



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

Program Reviewed:	Equity Studies, B.A. (Hons.): Major, Minor
Division/unit offering program:	Faculty of Arts & Science, offered in association with New College
Commissioning Officer:	Dean, Faculty of Arts & Science
Reviewers (Name, Affiliation):	<ol style="list-style-type: none">1. Dr. Joyce King, Endowed Chair for Urban Teaching, Learning and Leadership, and Professor, Department of Educational Policy Studies, Georgia State University2. Dr. Patience Elabor Idemudia, Professor and Graduate Chair, Department of Sociology, University of Saskatchewan
Date of review visit:	March 29, 2017
Date reported to AP&P:	November 2, 2017

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

- Very strong enrolment growth since the previous external review (from 200 to 400 students)
- Evidence of innovative and creative teaching
- Students are engaged in research, international experiences, and feel positive about their faculty interactions

- Commendable outreach to diverse students, core strength in community engagement, and strong relationships with other units at the University

3 Opportunities for Program Enhancement

The reviewers recommended that the following be considered:

- Seeking ways to increase opportunities for students to pursue, or participate in, independent research projects
- Supporting the many strategies already in place to address enrolment challenges
- Hiring faculty, especially in the tenure-stream, to address demand for research opportunities and fourth year courses
- Hiring additional administrative staff in response to increased enrolment, and increasing funding for the program's activities, including its international activities, through advancement
- Supporting the program's long-term plan to engage OISE in a Youth, Activism and Community initiative, as well as an interdisciplinary graduate offering



4 Administrative Response & Implementation Plan

UNIVERSITY OF TORONTO
FACULTY OF ARTS & SCIENCE

David Cameron, FRSC
Dean

October 12, 2017

Professor Sioban Nelson
Vice-Provost Academic Programs
University of Toronto

Re: Review of Equity Studies Program

Dear Sioban,

Along with the faculty, staff and students of the Equity Studies program, I am pleased with the external reviewers' assessment of Equity Studies and its undergraduate program: Equity Studies B.A., Hons. (Major, Minor). The reviewers complimented Equity Studies for its "innovative teaching and creativity in the content and delivery of the ES program in and outside of the classroom" and its "innovative programming" in its program and undergraduate courses.

The quality of this program notwithstanding, as per your letter dated September 21, 2017, the review report raises a number of issues and challenges. I am writing to address the areas of the review report that you identify as key. The response to these items is separated into immediate- (current-3 months)/medium- (3-12 months)/longer- (12+months) term action items for Equity Studies, where appropriate. Equity Studies has discussed the reviewers' comments through consultation with various groups and has begun to implement changes where appropriate and that are consistent with Equity Studies' mission.

1. Students

In the context of limited supervisory resources, the reviewers suggested that the program seek ways to increase opportunities for students to pursue, or participate in, independent research projects

Immediate-term:

A number of initiatives enable Equity Studies students to participate in independent research projects:

- A fourth-year capstone research seminar was introduced in the fall 2016 to provide senior students with the opportunity to pursue independent research projects that integrate the abilities, skills and knowledge they have acquired in the Equity Studies program. The course will now be offered on a continuing basis. In addition, the

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program notes that the core 400-level seminars provide students with the skills to synthesize their acquired knowledge in a major research paper on a specific social justice issue.

- Students in Equity Studies are participating in research projects with community organizations through NEW497Y: Independent Community Engaged Research Seminar, a course introduced in 2017-18 in the Community Engaged Learning Program New College. Equity Studies students can count the course for their required 4th year credit for the major program.
- New College provides a stipend to provide the Undergraduate Course Development Fund (UCDF) instructors, Professor Tara Goldstein and Professor George Dei, with funds to hire equity studies students to work on their research projects.
- Equity Studies will continue to publish *Knots*, the first undergraduate journal in disability studies worldwide, as a forum for the scholarly work of equity studies students and alumni. Articles published in *Knots* are often based on papers students develop in their 4th year disability studies courses.
- Professor Anne McGuire, who teaches disability studies courses in Equity Studies, is co-founder of the ‘Unsettling Normalcy’ working group launched at Congress, May 2017. A goal of the working group is to provide opportunities for students to connect with and learn from graduate and faculty doing work in disability studies. This may well lead to publishing opportunities and other collaborative projects for Equity Studies students.

Medium-term:

Following on the success of the fall 2017 undergraduate research symposium in critical anti-racism, the program plans to organize other research symposia based on topics related to areas of emphasis in the program: Disability Studies, Global Food Equity and Social Advocacy. Their focus in the next two years will be providing opportunities for students to present research papers they have developed in the senior research course (NEW469Y), the Independent Community Engaged Research Seminar (NEW497Y), 4th year seminars, and research projects that students have conducted through their work study or as research assistants for faculty projects.

The new program initiative, Youth, Activism and Community, will provide students with new research opportunities through the courses NEW340F: Youth, Activism and Social Change and NEW441S: Art, Cultural Production and Resistance. Additional student

research opportunities will be created through faculty research projects connected to the YAC initiative.

Longer-term:

Equity Studies is participating in the New College Undergraduate Research Initiative established in 2017 to find creative ways to promote undergraduate research opportunities for students in New College programs.

2. Faculty

The reviewers supported the many strategies already in place to address enrolment challenges. They also recommended hiring faculty, especially in the tenure-stream, to address demand for research opportunities and 4th year course.

In responding to the reviewers' points, it is helpful to provide some context about the nature of the program and its place within Arts and Science. Equity Studies is one of several multidisciplinary College programs in the Faculty of Arts and Science. In cases where faculty support for a multidisciplinary program has fallen away, or where student interest in a program has grown, the Dean's office may initiate conversations with units that have supported the program in the past, or may facilitate the development of new relationships. Moreover, any consideration of new faculty appointments typically takes place through a formal process: units submit requests in the spring of each year, and these requests are considered by the Faculty Appointments Committee (FAC), which includes faculty representatives from across the three FAS sectors (the Humanities, Social Sciences, and Sciences) as well as the Colleges. After considering the full range of requests, the FAC makes recommendations to the Dean. Any request for additional faculty positions has an impact across the division, and as such, faculty appointments are considered not in isolation, but with respect to needs that exist across the Faculty.

Immediate-term:

Equity Studies is a multidisciplinary program at New College, and as such, is supported by faculty from multiple units. The FAS Dean's office will work with Equity Studies to develop stronger teaching relationships with cognate units. In addition, given growth in student enrolments in this area, the Faculty will allocate a CLTA position to New College to support the Equity Studies undergraduate programs. The Faculty will continue to monitor enrolments during the CLTA contract period.

To address growing enrolments and to move forward in their overall plan to become a hub of activist scholarship and teaching, the program introduced the Youth, Activism and

Community initiative in partnership with the Department of Adult Education and Community Development, OISE/UT. To implement this initiative Equity Studies has hired a 75% CLTA position jointly funded by New College (50%) and the Department of Adult Education and Community Development, OISE/UT (25%) for one year, beginning July 2017.

The program has developed joint courses with other interdisciplinary programs (Sexual Diversity Studies, Caribbean Studies, African Studies, Latin American Studies and Diaspora and Transnational Studies) as a way of providing a wide range of curriculum offerings.

Medium-term:

The program has successfully applied for positions through the Undergraduate Curriculum Development Fund (UCDF) for faculty members to teach an undergraduate course at the 3rd year level. The program plans to apply for another UCDF position in one of the three areas of emphasis: Disability Studies, Global Food Equity or Social Advocacy. Possible partners are Social Work, Faculty of Information or Architecture. Courses taught by UCDF faculty are not core to the program, but rather provide a greater range of options to students.

Longer-term:

Equity Studies will explore joint courses of relevance to the three areas of emphasis with disciplinary programs such as Sociology, Geography and History.

The Youth, Activism and Community (YAC) Initiative is a partnership between Equity Studies and the Department of Adult Education and Community Development, OISE/UT. As this initiative develops, Equity Studies is interested in pursuing a faculty appointment in the area of Social Advocacy. As an EDU-B, the unit does not have the capacity to make majority faculty appointments and will therefore seek a joint appointment for the position. As noted above, any requests for faculty positions are considered each spring at the Faculty Appointments Committee. In the longer-term, Equity Studies will seek additional faculty positions to support core areas in the program.

3. Resources to Support the Program

The reviewers recommended hiring additional administrative staff in response to increased enrolment, and suggested increasing funding for the program's activities, including its international activities, through advancement.

Immediate-term:

A number of steps are being undertaken to support the program:

- Program support has increased due to funding provided by New College and resources that the program has accessed through various university funding opportunities. New College has increased the program's annual discretionary funds by more than a factor of 3 to provide additional resources for curricular and co-curricular program activities.
- New College has hired a Program Support Officer who supports program events, assists with the administration of international activities and produces various promotional program materials.
- Equity Studies has access to the New College Initiative Fund that supports major curricular and co-curricular projects such as conferences, the publication of student journals and student proposed initiatives.
- Equity Studies will continue to take advantage of FAS funding opportunities such as LEAF and ATLAS to support major curricular and co-curricular initiatives. The current ATLAS/STEP Forward student initiative on opportunities for social justice work in the non-profit sector has been renewed for 2017-18 and 2018-19.
- Equity Studies will continue to monitor program enrolments to determine pressure on administrative resources and seek additional support if needed.

Longer-term:

New College is refreshing its list of advancement priorities this fall. Equity Studies will enter into discussions with Advancement about how to identify and define other opportunities of interest to donors.

4. Program Development

The reviewers supported Equity Studies' long-term plan to engage OISE in a Youth, Activism and Community initiative, as well as an interdisciplinary graduate offering.

Immediate-term:

The Youth, Activism and Community (YAC) Initiative was launched at New College, on March 31, 2017. The event included a panel of four students from the joint partners (Equity

Studies and the Department of Adult Education and Community Development, OISE/UT) who presented research papers on topics of youth activism. On May 31, 2017 the program held the second YAC event, a symposium on Youth, War and Migration, funded by the Social Science and Humanities Research Council and scheduled during the Congress 2017 to allow for international participation. In the upcoming year the program has introduced three courses as part of the YAC initiative: NEW340F: Youth, Activism and Social Change (Equity Studies); NEW441S: Art, Cultural Production and Resistance (Equity Studies); and NEW443S: Youth, Community and Revolution in Transnational Contexts (joint OISE/UT, Equity Studies). NEW443S, taught at OISE/UT, is an interdisciplinary graduate offering with spaces reserved for senior students in Equity Studies. The program is identifying researchers within and beyond the University of Toronto as well as graduate (OISE/UT) and undergraduate students (Equity Studies) who have research interests in the area of youth activism for inclusion on their developing website and future projects and events.

Medium to Longer-term:

Over the next two years the program plans to build and enhance the YAC website, bring YAC members together to share their research and teaching in the area, and explore opportunities for shared projects with students and researchers associated with YAC. Equity Studies is an undergraduate program and the program will focus on building its undergraduate profile rather than developing a graduate program at this time.

To conclude, we appreciate that the external reviewers identified the Equity Studies program's strengths and noted a few areas for development. Equity Studies has already begun to move forward with plans to address the recommendations as presented by the reviewers.

Sincerely,



David Cameron,
Dean and Professor of Political Science

cc. June Larkin, Vice-Principal, New College, Director, Equity Studies
Poppy Lockwood, Vice-Dean, Academic Planning and Strategic Initiatives

Executive Summary

The reviewers identified the programs' strengths as very strong enrolment growth since the previous external review (from 200 to 400 students); evidence of innovative and creative teaching; students engaged in research, international experiences, and feel positive about their faculty interactions; commendable outreach to diverse students; core strength in community engagement; and strong relationships with other units at the University. The reviewers recommended that the following issues be addressed: seeking ways to increase opportunities for students to pursue, or participate in, independent research projects; supporting the many strategies already in place to address enrolment challenges; hiring faculty, especially in the tenure-stream, to address demand for research opportunities and fourth year courses; hiring additional administrative staff in response to increased enrolment, and increasing funding for the program's activities, including its international activities, through advancement; and supporting the program's long-term plan to engage OISE in a Youth, Activism and Community initiative, as well as an interdisciplinary graduate offering. The Dean's Administrative Response describes the Faculty, unit and programs' responses to the reviewers' recommendations, including an implementation plan for any changes necessary as a result. The Committee on Academic Policy and Programs (AP&P) concluded that the Decanal response adequately addressed the review recommendations.