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

Program Reviewed:	Philosophy, B.A.: Specialist, Major, Minor
Division/Unit Reviewed:	Department of Philosophy, University of Toronto Scarborough (UTSC)
Commissioning Officer:	Dean and Vice-Principal (Academic), UTSC
Reviewers (Name, Affiliation):	1. Paul Bartha, Professor and Acting Head, Philosophy, University of British Columbia 2. Samantha Brennan, Professor, Women's Studies and Feminist Research, Western University 3. Lisa Shapiro, Professor, Philosophy and Associate Dean, Faculty of Arts and Social Sciences, Simon Fraser University
Date of review visit:	October 26 – 27, 2015
Date reported to AP&P:	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 the Decanal response adequately addressed the review recommendations.

2 Significant Program Strengths
- Extremely impressive Department with positive prospects for continued growth
- Excellent recent additions to the faculty complement, citing the Department's strong research profile in philosophy of mind and analytic philosophy
- Highly productive tri-campus relationship
- Positive, active Association for Philosophy Students (APS) with significant benefits for student life

3 Opportunities for Program Enhancement

The reviewers recommended that the following be considered:

- Improving the curriculum and coverage, including the frequency, variety and availability of offerings, especially at the upper levels
- Providing more research opportunities for students
- Enhancing interdisciplinary offerings and building stronger links with cognate departments and alumni
- Reflecting on the faculty complement, the types of appointments in the department, the department's reliance on sessional faculty, and participation in research grant competitions
- Better supporting faculty, including through the clarification of policies and procedures for tenure, promotion, hiring, and funding
- Providing shared staff to support program functioning and moving to a permanent space

4 Implementation Plan

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

- Immediate Term (6 months)
  - Improving the curriculum and coverage
    - The Dean's Office will work with the Department to expand the Writing for Philosophy course and introduce tutorials for the Puzzles and Paradoxes course.
  - Providing more research opportunities for students
  - The Department is exploring additions to student research opportunities, including through closer involvement with graduate students' work. Reflecting on the faculty complement, the types of appointments in the department, the department's reliance on sessional faculty, and participation in research grant competitions
    - Through the Department's academic plan, the Department has addressed the need for new faculty complement and has requested five additional tenure stream positions over the planning period, including, one in Ancient Philosophy, which is slated to be searched in the 2017-18 academic year.
    - The Dean's Office will continue to work to increase the overall faculty complement in Philosophy, not only in order to reduce the faculty to student ratio, but also to strengthen and expand research and teaching expertise.
    - The Chair has instituted a SSHRC incentive program under which research funds will be provided to any unsuccessful applicant for a SSHRC grant, subject to certain stipulations. The Vice-Principal, Research will provide a double-match of the Department's contribution. The Department also is expanding its efforts to nominate faculty for awards.
  - Better supporting faculty
    - The Chairs of the three University of Toronto Philosophy departments have developed a document that will detail existing governance and consultation practices at the tri-campus and graduate levels. The Chair of the UTSC Department will produce a separate document for this campus.
  - Providing shared staff to support program functioning and moving to a permanent space

- UTSC HR Services will review the staffing needs of the three units who share support staff and will consider their recommendations.

- Medium Term (1-2 years)
  - Improving the curriculum and coverage
    - The Department's Curriculum Committee is reviewing additions to course offerings and will engage in curriculum mapping to make informed additions about which courses to offer.
  - Enhancing interdisciplinary offerings and building stronger links with cognate departments and alumni
    - The Department is in the early stages of reviewing the feasibility of developing multidisciplinary programs with other departments at UTSC, including programs in Cognitive Systems and in Philosophy, Political Science and Economics. The Department will consult with potential partner units, including Computer and Mathematical Sciences, Political Science, Psychology, and Management.

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

5 Executive Summary

The reviewers identified as strengths of the programs the excellent new faculty; the Department's strong research profile in philosophy of mind and analytic philosophy; the highly productive tri-campus relationship; and the positive, active Association for Philosophy Students (APS). The reviewers recommended that the following issues be addressed: improving the curriculum and coverage; providing more research opportunities for students; enhancing interdisciplinary offerings and building stronger links with cognate departments and alumni; reflecting on the faculty complement, the types of appointments in the department, the department's reliance on sessional faculty, and participation in research grant competitions; better supporting faculty, including through the clarification of policies and procedures for tenure, promotion, hiring, and funding; and providing shared staff to supporting program functioning and moving to a permanent space. The Department's Curriculum Committee is reviewing additions to course offerings and will engage in curriculum mapping to make informed additions about which courses to offer. The Department is exploring additions to student research opportunities, including through closer involvement with graduate students' work. The Chairs of the three University of Toronto Philosophy departments have developed a document that will detail existing governance and consultation practices at the tri-campus and graduate levels. UTSC HR Services will review the staffing needs of the three units who share support staff and will consider their recommendations. The Department is in the early stages of reviewing the feasibility of developing multidisciplinary programs with other departments at UTSC. The Committee on Academic Policy and Programs (AP&P) concluded that the Decanal response adequately addressed the review recommendations.