



FOR RECOMMENDATION

PUBLIC

OPEN SESSION

TO: UTSC Campus Council

SPONSOR: Prof. William Gough, Vice-Principal Academic and Dean

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DATE: May 19, 2020 for May 26, 2020

AGENDA ITEM: 4

ITEM IDENTIFICATION:

Proposal to convert the Interdisciplinary Centre for Health and Society (EDU:B) to the Department of Health and Society

JURISDICTIONAL INFORMATION:

Under section 5.1 of the *Terms of Reference*, the Campus Council is responsible for the “*Establishment, termination or restructuring of academic units,*” and “*Name changes of academic units.*” Section 5.2 of the *Terms of Reference* provides that Governing Council approval is required for the “*Establishment, disestablishment or restructuring of academic units.*”

GOVERNANCE PATH:

1. UTSC Academic Affairs Committee [For Concurrence] (April 28, 2020)
2. UTSC Campus Affairs Committee [For Recommendation] (May 4, 2020)
3. **UTSC Campus Council [For Recommendation] (May 26, 2020)**
4. Academic Board [For Recommendation] (May 28, 2020)
5. Executive Committee [For Endorsement] (June 16, 2020)
6. Governing Council [For Approval] (June 25, 2020)

PREVIOUS ACTION TAKEN:

On April 28, 2020, this proposal was recommended for concurrence with the Campus Affairs Committee, by the Academic Affairs Committee.

On May 4, 2020, this proposal was recommended for approval by the Campus Affairs Committee.

HIGHLIGHTS:

The University of Toronto Scarborough (UTSC) proposes to convert the Interdisciplinary Centre for Health and Society (ICHS), which is an Extra Departmental Unit B (EDU:B), to a Department, effective July 1, 2020. The academic unit will be called the Department of Health and Society. The new Department will become the primary budgetary and administrative home to the 9.49 FTE faculty—7.49 tenure-stream and 2 teaching-stream currently holding minorities appointments in ICHS—as well as all academic programs currently housed in the EDU:B.

Health is inherently a multi-disciplinary field, and approaches to capturing its breadth in research and teaching vary across institutions. The proposal here is to establish a Department with a curated set of scholarly approaches that together create a unified understanding of health. This approach will position researchers and undergraduates to pursue multi-disciplinary and integrative responses to major problems in health. The multi-disciplinary department envisioned for the Department of Health and Society mirrors the approach taken by many other successful units at UTSC. Thriving multi-disciplinary departments include: Physical and Environmental Sciences; Arts, Culture and Media; Biological Sciences; Computer and Mathematical Sciences; and Historical and Cultural Studies. In each of these departments, faculty are appointed to a number of primary graduate units, reflecting their diverse disciplinary scholarship.

Faculty members teaching in Health Studies expressed their strong desire to become an independent unit in a self-study prepared for the 2015/2016 external review of Health Studies programs. In their report, the external reviewers urged the University to support movement in this direction. In its 2016 response to the external review, the UTSC Dean's Office committed to exploring administrative structures, including department status. In 2017, Health Studies took the first step toward independence by establishing its own budget and governance structure within the EDU:B Interdisciplinary Centre for Health and Society.

EDU:B status has been an excellent first step towards greater independence. Since 2017, the unit has gained budgetary and intellectual autonomy, developed a distinctive identity, increased its complement, and begun to realize its academic vision and scope while facilitating ongoing support for faculty within their cognate disciplines. The unit has also offered popular undergraduate major/major co-op and minor degree programs; secured

significant research funding; and participated in UTSC governance. In 2018, UTSC conducted a successful external search for a unit Director—a next step toward unit autonomy; the new Director began in 2019.

The Department of Health and Society will be an academic unit organized around two shared commitments: first, to study health, illness, and wellness as a biological, social, and historical phenomenon; and, second, to pursue an understanding of health that reaches across conventional disciplinary boundaries and promotes just interactions and policies regarding bodies, desires, and well-being.

As ICHS has matured, it has developed, and continues to augment, multi-disciplinary research clusters centred around four key areas of scholarly focus (Life Course and the Life Cycle; Social Hierarchies and Marginality; Cultures of Health and Illness; Environment and Health). A primary goal of these clusters is to facilitate joint activities among members who approach key questions and debates in health using different methodologies and levels of analysis. They also facilitate external collaboration with other units at the University and elsewhere by heralding the expertise within the Department of Health and Society. As highlighted in UTSC's Strategic Plan, building successful multi-disciplinary research clusters that support strong collaborative work and granting success is a key goal of the campus in the next 5 to 10 years.

In teaching, as in research, ICHS faculty promote an understanding of health and well-being that synthesizes clinical and biological health sciences, social sciences, and humanistic ways of knowing to newly reveal the complexities of human health. ICHS offers complementary and linked degree options—a BA Major or BA Major Co-op (Health Policy), a BSc Major or BSc Major Co-op (Population Health), and a Minor in Health Humanities. In both the BA and BSc programs, the majority of the courses needed to complete the programs (7.0 FCE of 8.0 FCE for the BA programs, and 6.5 FCE of 8.0 FCE for the BSc programs) are Health Studies (HLT) offerings that are housed in ICHS, and are taught by ICHS continuing faculty, part-time faculty, or sessional instructors. ICHS program enrollments have been strong since the unit's inception, and they continue to grow. The Department of Health and Society will be poised to help UTSC achieve its ambitious enrollment targets: with a growing complement and increased institutional stability, the Department will be able to strengthen the existing major and minor programs, as well as to develop a new Minor in Disability and Ableism Studies (current in the planning stage).

Strategic hiring is necessary to establish the strength of the proposed Department of Health and Society, and a strong foundation is already in place. The EDU:B structure allows the Director to conceive of and propose faculty complement, and this relative independence has allowed ICHS to begin building a unique scholarly identity. However, the EDU:B structure requires careful negotiation and partnership with majority appointment Chairs. The new Department of Health and Society is poised to flourish in the unique opportunities afforded by the current context. Department status will provide the autonomy required for the continued development of this academic unit.

The existing complement reflects the multi-disciplinary commitments of ICHS as a unit. By 01 July 2020, it is anticipated that there will be a total of 10.49 FTE faculty positions in the proposed Department of Health and Society—8.49 tenure-stream and 2 teaching-stream faculty. This count includes the 2019/2020 search underway for an Assistant Professor, with a specialization in Environmental Health. There are 4.49 faculty (teaching- and tenure-stream) in the Social Sciences, 2 in Humanities, and 3 in the Health Sciences, with a fourth currently being searched. Department of Health and Society complement planning will occur within U of T and UTSC governance structures and priorities. Health Studies programs are growing, and supporting faculty capacity in growing programs is a priority in UTSC complement planning, with systematic Decanal efforts to reduce student:faculty ratios.

The chief executive officer of the Department of Health and Society will be a Chair, appointed in accordance with the *Policy on Appointment of Academic Administrators (PAAA)* and reporting directly to the Vice-Principal Academic and Dean of UTSC. As per the PAAA, the Chair is responsible and accountable to the Dean for the overall direction of the Department, including policies, tenure/continuing status and promotion, budget, and administrative operations.

ICHS is currently supported by 6 administrative staff members, whose roles and job descriptions will remain the same. Department of Health and Society staff will report to the Manager, Finance and Administration, who will report to the Chair of the Department of Health and Society.

ICHS already holds sufficient space to function as a stand-alone unit. As of 2018, the unit is housed in Highland Hall, UTSC's new home for multi-disciplinary Centres and social science departments. ICHS faculty, postdocs, TAs, and staff have offices in Highland Hall, and the space allocation includes sufficient capacity for growth in hiring new faculty through the next several years. Laboratory space for faculty in science disciplines is earmarked in the Science Wing.

The next review of the academic unit as an EDU:B and its programs has been scheduled to take place in 2023/2024; with the approval of this proposal the next review of the Department of Health and Society and its programs would take place in 2023/2024.

Discussions about the future of Health Studies at UTSC have been widespread and ongoing for many years. The Director has discussed this proposal and the proposed shift to Department status in several 2019 faculty meetings. In a December 2019 retreat focused on identifying shared values and a collective vision, ICHS faculty affirmed their commitment to pursuing department status.

The Director conducted individual consultations with each ICHS teaching-stream and tenure-stream faculty member in December 2019 and January 2020. In addition, this proposal has been circulated to all ICHS faculty, including the Associate Directors, and their input has been incorporated. Consistently, ICHS faculty have indicated their

enthusiasm for becoming a Department.

With the exception of one faculty member who will retain a joint appointment, all ICHS faculty will seek majority appointments in the new Department. The Director has consulted with all current majority appointment UTSC Chairs and secured their approval for the shifts in appointments. All Chairs expressed their enthusiastic support for the move to department status as a step toward an alignment of ICHS faculty with their home scholarly field and area of expertise. The current majority appointment chairs note no negative impact of the move toward department status on their capacity to continue their activities and meet their curricular and service obligations.

In January 2020, the Director discussed the proposal to move to department status in a meeting with the Interdisciplinary Centre for Health and Society Students Association (ICHSSA). Student questions focused on curricular concerns, and the Director assured students that a shift in unit status would not necessitate any changes in the degree offerings and also explained that curriculum renewal is an ongoing process at UTSC and U of T (i.e., has not been triggered by a change in unit status).

Representatives of the UTSC Dean's Office have reviewed and commented on earlier drafts of this proposal, with suggestions incorporated in this document. The Office of the Dean also consulted with the Vice Provost Academic Programs, and the Vice Provost Faculty and Academic Life in the preparation of this proposal, and incorporated feedback from both offices into the document itself. Additional consultation has occurred with the UTSC Executive, Vice Deans, Dean's Extended Executive group, and UTSC's Chairs and Academic Directors, with all levels at UTSC supportive of this change, and their commentary incorporated into this document. All Graduate Chairs for current faculty were consulted regarding this proposal, although this change will have no implications for those relationships. None expressed reservations.

The Academic Unit change proposed here was highlighted in a document shared at the 12 March 2020 meeting of the tri-campus Deans group, and a draft proposal was shared with feedback solicited from all members in April 2020. The draft proposal was also shared with the Deans of cognate divisions at U of T, including the Dalla Lana School of Public Health, Faculties of Arts and Science, Medicine, Pharmacy, and Nursing, Factor-Inwentash Faculty of Social Work, and the University of Toronto Mississauga, with an invitation for input. Finally, the draft proposal was discussed at the Provost's Advisory Group on 8 April 2020 and feedback incorporated.

FINANCIAL IMPLICATIONS:

The Chair will have responsibility for the overall direction of the Department of Health and Society and in particular over the budget and recommendations for new faculty and staff appointments. The Department of Health and Society Manager, Finance and Administration will provide budgetary and managerial support as the Chair fulfills these responsibilities.

The ICHS budget includes salaries for faculty and administrative staff, a teaching budget for sessional instructors and teaching assistants, and an operating budget. Since being established as an EDU:B in 2017, ICHS has managed its own budget and has sufficient funds to support its current and ongoing activities. No additional budgetary needs arising from the change from an EDU:B to a Department are anticipated. Requests for budgetary augmentation have been submitted annually to the Office of the Dean which determines one-time-only funding or submission of base-budget requests to the campus Planning and Priorities process. We anticipate no change in this budgetary stability and practice.

RECOMMENDATION:

Be It Recommended to the Academic Board,

THAT, the Interdisciplinary Centre for Health and Society (EDU:B) be converted to the Department of Health and Society, as described in the proposal recommended by the Vice-Principal Academic and Dean, Professor William Gough, and dated April 17, 2020, be approved to be effective as of July 1, 2020.

DOCUMENTATION PROVIDED:

1. Proposal to Convert the Interdisciplinary Centre for Health and Society to the Department of Health and Society, dated April 17, 2020

Proposal to Convert the Interdisciplinary Centre for Health and Society to the Department of Health and Society

University of Toronto Scarborough

17 April 2020

STATEMENT OF PURPOSE

The University of Toronto Scarborough (UTSC) proposes the conversion of the Interdisciplinary Centre for Health and Society (ICHS), which is an existing Extra Departmental Unit B (EDU:B), to a Department. The new department will be called the Department of Health and Society (*provisional name*)¹ and will be effective July 1, 2020. The new department will become the primary budgetary and administrative home to the 9.49 FTE faculty—7.49 tenure-stream and 2 teaching-stream currently holding minority appointments in ICHS—as well as all academic programs currently housed in the EDU:B Interdisciplinary Centre for Health and Society (ICHS).

Health and Society faculty share a commitment to deploying theory, research, and community-based practice to examine health, illness, and wellness. Research and teaching focuses on health as “a desired state, . . . a prescribed state[,] and an ideological position.”² Not simply the absence of illness or injury or an assessment of one’s physical and mental condition, health is a terrain through which bodies are regulated, social inequalities are rendered visceral, and futures and possibilities are imagined. With this shared understanding spanning their research and teaching, Health and Society faculty members:

- Explore the entanglements of biological and social foundations of health;
- Illuminate the profound social disparities laid bare in patterns to illness and wellness;
- Interrogate the discourses of health and illness through which states regulate bodies, families, and communities; and
- Pursue narratives of illness and wellness that facilitate health justice.

Health and Society faculty members’ research is multifaceted; they study the physical, mental, and social determinants of health and draw on a range of disciplinary and methodological perspectives. The research output and scholarly productivity of Health and Society faculty members sits outside the usual norms and expectations of conventional disciplines. Thus the Department of Health and Society will be an academic unit organized around two shared commitments: first, to study health, illness, and wellness as a biological, social, and historical phenomenon; and, second, to pursue an understanding of health that reaches across conventional disciplinary boundaries and promotes just interactions and policies regarding bodies, desires, and well-being.

¹ Discussion is ongoing; final decision delayed by the COVID-19 pandemic

² [Jonathan Metzl and Anna Rutherford Kirkland, eds. *Against Health: How Health Became the New Morality* \(NYU Press, 2010\), 2.](#)

BACKGROUND

UTSC introduced the first Health Studies program in the 2001/2002 academic year, and the Department of Social Sciences was the program's academic home. In 2012, when Social Sciences restructured into discipline-based academic units, the expanded Health Studies programs became part of the Department of Anthropology, which offered several health-related courses within Anthropology programs. From the start, Anthropology and Health Studies faculty understood this arrangement to be a temporary solution for what is a uniquely multi-disciplinary group—faculty hail from the humanities, social sciences, and health sciences with a strong unifying focus on health.

Faculty members teaching in Health Studies expressed their strong desire to become an independent unit in a self-study prepared for the 2015/2016 external review of Health Studies programs conducted as part of the *University of Toronto Quality Assurance Process* (UTQAP). In their report, the external reviewers urged the University to support movement in this direction. The first of its four recommendations was that the Health Studies program

Recruit a leader and become an independent department: The unit needs to hire a mid-career or senior interdisciplinary scholar with experience running an academic unit or research center, who is capable of and eager to assume both the visionary strategic leadership and the day-to-day management of this program. . . . The entire program is at risk, and there is no way to move to department status without this strong leadership in place.

In its 2016 response to the external review, the UTSC Dean's Office committed to exploring administrative structures, including department status, that would "minimize uncertainty." In 2017, Health Studies took the first step toward independence by establishing its own budget and governance structure within the EDU:B Interdisciplinary Centre for Health and Society.

EDU:B status has been an excellent first step towards greater independence. Since 2017, the unit has gained budgetary and intellectual autonomy, developed a distinctive identity, increased its complement, and begun to realize its academic vision and scope while facilitating ongoing support for faculty within their cognate disciplines. The unit has also offered popular undergraduate major/major co-op and minor degree programs; secured significant research funding; and participated in UTSC governance. In 2018, UTSC conducted a successful external search for a unit Director—a next step toward unit autonomy. The new Director began in 2019; preparing this proposal for department status was among her first leadership tasks.

ACADEMIC RATIONALE

Overview

ICHS is already the primary home to ambitious faculty research endeavours and to robust undergraduate enrollments and teaching. The Department of Health and Society will continue work already underway within its current status as an EDU:B, but with the full and appropriate standing of an academic department. These activities include the following:

- Securing Tri-Council and other research funding;
- Contributing to ongoing discussions at UTSC regarding the place of health scholarship in research funding strategies;
- Establishing and maintaining cross-sector and multi-disciplinary research partnerships;
- Recruiting, mentoring, and retaining tenure- and teaching-stream faculty consistent with unit vision and aspirations;
- Delivering high-quality multi-disciplinary undergraduate degree programs;
- Administering an independent department budget; and
- Contributing to ongoing discussions at UTSC regarding the place of health scholarship in campus capital projects.

We discuss these activities in greater detail below.

In addition, as the unit matures, it is driven by the aspiration to develop and augment multi-disciplinary research clusters centred around key areas of scholarly focus (see [Research Mission](#)). The main goal of such clusters is to facilitate joint activities among members who approach key questions and debates in health using different methodologies and levels of analysis. Clusters focused on thematic links have the potential to establish collaborative research programs that will elevate the international impact of the unit and generate large-scale granting opportunities. Clusters will also facilitate external collaboration with other units at the University of Toronto (U of T) and elsewhere by heralding the expertise within Health and Society. As highlighted in UTSC's Strategic Plan,³ this approach is one of the key goals of the campus in the next 5 to 10 years, and the lack of these networks is one of the current challenges to funding success at UTSC.⁴ The UTSC Strategic Plan has established seed funding to support research clusters that connect academic units, so scaffolding this approach from the local to the international has clear support.

A secondary goal for scholarly clusters is to inspire curricular innovation, including novel courses and experiential opportunities that link different disciplinary approaches to understanding health. One of the great challenges of our time is to educate professionals who are able to understand, appreciate, and leverage broad understandings of health to solve societal challenges and problems. The current COVID-19 pandemic is a clear example of how the global community of health researchers needs to link population-level interventions in behaviour modification and policy to epidemiology and the biology of viral infection. The capacity to respond effectively and justly depends on this. As the lockdown of nations expands, the need to engage with the mental and physical health of a socially isolated, physically constrained population also engages expertise across fields. For example, medical sociologists and anthropologists will help us understand the cultural practices and social institutions that sustain communities in crisis, support necessary behavioral change, and facilitate access to care; epidemiologists can help us to predict the magnitude and duration of the measures that are necessary to have a significant effect on disease progression; literary scholars and cultural creators will help us answer the increasingly crucial question, "What actions can each of us take to stay healthy, connected and sane, to fight the dangerous secondary infections of boredom, selfishness and panic?"⁵ A multi-disciplinary approach is necessary to sustaining broad and effective attention to the full meaning of

³ Inspiring Inclusive Excellence: A Strategic Vision for the University of Toronto Scarborough (2020).

⁴ University of Toronto Scarborough Office of the Vice Principal Academic & Dean Self Study 2014-15 to 2018-19.

⁵ A. O. Scott, "What Happens When We Lose the Art That Brings Us Together?" *New York Times* (March 23, 2020), C1 <https://www.nytimes.com/2020/03/20/arts/arts-loss-coronavirus.html>.

health and illness in people’s lives. Such attention is a fundamental pursuit of faculty in the proposed Department of Health and Society.

This aspiration is challenged under EDU:B status for several reasons. First, as outlined in detail below (see [Faculty Capacity](#)), complement planning requires coordination with majority appointment Chairs (currently across seven different units). Their research and teaching goals do not always align with those of ICHS. Second, the profile of the ICHS and impact of faculty research are spread across majority appointment units. For example, a recent accounting of ICHS faculty research productivity from the office of the Vice Principal Research (UTSC) recorded only a fraction of actual research outputs, partly because credit for these was attributed to majority appointments. Profile is critical to attracting faculty, highly qualified personnel, and granting dollars; it is similarly critical to establishing a profile and reputation with UTSC and U of T colleagues. Third, effective administration of ICHS is hampered by the fact that all faculty are recognized in their majority appointments first, with communications flowing to their majority Chair in all instances, and often to their Director only as an afterthought, or as a courtesy from their Chair.

Research Mission

Tenure-stream ICHS faculty conduct research across four broadly-defined clusters (Figure 1). Each cluster includes research that draws on the humanities, sciences, and social sciences.

Figure 1: Areas of Scholarly Focus

- Research in **Life Course and the Life Cycle** encompasses reproductive health, early childhood development, adolescence, gerontology, and intergenerational health contexts.
- In the area of **Social Hierarchies and Marginality**, scholars investigate health and illness as public issues that reflect prevailing social relations, inequities, and regimes of normalcy—including those that shape migrant and immigrant health and disability and ableism.
- **Cultures of Health and Illness** emphasizes the observational and interpretive skills needed to understand experiences of healthcare, illness, and disability in settings including health communication, therapeutic practice, and creative expression.
- **Environment and Health** is concerned with aspects of the natural and built environment that shape health and well-being, including social, cultural, economic, and political conditions and health care systems.

These areas will continue to form the main areas of research focus and growth within the new Department of Health and Society. Many scholars in this unit pursue work across more than one area, which both bolsters the individual clusters, and creates potential for collaboration between them. In each of these areas, Health and Society faculty will continue to pursue funded research, publish in top

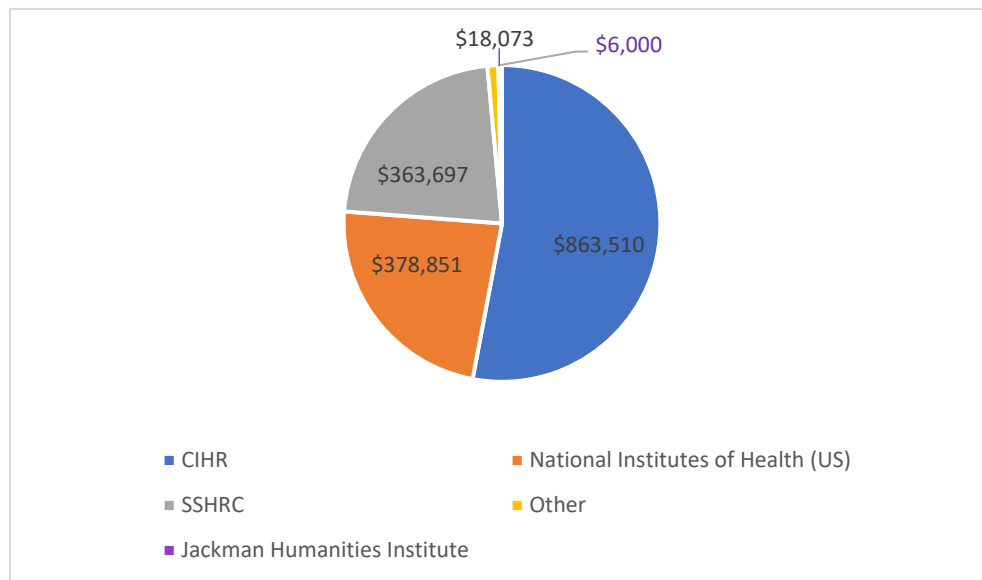
venues and with leading presses, engage in community partnerships, and garner awards across their careers.

Scholarly productivity is already high. Over the last five years, tenure- and teaching-stream ICHS faculty have produced 141 written publications including books and peer-reviewed articles. Per capita output is 14.1 items per all faculty members, 17.6 per tenure-stream faculty member. In addition to academic publication, knowledge mobilization activities have included consultation with immigrant service and advocacy organizations; expert witness testimony; presentations to professional associations; service on local, Canadian, and international advisory boards; and workshop facilitation in community organizations. ICHS faculty have also established research partnerships with a variety of organizations and groups, including Canadian Sport for Life; Fort Albany First Nation; NSW State Government, Cree; Healthcare of Ontario Pension Plan; and Native Child and Family Services of Toronto.

These efforts have garnered significant recognition. Since 2014, ICHS faculty have received 21 campus, national, and international research and teaching awards, including the John Charles Polanyi Prize, Connaught New Researcher Award, UTSC Underground Professor of the Year, the inaugural U of T Global Educator Award, and the U of T Early Career Teaching Award. The announcement of a Health and Society Tier 2 Canada Research Chair is forthcoming this spring.

In support of this scholarly productivity, the 7.49 FTE tenure-stream faculty have brought in \$1,630,131 in research funding since 2017 from Tri-Council agencies, U of T, National Institutes of Health, and private foundations spanning the health sciences, humanities, and social sciences. See Figure 2 for details.

Figure 2: Funding Sources



Ongoing faculty hires (three net new positions since 2016/2017, one search ongoing, and two additional search requests supported by the UTSC [faculty complement process](#) for 2020/2021), the recent tenuring of initial hires, the 2019 hire of a permanent Director at the rank of Professor, and significant research

funding and publications provide a base on which to enhance the unit's international reputation and augment research and teaching strengths.

Extremely strong undergraduate enrolments (see [Undergraduate Degree Programs](#)) make it all the more important to strategically recruit new positions that build a strong multi-disciplinary Department of Health and Society with an international reputation in key areas of expertise. This approach is consistent with UTSC's Strategic Plan,⁶ which specifies that UTSC will “Enhance and grow current and emerging areas of research strength that will differentiate University of Toronto Scarborough as a global research leader in those fields.” The Department of Health and Society is poised to be one of these sites of differentiation, as demonstrated by the focus on health in one of three research institutes named as funded priorities in the Strategic Plan⁷ and in the ongoing development of plans for a Scarborough Academy of Medicine and Integrated Health (SAMIH) with the Faculty of Medicine and other partners, also specified in the Strategic Plan. In order to build the scholarly *gravitas* needed to be one anchor for these campus-wide aspirations, Health and Society needs to ensure growth is coherent and strategically planned. Department status will allow Health and Society to grow in the strong vein already established.

Undergraduate Degree Programs

In teaching, as in research, ICHS faculty promote an understanding of health and well-being that synthesizes clinical and biological health sciences, social sciences, and humanistic ways of knowing to newly reveal the complexities of human health. Students learn to recognize the ways biological and genetic factors contribute to people's susceptibility and resistance to a broad spectrum of diseases; interrogate social, historical, political, and environmental contexts of health and well-being; and deploy humanistic and arts-based critiques of lived experiences of health, illness, and regimes of bodily normalcy. ICHS offers complementary and linked degree options—a BA Major or BA Major Co-op (Health Policy), a BSc Major or BSc Major Co-op (Population Health), and a Minor in Health Humanities. The Department of Health and Society will be poised to help UTSC achieve its ambitious enrollment targets: with a growing complement and increased institutional stability, the Department will be able to strengthen the existing major and minor programs, as well as to develop a new Minor in Disability and Ableism Studies (current in the planning stage).

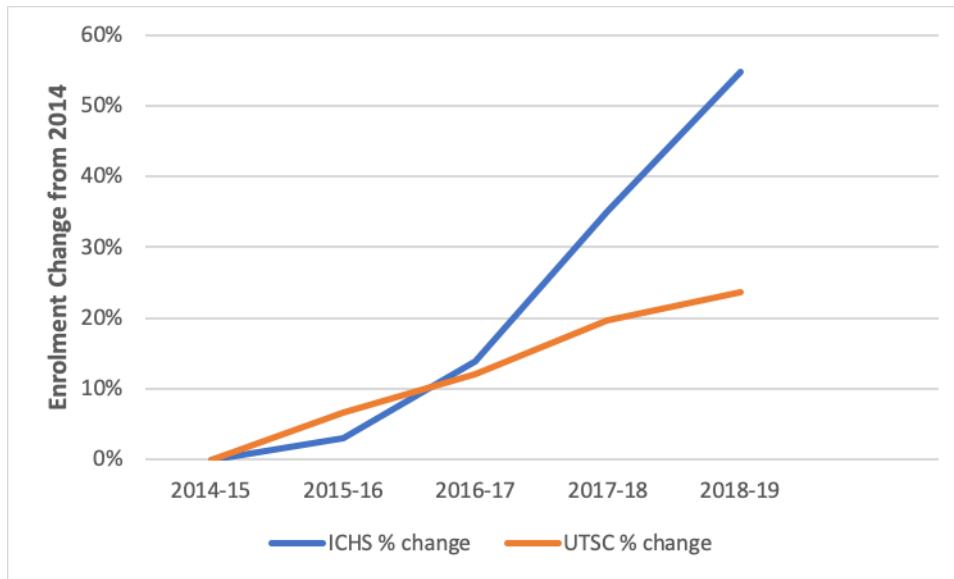
Students completing a Major in Health Studies—BA or BSc—are encouraged to choose a second major that enhances their multi-disciplinary education in health. Pairings regularly include programs in Anthropology; International Development Studies; Environmental Science; Human Biology; Molecular Biology, Immunology and Disease; Mental Health Studies; and Public Policy. Students are not permitted to combine the BA and BSc majors within Health and Society.

ICHS program enrollments have been strong since the unit's inception, and they continue to grow. In 2019, enrollments reached 995—representing a 55% increase in enrollment over 5 years (see Figure 3). This is the third highest increase in enrollment among all UTSC academic departments and centres.

⁶ Inspiring Inclusive Excellence: A Strategic Vision for the University of Toronto Scarborough (2020).

⁷ . . . the provisionally named . . . Institute for Integrated Health Research (IHR), related to strength in Health, well-being, and resilient communities. . . ,” from Inspiring Inclusive Excellence: A Strategic Vision for the University of Toronto Scarborough (2020).

Figure 3: Program Enrollment, 2015-2019⁸

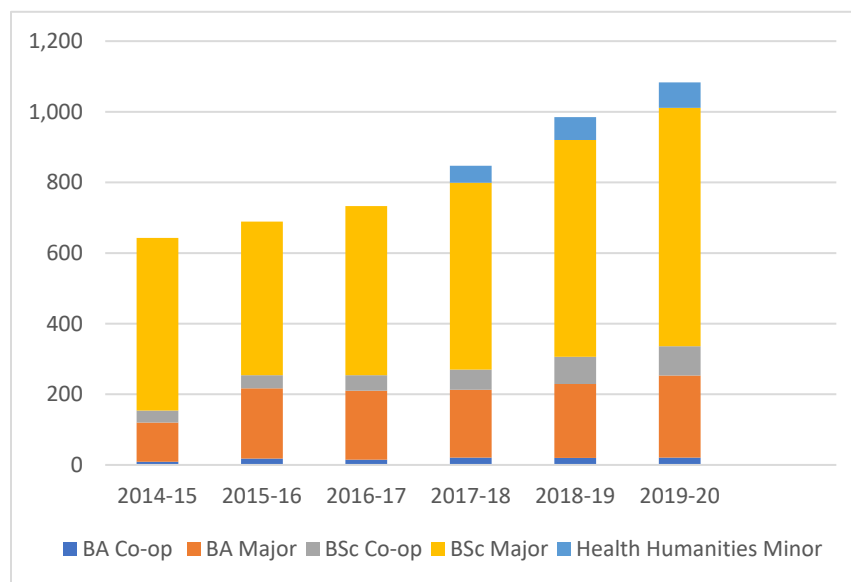


year	ICHS	UTSC
2014-15	643	16514
2015-16	662	17594
2016-17	732	18509
2017-18	869	19765
2018-19	995	20409

As Figure 4 (below) indicates, enrolments in all ICHS degree programs have increased in the last five years, with the BSc consistently remaining the most popular option among students.

⁸ Data provided by the Office of the Dean, UTSC (January 2020)

Figure 4: Major and Minor Program Enrolments, 2014-2020⁹



All ICHS programs are multi-disciplinary in their approaches. The BA programs focus on the social, cultural, economic, and political impact on illness, treatment, and health outcomes; the relationship between social structures and policies regarding caring for the young, aged, urban/rural communities, and special needs groups; and the study of human health, wellness, and illness through the humanities and creative arts. The BSc programs focus on how biological and genetic factors shape people’s susceptibility or resistance to a broad spectrum of diseases; and the influence of environmental factors on well-being from the individual level to the global setting.

The four key research clusters (Figure 1) span and support course offerings in the BA and BSc degree programs, as all students take courses that reflect these areas of focus and also reach across conventional disciplinary boundaries. The Major programs leading to a BA and BSc are each built around a distinct core of arts- or science-related courses. First-year students complete Foundations of Health and Society (HLTA01H3 and HLTA02H3), a pair of sequenced half-credit survey courses that expose them to a range of national and global health issues and promote understanding of theory and multiple methodological approaches used in health research. Second-year courses address topics including research methodology, ethics, biological and social determinants of health, and cultures of health, wellness, and illness. These B-level courses span degree programs and ensure that students develop an overlapping set of competencies across the programs. In third year, students complete more specialized C-level courses that build on the concepts and techniques developed in the B level courses. Finally, ICHS offers a range of D-level courses focusing on more specific concerns in the study of health and society. In C- and D-level courses, students’ interest in the two degree programs—Health Policy (BA) and Population Health (BSc)—increasingly shape their course selection and prepare students for employment or further study after earning their undergraduate degrees.

⁹ Data provided by the Office of the Registrar, UTSC (March 2020)

In both the BA and BSc programs, the majority of the courses needed to complete the programs (7.0 FCE of 8.0 FCE for the BA programs, and 6.5 FCE of 8.0 FCE for the BSc programs) are Health Studies (HLT) offerings that are housed in ICHS, and are taught by continuing faculty, part-time faculty, or sessional instructors. A small number of A- and B-level courses are provided by other academic units (1.0 FCE for the BA programs and 1.5 FCE for the BSc programs); arrangements have been made with Computer and Mathematical Sciences, Biological Sciences, and Philosophy to ensure access for Health and Society students. Currently most of the teaching in the BSc program rests on 3 continuing faculty members; as demonstrated in Table 1, continuing faculty teach the majority of courses needed for both the BA and BSc programs.

Table 1: Required or Elective Courses (FCE) in ICHS Major Programs

Major	Total FCE required	*FCE that can be completed inside Health and Society	FCE from outside Health and Society
BA (non Co-op and Co-op)	8.0	7.0	1.0 <ul style="list-style-type: none"> • PHLB09H3 • STAB22H3 or STAB23H3
BSc (non Co-op and Co-op)	8.0	6.5	1.5 <ul style="list-style-type: none"> • BIOA11H3 or BIOA01H3 • PHLB09H3 • STAB22H3 or STAB23H3

**HLT courses taught by continuing faculty, part-time faculty, or stipendiary instructors hired by Health and Society*

An ongoing faculty search and 2 additional searches requested for the next cycle will bolster support for the BSc program and reduce the need for stipendiary instruction (see [Complement Planning](#)).

Experiential Learning

The well-established bio-medical and health sectors in Toronto provide ICHS 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. In 2019/2020, 104 students were enrolled in the Health Studies Co-op programs. Baycrest, Centre for Addiction and Mental Health, Community Living Toronto, Ontario Shores, Ontario Women’s Directorate, Public Health Agency of Canada, and Sunnybrook Health Sciences Centre have all successfully worked with UTSC ICHS Co-op students.

ICHS is home to additional experiential learning opportunities, including performance and artistic production and simulated work experiences. For example, students produce video documentaries that explore experiences of disability and ableism within regimes of health and normalcy, visit local gardens and farms to explore questions of food security, and develop program evaluation plans in collaboration with typically under-resourced community partners. ICHS faculty have secured funding to support these efforts from internal sources, including the U of T Experiential Education Provostial Fund (Tiers 1 and 2), Jackman Humanities Institute Scholars in Residence Program, and the UTSC Centre for Teaching and Learning. External funding to support pedagogical innovation has come from programs including the Next Einstein Foundation and SSHRC.

The range of experiential learning activities within the Health Studies programs reflects the unit's commitment to preparing students for a range of opportunities after graduation—graduate and professional school, employment, community-engagement, and, ultimately, a commitment to advancing the health and well-being of the local and global communities in which they live.

The Multi-Disciplinary Department: Internal and External Comparators

Health is inherently a multi-disciplinary field, and approaches to capturing its breadth in research and teaching vary across institutions (Appendix A). Often, a School or Faculty of Health includes entire departments that specialize in different sub-fields of study (e.g., Columbia, Princeton, McGill), where that school may itself be embedded within a Medical School or other general College of Arts & Sciences, or equivalent (e.g., U Penn, UC Berkeley, U Michigan). Another approach to multi-disciplinarity, which we propose here, is to support a smaller range of sub-fields within a single Department (e.g., U Calgary, McMaster U, Queen's U, Johns Hopkins). Johns Hopkins offers a particularly compelling example: while primarily offering graduate degrees in Health and related fields, Johns Hopkins has a combined degree program that provides a BA and Master of Health Science. The proposal here is to establish, like Johns Hopkins, a Department with a curated set of sub-fields, or clusters, that together create a unified understanding of health. These clusters position researchers and undergraduates to pursue multi-disciplinary and integrative responses to major problems in health.

While many programs in health are offered at the graduate level (see Health Studies: Peer Institution Environmental Scan, Appendix A), Health and Society undergraduate programs offer clear advantages. The proposed Department of Health and Society represents an opportunity for U of T to educate a generation of health care professionals who understand health, illness, and wellness as multi-faceted concerns that (1) are shaped by social and biological factors, (2) are experienced as population-, community- and individual-level concerns, and (3) require interventions that span institutional, political, interpersonal, and creative venues. The proposed Department of Health and Society is eager to prepare undergraduates for graduate training in U of T units, including Rehabilitation Sciences Institute, Department of Nutritional Sciences, and the anticipated Scarborough Academy of Medicine and Integrated Health. Regardless, all Health and Society students, whether or not they will go on to training in the health professions, will benefit from undergraduate degree programs and course offerings that integrate biological, psychological, social, and humanistic understandings of health. Not only is this a generative approach to the study of health, illness, and wellness, it is also a distinctive intellectual project that models the “combination of cognitive resources from individuals belonging to different disciplines, who accept and respect the division of labour and the resulting epistemic dependence to tackle phenomena that would not be adequately conceptualised within any of the involved discipline alone.”¹⁰ Undergraduates who study health through the Department of Health and Society's multi-disciplinary degree programs, regardless of whether they pursue the BSc or the BA, will become literate in the necessity of a wholistic approach to health that considers the science, social science, and humanist lenses.

The multi-disciplinary department envisioned for the Department of Health and Society mirrors the approach taken by many other successful units at UTSC. Thriving multi-disciplinary departments include:

¹⁰ Brendan Clarke, Virginia Ghiara, and Federica Russo, “Time to Care: Why the Humanities and the Social Sciences Belong in the Science of Health.” *BMJ Open* 9(8) <https://doi.org/10.17863/CAM.42400>.

Physical and Environmental Sciences; Arts, Culture and Media; Biological Sciences; Computer and Mathematical Sciences; and Historical and Cultural Studies; see [Appendix B](#) for a list of all UTSC academic units. In each of these departments, faculty are appointed to a number of primary graduate units, reflecting their diverse disciplinary scholarship, from 4 in Biological Sciences to 8 in Arts, Culture and Media. Below, two of these departments are described to detail to capture how such units work in the UTSC context.

1. *Department of Physical and Environmental Sciences (DPES)*. This department includes 43 scholars who are categorized according to their expertise in Chemistry, Physics and Astrophysics, or Environmental Science and Environmental Studies. Their primary graduate affiliations (5) shows their broad expertise—ranging from Astronomy and Astrophysics to Geography and Planning. These scholars support undergraduate programs in Chemistry, Environmental Science, Physical and Astrophysics (BSc programs), and Environmental Studies (BA program). While DPES is a relatively large unit, it does not seek comprehensive scholarly coverage in any one subfield. Rather, the focus is on the sum of the parts, and the integrative approaches made possible by juxtaposition of key areas of research and teaching. Programs in Environmental Science and Environmental Studies arise as interdisciplinary outcomes of this structure. Even in this large unit, some required courses are delivered by other units, a common approach at UTSC, particularly in the sciences; as an example, service teaching by the Departments of Computer and Mathematical Sciences and Biological Sciences feature as requirements in most DPES programs.

2. *Department of Biological Sciences*. In many institutions, Biological Sciences or its equivalent is a School with constituent Departments that span a range of subfields. At UTSC, the Department of Biological Sciences is deliberately and explicitly multi-disciplinary, and the Department highlights this in its Specialist program in Integrative Biology, which draws on courses and expertise from across subfields. Research clusters include Biodiversity and Conservation, Cells and Infection, Neurobiology of Stress, Comparative Physiology, Integrative Behaviour and Neuroscience, Plant Cellular and Molecular Processes, and Environmental Epigenetics and Development; in many cases faculty have membership in more than one group. The 31 faculty in Biological Sciences have primary graduate appointments in 4 different graduate units—Ecology and Evolutionary Biology; Cell and Systems Biology; Physiology; and Immunology. Core program requirements include service teaching from the Departments of Physical and Environmental Sciences and Computer and Mathematical Sciences.

DPES and Biological Sciences provide road maps for continued development of ICHS as a multi-disciplinary Department of Health and Society with faculty spanning subfields and graduate units, with innovative research and teaching emerging through the juxtaposition and integration of its multiple parts.

FACULTY CAPACITY

Strategic hiring is necessary to establish the strength of the proposed Department of Health and Society, and a strong foundation is already in place. In the past, excellent faculty were recruited to teach in the Health Studies Program in Department of Anthropology; next, excellent faculty were recruited to ICHS directly. Even as faculty were recruited and retained, however, areas of complement growth were

driven primarily by the compulsion to address a broad range of teaching needs. The EDU:B structure eased the challenges presented by the initial circumstances, in which Health Studies programs were embedded within another unit and thus had neither the influence nor the stature that comes from having an independent identity. The EDU:B structure allowed the Director to conceive of and propose faculty complement for the first time, and this relative independence has allowed ICHS to begin building a unique scholarly identity from which outstanding, inspiring, and cutting-edge research and curricular innovations could arise. However, the current EDU:B structure requires careful negotiation and partnership with majority appointment Chairs. Even after recruitment, the EDU:B Director must manage the complexities of split teaching and service for every faculty member, which also means that half of the contributions of every new faculty member may be lost from the unit. While this structure would work well if ICHS sought only to house its innovative programs, it does not work well for a unit with its own independent scholarly identity, aspirations for research excellence, and position as a research leader in campus-wide conversations about health and well-being. A Department of Health and Society is poised to flourish in the unique opportunities afforded by the current context. Department status will provide the autonomy required for the continued development of this academic unit.

Current Complement

The existing complement reflects the multi-disciplinary commitments of ICHS as a unit. By 01 July 2020, we anticipate a total of 10.49 FTE faculty positions in the proposed Department of Health and Society—8.49 tenure-stream and 2 teaching-stream faculty. This count includes the 2019/2020 search underway for an Assistant Professor, with a specialization in Environmental Health. There are 4.49 faculty (teaching- and tenure-stream) in the Social Sciences, 2 in Humanities, and 3 in the Health Sciences, with a fourth currently being searched. See Table 2 for a full list of faculty members whose appointments will be located in the Department of Health and Society, including their primary graduate appointments, and affiliation with the identified areas of scholarly focus (also see [Appendix C](#) for graduate faculty membership data from SGS).

Table 2: Department of Health and Society Faculty Complement, 2020

Name	Rank	Current Majority Appointment	Agreed-Upon Health and Society Dept Appointment *	Primary Graduate Unit	Area(s) of Scholarly Focus
Jessica Fields	Professor	Sociology	100%	Sociology	Cultures of Health and Illness; Social Hierarchies and Marginality
Len Tsuji	Professor	Physical and Environmental Sciences	100%	Physical and Environmental Sciences	Environment and Health; Social Hierarchies and Marginality

Name	Rank	Current Majority Appointment	Agreed-Upon Health and Society Dept Appointment *	Primary Graduate Unit	Area(s) of Scholarly Focus
Michelle Silver	Associate Professor	Sociology	100%	Sociology	Life Course and Life Cycle; Social Hierarchies and Marginality
Andrea Charise	Assistant Professor	English	100%	English	Life Course and Life Cycle; Cultures of Health and Illness
Suzanne Sicchia	Assistant Professor, Teaching Stream	Political Science	100%	Public Health Sciences	Social Hierarchies and Marginality
Laura Bisailon	Assistant Professor	Political Science	100%	Social Justice Education	Cultures of Health and Illness; Social Hierarchies and Marginality
Hilary Brown	Assistant Professor and Canada Research Chair, Tier 2	Computer and Mathematical Sciences	100%	Public Health Sciences	Life Course and Life Cycle; Social Hierarchies and Marginality
Obidi Ezezika	Assistant Professor, Teaching Stream	Human Geography	100%	Public Health Sciences	Social Hierarchies and Marginality
Cassandra Hartblay	Assistant Professor	Anthropology	100%	Anthropology	Cultures of Health and Illness; Social Hierarchies and Marginality
Nicholas Spence	Assistant Professor	Sociology	49% (51% Sociology)	Sociology	Environment and Health; Social Hierarchies and Marginality
<i>search underway; anticipated arrival July 2020</i>	<i>Assistant Professor</i>	<i>Physical and Environmental Sciences planned</i>	<i>100%</i>	<i>Physical and Environmental Sciences</i>	<i>Environment and Health; Social Hierarchies and Marginality</i>

* reflects agreements with each faculty member and their majority appointment Chair

The current faculty complement represents sufficient expertise, capacity, and experience to perform the typical governance and review duties required in a Department. These duties include, but are not limited to, the following:

- Recruit and hire full-time tenure- and teaching-stream faculty;
- Conduct interim, tenure, continuing status reviews;
- Conduct annual PTR reviews;
- Support an undergraduate student association;
- Manage an independent budget; and
- Hold regular faculty meetings and committee meetings with membership.

Assessment of Scholarly Excellence

Like other multi-disciplinary units, the assessment of research excellence will depend on contextualizing each faculty member's accomplishments relative to disciplinary norms. This is the case in departments where, for example, the main research output is primarily publications, but the expected number of publications for an 'excellent' record is strongly discipline-specific (e.g., some science units), or for those with applied work, where influence may be assessed through white papers or changes in public policy (as discussed in the Hollenberg report). With scholars from the social sciences, sciences, and interdisciplinary humanities, having a lens on discipline-specific outputs is crucial for the proposed Department of Health and Society, as such outputs may also include books or creative works. Transparency about expectations and explicit discussion of the different types of scholarly outputs are an important part of this effort.

As a Department, these expectations would be captured in the Departmental PTR guidelines. Moreover, the Chair's mentorship activities would include explicit discussion of the PTR materials, with the expectation that faculty should provide narratives that allow PTR and career review committees to fairly parse their records. Finally, the Departmental PTR committee will include representatives from different scholarly traditions to ensure balanced assessment across disciplines and fields. While the current EDU:B structure ensures records are assessed by committees that include majority appointment faculty who understand the type of output typical for each faculty member (e.g., paper vs. book), assessing performance is more than just an output-specific numbers game. In reality, it is rarely the case that majority-appointment faculty colleagues will appreciate what constitutes a high profile outlet for health scholars (e.g., particular publishing houses, journals, symposia, or conferences), or recognize work that speaks to questions of major import; or the types of invitations that represent broad recognition. Independent of sub-discipline, these critical aspects of performance would be recognized and celebrated by colleagues within a Department of Health and Society, more so than those from majority appointment units who use similar technical approaches but are not taken with the same types of health-related questions. This commonality defines Health and Society more appropriately as a Department, rather than an assemblage of faculty from different Departments teaching together in a multi-disciplinary program.

Career Reviews

The Department of Health and Society faculty complement includes teaching- and tenure-stream faculty members. As is required by policy, the Department Chair would lead tenure and continuing status review processes.

Tenure

According to the Academic Administrative Procedures Manual,¹¹ Tenure Committee Composition in Multi-department Divisions like UTSC includes the following:

1. Chair of the department (Chair of the committee);
2. UTSC Dean or designate;
3. SGS Dean or designate;
4. Graduate Chair;
5. Two tenured faculty members from within the department; and
6. Two faculty members from either the home department or from cognate departments or divisions, including the graduate unit or cognate UTSC departments.

Currently, the pool of tenured faculty members, beyond the Director (Professor) includes a second full-rank Professor and one Associate Professor. Additional faculty members are currently scheduled for tenure review in 2020 (1), 2021 (1), 2022 (1), and 2024 (2). Thus the minimal capacity to satisfy the requirements for tenure committees exists now and will be expanded in the near-term. Leaves and other issues may be a challenge to tenure committee membership in the near-term. However, UTSC holds extensive experience managing small and multi-disciplinary units in which appointing two faculty members with relevant expertise from the home unit is not always possible. In those cases, the Office of the Vice Principal Academic and Dean at UTSC seeks permission from the Provost to include members from the graduate unit or from other cognate units in the faculty member's scholarly field rather than internal Departmental members.

Continuing Status

According to the *Policies and Procedures on Academic Appointments*,¹² Continuing Status Committee Composition in Multi-department Divisions like UTSC must include the following:

1. Chair of the department (Chair of the Continuing Status Committee);
2. UTSC Dean's designate; and
3. At least one teaching stream member with continuing status from the department or a cognate area.

In addition, according to UTSC guidelines on Continuing Status Review for Faculty in the Teaching Stream,¹³ the committee would normally include:

4. An additional 3 faculty members with continuing status or tenure.

¹¹ <https://www.aapm.utoronto.ca/academic-administrative-procedures-manual/reviews/tenure-review-candidates-ppaa-2015/>

¹² <https://governingcouncil.utoronto.ca/secretariat/policies/academic-appointments-policy-and-procedures-june-26-2015>

¹³ https://hive.uts.utoronto.ca/public/dean/academic-administrators/Academic-HR/Guidelines_Continuing_Status_Review_July2017.pdf

One teaching stream faculty member in ICBS is undergoing review for continuing status in 2019/20, with another anticipated review for continuing status in 2023. Given policy and guidelines, it is anticipated that continuing status committees can be established routinely without special requests.

Complement Planning

The Department of Health and Society will continue to recruit and retain scholars able to (1) model the multi-disciplinary inquiry the unit values and (2) contribute to existing and emerging department research strengths. The direction of the academic programs will also inform future complement planning; for example, immediate faculty complement planning focuses on strengthening the science-based complement—particularly important given the considerably higher enrollment in the BSc than in the BA.

Department of Health and Society complement planning will occur within U of T and UTSC governance structures and priorities. UTSC has recently adopted a consultative faculty complement planning process for net new positions. Requests for Academic Searches are circulated among Faculty Complement Committee (FCC) members (all Chairs & Academic Directors at UTSC) who consider and rank requests in advance of an FCC meeting, Chaired by the Vice Dean Faculty Affairs and Equity (VD-FAE). The FCC discusses complement requests at length, in light of departmental enrollments, research and teaching aspirations, strengths, and alignment with campus-wide strategic priorities. The VD-FAE presents the resulting rankings, the outcomes of the discussion, and their recommendations to the Vice-President and Principal and the Vice-Principal Academic and Dean, who are responsible for making decisions regarding the Requests for Academic Searches. Growing programs, like Health Studies, are a priority in UTSC complement planning, particularly given systematic Decanal efforts to reduce student:faculty ratios. In the current FCC cycle, the Principal and the Dean are considering FCC recommendations for two positions for ICBS in the 2020/2021 cycle—a tenure-stream position in Health Promotion and Education and a teaching-stream position in Health Sciences. These positions were strongly supported by other Academic Leaders at UTSC. These and other positions envisioned in the five-year complement plan (Table 3) reflect ongoing conversations among ICBS faculty.

Table 3: Proposed Complement Plan

Year	Rank	Stream	Specialization	Scholarly Focus	Primary Major Program Contributions
Underway 2020	Assistant Professor	Tenure	Environmental Health	Environment and Health	BSc
Proposed for 2020/2021	Assistant Professor	Tenure	Health Promotion and Education	Environment and Health	BA, BSc
	Assistant Professor	Teaching	Health Sciences	Social Hierarchies and Marginality	BSc
2	Associate Professor	Tenure	Science and Technology Studies	Cultures of Health and Illness	BA, BSc

3	Assistant Professor	Tenure	Health Humanities	Environment and Health	BA
4	Assistant Professor	Tenure	Adolescent Health	Life Course and Life Cycle	BA, BSc
5	Assistant Professor	Teaching	Social Determinants of Health	Social Hierarchies and Marginality	BA

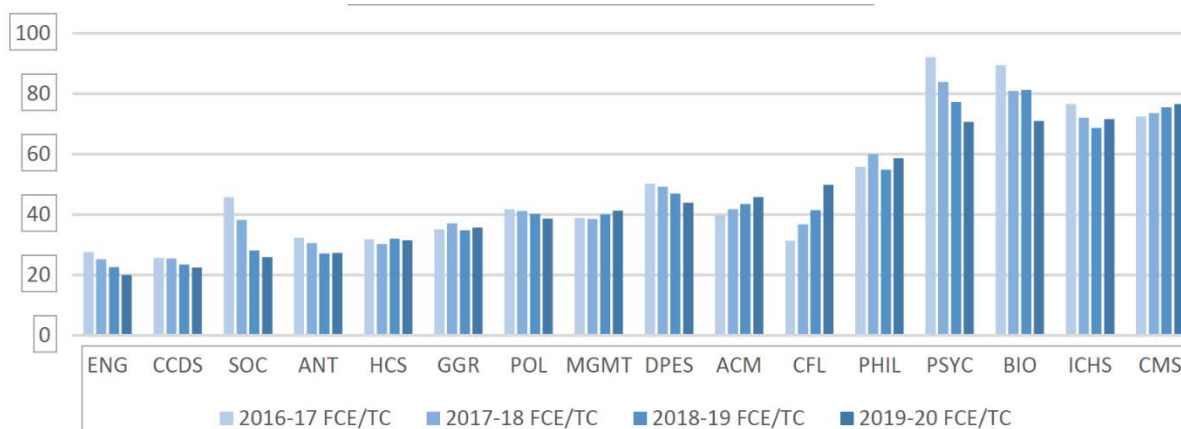
The two positions recommended for next year embody Department of Health and Society aspirations to implement the insights of critical and interdisciplinary thinking about health. A tenure-stream position in Health Promotion and Education, with a focus on the health and well-being of marginalized and disadvantaged communities, will invite applications from candidates whose scholarship focuses on the challenges of bringing empirical discovery rooted in the health and social sciences to educational and intervention practice—challenges best understood and addressed through multi-disciplinary innovation. A teaching-stream position in the Health Sciences will bring pedagogical expertise to a Health and Society-wide effort to renew its curriculum, including a rethinking of foundations courses that all Health and Society students (those enrolled in the BA and the BSc) complete. A multi-disciplinary approach—in this case rooted in the health sciences—is critical to orienting students to the multiple disciplines represented in Health and Society; the demands and pleasures of interdisciplinary inquiry; and the requirements for success in degree programs that emphasize theoretical and empirical sophistication alongside practical engagement and application.

Given the high undergraduate enrolments, there is significant support for increasing faculty complement in the Department of Health and Society in the coming years. The goal of ensuring all academic units at UTSC are similarly resourced with the capacity for excellent teaching is a priority of the Dean¹⁴ and is featured in the UTSC Strategic Plan.¹⁵ As indicated in Figure 5, teaching capacity in ICHS is among the most strained on campus, making the unit likely to be prioritized in campus complement planning. In the interim, the Department of Health and Society will continue to hire part-time faculty, and sessional instructors to ensure the academic breadth central to these programs.

¹⁴ University of Toronto Scarborough Office of the Vice Principal Academic & Dean Self Study 2014-15 to 2018-19.

¹⁵ Inspiring Inclusive Excellence: A Strategic Vision for the University of Toronto Scarborough (2020).

Figure 5: FCE Student Enrollment/Teaching Capacity by UTSC Department, 2016-2020¹⁶



RELATIONSHIPS WITH OTHER DIVISIONS

ICHS has built ties to a number of U of T divisions, including the Dalla Lana School of Public Health, Factor-Inwentash Faculty of Social Work (FIFSW), Faculty of Arts and Science (FAS), Faculty of Medicine, and Ontario Institute for Studies in Education (OISE). ICHS has also established relationships with GTA hospitals and research centres outside the University, including the Centre for Addiction and Mental Health (CAMH), Ontario Shores, Rouge Valley Health System, and Women’s College Hospital. Finally, Health and Society faculty collaborate regularly with community-based organizations including Taibu Community Health Centre and Tangled Art + Disability Gallery.

These connections strongly benefit undergraduate and graduate students, postdoctoral scholars, and faculty.

- Several postdoctoral researchers are already affiliated with ICHS faculty, and in 2020/2021, the proposed Department of Health and Society will welcome its first UTSC Inclusive Excellence Postdoctoral Fellow. The scholar, who earned their PhD at OISE in 2019, will continue their research on health and disability as racialized and global concerns in partnership with Taibu Community Health Centre.
- ICHS faculty members serve on multiple U of T units’ PhD committees, and graduate students from these units receive on-the-job training from ICHS faculty as TAs for ICHS courses. For example, Dalla Lana School of Public Health graduate students serve as ICHS teaching assistants and receive invaluable classroom experience and mentorship. PhD students in Anthropology and English receive supervision and mentorship from faculty in the health humanities, disability studies, and performance ethnography offers new models of knowledge mobilization and translation.
- ICHS faculty also enjoy research appointments and partnerships with, and house postdoctoral researchers they mentor at, GTA hospitals. The orientation of our programs also makes our graduates attractive to professional graduate programs. The Dalla Lana’s Institute of Health Policy, Management, and Evaluation would like to attract our graduates to their MHI Health

¹⁶ Data provided by the Office of the Dean for the Winter 2020 UTSC Faculty Complement Planning Process

Informatics program. The Rehabilitation Sciences Institute has offered ICHS courses through the UCDF program and is keen to further strengthen and develop its relationship with the proposed Department of Health and Society in order to prepare graduates of this multi-disciplinary undergraduate program for graduate study in the rehabilitation sciences.

At UTSC, ICHS has active relationships with departments including Anthropology, Biological Sciences, Critical Development Studies, English, Historical and Cultural Studies, Physical and Environmental Sciences, Political Science, Psychology, and Sociology. These relationships foster UTSC research collaborations and support articulated double majors. For example, the Director is working with the Chairs of Biological Sciences and Psychology to identify intersecting research interests to advance a proposal for funding through the UTSC Clusters of Scholarly Prominence Program; one potential collaboration already identified is a multi-disciplinary study of the human-animal interface in studies of brain activity and cognition. The Chair of Biological Sciences and ICHS Director are exploring ways to support both units' efforts to promote student understanding of human biology, biological determinants of health, and the construction and deployment of biological knowledge.

CONSULTATION

Discussions about the future of Health Studies at UTSC have been widespread and ongoing for many years. At the time of establishment of the current EDU:B structure, suitable majority appointments were negotiated for all faculty members with the support of the Office of the Dean. Discussions at that time included the intent for the EDU:B structure to be transitional. Consistently, the location of similar offerings at other institutions has remained an important point of reference as ICHS identifies its scholarly peers and anticipates the recruitment of faculty and students; again, [see Appendix A](#) for an environmental scan.

The current Director was appointed in July 2019 with a mandate to respond to the 2016 Health Studies programs' external review, in which the reviewers identified an urgent need to move to department status. With this mandate in mind, the Director has discussed this proposal and the proposed shift to Department status in several 2019 faculty meetings. In the October 2019 faculty meeting, ICHS tenure- and teaching-stream faculty agreed to prepare and put forward a proposal for department status in the 2019/2020 academic year. In a December 2019 retreat focused on identifying shared values and a collective vision, ICHS faculty affirmed their commitment to pursuing department status.

The Director conducted individual consultations with each ICHS teaching-stream and tenure-stream faculty member in December 2019 and January 2020. Consultations included discussions of shifts in workload, department governance responsibilities, and the shift to primary appointments in the Department of Health and Society. In addition, this proposal has been circulated to all ICHS faculty, including the Associate Directors, and their input has been incorporated. Consistently, ICHS faculty have indicated their enthusiasm for becoming a Department.

ICHS faculty continue to discuss the department name. A faculty meeting scheduled for March 2020 was intended to include a final discussion of the unit name; considerations include the names of comparable programs at peer institutions, the purchase any new name will have among students and alumni, and the breadth required to reflect the multi-disciplinary aims of this academic unit. The planned meeting had to be postponed because of the urgent needs of continuity planning and teaching innovation

required by the COVID-19 pandemic. The discussion will continue once the Winter 2020 term ends and campus regains its equilibrium. For now, we offer “Health and Society” as a provisional name.

The Director has consulted with all current majority appointment UTSC Chairs and secured their approval for the shifts in appointments indicated in Table 2. All Chairs expressed their enthusiastic support of the move to department status as a step toward an alignment of ICHS faculty with their home scholarly field and area of expertise. Chairs noted in their consultation meeting that, as discussed throughout this proposal, the scholarly focus and knowledge mobilization strategies of ICHS faculty members may not be fully aligned with the norms in the majority-appointment units, making it difficult for these chairs to support, advance, and assess their scholarship.

The current majority appointment chairs note no negative impact of the move toward department status on their capacity to continue their activities and meet their curricular and service obligations. Rather, the chairs support the move to department status as a necessary step to ease an undue burden on the leaders of other UTSC academic units; currently, the chairs of ICHS faculty members’ majority-appointment departments lead interim, tenure, continuing status, and promotion reviews for faculty who do most of their teaching and service in ICHS. All Graduate Chairs for current faculty were consulted regarding this proposal, although this change will have no implications for those relationships (graduate department appointments are non-budgetary, and graduate teaching outlined in current workload policies will continue). None expressed reservations.

In January 2020, the Director discussed the proposal to move to department status in a meeting with the Interdisciplinary Centre for Health and Society Students Association (ICHSSA). Student questions focused on curricular concerns: for example, would the BA and BSc major degree programs continue? would the Health Humanities minor program change? would course offerings shift? The Director assured students that a shift in unit status would not necessitate any changes in the degree offerings and also explained that curriculum renewal is an ongoing process at UTSC and U of T (i.e., has not been triggered by a change in unit status). Students also asked about a potential change to the name of their organization, and the Director explained that the name would change if ICHS were no longer the academic unit name. The group suggested “HeSSA” (Health and Society Student Association) as a likely new name for the student association. The students were pleased by the suggested name and pledged to work with faculty to help communicate to students the name change as well as the implications of any unit status change.

Representatives of the UTSC Dean’s Office have reviewed and commented on earlier drafts of this proposal, with suggestions incorporated in this document. The Office of the Dean also consulted with the Vice Provost Academic Programs, and the Vice Provost Faculty and Academic Life in the preparation of this proposal, and incorporated feedback from both offices into the document itself. Additional consultation has occurred with the UTSC Executive, Vice Deans, Dean’s Extended Executive group, and UTSC’s Chairs and Academic Directors, with all levels at UTSC supportive of this change, and their commentary incorporated into this document.

In March 2020, this proposal was shared with the Deans of cognate divisions at U of T, including the Dalla Lana School of Public Health, Faculties of Arts and Science, Medicine, Pharmacy, and Nursing, Factor-Inwentash Faculty of Social Work, and the University of Toronto Mississauga, with an invitation for feedback. No concerns were expressed. The Vice Principal Academic and Dean of UTM expressed

support for this strong proposal, as did the Dean of Nursing, with the latter also communicating an interest in future collaborations with this proposed Department.

The Academic Unit change proposed here was highlighted in a document shared at the 12 March 2020 meeting of the tri-campus Deans group (which includes the Deans, Vice Deans and Associate Deans from the Faculty of Arts and Science and the University of Toronto Mississauga). A draft of this proposal was circulated to that group on 3 April, 2020, and it was discussed on 16 April. Reception was positive with no concerns expressed. The draft proposal was also discussed by the Provost's Advisory Group on 8 April 2020, and input incorporated in this document.

WORKLOAD POLICIES AND PROCESS FOR APPOINTMENT CHANGE

The Office of the Vice Principal Academic and Dean (UTSC) has reviewed and agreed to the specifics proposed here regarding primary and joint appointments for ICHS faculty. The Dean has reviewed this proposal in light of a draft Department of Health and Society workload policy to ensure compliance with university policies, as well as campus and unit practices. There will be no changes in total workload expectations (e.g., teaching load) for faculty in the new Department.

If the move to department status is approved, faculty members will prepare letters requesting shifts in their appointment; the Department of Health and Society Chair and majority appointment Chair will co-sign letters of support. In addition, all Department of Health and Society faculty will receive a revised appointment letter, confirming their appointment. These letters will be reviewed and approved by the UTSC Dean and Vice-Provost, Faculty and Academic Life. In addition, Department of Health and Society faculty will receive new workload letters confirming their workload within their new home department.

Through these changes, Department of Health and Society faculty will gain needed clarity in their academic appointments as the leadership in the academic unit that best reflects their research aims and scholarly field gains formal authority in their recruitment, mentorship, PTR assessment, retention, and promotion.

STRUCTURE AND ADMINISTRATION

Academic Administration

The chief executive officer of the Department of Health and Society will be a Chair, appointed in accordance with the *Policy on Appointment of Academic Administrators (PAAA)* and reporting directly to the Vice-Principal Academic and Dean of UTSC. As per the PAAA, the Chair is responsible and accountable to the Dean for the overall direction of the Department, including policies, tenure/continuing status and promotion, budget, and administrative operations.

The academic administration of the Department will consist of the Chair and Associate Chair, and standing committees will include:

- Executive Committee (composed of the Chair; Associate Chair; Manager, Finance and Administration; and one elected faculty member);

- Curriculum & Calendar Committee;
- PTR committee; and
- Promotion Committee.

Other Academic HR committees that will be constituted as needed include Tenure, Continuing Status, and Search Committees. The Chair will strike other ad hoc committees as needed.

Although some committees may not be constituted exclusively from Health and Society in the short-term (for example, teaching stream promotion committees which require membership of Professors and Professors Teaching stream only), the Chair will draw on cognate units at UTSC and the tri-campus when striking such committees (with the approval of the Dean and Vice Provost Faculty and Academic Life as required) as outlined above for tenure committees (as needed). In the long-term, continued growth in faculty complement, supported by current high enrollment numbers, should alleviate the requirement for committee membership from outside the unit.

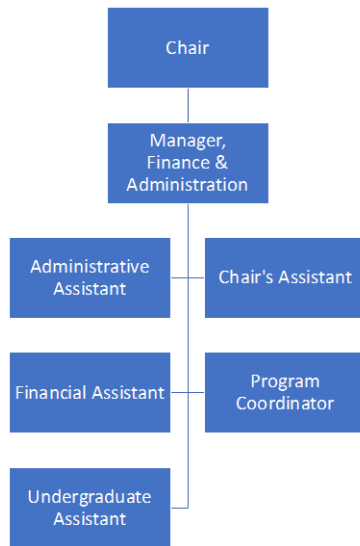
Administrative Staff

ICHS is currently supported by 6 administrative staff members, all of whom also support two other social science departments at UTSC. The current structure was established by a recent review by HR and the Dean's office of staff support:

- Administrative Assistant,
- Chair's Assistant,
- Financial Assistant,
- Manager, Finance and Administration,
- Program Coordinator, and
- Undergraduate Assistant.

Staff roles and job descriptions will remain the same. Department of Health and Society staff will report to the Manager, Finance and Administration, who will report to the Chair of the Department of Health and Society. See Figure 6.

Figure 6: Staff Reporting Lines



Space

ICHS already holds sufficient space to function as a stand-alone unit. As of 2018, the unit is housed in Highland Hall, UTSC’s new home for multi-disciplinary Centres and social science departments. ICHS faculty, postdocs, TAs, and staff have offices in Highland Hall, and the space allocation includes sufficient capacity for growth in hiring new faculty through the next several years. Laboratory space for faculty in science disciplines has been earmarked in the UTSC campus space plan.

Department Budget

The Chair will have responsibility for the overall direction of the Department of Health and Society and in particular over the budget and recommendations for new faculty and staff appointments. The Department of Health and Society Manager, Finance and Administration will provide budgetary and managerial support as the Chair fulfills these responsibilities.

The ICHS budget includes salaries for faculty and administrative staff, a teaching budget for sessional instructors and teaching assistants, and an operating budget. Since being established as an EDU:B Centre in 2017, ICHS has managed its own budget and has sufficient funds to support its current and ongoing activities. Requests for budgetary augmentation have been submitted annually to the Office of the Dean which determines one-time-only funding or submission of base-budget requests to the campus Planning and Priorities process. We anticipate no change in this budgetary stability and practice, nor any new budgetary needs arising from this proposal.

Research Funds

Because the Department of Health and Society Chair will be appointed in accordance with the *Policy on Appointment of Academic Administrators*, the Department will administer research funds for all faculty with majority budgetary appointments in Health and Society. The financial staff (Manager, Finance and Administration, Financial assistant) will support the administering of research funds.

Review

The Department of Health and Society and its programs will be reviewed in accordance with normal practice for Departments and their programs. A review of the Health Studies program was conducted in 2015/2016. The next review of the academic unit as an EDU:B and its programs has been scheduled to take place in 2023/2024; with the approval of this proposal the next review of the Department of Health and Society and its programs would take place in 2023/2024.

Appendices

A—Health Studies: Peer Institution Environmental Scan

B—Academic Units at UTSC

C—Graduate Appointment Report

APPENDIX A

Health Studies: Peer Institution Environmental Scan

CANADA					
Name of	Faculty	Academic Units	Program	Degree	Webpage
The University of British Columbia (UBC)	Faculty of Land and Food Systems (Vancouver Campus)		Food, Nutrition, and Health	Bachelor of Science in Food, Nutrition, and Health	https://you.ubc.ca/ubc_programs/food-nutrition-and-health/
	School of Health and Exercise Sciences (Okanagan Campus)		Health Promotion	Bachelor of Human Kinetics	https://you.ubc.ca/ubc_programs/human-kinetics-health-promotion/
	Faculty of Medicine	School of Population and Public Health	Public Health (Professional programs)	Master of Public Health (MPH)	https://www.spph.ubc.ca/programs/#new_tab
	Faculty of Medicine	School of Population and Public Health	Health Administration (Professional programs)	Master of Health Administration (MHA)	
	Faculty of Medicine	School of Population and Public Health	Occupational and Environmental Hygiene (Professional programs)	Master of Science in Occupational and Environmental Hygiene (MSc OEH)	
	Faculty of Medicine	School of Population and Public Health	Health Science (Research programs)	Master of Health Science (MHSc)	
	Faculty of Medicine	School of Population and Public Health	Population and Public Health (Research programs)	Master of Science in Population and Public Health (MSc PPH)	
	Faculty of Medicine	School of Population and Public Health	Philosophy in Population and Public Health	Doctor Philosophy in Population and Public Health (PhD)	
	Faculty of Medicine	School of Population and Public Health	Public health & Preventive medicine residency program (Specialist; Training program)		

Name of Institution	Faculty	Programs by Areas of Interest or Department	Program(s)	Degree	Webpage
University of Alberta	Faculty of Science	<u>Programs by Areas of Interest:</u> Health Science	Applied Math, Biochemistry, Bioinformatics, Cell Bio, Chem, Immunology and Infection, Neuroscience, Pharmacology, Physiology, Psy	Bachelor of Science (General program)	https://www.ualberta.ca/science/programs/bachelor-of-science/degrees-and-majors/programs-by-areas-of-interest/health-sciences.html

Faculty of Science joined with Faculty of Medicine & Dentistry	Programs by Department: Medical Science	Biochem, Cell Bio, Immunology and Infection, Neuroscience, Pharmacology, Physiology	Bachelor of Science Specialization or Honors degrees	https://www.ualberta.ca/science/programs/bachelor-of-science/degrees-and-majors/programs-by-department/science-and-medicine.html
School of Public Health		MPH Environmental and Occupational Health	Master of Public Health	https://www.ualberta.ca/public-health/programs/mph-programs/index.html
School of Public Health		MPH Global Health	Master of Public Health	
School of Public Health		MPH Health Policy and	Master of Public Health	
School of Public Health		MPH Health Promotion	Master of Public Health	
School of Public Health		MSc Environmental Health Sciences	Master of Science	https://www.ualberta.ca/public-health/programs/msc-programs/index.html
School of Public Health		MSc General Public Health	Master of Science	
School of Public Health		MSc Global Health	Master of Science	
School of Public Health		MSc Health Policy Research	Master of Science	
School of Public Health		MSc Health Promotion and Socio-Behavioural Sciences	Master of Science	
School of Public Health		PHD Health Promotion and Socio-behavioural Sciences	PhD	https://www.ualberta.ca/public-health/programs/phd-programs/index.html
School of Public Health		PHD Health Services and Policy	PhD	
School of Public Health		PHD Public Health	PhD	

Name of Institution	Faculty	Department / Academic Units	Program(s)	Degree	Webpage
University of Calgary	Cumming School of Medicine	Department of Community Health Sciences (a partnership b/t Alberta Health Services and the Cumming School of	Health & Society	Bachelor of Health Sciences	Cumming School of Medicine - Bachelor of Health Sciences: https://cumming.ucalgary.ca/bhsc
	Cumming School of Medicine		Biomedical Sciences	Bachelor of Health Sciences	
	Cumming School of Medicine		Bioinformatics	Bachelor of Health Sciences	
	Cumming School of Medicine	Department of Community Health	Community Rehabilitation	Bachelor of Community Rehabilitation	

Cumming School of Medicine	Department of Community Health Sciences	Graduate programs within Department: Biostatistics, Community Rehabilitation and Disability Studies, Epidemiology, Health Economics, Health Services Research, Medical Education and	MDCH	Department of Community Health Sciences: https://cumming.ucalgary.ca/departments/community-health-sciences/students/programs-
Cumming School of Medicine	Department of Community Health	Postgraduate: Public Health and Preventative Medicine	PGME	

Name of Institution	Faculty	Department / Academic Units	Program	Degree	Webpage
Dalhousie University	Faculty of Health	School of Health and Human Performance	Health Promotion	Bachelor of Science	https://www.dal.ca/academics/programs/undergraduate/healthpromotion.html
	Faculty of Health	School of Health Sciences	Program Disciplines: Diagnostic Medical Ultrasound, Nuclear Medicine Technology, Radiological Technology, and Respiratory	Bachelor of Health Science	https://www.dal.ca/faculty/health/health-sciences/programs.html
	Faculty of Health & Faculty of Graduate Studies	School of Health Administration	Health Administration	Master of Health Administration (MHA); Juris Doctor; PhD in Health	https://www.dal.ca/academics/programs/graduate/health-administration/program-details.html
	Faculty of Health & Faculty of Graduate Studies	School of Health and Human Performance	Health Promotion	Master of Health Promotion	https://www.dal.ca/academics/programs/graduate/health-promotion/program-
	Faculty of Medicine	Global Health Office	(International programs)		https://medicine.dal.ca/departments/core-units/global-health/education/programs.ht

Name of University	Faculty	Program / Degree	Webpage
Laval	Faculty of Pharmacy	Undergraduate Doctorate in Pharmacy	https://www.pha.ulaval.ca/etudes/
	Faculty of Pharmacy	Master of Pharmaceutical Sciences	

	Faculty of Pharmacy	Master of Business Administration - Pharmaceutical Management	
	Medical School	Undergraduate Doctorate in Medicine	https://www.fmed.ulaval.ca/programmes-detudes/etudes-en-medecine/doctorat-de-1er-cycle-en-medecine/presentation/
	Medical School	Bachelor of Biomedical Science	https://www.fmed.ulaval.ca/programmes-detudes/programmes-de-baccalaureat/baccalaureat-en-sciences-

Name of	Faculty	Program	Degree	Webpage
University of Manitoba	Rady Faculty of Health Sciences in partnership with the Faculties of Arts and	Interdisciplinary Health Program (IHP) joint program	Bachelor of Health Sciences (BHSc)	http://umanitoba.ca/faculties/health_sciences/ihp/program.html
	Rady Faculty of Health Sciences in partnership with the Faculties of Arts and	Interdisciplinary Health Program (IHP) joint program	Bachelor of Health Studies (BHSt)	
	Faculty of Science	Biochemistry	Bachelor of Science	http://umanitoba.ca/student/admissions/programs/biochemistry.html
	Max Rady College of Medicine Community Health Sciences - Rady Faculty of Health	Community Health Sciences	Master of Science / Master of Public Health; Doctor of Philosophy	http://umanitoba.ca/faculties/graduate_studies/admissions/programs/651.html
	Faculty of Graduates Studies	Applied Health Sciences	Ph.D.	http://umanitoba.ca/faculties/graduate_studies/admissions/programs/510.html

Name of	Faculty / Department / Academic Units	Program	Degree	Webpage
McGill University	Faculty of Arts	ECOLOGICAL DETERMINANTS OF HEALTH IN SOCIETY	Bachelor of Arts	https://mcgill.ca/undergraduate-admissions/ecological-determinants-health-society

Faculty of Agricultural & Environmental Sciences (Macdonald Campus) &		ECOLOGICAL DETERMINANTS OF HEALTH	Bachelor of Science, Bachelor of Science in Agricultural and Environmental Sciences	https://mcgill.ca/undergraduate-admissions/ecological-determinants-health
Faculty of Arts		Health Geography	Bachelor of Arts	https://mcgill.ca/undergraduate-admissions/health-
School of Population and Global Health	Faculty of Medicine - Department of Epidemiology, Biostatistics and	Including: Epidemiology; Biosta; Public Health; Occupational health	Master of Science	https://mcgill.ca/epi-biostat-occh/academic-programs
School of Population and Global Health	The Biomedical Ethics Unit	Bioethics (an interdisciplinary academic program)	Master's degree specialization in Bioethics	https://mcgill.ca/biomedethicsunit/teaching
School of Population and Global Health	Faculty of Medicine	Global Health programs		https://mcgill.ca/globalhealth/
School of Population and Global Health	Institute for Health and Social Policy (Tri-Faculty Institute of the faculties of medicine, arts and law, and a unit of the McGill School for Population and Global Health)	including internship, graduate award, scholarship programs		https://mcgill.ca/ihsop/student-programs

Name of	Faculty	Department	Programs	Degree	Webpage
McMaster University	Faculty of Health Sciences	Department of Health Research Methods, Evidence & Impact (HEI)	Public Health	Master of Public Health	https://healthsci.mcmaster.ca/hei
	Faculty of Health Sciences	Department of Health Research Methods, Evidence & Impact (HEI)	Health Policy	PHD	
	Faculty of Health Sciences		Bachelor of Health Sciences (Honours) Program	Bachelor	https://bhsc.mcmaster.ca/about/
	Faculty of Health Sciences		Integrated Biomedical Engineering and Health Sciences	Bachelor of Science; Bachelor of Engineering	https://www.eng.mcmaster.ca/ibiomed

Name of	Faculty	Department	Programs	Degree	Webpage
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University of Montreal	School of Public Health		Public Health, Health Administration, Health Technology Assessment, Environmental and Occupational Health, etc.	Master	https://espum.umontreal.ca/english/home/
	School of Public Health		Public health, Bioethics	Doctor	
	Faculty of Medicine (in Health Science area)	Department of Nutrition	Nutrition	Bachelor	https://medecine.umontreal.ca/wp-content/uploads/sites/8/medecine_faculty_promo_document

Name of	Faculty	Schools		Programs / Degree	Webpage
University of Ottawa	Faculty of Health Sciences	Interdisciplinary School of Health Sciences		Honours Bachelor in Health Sciences	https://health.uottawa.ca/programs
	Faculty of Health Sciences	Interdisciplinary School of Health Sciences		Master of Science Interdisciplinary Health Sciences	
	Faculty of Medicine	School of Epidemiology and Public Health		Undergraduate Medical Curriculum; Public Health and Preventive Medicine Residency Program	https://med.uottawa.ca/epidemiology/
	Faculty of Medicine	School of Medicine	Under School of Medicine, having Department of Anesthesiology, Radiology, Emergency Medicine, Obstetrics and Gynecology, etc...		https://med.uottawa.ca/en/schools/school-medicine
	Faculty of Medicine	Department of Biochemistry, Microbiology and		Bachelor of Science with Honours in Translational and Molecular Medicine	https://med.uottawa.ca/bmi/

Name of	Faculty	Schools	Program	Degree	Webpage
Queens University	Faculty of Arts and Science	School of Kinesiology and Health Studies	Health Studies	Bachelor of Arts (Honours) Major / Media / Minor in Health Studies; Master; Doctor	https://skhs.queensu.ca/prospective-students/undergraduate-studies1/health-studies1/
	Faculty of Arts and Science	School of Kinesiology and Health Studies	Health Promotions	Master of Science, Doctor of Philosophy	https://skhs.queensu.ca/prospective-students/graduate-studies/health-promotion/

Faculty of Health Sciences	School of Rehabilitation Therapy	Aging and Health	Graduate Diploma (GDip), Master of Science (MSc) and Doctorate (PhD)	https://rehab.queensu.ca/academic-programs/aghe/
Faculty of Health Sciences	School of Medicine - Department of Family Medicine	Eg. Global health, indigenous health, women's health, etc	Postgraduate Medical	https://familymedicine.queensu.ca/
Faculty of Health Sciences	(Bachelor of Health Sciences Office)	Bachelor of Health Sciences Program	Bachelor of Health Sciences	https://bhsc.queensu.ca/
Faculty of Health Sciences		Health Quality Programs	Master of Science in Health Quality; Doctor of Philosophy in Health Quality	https://healthsci.queensu.ca/hqprograms/
Faculty of Health Sciences	Department of Public Health Sciences	Public Health	Master of Public Health; PhD	https://phs.queensu.ca/

Name of University	Faculty	Department	Program	Degree	Webpage
University of Saskatchewan	College of Arts and Sciences		Health Studies	Bachelor of Arts and Sciences	https://programs.usask.ca/arts-and-science/health-studies/index.php#Programs
	School of Medicine; College of Graduate and Postdoctoral Studies	Department of Community Health and Epidemiology	Community and Population Health Sciences	Master, Doctor	https://programs.usask.ca/graduate-studies/community-population-health-
	College of Medicine or the School of Physical Therapy; College of Graduate and		Health Sciences	M.Sc. and Ph.D.	https://programs.usask.ca/graduate-studies/health-sciences/index.php#Programs
	School of Public Health; College of Graduate and		Public Health	Master	https://programs.usask.ca/graduate-studies/public-

Name of Institution	Faculty	Department / Academic Units	Program	Degree	Webpage
University of Waterloo	Faculty of Applied Health Sciences	School of Public Health and Health Systems	Public Health (Coop or regular)	Bachelor of Public Health	https://uwaterloo.ca/public-health-and-health-systems/programs
	Faculty of Applied Health Sciences	School of Public Health and Health Systems	Health Studies (Coop or Regular)	Bachelor of Science	
	Faculty of Applied Health Sciences	School of Public Health and Health Systems	Public Health and Health Systems (research-based)	Master of Sci, Doctor of Philosophy	

Faculty of Applied Health Sciences	School of Public Health and Health Systems	Aging, Health and Well-being (research-based)	Doctor of Philosophy
Faculty of Applied Health Sciences	School of Public Health and Health Systems	Work and Health (research-based)	Phd
Faculty of Applied Health Sciences	School of Public Health and Health Systems	Health Evaluation (course based)	MHE
Faculty of Applied Health Sciences	School of Public Health and Health Systems	Health Informatics (course based)	MHI
Faculty of Applied Health Sciences	School of Public Health and Health Systems	Public Health (course based)	MPH
Faculty of Applied Health Sciences	School of Public Health and Health Systems	Socail Work (course based)	MSW

Name of Institution	Faculty	Department / Academic Units	Program	Degree	Webpage
Western University	Faculty of Health Sciences	School of Health Studies	Health Sciences, Health and Aging, Health Promotion, Health Sciences with Biology, Rehabilitation	BSc, BMSc, BHSc	https://www.uwo.ca/fhs/shs/undergraduate/programs/index.html
	Faculty of Health Sciences	School of Communications Sciences	Health & Rehabilitation Sciences (HRS)	combined MCISc/PhD	https://www.uwo.ca/fhs/programs/hrs/
	Faculty of Information and Media Studies (FIMS)		Health information sciences	Master	https://www.fims.uwo.ca/programs/graduate_programs/master_of_health_information_science/index.html

United States

Name of Institution	School / Divisions	Department / Academic Units	Program/Major and Concentration	Degree	Webpage
Columbia University	Mailman School of Public Health		The Program to Inspire Minority Undergraduates in Environmental Health Science Research (PRIMER) is a research program for full-time,		https://www.mailman.columbia.edu/academics/degrees/undergraduate-programming
	Mailman School of Public Health		BEST Diversity Program to undergraduate		

Mailman School of Public Health	Department of Environmental Health Sciences; Dept of Biostatistics; Dept of Epidemiology; Dept of Sociomedical Sciences; Department of Population and Family Health	(Various programs)	Master of Science; Master of Public Health	https://www.mailman.columbia.edu/become-student/departments/environmental-health-sciences/programs
School of General Studies (for returning and nontraditional students)		special concentration in public health		http://bulletin.columbia.edu/general-studies/majors-concentrations/public-health/#text

Name of Institution	Divisions	Department / Academic Units	Program	Degree	Webpage
John Hopkins University	Krieger School of Arts and Sciences	Public Health Studies Major	Public Health Studies Program	Bachelor	https://krieger.jhu.edu/publichealth/academics/ba-program/
	Krieger School of Arts and Sciences	Medicine, Science, and the Humanities Major	Medicine, Science, and the Humanities	Bachelor	https://krieger.jhu.edu/msh/
	Krieger School of Arts and Sciences & Bloomberg School of Public Health	Department of Environmental Health & Engineering, Dept of Epidemiology, Dept of International Health; Department of Mental Health	Bachelor of Arts (BA) and the Master of Health Science (MHS) combined degree program	BA/MHS	https://www.jhsph.edu/academics/degree-programs/combined-programs/
	Krieger School of Arts and Sciences & Bloomberg School of Public Health	Department of Health Policy and MGT, Department of International Health, Dept of Population, Family and	Bachelor of Arts (BA) and the Master of Science in Public Health (MSPH) combined degree program	BA/MSPH	
	Bloomberg School of Public Health	Department of Health, Behavior and Society	Health Education & Health Communication	Master of Science in Public Health (MSPH)	https://www.jhsph.edu/departments/health-behavior-and-society/degree-programs/
	Bloomberg School of Public Health	Department of Health, Behavior and Society	Social Factors in Health	Master of Health Science (MHS)	

Bloomberg School of Public Health	Department of Health Policy and Management	Master of Health Administration; Master of Science in Public Health in Health Policy; Master of Health Science in Health Economics and Outcomes Research; Master of Health Science in Health Finance	Master	https://www.jhsph.edu/departments/health-policy-and-management/degree-programs/
Bloomberg School of Public Health	Department of International Health	Master of Science in Public Health training program including 4 areas: Global disease epidemiology & Control; Health Systems; Human Nutrition; Social and behavioural	MSPH	https://www.jhsph.edu/departments/international-health/global-health-masters-degrees/
Bloomberg School of Public Health	Department of International Health	Master of Health Science in Global health economics	MHS	

Name of Institution	Divisions	Department / Academic Units	Program	Degree	Webpage
Cornell University	Division of Nutritional Sciences	College of Agriculture and Life Sciences & College of Human Ecology	Global & Public Health Sciences Major	Bachelor of Science (B.S.)	https://www.human.cornell.edu/dns/academics/undergraduate
	Division of Nutritional Sciences	College of Agriculture and Life Sciences & College of Human Ecology	Global Health Minor	Bachelor of Science (B.S.)	
	Division of Nutritional Sciences	College of Human Ecology	Human Biology, Health and Society Major	Bachelor of Science (B.S.)	
	Division of Nutritional Sciences	College of Agriculture and Life Sciences & College of Human Ecology	Nutrition and Health minor	Bachelor of Science (B.S.)	

Name of Institution	Divisions	Department / Academic Units	Program	Degree	Webpage
University of Pennsylvania	College of Arts and Sciences	Department of History and Sociology of Science	Health and Society major: including Bioethics and Society, Disease and Culture, Global Health, Health care markets and finance, Health policy and law, Public health; Race, gender and health	Bachelor	https://hss.sas.upenn.edu/undergraduate/health-societies-major

College of Arts and Sciences	Department of Anthropology	Medical Anthropology and Global Health	Bachelor	https://catalog.upenn.edu/undergraduate/programs/anthropology-medical-anthropology-global-health-ba/
College of Arts and Sciences	Department of Sociology	Sociology of Health and Medicine	Bachelor	https://catalog.upenn.edu/undergraduate/programs/sociology-health-medicine-ba/
School of Nursing & Wharton School of Business, and Organizational Dynamics		Nursing and Healthcare Administration	MSN	https://catalog.upenn.edu/graduate/programs/nursing-health-care-administration-
administered by the School of Medicine and housed in The Center for Public Health		Public Health	MPH	https://catalog.upenn.edu/graduate/programs/public-health-mph/
Wharton Health Care	Health Care Management Department	Health care mgt	MBA	https://catalog.upenn.edu/graduate/programs/health-care-management-mba/
School of Nursing		Women's Health/Gender-Related Nurse Practitioner	MSN	https://catalog.upenn.edu/graduate/programs/womens-health-gender-related-np-msn/

Name of Institution	Divisions	Department / Academic Units	Program	Degree	Webpage
The University of Michigan-Ann Arbor	College of Literature, Science, and the Arts (LSA)	Department of Biology	Biology, Health, and Society (Major)	Bachelor	https://lsa.umich.edu/biology/undergraduates/majors---minors.html
	School of Public Health		Community and Global Public Health	BA	https://sph.umich.edu/undergrad/degrees/index.html#bs
	School of Public Health		Public Health Sciences	BS	
	College of Literature, Science, and the Arts (LSA)	Women's Studies Department	Gender and Health Major	Bachelor	https://lsa.umich.edu/lsa/academics/majors-minors.html#gender_and_health-maj
	College of Literature, Science, and the Arts (LSA)	The Program in International and Comparative Studies (PICS)	Global Environment & Health (GEH) (Sub-Major)		https://lsa.umich.edu/lsa/academics/majors-minors.html#global_environment_and_health_geh-sub

	College of Literature, Science, and the Arts (LSA)	Department of Sociology	Sociology of Health & Medicine (Sub-Major)		https://lsa.umich.edu/lsa/academics/majors-minors.html#health-and-
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Name of	College and Schools		Program	Degree	Webpage
University of California, Berkeley	College of Letters and Science in cooperations with School of Public Health	Division of biological sciences	interdisciplinary Public Health major: Community health sciences, Environmental Health Sciences, Epidemiology and Biostatistics, Health policy and mgt, Infectious diseases and vaccinology,	Master	https://publichealth.berkeley.edu/academics/
	Career Center	Health Professional Schools	Pre-Med/Pre-Health (A path to enter graduate-level health professional schools)		http://guide.berkeley.edu/undergraduate/degree-programs/premed/#requirementstext

Name of Institution	Divisions	Department / Academic Units	Subject / Program	Degree	Webpage
Duke University	Trinity College of Arts and Sciences	Global Health Institute	Global Health: having global health co-major, and minor	Bachelor	https://globalhealth.duke.edu/education-and-training/undergraduate/major
	School of Medicine	Department of Population Health Sciences	Population Health Sciences	MS, PhD	https://populationhealth.duke.edu/education

Name of	Department / Academic Units	Program	Degree	Webpage
Princeton University	Global Health Program	Global Health and Health Policy	Undergraduate certificate	https://www.princeton.edu/academics/areas-of-study
	Woodrow Wilson School	Health and Health Policy	Graduate Certificate	
	Program in Population Studies	Population Studies	Graduate Certificate; PhD	

Name of	Divisions	Subject / Program	Degree	Webpage
New York University	College of Arts and Science & School of Global Public Health	Global public health	Bachelor	https://publichealth.nyu.edu/undergraduate/majors

School of Global Public Health	Health Policy and Management (HPAM)	Master	https://wagner.nyu.edu/education/degrees/mpa-health-policy-management
Silver school of social work	Social work	Master	https://socialwork.nyu.edu/academics/msw.html

Appendix B. UTSC Academic Units that hold budgetary appointments

Academic Unit	Unit Type	Scholarly sector(s) of faculty	Multi-disciplinary?*
Anthropology	Department	Social Sciences	No
Arts, Culture and Media	Department	Humanities	Yes
Biological Sciences	Department	Sciences	Yes
Centre for Critical Development Studies	EDU:B	Humanities Social Sciences Sciences	Yes
<i>Centre for French and Linguistics</i>	<i>EDU:A</i>	Humanities	Yes
Proposed: Language Studies	Proposed: Department	Sciences	
Computer and Mathematical Sciences	Department	Sciences	Yes
English	Department	Humanities	Yes
Historical and Cultural Studies	Department	Social Sciences	Yes
Human Geography	Department	Social Sciences	No
<i>Interdisciplinary Centre for Health and Society</i>	<i>EDU:B</i>	Humanities	Yes
Proposed: Health and Society	Proposed: Department	Social Sciences Sciences	
Management	Department	Social Sciences	No
Political Science	Department	Social Sciences	No
Sociology	Department	Social Sciences	No
Psychology	Department	Sciences	No
Philosophy	Department	Humanities	No
Physical and Environmental Sciences	Department	Sciences	Yes

*here defined operationally as a unit with tenure-stream faculty who have different primary graduate unit affiliations

Appendix C: Graduate Appointment Report

Surname	First Name	Home Department	Rank	Graduate Appointment	Supervisory Level
Bisaillon	Laura	UTSC:Dept-Political Science	Asst Professor	Humanities, Social Science & Social Justice	Full
Brown	Hilary Kathryn	UTSC:Dept-Computer & Mathematical Sci	Asst Professor	Public Health Sciences, Department of	Full
Charise	Andrea	UTSC:Dept-English	Asst Professor	English, Department of	Associate
Ezezika	Obidimma	UTSC:Dept-Human Geography	Assistant Professor, Teaching	Public Health Sciences, Department of	Associate
Fields	Jessica	UTSC:Ctr-Health & Society, Interdisc	Professor	Sociology, Department of	Full
Hartblay	Cassandra Sarah	UTSC:Dept-Anthropology	Asst Professor	European, Russian & Eurasian Studies, C	Associate
Sicchia	Suzanne	UTSC:Dept-Political Science	Assistant Professor, Teaching	Anthropology, Department of	Full
Silver	Michelle	UTSC:Dept-Sociology	Assoc Professor	Public Health Sciences, Department of	Associate
Spence	Nicholas David	UTSC:Dept-Sociology	Asst Professor	Sociology, Department of	Associate
Tsuji	Leonard	UTSC:Dept-Physical & Environmental Sci	Professor	Health Policy, Management and Evaluation	Associate
				Sociology, Department of	Associate
				Physical & Environmental Sciences (UTSC)	Full