



# University of Toronto Quality Assurance Process (UTQAP) Cyclical Review: Final Assessment Report and Implementation Plan

<b>Programs Reviewed:</b>	English, Honours B.A.: Specialist, Major, Minor Theatre and Drama Studies, Honours B.A.: Specialist – Joint with Sheridan College Theatre, Drama and Performance Studies, Honours B.A.: Major, Minor Theatre, Drama and Performance Studies, Honours B.A.: Major, Minor Canadian Studies, Honours B.A.: Major, Minor
<b>Division/Unit Reviewed:</b>	Department of English and Drama, University of Toronto, Mississauga (UTM)
<b>Commissioning Officer:</b>	Vice-Principal Academic and Dean, UTM
<b>Reviewers (Name, Affiliation):</b>	1. Professor Christopher Innes, Department of English, York University 2. Professor Cynthia Wall, Chair, Department of English, University of Virginia
<b>Date of review visit:</b>	March 5 – 6, 2015
<b>Date reported to AP&amp;P:</b>	March 30, 2016

Unless otherwise noted, all bulleted comments apply to all programs reviewed.

## 1 Outcome

The Committee on Academic Policy and Programs (AP&P) concluded that there were no issues to be drawn to the attention of the Agenda Committee but requested a follow up report in one year regarding the actions taken to address the matter of sexist incidents, and issues of gender equality and diversity that had been identified by the reviewers. The follow-up report will be considered by AP&P at the Cycle 2 meeting in 2016-17 academic year.

## 2 Significant Program Strengths

- Excellent curriculum balancing traditional literature and innovations, including the Department's first-year writing initiative
- Very strong range of research-intensive, undergraduate courses, including Research Opportunity Programs (ROPs) and independent studies courses
- Significant proportion of Theatre and Drama Studies (TDS) honours students relative to the total UTM population
- High levels of student satisfaction
- Significant stature and productivity of the faculty
- Strong morale among departmental members

## 3 Opportunities for Program Enhancement

The reviewers recommended that the following be considered:

- Strengthening the curriculum by creating common first-year experiences and more diverse offerings in upper years, and by engaging the whole Department in curriculum development
- Better representing Canadian literature in the curriculum
- Addressing the size of writing sections to improve student learning
- Building a strong core of continuing faculty, enabling student interaction with them earlier in the programs, while maintaining an appropriate balance across appointment categories
- Addressing the advancement of female faculty and the question of diversity in future appointments
- Promoting a culture of respect and recognition within the faculty, and a greater sense of community and shared responsibility among Departmental members
- Addressing instances of sexism experienced by students and faculty within the Department

## 4 Implementation Plan

The Dean undertook in consultation with the Department to support the following changes:

- Immediate Term (6 months)
  - Strengthening the curriculum
    - The Department will explore adding a 200-level common experience course, as a prerequisite for all 300- and 400-level courses, while weighing the pedagogical value and potential impact on enrolment.
  - Better representing Canadian literature in the curriculum
    - The Department will continue to regularly offer several courses in Canadian literature.
  - Addressing the size of writing sections
    - The Dean will explore options for reducing tutorial size in specific first year courses, particularly in light of UTM's strong commitment to improving students' writing.
  - Building a strong core of continuing faculty
    - The Dean will continue to allocate faculty resources to the department in relation to student demand.
  - Addressing the advancement of female faculty and considering diversity in future appointments

- The Dean has confirmed that all eligible female colleagues in English at UTM have been promoted to full professor or are currently undergoing a promotion review.
- The Department will make faculty diversity a priority in future searches.
- Promoting a culture of respect and recognition within the faculty
  - The Department Chair will explore assigning mentors to new CLTAs and including sessional lecturers on some committees, on a volunteer basis.
- Addressing instances of sexism
  - The Department Chair has taken a number of steps to address this situation, including meeting with both instructors to discuss the incidents to ensure that similar incidents will not occur again (or be left unaddressed again).
  - UTM's Equity and Diversity Officer will give a presentation and offer advice on how to ensure that classrooms function as safe spaces.
  - The Department Chair will actively maintaining open lines of communication to make sure that the department can discover and address similar situations, should they occur again in the future, with greater expediency and effectiveness.
- Creating a greater sense of community and shared responsibility
  - The Chair will establish a new Academic and Social Events committee, with representation from all levels of faculty and from the English and Drama Student Society, to plan a series of co-curricular events and lectures. The Chair will also invite at least one well-known outside speaker per term, with the goal of bringing together faculty and students, but also of attracting colleagues from the other two campuses to UTM.

The Dean's Office will follow up annually with the unit to assess progress.

## 5 Executive Summary

The reviewers identified the programs' strengths as their curriculum balanced traditional literature and innovations, including the Department's first-year writing initiative; very strong range of research-intensive, undergraduate courses, including Research Opportunity Programs (ROPs) and independent studies courses; the significant proportion of Theatre and Drama Studies (TDS) honours students relative to the total UTM population; high levels of student satisfaction; the significant stature and productivity of the faculty; and the strong morale among departmental members. The reviewers recommended that the following issues be addressed: strengthening the curriculum by creating common first-year experiences and through more diverse offerings in upper years; better representing Canadian literature in the curriculum; addressing the size of writing sections to improve student learning; building a strong core of continuing faculty; addressing the advancement of female faculty and considering diversity in future appointments; promoting a culture of respect and recognition within the faculty, and a greater sense of community and shared responsibility among Departmental members; addressing instances of sexism experienced by students and faculty within the Department; and creating a greater sense of community and shared responsibility among Departmental members. The Department will explore adding a 200-level common experience course. The Dean will explore options for reducing tutorial size in specific first year courses. The Department will make faculty diversity a priority in future searches. The Department Chair has taken a number of steps to address this situation, including meeting with

both instructors to discuss the incidents to ensure that similar incidents will not occur again (or be left unaddressed again). The Committee on Academic Policy and Programs (AP&P) concluded that there were no issues to be drawn to the attention of the Agenda Committee but requested a follow up report in one year regarding the actions taken to address the sexist incidents, and issues of gender equality and diversity that had been identified by the reviewers. The follow-up report will be considered by AP&P at the Cycle 2 meeting in 2016-17 academic year.