Studies. This is an interdisciplinary program that currently offers a major and a minor leading to a Bachelor of Science or a Bachelor of Arts degree. The current major and minor programs in Health Studies are among the most popular programs at UTSC with nearly 800 students enrolled.

Currently, the program offers students a large breadth of knowledge in diverse issues such as health at different points in the life cycle, physical and social determinants of health, inequalities in health outcomes, health policy issues, and an understanding of theoretical perspectives related to factors that affect health in Canada and globally. Equally important is the program's design to develop strong critical thinking, communication and writing skills, and research approaches to understanding and investigating local and international health issues.

4.2 Department of Human Geography

It is proposed that the Department of Human Geography at the University of Toronto Scarborough be established effective 1 July 2012.

The Department of Human Geography will contain all the Geography and City Studies programs currently housed in the Department of Social Sciences, namely the Major and Minor programs in Human Geography, the Major in Physical and Human Geography, the Major (Co-op) and Major programs in City Studies and the Major and Minor in Diaspora and Transnational Studies. [Note that DTS is a tri-campus program.] The move of the Geography and City Studies programs to the new Department will have no resource implications with regard to faculty complement or infrastructure. Augmented administrative resources will be provided as discussed below.

The Department will have a faculty complement of 11.02 FTEs, 10.02 tenure-stream faculty and 1.00 teaching stream.

The new Department will operate under the leadership of a Chair who will carry out the functions that are normally assigned to such academic administrators and who will serve as a member of the PDAD&C and the UTSC Chairs Group. The Chair will appoint the necessary committees (e.g., Curriculum Committee, a Progress Through the Ranks Committee, etc.) in order to conduct its business. It is possible that this department will need to draw members for some of its committees from cognate departments in light of its comparatively small numbers.

The key intellectual challenges for Human Geography involve finding methods and insights to explore increasing local, regional, and global disparities and transformations. The social and environmental challenges of the next few decades — climate change, the continuing growth of population in the South, decline and ageing in the North, the growth of mega-cities, the vast production of new urban spaces, the end of cheap energy, and extreme uneven development all compounded and interacting in uncertain ways — will be unprecedented in both scale and complexity. In the study of globalization UTSC geographers are engaged in critical intellectual enquiry into the spatial dimensions of these challenges and are developing innovative ways to explore the greater connectivity of everyday life, the importance of place and space to global movements of people and ideas, new patterns of uneven economic development, and new social concerns around the environment, health, and built urban environments. Their work also explores ideas of difference, plurality, and contingency and helps to situate difference geographically by exploring how social practices and relations are always situated and spatialized, and thus embodied and experienced.

The Department of Human Geography at UTSC aspires to be a centre of excellence in scholarship – understood as research, engagement, graduate teaching and supervision, and undergraduate teaching. It will focus its activity within the areas of Urban Geography, Environment and Development, Social/Cultural Geography, and

City Studies. The department already has scholarly strengths in each of these areas and plans to build on these in a focused and sustained way.

Colleagues believe that creating a new Department of Human Geography is an opportunity to strengthen the teaching of geography at UTSC, improve the quality of the undergraduate education and student experience, promote innovation in teaching and research, and enrich their contribution to UTSC as a whole. Faculty have identified seven major goals as guides in the establishment of this new department over the next five years: 1) to improve the quality of education in Human Geography and City Studies; 2) to develop and strengthen three core specializations in Human Geography, Urban, Environmental Geography, and Social/Cultural Geography; 3) to develop and strengthen an outstanding interdisciplinary City Studies program; 4) to launch new Human Geography specialist and City Studies Specialist programs; 5) to develop their own identity and brand within UTSC and in UTSC's primary geographic catchment area in the eastern GTA; 6) to develop an inclusive curriculum and pedagogy that reflects the diversity of students; and 7) to foster a stable and inclusive climate that promotes collegiality and innovation.

4.3 Department of Political Science

It is proposed that the Department of Political Science at the University of Toronto Scarborough be established effective 1 July 2012.

The Department of Political Science will contain all the Political Science, Public Policy, and International Studies programs currently housed in the Department of Social Sciences, namely the Specialist, Major and Minor programs in Political Science, the Major (Co-op) and Major programs in Public Policy, and the Major in International Studies. (Note that the program in International Studies is currently under review and enrolments in them have suspended for an indefinite period.) The move of the Political Science and International Studies programs to the new Department will have no resource implications with regard to faculty complement or infrastructure. Augmented administrative resources will be provided as discussed below.

The Department will have a faculty complement in Political Science of 14.02 FTE, 13.02 tenure-stream faculty and 1.00 teaching stream faculty. In addition, it will be the home department for 1.02 FTE tenure stream faculty and 0.51 teaching stream faculty in Critical Development Studies.

The new Department will operate under the leadership of a Chair who will carry out the functions that are normally assigned to such academic administrators and who will serve as a member of the PDAD&C and the UTSC Chairs Group. The Chair will appoint the necessary committees (e.g., Curriculum Committee, a Progress Through the Ranks Committee, etc.) in order to conduct its business. It is possible that this

department will need to draw members for some of its committees from cognate departments in light of its comparatively small numbers.

The Political Science faculty are excited by the opportunity and challenge to create a new department of Political Science at UTSC that will be responsible for five programs: the Political Science specialist, major and minor programs, the Public Policy major, and co-op programs. Faculty members of Political Science also are active in the International Development Studies Program and will continue to support the activities of the program when it is housed in the Centre for Critical Development Studies.

The Department of Political Science is committed to excellence in research across the diverse range of political science subfields, methodologies, and area specializations. Colleagues propose an ambitious plan for the new Department of Political Science whose two broad goals are designed to enhance the reputation of the University of Toronto Scarborough as a premier institution of higher learning and research. The Department of Political Science also is committed to excellence in teaching, both in terms of the standards set for students and the responsibility faculty assume for helping them meet these goals.

The Department's first objective is to offer its students a world-class undergraduate education. Doing so requires that we expand our pedagogical techniques and faculty-student interactions. To this end, colleagues are proposing new initiatives, such as an A-level "analysis and skills" course, an integrated methods module, and an intensive summer seminar on immigration, citizenship, and multiculturalism in Canada. It is anticipated that these types of initiatives will assist the Department in building a vibrant intellectual community at UTSC in which students flourish and acquire the knowledge to make a life-long contribution to society.

The Department's second goal is to sustain and strengthen the capacity of its faculty for research excellence. Members of the Political Science department at UTSC have international reputations and are engaged in exciting new research across the discipline, extending the research frontier in four classical areas—power and authority, state and society, conflict and cooperation, justice and legitimacy—in ways which will have a lasting impact on the respective subfields. Faculty members' work regularly appears in the most prestigious university presses, in major journals, and is presented at top universities and key conferences, and is funded with significant grants. As a new department faculty aspire to continue to strengthen their scholarship, and their national and international reputations.

The twin goals as undergraduate teachers and researchers are overlapping and mutually reinforcing and cut across four subfields -- Political Theory, Canadian Politics, International Relations and Comparative Politics (developed and developing).

Political Science is best able to meet these challenges in a separate, autonomous, department that maintains and sustains collaborative initiatives with other independent units in the social sciences, including City Studies, and Critical Development Studies.

4.4 Department of Sociology

It is proposed that the Department of Sociology at the University of Toronto Scarborough be established effective 1 July 2012.

The Department of Sociology will contain all the Sociology programs currently housed in the Department of Social Sciences, namely the Specialist, Major and Minor programs in Sociology. The move of these programs to the new Department will have no resource implications with regard to faculty complement or infrastructure. Augmented administrative resources will be provided as discussed below.

The Department will have a faculty complement of 11.00 FTE tenure-stream faculty.

The new Department will operate under the leadership of a Chair who will carry out the functions that are normally assigned to such academic administrators and who will serve as a member of the PDAD&C and the UTSC Chairs Group. The Chair will appoint the necessary committees (e.g., Curriculum Committee, a Progress Through the Ranks Committee, etc.) in order to conduct its business. It is possible that this department will need to draw members for some of its committees from cognate departments in light of its comparatively small numbers.

Sociologists at UTSC study “the big” issues of the day and contribute to debates about socially structured inequality, globalization, culture, gender, race and ethnicity, the changing nature of work, family and the life course, race, immigration and multiculturalism, and crime and punishment. Their research expertise can be characterized as falling into three broad, overlapping areas: Power and Inequality, Identity, Culture and Knowledge, and Global Flows and Shifting Boundaries.

The sociology undergraduate programs attract students who share a curiosity about the social world. Its courses help them develop their sociological imaginations and challenge their assumptions about themselves and the society in which they live. UTSC sociologists are committed to upholding a liberal arts education for its students, as a necessary element of what Northrop Frye called the “educated imagination.” In recent years, there has been a tidal wave of change in both the size and character of the student body that has led to significant challenges for UTSC sociologists. Most notably, students’ needs have shifted in two major directions. First, they are more concerned with how their degree will prepare them for entering the job market. Second, a larger proportion of students are intending to enter a graduate or professional program after graduation and have grown increasingly concerned with meeting competitive admissions requirements. Correspondingly, the overarching goals for the Sociology programs are:

- Maintain the commitment to a liberal arts education
- Continue to develop a curriculum that offers students methodologically and theoretically sound applied research skills to ensure their successful transition into the labour market or into graduate programs
- Strengthen student enthusiasm and capacity for research to ensure their successful entry into graduate and professional programs
- Increase student involvement in research outside of the classroom

The sociology faculty also is engaged in and contributes to three interdisciplinary programs at UTSC: City Studies, International Development Studies, and Global Asia Studies. They will continue to participate actively in these programs through teaching, student supervision, and ongoing curriculum development. Their primary goal for these programs is to reinforce the methodological and theoretical training that students receive.

Sociology is excited by the prospect of becoming an independent department. As a new department, its goals for the future include building on its existing strengths by maintaining its commitment to providing a vibrant, intellectually challenging undergraduate program, to supporting the tri-campus graduate program in Sociology and to the continued research excellence and innovation of its faculty. It envisions further developing the three main research concentrations through future faculty complement growth in these areas.

4.5 Centre for Critical Development Studies

It is proposed that the Centre for Critical Development Studies at the University of Toronto Scarborough be established as an extra-departmental unit B (EDU:B) effective 1 July 2012.

Colleagues deliberately and collectively have chosen to include the term “critical” in the title of the Centre to distinguish their pedagogical and research approach to development from the neo-classical and neo-liberal approaches found elsewhere in Canada. It identifies the Centre as constructively focusing on the empowerment and self-realization of the global south, while simultaneously understanding ‘development’ not as an absolute, but as the dynamic and negotiated manifestation of diverse and competing interests. It also implies a direct engagement with and circulation of knowledge in the public sphere – a project to which faculty associated with the program are committed.

‘Critical Development Studies’ is not a unique term outside of Canada. In fact, some major centres in development studies in the United States and Europe, such as the University of California - Berkeley, Duke University, Stanford University and the International Institute for Social Studies, along with leading development scholars, use the term to describe their work and focus. Much of this focus, however, is grounded in disciplines and departments. The establishment of a Centre for Critical

Development Studies that consolidates and builds upon the interdisciplinary strengths of its faculty and students distinguishes it, and UTSC, from these programs.

The Centre for Critical Development Studies will contain all the International Development Studies programs currently housed in the Department of Social Sciences, namely the Specialist (Co-op), Specialist, and Major programs in International Development Studies. The move of the International Development Studies programs to the new Centre will have no resource implications with regard to faculty complement or infrastructure. Augmented administrative resources will be provided as discussed below.

The Centre will have a core complement of five faculty in the tenure-stream and one in the teaching stream, each with 0.49 FTE appointments. In addition, it is anticipated that there will be keen interest from a sizable number of faculty across the Scarborough campus and the wider University in status only cross appointments in the Centre.

The new Centre will operate under the leadership of a Director who will carry out the functions that are normally assigned to such academic administrators and who will serve as a member of the PDAD&C and the UTSC Deans, Chairs, and Directors Group. The Director will appoint the necessary committees (e.g., Curriculum Committee, a Progress Through the Ranks Committee, etc.) in order to conduct its business. It is likely that this unit will need to draw members for some of its committees from cognate departments in light of its small numbers.

The Centre will bring together the undergraduate programs in international development studies with the various faculty interests and approaches to the field. In this new Centre, colleagues aim to focus attention upon critical approaches to development theory and the material outcomes of development practice including around issues of health, the environment, food security, agro-ecology, political ecology, social and environmental justice, human rights, citizenship, institution building, knowledge dissemination, grassroots organizing, transnationalism, and new/ongoing social movements.

Established in 1984 with the support of the Canadian International Development Agency, International Development Studies (IDS) is a multi-departmental, interdisciplinary program with a distinguished history and an excellent reputation both within the University and beyond. The Co-op Specialist program is one of the longest-running and best-recognized programs of its kind, nationally and internationally, and attracts some of the strongest and most engaged students from across Canada and overseas, including many students from the developing world.

Faculty believe that IDS has now reached a critical point and are ready to move forward in a bold new direction. They are proposing to form the Centre for Critical Development Studies at UTSC, as an EDU:B. It aims to become the University of Toronto's hub for international development research, scholarship and teaching by

actively creating venues for knowledge production, exchange and mobilization; developing partnerships within and beyond the University of Toronto to critically engage with the core issues, theories and debates in international development; engaging students directly in the study and analysis of alternative ideas, approaches, and movements for reform or transformation in development practice; and developing the intellectual and physical infrastructure required to effectively address ongoing problems of inequality and their contemporary manifestations.

The prospect of building intersectoral and multidisciplinary research capacity at this particular historic juncture – at which global economic crisis and South-South creative policymaking have emerged – is exciting and offers UTSC an opportunity to make a deep contribution to the field. There is a core group of faculty across the University of Toronto who conduct research and teach in these areas but who have not been intensively associated with International Development Studies at UTSC. Within the Centre for Critical Development Studies faculty aspire to create a research hub at UofT that will provide the mechanism to generate a vibrant forum for the sharing of ideas and research activities among faculty and a dynamic interaction between faculty and students engaged with Development Studies.

The research focus on Critical Development Studies will enhance student learning and research opportunities immeasurably. Students will be able to participate in a variety of faculty research projects (as research assistants and through faculty seminars and courses), and the Critical Development Studies will serve a vital preparatory role and accompaniment to the Co-op placement. It will continue to provide students with the critical and reflective tools through which they can contextualize their own position within “development,” understand the power relations involved in development practice, and appreciate the validity of situated knowledges that exist as alternatives to the philosophical and epistemological roots of conventional “development.”

5. PROPOSED DISESTABLISHMENT OF THE DEPARTMENT OF SOCIAL SCIENCES

UTSC proposes to disestablish the Department of Social Sciences. As outlined in this document, none of the department’s constituent programs will close; they will move to other departments; the department’s faculty will move with their programs; the department’s students will move with their programs; and the impact on the department’s staff is described below.

6. IMPLEMENTATION SCHEDULE

In consultation with appropriate program directors and UTSC’s Office of the Dean, a detailed schedule of the milestones for implementation of this plan has been developed. The most recent version of this schedule is provided in the appendix.

6.1 Governance

UTSC will be seeking formal governance approval of this reorganization, as outlined in this proposal. This proposal is being taken forward for approval to the divisional Planning and Budget Committee, Academic Committee, and UTSC Council in April 2012. Subsequently it will enter the sixth cycle of university wide governance.

6.2 Communication with Students

The Dean's Office has communicated with students both through formal memoranda to all members of the Social Sciences, including students, and through a meeting with the departmental student association, SOSSA, and Health Studies Student Association. There was also a fulsome discussion with students in January at a meeting of the UTSC Council's Academic Committee, where departmentalization was tabled for information and feedback. In the coming months, the Dean will continue to communicate with students about the proposed creation of the new departments and units and the disestablishment of the Department of Social Sciences. Further, all students will be notified as soon as these changes are approved through the Governing Council process. Academic counselors will work with students in each of the programs on their options and on their plans to complete their programs. These changes will also be reflected in the online Academic Calendar, and the Registrar's Office will recruit and advise students accordingly.

6.3 Academic Complement

Once formal approval is received to create the proposed new units, the Dean will initiate searches for Chairs and Directors. These appointments will be made in accordance with the process outlined in the *Policy on the Appointment of Academic Administrators*. The search for academic administrators will begin immediately following approval by the Provost and in accordance with governance processes. The Chairs and Directors will be appointed through a search process in accordance with the same *Policy*. All current faculty will be reassigned to their respective Department or EDU, effective 1 July 2012.

6.4 Undergraduate and Graduate Program Administration

All current undergraduate programs will continue to be offered after their administrative home is moved to the respective new department or EDU. Newly enrolled students in fall 2012 will join the new Department or EDU. None of the four new departments or the new EDU currently has graduate programs.

6.5 Proposed Collective Administration

The colleagues in Social Sciences are proposing to retain some collective functions that will require a mechanism for collective governance. The Department currently

has efficient central systems for handling ethics reviews, administration of grant and research funds, adjudication of SIG grants, hiring and scheduling of TAs and stipendiary teaching, advising undergraduate students, administering the Co-op programs, adjudication and administration of the Social Science Summer Scholars program, and decisions concern space allocation. These systems are working well. It is proposed that these remain collective functions that will be administrated collectively.

Colleagues propose to institute a Social Sciences Chairs Council that will include the Chairs of the four new departments and the Director of Critical Development Studies. This committee will have a standing meeting monthly or every other month and it will have a chairperson that rotates annually amongst the departments. The Chairperson will have signing authority for any collective functions, including for collective budgets for general office expenses, such as telephones, photocopying, and mail.

The purview and responsibilities of the Chairs' Council will include:

- Supervision of the Financial Officer, who will retain direct supervisory authority for all the administrative staff in Social Sciences;
- Oversight of collective administrative tasks, including TA/Stipend hiring, course scheduling, and program counseling;
- Oversight of the Social Sciences ethics committee, which will be staffed with two faculty members from each department and one faculty member from each EDU;
- Serve as the adjudication committee for Social Science Summer Scholars, OGS ranking, SIG grants;
- Ensure that one or two faculty members are assigned as advisor/organizer for Social Science Summer Scholars. Each will hold a two-year term rotating through the departments.
- Serve as the space committee for the Social Science building.

6.6 Administrative Staff

All staff currently employed in the Department of Social Sciences will retain their current positions. Their roles and job descriptions will remain the same. They will continue to report to the Financial Officer, who will now report to the Chairs' Council. Three new staff members are required – a financial assistant to work with the Financial Officer, a second chair's assistant, and a second undergraduate assistant – to augment administrative resources in order to support the additional office administration involved with the new structure. These additional staff will also report to the Financial Officer.

6.7 Space Reorganization

In the immediate future there will be no reorganization of space or allocation of new space. In the summer of 2011, the Department of Social Sciences moved into a new, dedicated building that currently contains sufficient capacity to accommodate modest growth in the future.

7. RESOURCE IMPLICATIONS AND BUDGETARY IMPACTS

The Dean's Office is currently working closely with Financial Services at UTSC to separate out the budgets of four departments and one EDU, including TA budgets and sessional instruction budgets, under the principle that these will follow the reallocation of faculty, programs and courses into their new administrative homes. It is expected that there will be sufficient funds to support the current activities of all the new units. Central funds will be provided to fund the three new administrative positions. Central funds will also be deployed to cover the stipends of the three new chairs and any teaching release associated with these appointments, and the stipend of one new director.

Appendix

Schedule for Implementation

TIMING	STEP
September-October, 2011	<p>Consultation:</p> <p>Decanal group with:</p> <ul style="list-style-type: none"> • Faculty (by discipline) <ul style="list-style-type: none"> ○ Anthropology ○ Geography, City Studies and Diaspora and Transnational Studies ○ Health Studies ○ International Development Studies ○ Political Science and Public Policy ○ Sociology <p>Vice-Dean, Undergraduate & Assistant Dean with:</p> <ul style="list-style-type: none"> • Disciplines on Curriculum • Department of Social Sciences Admin staff (November 8, 2011) • Department of Social Sciences Students (November 18, 2011) • Communications <p>Assistant Dean and Financial Manager with:</p> <ul style="list-style-type: none"> • Disciplines on Budget <p>Assistant Dean with:</p> <ul style="list-style-type: none"> • HR (UTSC)
October-November, 2011	<p>Development of “Department” Academic Plans:</p> <p>Decisions made regarding:</p> <ul style="list-style-type: none"> • Positioning of shared interdisciplinary programs • Administrative support for new departments
December 2011	<p>Development of draft Proposal for Departmentalization</p>
12/26 March 2012	<p>Draft Proposal for Departmentalization is sent to Provost’s Office for review at Provost’s Advisory Group (PAG) meeting</p>

April 2012	<p>UTSC Governance:</p> <p><u>Planning & Budget and Academic Committee (Joint meeting)</u></p> <ul style="list-style-type: none"> • April 17, 2012 <p><u>Council</u> (final for approval):</p> <ul style="list-style-type: none"> • April 24, 2012 <p>[NOTE: UTSC Council meeting to approve departmentalization takes place AFTER the proposal is sent to the P.O. with the understanding that it is likely to be approved in Council. Jane to be sent email confirmation of approval immediately after Council meets.]</p>
February-April 2012	<p>UofT Governance:</p> <p>Cycle 6: Provost's deadline for P&B:</p> <ul style="list-style-type: none"> • April 20, 2012 <p>Agenda Meeting for P&B:</p> <ul style="list-style-type: none"> • May 4, 2012 <p><u>Planning and Budget</u> (for approval):</p> <ul style="list-style-type: none"> • May 16, 2012 [Dean must be present] <p><u>Academic Board</u> (for approval):</p> <ul style="list-style-type: none"> • May 31, 2012 [Dean must be present] <p><u>Governing Council</u> (for approval):</p> <ul style="list-style-type: none"> • June 25, 2012 [Dean must be present]
Following approval of central Planning and Budget Committee	Announcements for search advisory committee meetings can be sent out; must include language regarding the departments "pending approval by Governing Council".
July 1, 2012	Effective Date of New Departments