

FOR INFORMATION

PUBLIC

OPEN SESSION

TO:	UTSC Academic Affairs Committee
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PRESENTER: CONTACT INFO:	Prof. Suzanne Sicchia: Acting Vice-Dean Teaching, Learning & Undergraduate Programs 416-208-2978, acting.vdundergrad.utsc@utoronto.ca
DATE:	October 12, 2023 for October 19, 2023
AGENDA ITEM:	5a

ITEM IDENTIFICATION:

Review of Academic Programs and Units, UTSC

- a) Department of Anthropology and its Undergraduate Programs

JURISDICTIONAL INFORMATION:

Under section 5.7 of the Terms of Reference of the University of Toronto Scarborough Academic Affairs Committee (UTSC AAC) provides that the Committee “shall receive for information and discussion reviews of academic programs and/or units consistent with the protocol outlined in the *University of Toronto Quality Assurance Process*. The reviews are forwarded to the Committee on Academic Policy and Programs for consideration.”

GOVERNANCE PATH:

1. UTSC Academic Affairs Committee [For Information] (October 19, 2023)

PREVIOUS ACTION TAKEN:

- Committee on Academic Policy and Programs (AP&P), April 13, 2023 [For Information]. The Committee was satisfied with the Dean’s Administrative Response. No follow-up report was required.
- Academic Board, April 27, 2023 [For Information]. The Board was satisfied with the Report from AP&P.

HIGHLIGHTS:

The *Cyclical Review Protocol* “is used to ensure University of Toronto programs meet the highest standards of academic excellence” (UTQAP, Section 5.1). The *Protocol* applies to all undergraduate and

graduate degree programs offered by the University, and the University's full complement of undergraduate and graduate degree and diploma programs are reviewed on a planned cycle. Reviews are conducted on a regular basis, and the interval between program reviews should not exceed 8 years.

- The external review of academic programs requires:
- The establishment of a terms of reference;
- The selection of a review team;
- The preparation of a self study;
- A site visit (conducted remotely during the pandemic);
- Receipt of a report from the external review team;
- The Vice-Provost, Academic Programs' formal request for an Administrative Response;
- The formal Administrative Response, combining responses from the Dean and Vice-Principal Academic; and
- The Final Assessment Report and Implementation Plan.

In accordance with the *Protocol*, an external review of the Department of Anthropology and its undergraduate programs was commissioned for the 2021-22 academic year. During a remote site-visit held from April 6-8, 2022, the review team met with a wide array of stakeholders, including UTSC senior academic administrators, the Department Chair, and faculty, staff and students in the Department. The reviewers assessed the Department very positively. They observed high morale and student appreciation for the educational experience, strong alignment with the UTSC strategic plan, and commitment to integrating an anti-racist agenda, decolonizing framework and Equity, Diversity and Inclusion principles into teaching, recruitment, hiring and everyday operations.

The review team noted several areas for enhancement and development. They recommended that the Department and UTSC should:

- Strategically enhance communications and outreach with current and prospective students
- Consider strategies to integrate the UTSC Co-op programs into curriculum planning
- Explore options to re-invigorate the Medical Anthropology curriculum
- Monitor the popularity of its new offerings, and improve outreach where appropriate
- Explore the potential addition of a field school and options to enhance participation in research for fourth year students
- Explore increasing the overall number of faculty members contributing to HBSc program offerings to better align with international comparators
- Review and promote existing policies and procedures for support and mentorship of teaching stream faculty
- Explore options to support maintenance of teaching and training labs
- Explore options to enhance student supports and advising, including sufficient space for new hires

In response to these recommendations the Department will:

- Re-vamp the department website and expand use of social media platforms, with the support of a newly formed Department Communications Committee
- Make visits to local high-schools and alumni events for current students a regular part of department programming, in addition to UTSC recruitment events
- Establish two Associate Chairs from Evolutionary and Socio-Cultural areas. This was completed in 2022-23 and will be continued moving forward.
- Continue to offer experiential education components in the existing curriculum until co-op opportunities can be explored.
- Begin plans to establish a Minor and Major in Medical Anthropology
- Renew efforts to promote existing Certificates and Combined Degree Programs
- Explore options to re-introduce Archaeology as a program area, launch an archaeological field school in the Rouge Valley, and recruit an additional archaeology faculty member.
- Request a growth faculty position to support areas of Human Biology and Medical Anthropology and extend a part-time faculty position while existing searches are completed.
- Continue to invite fellows to work with the Centre for Ethnography and work towards developing a Minor in Ethnographic Research
- Request funding for the Evolutionary Teaching Lab and Centre for Ethnography as part of the Annual Planning and Priorities process, to shift from ad hoc funding sources
- Work with the Dean's Office on support for hiring additional staff and review space pressures on campus

Additionally, the Dean and Dean's Office will:

- Work with the Department on enrolment and recruitment planning in the context of new program creation and alignment with the Scarborough Academy of Medicine and Integrated Health (SAMIH)
- Partner with the Office of Student Experience and Wellbeing to ensure enhanced communication for student supports
- Work actively with the Department and Arts & Science Co-op to build pathways connected to SAMIH
- Work with the International Student Centre and Office of the Vice-President International on the expansion of global mobility and global classroom opportunities
- Assess the Department's faculty hiring needs with the support of the Faculty Complement Committee
- Led by the Vice-Dean, Faculty Affairs, Equity and Success, actively take steps to ensure clarity around promotions criteria for teaching stream faculty. This includes the recent clarification of opportunities and removal of barriers for eligibility for tri-campus research opportunities.
- Identify areas where contractually limited or part time faculty appointments will provide more continuity for students.

The Dean's Office will monitor the implementation of recommendations through ongoing meetings with the Chair. A brief report to the Office of the Vice-Provost, Academic Programs, midway between the April

2022 site visit and the year of the next site visit, will be prepared. The next external review of the Department has been scheduled for 2029-30.

FINANCIAL IMPLICATIONS:

There are no net financial implications to the campus' operating budget.

RECOMMENDATION:

This item is presented for information only.

DOCUMENTATION PROVIDED:

1. Review Report (May 26, 2022)
2. Provostial Request for Administrative Response (December 5, 2022)
3. Administrative Response (March 13, 2023)
4. Provostial Final Assessment Report and Implemental Plan (March 13, 2023)