



UNIVERSITY OF TORONTO  
FACULTY OF ARTS & SCIENCE

May 5, 2025

Professor Nick Rule  
Vice-Provost, Academic Programs  
University of Toronto

**RE: Interim Monitoring Report on UTQAP cyclical review of the Department of Anthropology**

Dear Prof. Rule,

I write in response to your letter of July 10, 2024, requesting an Interim Monitoring Report on the October 2021 UTQAP cyclical review of the Department of Anthropology and its undergraduate and graduate programs.

The UTQAP cyclical review process is an invaluable exercise that affords us the opportunity to take stock of our academic units and programs, to recognize achievement, and identify areas for improvement. As you note, under section 6.9.1.4 of the University of Toronto Quality Assurance Process, a brief status report on the implementation of plans outlined in the Dean's administrative response is due midway between the year of the last and next UTQAP review site visits.

I am pleased to send you this status report in the attached Table, where each of the Implementation Plan recommendations have been addressed with updates from the unit and from the Dean's office on progress made to date.

Thank you very much for the opportunity to prepare this Interim Monitoring Report. The reviewers' comments and recommendations continue to help inform the future priorities of the Department of Anthropology and its undergraduate and graduate programs

Sincerely,

Stephen Wright  
Acting Dean, Faculty of Arts & Science  
Professor of Ecology and Evolutionary Biology

cc.

Holly Wardlow, Acting Chair, Department of Anthropology, Faculty of Arts & Science

Mary Silcox, Acting Tri-campus Graduate Chair, Department of Anthropology, Faculty of Arts & Science

Gillian Hamilton, Vice-Dean, Academic Planning, Faculty of Arts & Science

Caitlin Burton, Senior Manager, Governance, Academic Planning & Reviews, Faculty of Arts & Science

Lachmi Singh, Director, Academic Programs, Planning & Quality Assurance, Office of the Vice-Provost, Academic Programs

Amanda Pullan, Academic Planning & Review Officer, Office of the Dean, Faculty of Arts and Science

Andrea Benoit, Academic Planning & Review Officer, Office of the Dean, Faculty of Arts and Science

# UTQAP Cyclical Review Interim Monitoring Report

As required under [UTQAP section 6.9.1.4](#), the Vice-Provost, Academic Programs (VPAP) will request the Interim Monitoring Report from the Dean midway between the review and year of the next site visit.

Department of Anthropology, Faculty of Arts & Science

UTQAP Cyclical Review: October 28 & 30, 2020

Review Reported to Governance: October 26, 2021

Interim Monitoring Report: May 5, 2025

Request Prompt <i>verbatim from the request</i>	Dean’s Implementation Plan Update	Program Innovation Fund (PIF) Y/N
<b><i>The reviewers recognized that innovation in curricular content and delivery will be vital to the Department’s future success; they recommended continued development of course content in medical anthropology, global health, alternate historical perspectives, and Indigenous ways of knowing, and highlighted experiential learning and experimentation with alternate instructional formats as part of ongoing efforts to keep curriculum current.</i></b>	<p>Since the UTQAP review, and in line with the Department’s Implementation plan, the Department has successfully hired 4 new faculty members with expertise in: Indigenous Archaeology; Archaeology of the African Diaspora; Political Anthropology of Africa; and Biocultural Medical Anthropology. These new faculty have developed new, cutting-edge courses in medical anthropology, global health, and alternative historical perspectives such as: Biocultural Medical Anthropology: Hormones and Behavior, Black Radical Theory from the Global South, and The Archaeology of Anti-Black Race Massacres in the United States.</p> <p>The Department’s faculty have also developed new medical anthropology course content, such as Social Studies of Autism.</p> <p>Since the UTQAP review, two faculty members have won Experiential Learning Faculty Fellowships and developed a new experiential learning course, Ethnographic Practicum: Toronto Tours, in which students partner with organizations in Toronto that attract tourists (e.g., Fort York National Historic Site) and carry out a research project about tourism. The Dean’s office would be pleased to connect the</p>	N

	<p>Department with the Office of Experiential Learning and Outreach Support to explore further experiential learning and internship opportunities for undergraduate students.</p> <p>Since the UTQAP review, the Department developed a new minor program in Medical Anthropology which launched in 2022-23 and now has enrolments of almost 100 students.</p>	
<p><b><i>The reviewers noted comments that the Archaeology Specialist program goals are unclear, and that the Specialist “may no longer be necessary” given other offerings within the Department.</i></b></p>	<p>As specified in the Department’s Implementation Plan as a medium to longer-term response, the Department has undertaken “a comprehensive review of all archeology undergraduate programs.” As part of this review, the archeology faculty, both within the Department of Anthropology and in other departments (Classics, NMC, etc.) held 2 meetings in 2022 to discuss the Specialist and the Major. Discussions are ongoing.</p> <p>Relatedly, as part of the comprehensive review of archaeology programs, the Department in 2022-23 made 2 significant revisions to the Major program in Archaeology including:</p> <ul style="list-style-type: none"> <li>• Changed ARH305H to ARH205 (300 to 200 level) and changed the title of the course from “Archaeological interpretation” to “Archaeological inference”</li> <li>• Changed course code for Introduction to Archaeology from ANT200Y to ARH100Y</li> </ul> <p>The Archaeologists decided that until the desired changes to the Major program are finalized (internally) and approved, and their pedagogical impacts fully understood, the Department plans to maintain the Specialist program.</p> <p>The Dean’s office is pleased to connect the Department with the Curriculum Development Specialist, based in the Office of the Vice-Provost, Innovations in Undergraduate Education, to support this curricular review, with additional resources offered by the Teaching and Learning Office within the A&amp;S Office of the Dean.</p>	
<p><b><i>Students in the Archaeology Major expressed confusion regarding the progression of courses in the program, particularly with courses offered in cognate departments.</i></b></p>	<p>The Department decided to wait for the changes to the Major program to be approved before creating a new schematic diagram to help students navigate the program requirements and pathways.</p>	N

	The Department conducted 2 surveys of students in Archaeology programs to inquire as to changes they would like to see in the programs. There were no conclusive results from these surveys except that students would like better access to experiential learning opportunities, including excavations/digs.	
<b><i>The reviewers observed that current graduate funding packages are not competitive with peer institutions, and noted the link between increased Ph.D. time-to- completion and students' need for supplementary income while in school.</i></b>	<p>The University has recently decided to fund doctoral students at \$40,000/year. The Department is now beginning its discussions about how to contribute to this funding commitment.</p> <p>The Dean's Office has developed and communicated to Units a 4-year transitional funding support plan to help Anthropology adjust to the new minimum funding requirement.</p>	N
<b><i>The reviewers raised concerns regarding mentoring of graduate students and junior faculty, noting that effective mentoring for these groups will contribute more broadly to the success of equity, diversity, and inclusion missions of the University.</i></b>	<p>All new faculty are assigned senior faculty mentors, which, in most cases, reflect their choice of mentor. The Chair's Office now has a system in place to ensure that the Chair meets every year with junior faculty members to ask how the mentoring relationship is working. In cases where it is not working effectively, the Chair identifies a new mentor.</p> <p>The Dean's Office, led by the Vice-Dean, Faculty and Academic Life, has produced new mentorship guidelines informed by current research on best practices.</p> <p>New faculty in Anthropology also participate in the Dean's New Faculty program, which brings faculty from across Arts &amp; Science together to learn about different aspects of the Faculty and provide opportunities for peer mentorship.</p> <p>In relation to graduate student supervision, as specified in the Implementation Plan, the Department has connected with the SGS Centre for Graduate Mentorship and Supervision (CGMS). The varied range of supports and services offered by CGMS has been promoted in graduate faculty meetings, and when instances of mentoring problems or conflict have been raised, the graduate department has directed the individuals involved to approach CGMS for resolution.</p>	N
<b><i>The reviewers conveyed comments from graduate and undergraduate students regarding climate difficulties in some classrooms, with reports of bullying,</i></b>	The Department was never able to identify specific undergraduate concerns about climate difficulties in some courses. The ASA (Anthropology Student Association) polled their membership, and students were invited to submit their concerns anonymously, but no complaints were forthcoming. In the absence of	N

<p><b><i>micro- aggressions, and sexism; they noted that the Archaeology program was singled out as being a space where women felt vulnerable, particularly in field settings. Undergraduate students commented that departmental conflict resolution procedures were opaque, and that resolutions overwhelmingly favour faculty members.</i></b></p>	<p>specific, concrete information about this concern, the Department has not moved forward with this concern at the undergraduate level.</p> <p>That said, the Chair’s Office has developed stronger ties with the ASA, and does more to support their initiatives, including the following:</p> <ul style="list-style-type: none"> <li>• offered 1 workshop in Winter 2024 about applying to graduate schools and 1 workshop in Winter 2025 about summer fieldwork opportunities.</li> <li>• held 2 drop-in breakfasts for undergraduates in 2023-24 and 2 breakfast in 2024-25.</li> <li>• held a drop-in pizza party for ANT100Y students in Winter 2025, where approximately 80 students attended and had the opportunity to meet instructors of 200-level courses and ask questions.</li> <li>• has offered financial and organizational support to the Undergraduate Anthropology Journal.</li> <li>• All these initiatives help to foster collegial relationships between faculty and undergraduate students.</li> </ul> <p>In relation to graduate students, the Graduate Chair has met with the Faculty of Arts and Science’s Director, High Risk, Faculty Support and Mental Health regarding several issues. In addition, contact information for relevant University offices has been distributed to graduate students, including (depending on context) the Sexual Violence Prevention and Support Centre, Anti-Racism and Cultural Diversity Office, Sexual and Gender Diversity Office, Student Mental Health Resource, Campus Safety, and Community Safety Office. Their Graduate Handbook has been fully revamped to include all of these supports as well. Finally, the Department’s Guidelines for Prevention of Sexual Violence during Fieldwork have been finalized and are the subject of two mandatory workshops each year for all graduate students who plan to engage in fieldwork.</p>	
<p><b><i>The reviewers commented that faculty complement planning and strategic decision- making about resources will be critical in shaping the department’s ability to continue to provide leadership</i></b></p>	<p>As mentioned above, the Department hired 2 new faculty members in Archaeology in areas that are cutting edge for the field: Indigenous Archaeology (Associate rank) in July 2022, and Archaeology of the African Diaspora (Assistant rank) in July 2024. The Department has also hired 2 Assistant Professors in the fields of Political Anthropology of Land Dispossession, Conflict, &amp; Migration in Africa (July 2022) and Biosocial/Medical Anthropology (July 2024).</p>	<p>N</p>

<b><i>in the areas of Archaeology and Linguistic Anthropology.</i></b>	The Department has repeatedly requested of the Faculty Appointments Committee a new teaching-stream faculty position in Linguistic Anthropology, but has not yet been successful.	
<b><i>The reviewers note that the quality of Anthropology graduate programs is dependent on informal tri-campus communication and cooperation, and recommend a more formal arrangement between the campuses to coordinate recruitment plans and long term strategy.</i></b>	<p>In 2023-24, there was a university-wide initiative to formalize tri-campus communication and cooperation about the graduate program, including faculty recruitment plans and processes (e.g., the composition of search committees). However, it remains the case that departments are independent at the campus level and that department-specific research and undergraduate curriculum needs must be prioritized over the needs of the graduate program.</p> <p>That said, the 3 departments have implemented regular Chairs' meetings (normally 2-3 per term) to share concerns and information, including information about complement planning and approved faculty positions. This will enhance long term complement planning strategy for all three departments.</p>	N
Other recommendations or implementation plans not prioritized in the Request for Administrative Response	N/A	N
Findings of assessments of program effectiveness, conducted as outlined in the self-study ( <i>see section 3.4 of the <a href="#">self-study template</a> for more information</i> )	<p>The Department's Undergraduate Curriculum Committee, chaired by the Associate Chair Undergraduate, meets regularly to discuss new course proposals, program requirements, updates to course titles and descriptions, whether course prerequisites are appropriate, and so on. Since the UTQAP review, changes to the Archaeology Major program were approved through governance in 2022-23 and 2023-24 and are now being implemented to ensure program effectiveness.</p> <p>The Department's Graduate Policy Committee, chaired by the Associate Chair Graduate, meets regularly to discuss new course proposals, program requirements, changes to the Graduate Student Handbook, updates to course titles and descriptions, graduate student concerns, and so on.</p>	N
The status of any additional items discussed at the AP&P meeting as captured in the FAR/IP	N/A	N
Consultation in developing this brief report and (where applicable) a statement of how the Faculty has	The ASDO produced this report in consultation with the active involvement of the Department's Acting, Chair, St George campus, the former Graduate Chair, Associate Chair, Undergraduate, and the Department's archaeology faculty.	N

monitored the implementation of review recommendations	<p>As well, the ASDO consulted with members of its own senior leadership and administrative leadership on various aspects of this report as relevant.</p> <p>The ASDO monitors implementation of review recommendations through period meetings with Chairs, Directors, and Principals and through regular governance and curricular oversight.</p>	
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