

**FOR ENDORSEMENT
AND FORWARDING**

PUBLIC

CLOSED SESSION

TO: Executive Committee

SPONSOR: Cheryl Regehr, Vice-President & Provost
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DATE: June 8, 2023 for June 15, 2023

AGENDA ITEM: 4 (a)

ITEM IDENTIFICATION:

Proposal to establish the African Studies Centre as an Extra-Departmental Unit (EDU) B, effective July 1, 2023, Faculty of Arts & Science (FAS).

JURISDICTIONAL INFORMATION:

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

Pursuant to Section 5.1 of the *Academic Board Terms of Reference*, the Board has responsibility for the "establishment, termination or restructuring of academic units."

Proposals for Extra-Departmental Units are considered and recommended for approval, pursuant to the *Policy on Interdisciplinary Education and Research Planning (2007)* and the associated *University of Toronto Guidelines for Extra-Departmental Units*.

GOVERNANCE PATH:

1. Planning and Budget Committee [for recommendation] (May 3, 2023)
2. Academic Board [for recommendation] (May 25, 2023)
3. **Executive Committee [for endorsement and forwarding] (June 15, 2023)**
4. Governing Council [for approval] (June 27, 2023)

PREVIOUS ACTION TAKEN:

The proposal to establish the African Studies Centre as an EDU:B, Faculty of Arts & Science, effective July 1, 2023, was approved by the Faculty of Arts & Science's Faculty Council on April 19, 2023.

HIGHLIGHTS:

This is a proposal to establish the African Studies Centre as an Extra-Departmental Unit Type B (EDU:B), effective July 1, 2023. The EDU:B will be the academic home for the existing African Studies Program and community.

The African Studies Program was established in 1978 at New College, where the African Studies Specialist, Major, and Minor are currently administered. Over the course of its rich and long history, the Program has evolved, along with changes in the field, as the most established and leading undergraduate program in the field in Canada and as one of the top programs in the field in North America; its core academic mission is focused on the study of Africa and its diaspora, through an interdisciplinary and multidisciplinary lens.

The creation of a centre solely focused on African Studies will allow for expanded research and teaching opportunities in this area. As an EDU:B, the new unit will take on responsibility for the existing undergraduate degree programs, hold minority budgetary tenure and teaching stream appointments, and administer research funds under some circumstances. The Centre will forge the development of a vibrant intellectual hub of academic excellence, around which a critical mass of faculty with shared commitments to African Studies as an area of interdisciplinary research, teaching, learning, and community engagement can coalesce.

The creation of the Centre as an EDU:B aligns with one of the key recommendations of the program's 2020-21 University of Toronto Quality Assurance Process (UTQAP) review. In response to the review, the Dean's Office, led by the Vice-Dean, Academic Planning, and Vice-Dean, Faculty & Academic Life, initiated and held preliminary discussions with the Director of African Studies and Principal of New College to explore the possibility of an African Studies Centre as an EDU:B. Those consultations led to this proposal.

As indicated above, the undergraduate African Studies programs will be offered through the EDU:B. The proposal also indicates that while the EDU:B is not being established as a graduate unit through this proposal, it is a first step toward mounting graduate courses to support a future graduate collaborative specialization with cognate units. The Centre will, in the future, explore possibilities to establish interdisciplinary graduate programs in African Studies to acuate this longstanding recommendation that was first raised in the 2012 UTQAP reviewers' report.

Research conducted by faculty involved in African Studies programming ranges across the following distinct and overlapping fields that will constitute the basis for research foci and growth as the Centre evolves:

- 1) Political economy and the dynamics and challenges of socio-economic, cultural, political, and environmental transformations in Africa’s “modern era”;
- 2) Social and political thought of Africa and its diasporas in Europe, North America, and emerging sites;
- 3) Anticolonial nationalism, Africa liberation struggles and social movements;
- 4) African popular cultures, postcolonial studies, and feminist studies;
- 5) Development, financialization, and the politics of land rights; and
- 6) African environmental studies, borders and migration, climate justice eco-criticism, urbanization, and African urban futures.

As of July 1, 2023, the faculty complement will be 3.19 full-time equivalent (FTE) and this will be established through partial transfers (no more than 49%) of existing appointments into the Centre. It is anticipated that the Centre will request to increase the complement by 1.96 FTE over the next five years.

The governance structure of the African Studies Centre will consist of a Director and an Executive Committee. The Director, appointed in accordance with the *Policy on Appointment of Academic Administrators*, will have responsibility for the overall direction of the African Studies Centre, including administering the budget and implementing tenure and promotions processes, as well as new hires. The EDU:B Director will report to the Dean of the Faculty of Arts and Science. The function of the Executive Committee will be to support and advise the Director. The Executive Committee will be composed of the African Studies faculty and affiliated faculty members from cognate units.

New College will be the home for the African Studies Centre given the historical ties with the College. The African Studies Program’s rich and impactful history has played an important role in the larger genealogy of New College, contributing in unique ways to the Faculty of Arts and Science and the University at large. New College’s scholarship and teaching center on social responsibility, diversity, equity, and global awareness and the fact that its current Acting Principal has been closely connected to the African Studies Program also supports the idea of New College as the right space to house the Centre.

Consultation outside FAS has occurred with the Tri-Campus Deans group and cognate units at the University of Toronto Mississauga and University of Toronto Scarborough. All were supportive of the proposal.

FINANCIAL IMPLICATIONS:

In accordance with the University’s budget model, any financial obligations of the new EDU:B will be met at the divisional level.

RECOMMENDATION:

Be It Resolved

THAT the following recommendations be endorsed and forwarded to the Governing Council

THAT the proposal to establish the African Studies Centre as an EDU:B, as described in the *Proposal to establish the African Studies Centre (ASC) as an Extra-Departmental Unit B*, dated March 23, 2023, be approved effective July 1, 2023.

DOCUMENTATION PROVIDED:

Proposal to establish the African Studies Centre as an Extra-Departmental Unit B (EDU:B)
(May 23, 2023)

Proposal to establish the African Studies Centre (ASC) as an Extra-Departmental Unit B (EDU:B)

March 23, 2023, for Arts & Science Council

Statement of Purpose

This proposal seeks to establish the African Studies Centre (ASC) as a new EDU:B in the Faculty of Arts & Science, effective July 1, 2023. The new Centre will become the administrative home of the existing African Studies programs.

Background and Context

The African Studies Program was established in 1978 at New College, where the African Studies Specialist, Major, and Minor are currently administered. As the oldest area studies program at the University of Toronto, African Studies has taken a historic and decisive leading role in shaping the terrain of African Studies as a critical, interdisciplinary intervention and dynamic site of knowledge production. Over the course of its rich and long history, the Program has evolved, along with changes in the field, as the most established and leading undergraduate program in the field in Canada and as one of the top programs in the field in North America; its core academic mission is focused on the study of Africa and its diaspora, through an interdisciplinary and multidisciplinary lens.

For decades, the African Studies Program has provided students with opportunities to study the dynamics, challenges, and processes of socio-economic, cultural, environmental, and political transformations in Africa in a fast changing and globalized world along with the varied histories, societies, intellectual thought and institutions of Africa, and its diasporas, through an interdisciplinary lens. More specifically, the program has equipped students with the theoretical and methodological tools of the social sciences and humanities to investigate fundamental issues about the African experience of the modern world, past and present. The cutting-edge curriculum and creative and innovative pedagogical practices also foster social responsibility, justice, and global awareness and uphold equity as inseparable from a pedagogical commitment to academic excellence, social and ethical responsibility, and praxis of inclusivity.

As noted in the 2020-21 UTQAP cyclical review of the program, “given world events and considering the University of Toronto’s recent reaffirmation of its mission to promote equity and diversity, the mission of the African Studies Program (ASP) is more relevant than any time since its foundation.” The reviewers were very impressed by faculty, lecturers, and students and found “a level of enthusiasm and commitment to African Studies that... represents a model for other African Studies Programs in Canada and North America” (UTQAP review report, 2021-22). The program’s growing international reach and stellar academic reputation bode well for the future African Studies Centre. In response to this recent UTQAP cyclical review and review report, the Dean’s Office, led by the Vice-Dean, Academic Planning, and Vice-Dean, Faculty & Academic

Life, initiated and held preliminary discussions with the Director of African Studies and Principal of New College to explore the possibility of an African Studies Centre as an EDU:B.

Academic Rationale

Now more than ever, the establishment of an African Studies Centre (ASC) as an EDU:B is timely, given the excellence of its programs, various and increasing demands for African Studies, and the A&S assets in African Studies. Moreover, in the context of a fast-changing landscape and ecosystem in African Studies and expansion of the field of Africa Studies globally, the African Studies Centre will converge with dominant trends and institutional structures in African Studies, as well as expand its academic reach and global visibility. Academically, ASC will be uniquely positioned to take a more decisive leading role in shaping the terrain of African Studies as a site of critical interdisciplinary intervention, charting new directions in African Studies scholarship and teaching, and shaping African public discourse in Canada and beyond. As an EDU:B, the Centre will be well-positioned to meet the academic needs of a diverse student body throughout the next half century of its impactful history.

The 2020-21 UTQAP review report identified a number of benefits to the African Studies program if it were to become an EDU:B. The reviewers noted that this new administrative structure would facilitate the unit's autonomy in hiring tenure-track and tenured faculty, which would serve to stabilize the curriculum of African Studies and expand the roster of courses available to students to meet student demand and improve mentoring. EDU:B status would also provide the unit with better opportunities to generate private sources of financial assistance and student funding. The reviewers also noted that expanded collaboration with other academic units would occur with EDU:B status, further encouraging research and interdisciplinary partnerships with units and students working on Africa across the University and beyond. Finally, the reviewers noted that establishing African Studies as an EDU:B would vastly improve African Studies, lay a solid foundation for improvement and enhancement and allow for the possibility of a master's degree option in African Studies in collaboration with other Departments.

The creation of a centre solely focused on African Studies will allow for expanded research and teaching opportunities in this area. As an EDU:B, the new unit will take on responsibility for the existing undergraduate degree programs, hold minority budgetary tenure and teaching stream appointments, and administer research funds under some circumstances (see section on Research Funds). The Centre will forge the development of a vibrant intellectual hub of academic excellence around which a critical mass of faculty with shared commitments to African Studies as an area of interdisciplinary research, teaching, learning, and community engagement can coalesce. The Centre will seek to expand its academic reach and further advance its mandate and commitment to academic excellence, and specifically: 1) enhance student academic experiences; 2) incite, support, and expand opportunities and access to international inbound and outbound mobility, field research, and Africa-based field courses and exchange opportunities; 3) revive, institutionalize, and expand the flagship African Studies international visiting fellowship; 4) improve public-facing community outreach and visibility; and 4) nurture more symbiotic relations with alumni and postdoctoral fellows across diverse fields and disciplines focused on the study of Africa and Africanist scholarships, given the decades-long record of contributing towards these key initiatives

(e.g., the record number of 17 Senior Doctoral Fellows to date). With new faculty appointments, the Centre will be able to strengthen and expand its three established areas of emphasis, which include: 1) the dynamics and challenges of socio-economic, cultural, political, and environmental transformations in Africa's "modern era"; 2) social and political thought of Africa and its Diasporas in Europe, North America, and emerging sites; and 3) African popular cultures.

In keeping with this underlying and longstanding vision and goal, African Studies has continued to extend its reach, network, and collaboration with more academic units; forged and nurtured relationships with landmark Toronto-based initiatives; and engendered fruitful collaborations with epistemic and practice communities in Africa and beyond.

As an EDU:B, the African Studies Centre will foster and cultivate a rich academic experience, as well as an intellectually-stimulating, socially-aware, and supportive academic environment to a diverse student body. The Centre will chart new directions in teaching, expand research and community engagement opportunities for students and faculty, and foster a greater understanding of the world's second largest and most diverse continent in a globalized and increasingly multipolar world.

African Studies at the University of Toronto is deeply embedded in, and reflective of, its diverse community. Within Canada, Toronto is the primary destination for African newcomers. Toronto has seen the rise of impactful Black entrepreneurship; the intergenerational wealth of entrepreneurial talents is of crucial importance for our students' mentorship and job placement. The Centre will be well-positioned to draw on Toronto as a living lab and microcosm of the world in African Studies pedagogical and community engagement practice. The new Centre will be uniquely situated to leverage this location to fulfill its teaching and research mission, and to develop key partnerships within the Toronto community. Indeed, this role of ASC will align directly with the University's current priority to "leverage our urban location(s) more fully, for the mutual benefit of University and City" (U of T President's [3 Priorities: A Discussion Paper](#), 2015).

The African Studies Centre will also be well-positioned, given its academic record and the faculty affiliated with it, to further advance the field and recent calls to decolonize the epistemology and methodology of African Studies. By supporting cutting-edge research and pedagogy addressing the enduring coloniality of the field, ASC, and by extension the University of Toronto, will be able to play a pioneering role in further advancing (decolonizing) anti-racism work within higher education at a global scale. This important goal aligns with the U of T's mission and commitment to anti-racism and to "decolonizing academic programs." The creation of the new Centre also aligns with the A&S commitment to [Equity, Diversity & Inclusion](#), a key priority outlined in the [2020-2025 Academic Plan](#).

Teaching - Undergraduate

African Studies, housed in New College on the St. George Campus, offers a Specialist, Major, and Minor. The success of the programs is evident in the range of competitive awards and distinctions that African Studies students have garnered to date, including: three Rhodes Scholarships; University of Toronto Leadership Awards; Jackman Humanities Fellowships; Queen Elizabeth II

Diamond Jubilee Scholarships; the Nelson Mandela Social Justice Award; and the University of Toronto Excellence Award.

Program enrolment numbers for the past two academic years are as follows: for the 2022-23 academic year, African Studies Specialist: 8; Major: 42; Minor: 60. For the 2021-22 academic year, African Studies Specialist: 6; Major: 31; Minor: 56.

African Studies teaching and course offerings are supported by faculty with cross-appointments to other cognate units and departments. They provide a rich set of core African Studies interdisciplinary courses and cross-listed courses with cognate units. This reflects the interdisciplinary and multidisciplinary scope of the program, which is deeply rooted in the humanities (e.g., English, History, Religion, Comparative literature), social science disciplines (e.g., Political Science, Anthropology, Economics, Geography and Planning, Environmental Studies, among others) and interdisciplinary fields (e.g., Women and Gender Studies).

Beyond its historic ties and collaborations with New College programs, African Studies has built solid collaborative relationships with many cognate departments such as Political Science, History, and Anthropology, beyond curricular collaboration, and has co-convened, co-sponsored, and supported a range of impactful academic events such as talks, symposia, roundtables, and flash panels. Such initiatives have anchored the program's position as a key convener of public debates on Africa, enriching students' learning, and animating the intellectual life of members of the African Studies program and the wider community. The program has longstanding collaborations with student groups and diverse constituencies, who also cultivate and benefit from a shared ethos and commitment to public scholarship, and a praxis of inclusivity, epistemic diversity, and reflexive community engagement.

An important complement to the curricular offerings and teaching is the range of co- and extra-curricular opportunities offered to students to pursue forms of scholarship and socially-engaged learning beyond the classroom. Notable are: 1) the student course union and student's flagship journal, *Elimu*, edited by students with the guidance of faculty mentors, to support student-led knowledge making and publication with a high calibre of cutting edge and rigorous student research publications; and 2) significant academic symposia, public lectures, panels, and curated cultural events such as the annual African Cultural Day, Afrobeat Night, and African Storytelling Night.

Supporting student research with dedicated mentorship has been central to the program's mission and pursuit of academic excellence. Despite having only two tenure stream faculty members (1.0 FTE) and FTE continuing teaching stream faculty prior to July 2022, the program has nevertheless created and maintained a wide array of strategic and impactful research opportunities for students. These opportunities include independent study courses with faculty, International Course Modules, the African Studies Honors Research Seminar, and participation in independent research projects. The program also supports supervised reading and independent study courses, and encourages and supports students' applications to research opportunities such as the Research Opportunity Program (ROP) offered by the Faculty of Arts & Science. These stand out in the 2020-21 UTQAP review as distinctive strengths. The reviewers acknowledged the ways in which "African Studies students benefit from a very rich academic environment made possible by faculty

with high research impact across a wide range of disciplines that extend beyond the program; it supports equity and meaningful diversity and promotes both excellence and social responsibility.”

As an EDU:B, African Studies will have a more stable faculty complement that will be better equipped to support students in the minor, major, and specialist, and to provide experiential learning and international opportunities for program students.

Teaching - Graduate

One of the primary recommendations of the 2020-21 UTQAP review is “The transformation of African Studies Program into an EDU and the Building and Expansion of a Supportive Infrastructure.” Doing so would also enable African Studies to “establish a master’s program as part of a stand-alone Institute or department of African Studies, enable collaboration with other departments, institutes, and centers, and encourage research partnerships and collaborations with the many faculties and students working on Africa across the disciplines on Campus.”

The establishment of the African Studies Centre is a first step toward this goal of a future graduate program. While the EDU:B is not being established as a graduate unit through this proposal, it is a first step toward mounting graduate courses to support a future graduate collaborative specialization with cognate units. It is a high priority so as not to lag behind peer institutions. In addition, the ASC will, in the future, explore possibilities to establish interdisciplinary graduate programs in African Studies to acuate this longstanding recommendation that was first raised in the 2012 UTQAP reviewers’ report. The need and value of a future graduate program features prominently in the UTQAP 2020-21 review, and is also supported by feedback from cognate units.

Moreover, African Studies has already fostered curricular expansions and innovation for advanced students (e.g., Honours African Studies Research Seminar) who want to experience a graduate level seminar by offering a hybrid undergraduate / graduate elective seminar course open to fourth year students and graduate students. Illustrative is [NEW/AFR454H|WGS1016 Migration, Mobility, and Displacement in Africa](#) taught in 2017 as well as a cross-listed course [WGS 42H1/WGS 1010 Gender and Globalisation: Transnational Perspectives](#).

The ASC will be established with strong teaching, research, supervisory, and mentorship foundations for future graduate programming. The program’s long history of faculty graduate supervision and mentorship and teaching record show its active and sustained contributions to graduate education across the university and beyond. Indeed, since 2011, the African Studies Program has hosted and jointly supported with New College 17 Senior Doctoral Fellows across the humanities and social sciences and from departments such as Anthropology, English, the Faculty of Law, Political Science, Social Justice Education (OISE)/ School of the Environment, Geography and Planning, the Educational Policy and Leadership Program at OISE, Women and Gender Studies, the Faculty of information, and the Mark S. Bonham Centre for Sexual Diversity Studies.

Graduates from the program usually pursue further studies in major and leading graduate and professional programs in universities in Canada and around the world. The African Studies Program has educated and prepared many generations of students/leaders for rewarding and

impactful careers and higher academic pursuits, leading to distinguished academic careers and leadership positions in a wide array of professional occupations, inspired by a high sense of global citizenship and awareness of inequities, social justice, and ethical responsibility. They have also shown a remarkable and successful transition to postgraduate studies or employment.

Research and Scholarship

The African Studies faculty scholarship and research foci span a wide range of disciplines including Anthropology, English, History, Linguistics, Political Science, and Women and Gender Studies. The range of scholarship attests to the strong foundational interdisciplinary and multidisciplinary scope of the proposed Centre, its diverse, intersecting and complementary research fields, and broad geographical scope.

Faculty associated with the African Studies programs have been recognized for their cutting-edge research across several fields, their contributions to epistemic and practice communities, their wide-ranging public intellectual interventions in many geographical sites (Africa, Canada, North America in general), and their media engagement. Safia Aidid, an interdisciplinary historian of modern Africa, is charting a new direction in research on anticolonial nationalism, territorial imaginations, borders, and state formation in the Horn of Africa, with a particular focus on modern Somalia and Ethiopia; on colonialism, knowledge, and historical writing in the Horn of Africa; and colonial genealogies and decolonial approaches to the Somali territories. She is also leading public debates as contributing writer for several online magazines and blogs such as *Africa is a Country* and *The New Inquiry*. Comfort Azubuko-Udah's cutting-edge scholarship is mapping a new direction of research in African literature, environmental humanism, eco-criticism, and postcolonial theories, with a focus on environmental justice, urbanity and the politics of storytelling. Nisrin Elamin's field-setting and cutting-edge scholarship on land, race, belonging and empire-making in Sudan and the broader Sahel region; Gulf Arab capital accumulation and large-scale land investments, land struggles; climate justice; racial capitalism beyond the Atlantic World; Black Radical Thought; and border regimes is leading and defining new directions in scholarship across many fields and subfields. She is also recognized for her impactful public intellectual scholarship and interventions and op-eds for *Al Jazeera*, the *Washington Post*, and the Cultural Anthropology Hot Spot Series. Dickson Eyoh's leading scholarship has been impactful in shaping the field of African politics and research on state formation, ethnicity and democratic politics in Africa, urban citizenship and the political economy of development among many subfields. Marieme Lo's innovative, impactful scholarship and field-setting feminist epistemic interventions **on intersecting research fields in the** political economy of gender of development, female entrepreneurship and trade, urban informal economies, gender justice and economic justice; inclusive urbanism, urban poverty and rights to livelihood extends to feminist migration studies, the African diaspora's remittance economies and the new technologies and geographies of finance. She is also engaged in ground-breaking collaborative research in emerging fields at the nexus between climate change and eco-social vulnerabilities in the fragile ecologies of the Sahel and coastal communities at the interstices of anthropogenic risks, geopolitics and securitization regimes, biopolitical governmentality, and extractivism. She has contributed to numerous public conversations featured on national television (Diaspora and Homecoming), Voice of America (African Diaspora and the remittance economy), and The Walrus series (African Youth) among others. She has also led large-scale social impact, interdisciplinary and cross-sectoral research and

designed projects on women's economic empowerment and leadership, food security and the Sustainable Development Goals, and is currently supporting the Black entrepreneurship knowledge hub in Canada. Aggrey Wasike's cutting-edge and impactful scholarship has contributed to wider debates on language and language education in Post-colonial East Africa (Kenya), indigenous language use and education, and the syntax of Bantu languages, particularly Lubukusu. He has extended his impactful scholarship as co-director of Toronto Endangered Language Association – a Toronto-based association that is engaged in the documentation of endangered languages around the globe.

Faculty members have distinguished themselves through their engaged scholarship and contributions to epistemic and practice communities in Africa, Canada, and beyond. They have forged collaborations for co-creation, social impact research, and have fostered public engagement in diverse fora of social, civic, and community engagement.

The dynamic research conducted by faculty involved in African Studies programming ranges across six distinct and overlapping fields that will constitute the basis for research foci and growth as the Centre evolves: 1) Political economy and the dynamics and challenges of socio-economic, cultural, political, and environmental transformations in Africa's "modern era;" 2) social and political thought of Africa and its Diasporas in Europe, North America and emerging sites; 3) anticolonial nationalism, Africa liberation struggles and social movements; 4) African popular cultures, postcolonial studies, and feminist studies; 5) Development, financialization and the politics of land rights; and 6) African environmental studies, borders and migration, climate justice eco-criticism, urbanisation and African urban futures.

In combination, this research is attentive to and responsive to new directions of scholarship, emergent debates, and compelling contextual realities to convey multiple ways of understanding and theorising the complexities and dynamism of African lifeworlds, past and present.

Consultation

This proposal has been prepared following initial consultations in 2020 with the Dean of the Faculty of Arts and Science, the Principal of New College, and the Director of the African Studies Program.

Broad consultations took place during the recent 2020-21 UTQAP cyclical review of African Studies, including discussions in May 2021 with all New College programs (Buddhism, Psychology and Mental Health; Caribbean Studies; Critical Studies in Equity and Solidarity) and cognate departments (Anthropology, History, English, and Political Science), all of which expressed overwhelming support for the EDU:B. Consultations occurred with WGSJ in 2022.

Additional consultations took place throughout Fall 2022 with ten faculty and members of the African Studies advisory committee representing diverse units across the University, the New College Senior Doctoral Fellow in African Studies, representatives of the African Studies Student Union, a founding emeritus faculty member of the Program, students in current African Studies courses, and alumni. These various constituencies all expressed enthusiastic support for the EDU:B proposal.

Consultations with the CPAD (Chairs, Principals, Academic Directors) sectoral group took place on December 10, 2022; members responded positively to the proposal for a new EDU:B in African Studies. The Department of History has an African History field in the MA and PhD programs; the Graduate Chair was consulted as part of the CPAD group. Consultations with the Tri-Campus Deans group took place on January 19th, 2023; members responded very positively, with one member noting that the creation of an African Studies Centre seemed “long overdue.” The proposal was shared with cognate units at UTM and UTSC. In particular, feedback was sought from the UTSC Department of Global Development Studies which offers a Minor in African Studies; the Chair (Acting) of this Department responded with “great enthusiasm” for the EDU proposal and indicated an interest in future tri-campus engagement with the EDU:B, particularly with any aspirations for future graduate programming, given the numerous African Studies scholars at UTSC.

Faculty Members

The transition to EDU:B will allow current African Studies faculty to hold a minority appointment in the newly established African Studies Centre. The African Studies Program is currently supported by faculty appointed (through full or cross-appointments) to New College. The faculty complement of African Studies has been 2.0 FTE until June 2022, of which .70 is held by Prof. Dickson Eyoh (.30 FTE cross appointment in Political Science) and .30 FTE by Prof. Marieme Lo (.70 FTE cross-appointment in Women and Gender Studies); and 1.0 FTE by Prof. Aggrey Wasike (Associate Professor, Teaching Stream). The faculty complement in African Studies also includes a .75 Part-Time Teaching Stream position. Additional teaching (2.0 FCE) is provided by a Sessional Lecturer III. As of July 2022, the program includes three new faculty lines held jointly with Anthropology (.25 African Studies), English (.49 African Studies), and History (.49 African Studies). Together, these new positions have increased the number of tenure-stream faculty in African Studies from 1.0 FTE to 2.23 FTE (See Table 1). The program also currently has an ongoing search for a tenure stream position (.49 African Studies, .51 School of the Environment).

An appropriate complement of appointed faculty in the Centre will be established through partial transfers of existing appointments from New College into the Centre, as well as net new hires in this area. Table 1 provides a list of existing faculty in the African Studies program (with appointments currently held at New College). Table 2 provides a summary of proposed new appointments to the African Studies Centre.

Table 1. Current faculty appointments in African Studies

Faculty Name	Current unit(s) of budgetary appointment (%)	Rank	Planned appointment to the African Studies Centre (ASC) (%)	Areas of Research Interest
Safia Aidid	New College (49) & Department of History (51)	Assistant Professor	ASC (49) & History (51)	<ul style="list-style-type: none"> -Anticolonial nationalism -Territorial imaginations, borders, and state formation in the Horn of Africa (Somalia and Ethiopia) - Colonialism, knowledge, and historical writing in the Horn of Africa -Colonial genealogies and decolonial approaches to the Somali territories
Comfort Azubuko-Udah	New College (49) & Department of English (51)	Assistant Professor	ASC (49) & English (51)	<ul style="list-style-type: none"> -African literature and postcolonial theories -Environmental justice, urbanity and the politics of storytelling -Environmental humanities
Nisrin Elamin	New College (25) Department of Anthropology (75)	Assistant Professor	ASC (25) & Anthropology (75)	<ul style="list-style-type: none"> -Land rights, property, dispossession - Gulf Arab capital accumulation -Large-scale land investments (Sudan and larger Sahel) -Racial capitalism beyond the Atlantic World -Externalization of border regimes - Climate justice -Community and labor organizing - Black Radical Thought

Dickson Eyoh	New College (70) Department of Political Science (30)	Associate Professor	ASC (49) & Political Science (51)	<ul style="list-style-type: none"> -Political economy of development -State-society relations in Africa -Urban citizenship in Africa -Identities and politics in Africa -Africanist discourses on development
Marieme Lo	New College (30) Women and Gender Studies Institute (70)	Associate Professor	ASC (49) & WGSII (51)	<ul style="list-style-type: none"> -Political economy of gender and development, female entrepreneurship, trade, gender justice and economic justice -Informal economies, urban poverty, inclusive urbanism, African cities and urban futures -Feminist studies of migration, African diaspora, citizenship, remittance economies, new technologies and geographies of finance -Environmental justice -Climate change in the Sahel and coastal communities at the interstices of anthropogenic risks, geopolitics, biopolitical governmentality, and extractivism.
Aggrey Wasike	New College (100)	Associate Professor, Teaching Stream	ASC (49) NC (51)	<ul style="list-style-type: none"> -Swahili languages and cultures - Language and language education in Post-colonial East Africa -Indigenous language use and education, and the syntax of Bantu languages (Lubukusu)
TBA	Active search	Assistant Professor (Tenure stream) July 1, 2023, expected start date	ASC (49) & School of the Environment (51)	-Climate Change and Sustainability (TBA)
Projected subtotal			3.19 FTE	
Part-time Teaching Appointment				

Part-Time Appointment	75 FTE New College (African Studies)	Part-Time Teaching Stream Position	ASC (37) & NC (38), (2.5 FCE)	
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Upon establishment of the Centre, several faculty members (Profs. Dickson Eyoh, Marieme Lo, Safia Aidid, Nisin Elamin, Comfort Udah) and Aggrey Wasike (teaching stream appointment in Swahili language and culture), with current budgetary cross-appointments at New College will request transfers of their New College appointments into ASC. African Studies also benefits from having one Part-Time Teaching Stream member, whose contribution is important to the ongoing success of the program.

In addition, New College has ongoing commitments to one Sessional Lecturer III (2.0 FCE) and one Sessional Lecturer II (0.5 FCE) who teach in the African Studies programs. The total commitment to these instructors is 2.5 FCEs.

Overall, the African Studies Centre will be established with a faculty complement of 3.19 FTE. In upcoming years, the Centre will submit requests for faculty lines to the Arts & Science Faculty Appointments Committee. Currently envisioned requests for the next five years are detailed in Table 2.

In order to achieve its goals, the complement over the next five years needs to grow and become more reliant on continuing appointments. The Centre anticipates requesting four positions over the next five years, as highlighted in Table 2. The Faculty of Arts & Science has a yearly call for submissions of faculty appointment requests, which are reviewed by the A&S Faculty Appointments Committee (FAC). The Dean recognizes the importance of faculty lines to the future success of the Centre and is supportive of the Centre's submission of requests for cross-appointed faculty in line with this proposal, through the FAC process.

Table 2. Proposed searches for faculty in the African Studies Centre (next 5 years)

Tenure or teaching stream	Appointment to ASC (%)	Unit of Cross-appointment	Projected timeframe of hire	Research or Teaching area
1.Teaching stream	49	TBD	2024-2025	Politics of peacemaking & development; African indigenous and decolonial peacemaking
2.Teaching stream	49	TBD	2025-2026	Nationalism, liberation struggles and the post-apartheid area; The politics of memorialization
Tenure stream	49	TBD	2026-2027	African popular cultures, visual cultures and performance studies
Tenure Stream	49	TBD	2027-2028	Lusophone Africa and the Black Atlantic / Lusophone African literary and cultural studies

Structure / Administration

The governance structure of the African Studies Centre will consist of a Director and an Executive Committee.

The Director, appointed in accordance with the *Policy on Appointment of Academic Administrators*, will have responsibility for the overall direction of the African Studies Centre, including administering the budget and implementing tenure and promotions processes, as well as new hires. The EDU:B Director will report to the Dean of the Faculty of Arts & Science. The function of the Executive Committee will be to support and advise the Director. The Executive Committee will be composed of the African Studies faculty and affiliated faculty members from cognate units.

As a unit with a small faculty complement, the function of the Executive Committee will be to support and advise the Director. An internal African Studies Program service committee has already been established as of September 2022. A small faculty complement can complicate faculty processes such as PTR and workload assignments, due to minority appointments and small

pools. Hence, where needed, the Director will recruit support for such processes from experienced faculty members in cognate units and from the Arts & Science Dean's Office Academic HR Team.

We propose New College as the home for the African Studies Centre given the historical ties with the College. The African Studies Program's rich and impactful history has played an important role in the larger genealogy of New College, contributing in unique ways to the Faculty of Arts and Science and the University at large. Intellectually, New College is the ideal home for the African Studies Centre, as it has served as an incubator and home for some of the University's most successful interdisciplinary fields of study. Furthermore, New College has been a model of support through the sustained and generous funding of the Senior Doctoral Fellows Program in African Studies. Finally, New College's scholarship and teaching center on social responsibility, diversity, equity and global awareness; the fact that its current Acting Principal has been closely connected to the African Studies program (as was the late Frederick Case, Professor of French and New College Principal 1991-1996) also supports the idea of New College as the right space to house the Centre.

Budget

As an EDU:B, the director will be responsible for the overall administration of the budget and recommendations for appointment. The budget includes salaries for faculty and staff, a teaching budget for sessional instructors, and an operating budget. A joint meeting with A&S's Budget, Planning and Finance Office and New College on separating the budget of African Studies from the budget of New College took place in January 2023. The Faculty of Arts & Science will fund the EDU:B, without subsidy from College self-funded resources.

Administrative Staff

Currently, the African Studies programs are supported by the following staff positions, held by New College; a percentage of each of these positions' time is currently allocated to African Studies programming:

- Program Administrator, responsible for program administration, including sessional posting and support for sessional hiring, curriculum planning, including timetabling and room-booking, student advising/counselling, and committee and general administrative support (e.g., booking meetings, keeping minutes).
- Program Support Officer, responsible for administrative program support, including supporting curricular and co-curricular events, and international initiatives.
- Assistant to the Principal, responsible for academic HR through the New College Principal's Office, including support for faculty and postdoctoral hiring and appointments, annual PTR submissions, and advancement proceedings for sessionals.

- Business Services Team, portions of five FTE (CAO; Financial Officer; Business Services Accountant; two Financial Assistants). The CAO is responsible for operating budget forecasting and management; the rest of the team is responsible for payroll, procurement, honorarium payments, and accounts payable.
- Information Technology Team, portions of two FTE (Information Technology Coordinator; Information Technology Administrator). These positions are responsible for a variety of functions to support African Studies faculty, including office set-up and teaching technology issues.
- Facilities Team handles building issues and provides caretaking.

In order to facilitate the establishment of the African Studies Centre, the above New College staff will provide the same supports to the new Centre in the immediate term, with appropriate financial transfers commensurate with the work performed. Within the year following the Centre's establishment, Administrative HR within the Faculty of Arts & Science will work with New College and the Director of the African Studies Centre to determine the independent staff complement required to adequately support the new EDU: B longer-term and transition away from supports provided by New College staff. In particular, careful consideration will be given to Director's support, added financial accounts requirements, and community outreach.

Advancement staff from the Faculty of Arts & Science will immediately provide strong support to the Director of the ASC regarding philanthropic giving opportunities for approved advancement priorities.

Research Funds

As an EDU:B, the Centre can only hold minority appointments. Research funds are administered in the majority-appointed units by default; ASC will only administer funds when administrative control has been transferred to ASC with the approval of the majority-appointed unit.

Review

The ASC will be reviewed in accordance with the *Policy for Approval and Review of Academic Programs and Units*. The first UTQAP cyclical review of the Centre will take place no later than the 2028-29 review cycle.

Appendix: Graduate Appointment Report (as of February 10, 2023)

Surname	First name	Home unit	Primary FTE (%)	Secondary Unit & FTE (%)	Rank	Graduate Appointment Unit	Supervisory Level
Aidid	Safia	History	51	African Studies Centre 49	Assistant Professor	History	Associate
Azubuko-Udah	Comfort	English	51	African Studies Centre 49	Assistant Professor	N/A	N/A
Elamin	Nisrin	Anthropology	75	African Studies Centre 25	Assistant Professor	Anthropology	Full
Eyoh	Dickson	African Studies Centre	70	Political Science 30	Associate Professor	Political Science	Full
Lo	Marieme	Women and Gender Studies Institute	70	African Studies Centre 30	Associate Professor	Department of Social Justice Education (SJE) Women and Gender Studies Institute (WGSJ)	Full (WGSJ) Associate (HSSJE)