



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

<b>Program(s):</b>	Anthropology, B.A., Hons.: Specialist, Major, Minor Anthropology, B.Sc., Hons.: Specialist, Major
<b>Division/Unit:</b>	(Review of programs only; offered by the UTSC Department of Anthropology)
<b>Commissioning Officer:</b>	Dean and Vice-Principal (Academic), UTSC
<b>Reviewers (Name, Affiliation):</b>	1. Dr. Thomas J. Csordas, Professor, Department of Anthropology, Division of Social Sciences, UC San Diego 2. Dr. M. Anne Katzenberg, Professor, Department of Archaeology, Faculty of Arts, University of Calgary
<b>Date of review visit:</b>	October 21 and 22, 2013
<b>Date reported to AP&amp;P:</b>	April 1, 2014

## 1 Outcome

The Committee on Academic Policy and Programs (AP&P) concluded that the Decanal response adequately addressed the review recommendations.

## 2 Significant Program Strengths

- Strong curricula, specifically the Department's focus on two sub-disciplines of anthropology
- Students who are enthusiastic about their courses and instructors
- Faculty complement is collegial and has excellent morale

### 3 Opportunities for Program Improvement and Enhancement

The reviewers recommended that the following be considered:

- Supporting students to best attain the learning outcomes of the programs, particularly in increasing their writing skills
- Making curricular enhancements, including adding a capstone course to the Specialist programs to prepare students for graduate school
- Building stronger links with cognate departments
- Engaging in critical reflection on the right balance in future faculty hiring - whether to diversify into the other sub-disciplines of anthropology or to grow current strengths
- Attending to the staff workload and the current staffing structure

### 4 Implementation Plan

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

- Immediate Term (6 months)
  - Supporting students to best attain learning outcomes
    - The Department will engage with other units in discussions about increasing students' academic skills and will develop discipline-specific methods to assist students.
    - The Department will ask the Centre for Ethnography's fellows to offer additional support for undergraduates.
    - The Department Chair will work with colleagues to formulate a proposal for the Dean for dedicated teaching assistant (TA) writing support.
  - Making curricular enhancements
    - The Department will continue to offer its two capstone courses in the sociocultural stream. The evolutionary anthropology faculty will decide whether to hold a single capstone course or to continue to offer advanced seminars.
    - The Department has proposed appointing a faculty member advisor for major and specialist students with an emphasis on preparing them for graduate school.
    - The Department will offer two new courses in cutting-edge topics, fueling student excitement for the discipline.
  - Building stronger links with cognate departments
    - The Department's evolutionary anthropologists will continue to work to strengthen their relationship with colleagues in the Department of Biology. Similarly, the sociocultural faculty will explore further relationships with other departments and programs.
    - The Department will consider seeking assistance from the Department of Computer and Mathematical Sciences in the delivery of quantitative courses.
  - Finding the right balance in future faculty hiring
    - The Department will revisit its complement plan in light of the external review, considering topical strengths and cross-appointing faculty. It will also propose new positions as part of the annual campus-wide budget exercise.
  - Attending to the staff workload and the current staffing structure

- The Department has recently hired a financial assistant, reducing the burden on the Business Officer.
- The Dean will explore the option of hiring a second Business Officer for the five Social Sciences departments and will engage those units in a discussion of available resources and future priorities.

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 strong curricula, specifically the Department's focus on two sub-disciplines of anthropology; the students' enthusiasm for their courses and instructors; and the collegiality and excellent morale of the faculty complement. The reviewers recommended that the following issues be addressed: supporting students to best attain the learning outcomes of the programs; making curricular enhancements, including adding capstone courses to the Specialist programs; building stronger links with cognate departments; finding the right disciplinary balance in future faculty hiring; and attending to staff workload and the current staffing structure. The Department will engage with other units in discussions about increasing students' academic skills and will develop discipline-specific methods to assist students, including adding more writing support and providing additional counselling. It will also explore further relationships with other departments and programs. The Department will revisit its complement plan, considering topical strengths and cross-appointing faculty, and will propose new positions. The Dean will explore adding a second Business Officer for the five Social Sciences departments and will engage those units in a discussion of available resources and future priorities. The Committee on Academic Policy and Programs concluded that the Decanal response adequately addressed the review recommendations.