

UTQAP Cyclical Review: Final Assessment Report and Implementation Plan

1 Review Summary

Program(s) Reviewed:	Ethics, Society & Law (HBA): Major
Division/Unit Offering Program(s):	Program housed in Trinity College
Commissioning Officer:	Dean, Faculty of Arts and Science
Reviewers (Name, Affiliation):	<ul style="list-style-type: none"> • Peter C. Caldwell, Samuel G. McCann Professor of History; Director, Program in Politics, Law, and Social Thought, Department of History, Rice University • Katherine Fierlbeck, McCulloch Research Chair; Professor & Chair, Department of Political Science, Dalhousie University
Date of Review Visit:	March 22, 2024
Review Report Received by VPAP:	April 24, 2024
Administrative Response(s) Received by VPAP:	September 12, 2024
Date Reported to AP&P:	October 22, 2024

Previous UTQAP Review

Date: January 14-15, 2016

Summary of Findings and Recommendations

Significant Program Strengths

- Rich undergraduate academic experience that combines the impressive, internationally recognized research accomplishments of FAS with the interdisciplinary, community oriented, small class focus of Trinity College
- Undergraduates address complex social issues from a variety of disciplinary points of view within small-group courses
- Numerous opportunities for students to conduct research and prepare for publication, including through the Law Workshops and the student journal, *Mindful*
- Graduates are highly qualified and well suited to a variety of outcomes, including graduate school and law school
- FAS faculty who teach in the program are world-class researchers publishing highly relevant research

Opportunities for Program Enhancement

- Balancing the benefits and costs of curricular freedom, including a lack of cohort cohesion, inattention to the course listed as fulfilling program requirements, and the potential for students' educational experiences to be unstructured
- Providing greater stability in the faculty involved in delivering the program to ensure both program quality and to improve morale among the teaching staff
- Addressing structural challenges in the academic program and complexities in academic governance, including the complex relationship between the Faculty of Arts & Science, Trinity College, and the University, noting that the majority of students in the program are not members of Trinity College; and developing greater ties with other units, especially with the Chairs of those departments involved in delivering key courses in the program.

Current Review: Documentation and Consultation

Documentation Provided to Reviewers

Terms of reference; Self-study & Appendices; Previous review report including the administrative response; Access to all course descriptions; Access to the curricula vitae of faculty.

Consultation Process

Vice-Dean, Academic Planning; Interim Associate Dean, Unit-Level Reviews; Provost, Trinity College; Dean of Arts, Trinity College; Program Director; Program Associate Director; Leads in

Community Research Partnerships in Ethics course; Continuing Faculty; Adjunct faculty; Undergraduate students; Administrative staff; and members of relevant cognate units (Centre for Criminology and Sociolegal Studies; Philosophy; Sociology; Political Science; Center for Ethics; School of the Environment).

Current Review: Findings and Recommendations

1. Undergraduate Program(s)

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

The reviewers observed the following **strengths**:

- Overall quality
 - ▶ The Ethics, Society and Law (ES&L) program provides course content and curricular opportunities that are not available elsewhere in the University and are valuable to both Trinity College and FAS
 - ▶ Program is “vibrant and stable”
- Objectives
 - ▶ ES&L combines the history of political and ethical thought with coverage of contemporary ethical and political issues
 - ▶ Program is succeeding in its goal of offering opportunities to excellent, committed students that they might have difficulty finding elsewhere in such a large and complex university setting
 - ▶ Program appears to be meeting its objectives of offering a carefully considered and truly interdisciplinary experience, and of providing undergraduate students with an understanding of what is involved in the study of the Law
 - ▶ Program exhibits a clear sense of purpose and mandate, and students and faculty express a clear understanding of how ES&L differs from other cognate offerings
- Admissions requirements
 - ▶ Program admission is quite selective, and demand is consistently high
- Curriculum and program delivery
 - ▶ Courses are carefully designed and culminate in small seminars that focus on research and writing
 - ▶ Program combines a scaffolded core curriculum with abundant elective choices and innovative experiential learning opportunities
 - ▶ Elective offerings are spread across several units, “allowing students to create focal points in their own major”
 - ▶ Program’s home in Trinity College permits an independent and focused curriculum, without duplicating curricula of cognate FAS units

- Innovation
 - ▶ Several adjunct faculty, who are largely legal practitioners, deliver single classes for the program; this allows ES&L to offer innovative capstone seminar topics lead by excellent and experienced instructors
- Assessment of learning
 - ▶ Assessment of learning in ES&L classes appears appropriate
- Student engagement, experience and program support services
 - ▶ ES&L students are highly engaged and find it easy to connect with fellow students, particularly in upper year classes
 - ▶ Required fourth year seminar courses are small, and provide students with opportunities to develop advanced research and communication skills, and direct contact with instructors who can offer mentorship and letters of recommendation
 - ▶ Opportunities for experiential learning, which are available by competitive application to some of the ES&L cohort, are comprehensive and carefully designed
 - ▶ Students appreciate optional experiential learning opportunities; reviewers note these are perceived as “essential and even transformative”
 - ▶ Community Research Partnerships in Ethics (CRPE) program is a “gem”, and noted as superior to many experiential learning offerings at other universities
 - ▶ Law Workshops are seen by students as intellectually demanding, and are rated especially highly by those wishing to attend Law School; reviewers highlight the Associate Director’s energetic and excellent commitment to this program
 - ▶ Students involved in the Humanities for Humanity (H4H) program report very positive experiences
 - ▶ Student satisfaction scores are consistently high relative to U of T and other Ontario universities
 - ▶ Polled alumni responded strongly that they would recommend ES&L to others
 - ▶ A notable aspect of the program is the way in which undergraduate research programs are facilitated by faculty
- Quality indicators – undergraduate students
 - ▶ Student outcome indicators are consistently high

The reviewers identified the following **areas of concern**:

- Curriculum and program delivery
 - ▶ Students and faculty note challenges for ES&L students in accessing elective courses in other units
 - ▶ Reviewers note concerns that some program requirements are now obsolete and/or redundant, and include courses that are not offered on a regular basis
 - ▶ Reviewers caution that reducing the number elective courses in cognate units that are available to ES&L students would make the program more dependent on cognate units’ willingness to routinely offer these classes

The reviewers made the following **recommendations**:

- Curriculum and program delivery
 - ▶ ES&L leadership encouraged to monitor planned changes in registration protocol for elective courses in cognate units, and advise students of any new opportunities
 - ▶ Review course requirements, and adjust those that are no longer relevant
 - ▶ Maintain existing breadth of available elective courses in cognate units
 - ▶ Ensure sufficient faculty resources to keep upper year seminars small
 - ▶ Ensure appropriate TA supports for the relatively large second-year classes, to maintain focus on writing assignments

2. Graduate Program(s) – n/a

3. Faculty/Research

The reviewers observed the following **strengths**:

- Overall quality
 - ▶ “Core teaching faculty are dedicated, highly capable, and enthusiastic”
 - ▶ Adjunct instructors are carefully chosen, have considerable relevant experience and appear to feel supported in the program and find their contributions very rewarding
- Research
 - ▶ The research records of contributing faculty members appear appropriate to their circumstances
- Faculty
 - ▶ Program has recently been supplemented by two tenure stream positions, cross-appointed with Political Science; this provides greater long-term stability and continuity for ES&L

The reviewers identified the following **areas of concern**:

- Faculty
 - ▶ Program Director and Associate Director are continuing limited term appointments; both have substantial teaching and administrative loads
 - ▶ Faculty outside of the program who supervise ES&L student research projects do not appear to receive recognition for this work

The reviewers made the following **recommendations**:

- Faculty
 - ▶ FAS leadership should ensure that all faculty are appropriately recognized for supervising ES&L student research projects

4. Administration

Note: Issues that are addressed through specific University processes and therefore considered out of scope for UTQAP reviews (e.g., individual Human Resources issues, specific health and safety concerns) are routed to proper University offices to be addressed, and are therefore not included in the Review Summary component of the Final Assessment Report and Implementation Plan.

The reviewers observed the following **strengths**:

- Relationships
 - ▶ Leadership is energetic, contributing faculty and project coordinators are committed and students are enthusiastic
 - ▶ Collegiality among contributing faculty, including those in other units, is quite strong
 - ▶ Students and faculty highly praise the program
 - ▶ Relationships with organizations involved in the CRPE program appear sturdy
 - ▶ Relationships between ES&L and heads of cognate divisions appear robust
 - ▶ Faculty and students are “effusive in noting the superlative capability and assistance” of the program’s part-time administrative staff member
- Organizational and financial structure
 - ▶ Administrative organization of the program appears to work well, despite requiring considerable coordination across multiple units
 - ▶ Program administration has been supported by a 50% administrative position shared with Trinity’s International Relations program
 - ▶ Trinity College anticipates that a planned new building, the Lawson Centre, will be operational in fall 2025, which is expected to be advantageous for the ES&L program
- Long-range planning and overall assessment
 - ▶ Overall assessment is very positive
 - ▶ “ES&L is a popular, successful, and intellectually rigorous program”
 - ▶ Program has worked to address “sustainability challenges” raised in the previous review, with the support of higher administration; continues to actively address these issues “in a positive and forward-looking way”
 - ▶ Reviewers impressed with changes made since the previous review, which have created a strong program with consistent and well-considered academic plans in several areas:
 - Addressing the ethical, social and political aspects of law in a manner useful to both pre-law and other interested students
 - Engaging deeply with substantive moral, ethical and political aspects of contemporary issues
 - Developing a solid and focused curriculum that affords both interdisciplinary openness and core coherence, and includes access to smaller classes and research projects in upper years
 - Providing opportunities to participate in carefully structured experiential learning

- International comparators
 - ▶ “The list of international programs resembling ES&L is most striking because of its variety”
 - ▶ ES&L and comparable programs elsewhere have found “ingenious” ways to integrate substantive courses in ethics, philosophy, politics, policy, history, and sociology into an interdisciplinary program with a significant legal component
 - ▶ Compared to other similar offerings, ES&L “certainly shines in its ability to marry interdisciplinary breadth and intellectual rigour into a thematically coherent program that students find engaging and relevant, and instructors find rewarding”

The reviewers identified the following **areas of concern**:

- Long-range planning and overall assessment
 - ▶ Reviewers note limited opportunity to grow program enrolment, so long as the program continues to (justifiably) prioritize small core courses at the advanced levels, and operate with a limited number of instructors
 - ▶ Some program sustainability challenges remain, and reviewers note these are likely common in any non-departmental program that relies heavily on external providers of experiential education, and non-tenure-stream faculty
 - ▶ “An interdisciplinary program lodged in a college is always going to be exposed to challenges over time simply because it relies on so many other pieces of the institutional system to thrive”

The reviewers made the following **recommendations**:

- Relationships
 - ▶ Reviewers highlight the importance of nurturing relationships among contributing faculty and more broadly of encouraging “program-specific camaraderie”, and recommend that Trinity College make funds available to support the planning and delivery of a regular social event for ES&L faculty and students
 - ▶ ES&L leadership urged to schedule regular meetings with heads of cognate units involved in the program, to keep them apprised of any issues arising in the program or any relevant new opportunities
- Long-range planning and overall assessment
 - ▶ Consider capitalizing on the success of the program, and explore the possibility of expanding to offer a Specialist (reviewers note that this would require additional resources, if pursued)
 - ▶ Reviewers note that leadership continuity is essential to ES&L, and that the program should actively plan for eventual changes (and potential leaves) in the coming years
 - ▶ Reviewers note that ensuring the continuity and quality of contributing faculty is also essential to the program’s long-term health, and careful planning in this regard will remain important
 - ▶ Continuing to build community among students, faculty, adjunct instructors and alumni will be key to the program’s ongoing success

- ▶ Program leadership, in consultation with leaders at Trinity College and FAS, are encouraged to develop a planning document that outlines in detail the resources needed to maintain program robustness in the long term, as well as the resources that would be required for any potential program expansion



UNIVERSITY OF TORONTO FACULTY OF ARTS & SCIENCE

September 12, 2024

Professor Susan McCahan
Vice-Provost, Academic Programs
University of Toronto

RE: UTQAP cyclical review of the Ethics, Society & Law program

Dear Prof. McCahan,

I write in response to your letter of June 3, 2024, regarding the March 22, 2024, UTQAP cyclical review of the Ethics, Society & Law undergraduate program and requesting our Administrative Responses. The program reviewed is: Ethics, Society and Law, HBA: Major.

On behalf of the Faculty of Arts & Science, we would first like to thank the reviewers, Professor Peter C. Caldwell, Rice University, Professor Katherine Fierlbeck, Dalhousie University, for their very comprehensive review of the Ethics, Society & Law program. We would also like to thank the Dean of Arts & Vice-Provost of Trinity College, the program director, faculty, administrative staff, and all those who contributed to the preparation of the self-study. We also wish to thank the many staff, students, and faculty members who met with the external reviewers and provided thoughtful feedback. 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.

The review report was finalized on April 23, 2024, after which the Dean of Arts & Vice-Provost of Trinity College shared it widely with stakeholders in the Ethics, Society & Law program. We are extremely pleased with the reviewers' positive assessment of the overall strength of the Ethics, Society & Law program and its outstanding, productive faculty. The reviewers noted a "vibrant and stable program" with energetic leadership, innovative capstone seminar topics led by outstanding instructors, and "smart, energetic, and committed students" who have a strong sense of community. The review report also raised several issues and challenges and identified areas for enhancement, including difficulty for students in accessing elective courses in other units, some program requirements that are now obsolete, substantial teaching and administrative loads for program leadership, and limited opportunity to grow program enrolment.

Each of these recommendations has been addressed in the attached Review Recommendations Table that outlines the unit's response, the Dean's response, and an Implementation Plan identifying action items and timelines for each recommendation. My Administrative Response and Implementation Plan was developed in consultation with the Dean of Arts & Vice-Provost of Trinity College and the program director of the Ethics, Society & Law program and with the Vice-Dean, Academic Planning, and senior leadership within my office. The Implementation Plan provided identifies timeframes of immediate- (six months), medium- (one to two years), and longer- (three to five years) term actions and who (Faculty, Dean, unit) will take the lead in each area. I also identified any necessary changes in organization, policy, or governance where appropriate, as well as any resources, financial or otherwise, that will be provided, and who will provide them.

The next UTQAP cyclical review of Ethics, Society & Law program will take place no later than the 2031-32 review cycle. My office monitors progress on Implementation Plans through periodic meetings with program leadership. I also acknowledge that your office will request a brief Interim Monitoring Report midway between the March 2024 UTQAP cyclical review and the year of the next site visit in the 2031-32 review cycle to report on progress made on the Implementation Plan as outlined in the accompanying Review Recommendations Table.

Thank you very much for the opportunity to respond to the review report. The reviewers' comments and recommendations will help inform the future priorities of the Ethics, Society & Law undergraduate program.

Sincerely,



Antoinette Handley
Acting Dean, Faculty of Arts & Science
Professor, Department of Political Science

cc.

- Nicholas Terpstra, Provost & Vice-Chancellor, Trinity College
- Kevin Lewis O'Neill, Dean of Arts & Vice-Provost, Trinity College
- John Duncan, Program Director, Ethics, Society & Law program, Trinity College
- Gillian Hamilton, Vice-Dean, Academic Planning, Faculty of Arts & Science
- Caitlin Burton, Manager, Academic Change & Reviews, Office of the Dean, Faculty of Arts & Science
- Lachmi Singh, Director, Academic Programs, Planning & Quality Assurance, Office of the Vice-Provost, Academic Programs
- Andrea Benoit, Academic Planning & Review Officer, Office of the Dean, Faculty of Arts and Science

2023-24 UTQAP Review of the FAS Ethics, Society and Law (ES&L) Program, housed in Trinity College - Review Recommendations

Please do the following for each recommendation in the table:

- If you **intend** to act on a recommendation, please provide an **Implementation Plan** identifying actions to be taken, the time frame (short, medium, long term) for each, and who will take the lead in each area. If appropriate, please identify any necessary changes in organization, policy or governance; and any resources, financial and otherwise, that will be provided, and who will provide them.
- If you **do not** intend to act on a recommendation, please briefly explain why the actions recommended have not been prioritized.
- In accordance with the UTQAP and Ontario's Quality Assurance Framework, "it is important to note that, while the external reviewers' report may include **commentary** on issues such as faculty complement and/or space requirements when related to the quality of the program under review, **recommendations** on these or any other elements that are within the purview of the university's internal budgetary decision-making processes must be tied directly to issues of program quality or sustainability" (emphasis added)
- You may wish to refer to the [sample table](#) provided by the Office of the Vice-Provost, Academic Programs

Request Prompt <i>verbatim from the request</i>	Rec. #	Recommendations from Review Report <i>verbatim from the review report</i>	Program Response	Dean's Response
The reviewers noted that some of the program's course requirements appear to be obsolete or redundant. They recommended conducting an assessment of these requirements, and making adjustments as appropriate.	1	"Given that the current system of class progression fulfills the original intent to provide students with a general thematic introduction to the program, the [current requirement] is both obsolete and redundant (as well as frustrating to the students in their lack of predictable accessibility). This requirement can now be removed."	The program agrees with the recommendation. Please see the next item.	The Dean's office acknowledges that the program will remove this requirement and will support the modification to do so. Please see below, #2.
	2	"The requirement that students "take 1.0 credit from ETH201H1, ETH210H1, ETH220H1, ETH230H1, ETH350H1, ETH401H1, PHL265H1, PHL275H1, POL200Y1, to be taken in any year of registration in the program" should be eliminated. The courses noted here can simply be listed under the category stipulating that students must take "3.0 credits from Groups A-D, including at least a 0.5 credit from each of Groups A-C and at least 1.5 credits at the 300+ level."	The program agrees with the recommendation. The requirement in question responded to a recommendation from the previous UTQAP review. However, since that review the program also doubled the number of its required courses by adding TRN203H1H, TRN204H1H, and TRN312H1H (to the previously existing list of PHL271H1H, TRN303H1H, and TRN412H1H), making the addition of the requirement in question largely unnecessary. Furthermore, although the requirement – which is to "take 1.0 credit from ETH201H1, ETH210H1, ETH220H1, ETH230H1, ETH350H1, ETH401H1, PHL265H1, PHL275H1, POL200Y1 ... in any year of	As above #1, these changes in program requirements will require a major modification and the Dean's office will support that proposal. In the immediate-to-medium term, the modification will be developed this year and likely go through Faculty governance in 2024-25, to be effective September 2025.

			<p>registration in the program” – does include choice on paper, the full list of courses is rarely offered in reality, significantly reducing choice, which in turn unduly limits timetable options for students.</p> <p>To remove the requirement: The program would seek modifications in 2024-25. The current 5th requirement would be removed altogether, turning requirement 6, the final requirement, into the new 5th (and still final) requirement. The required number of credits to be taken in the new 5th requirement would go up from 3.0 to 4.0. Thus, requirement 6 – “3.0 credits from Groups A-D, including at least a 0.5 credit from each of Groups A-C and at least 1.5 credits at the 300+ level. Courses taken in fulfillment of requirement 5 above may not be counted toward the Group courses here” – would become the new requirement 5: “4.0 credits from Groups A-D, including at least a 0.5 credit from each of Groups A-C and at least 1.5 credits at the 300+ level.”</p> <p>Thus, students would be required to take 3FCEs in ES&L core courses (TRN203H1H, TRN204H1H, PHL271H1H, TRN303H1H, TRN312H1H, and TRN412H1H), and 4 FCEs from courses in the program’s optional courses in Groups A (Ethics), B (Society), C (Law) and D (Other), including at least a 0.5 credit from each of Groups A-C and at least 1.5 credits at the 300+ level.</p>	
The reviewers highlighted the importance of nurturing and maintaining current positive relationships among faculty that contribute to the program, and recommended that Trinity College prioritize and provide supports	3	“Trinity College should consider making available a small sum of money at the start of each fiscal year to enable ES&L more easily to organize a regular social event for faculty and students”	<p>The program agrees with the recommendation.</p> <p>The Dean of Arts (Trinity) has authorised an annual budget of \$5000 for the program for</p>	The Dean’s office supports the College’s plan to commit funds from the Trinity College Dean of Art’s budget to support program initiatives such as those recommended by the reviewers.

to enable regular social events for ES&L faculty and students.			activities including regular social events for faculty and students.	
The reviewers recommended that ES&L conduct regular meetings with the heads of cognate units to maintain robust relationships, facilitate communication regarding the organization and operation of the program, and to keep cognate units apprised of any relevant emerging issues or opportunities.	4	<p>“ES&L should schedule one meeting every year with heads of the cognate departments involved in the program, in order to keep them up to date on any issues that may be arising in the program, or any new opportunities that may emerge respecting the program.”</p>	<p>The program agrees with the recommendation.</p> <p>ES&L will schedule an annual meeting with the heads (or their designates) of ES&L’s cognate units – units related to, or involved in, the program -- in order to keep the heads up to date on any issues that may be arising in the program, or any new opportunities that may emerge respecting the program.</p> <p>The Dean of Arts (Trinity) has authorised an annual budget of \$5000 for the program for activities including the expenses involved in an annual meeting with heads of the cognate units.</p>	<p>The Dean’s office supports the program’s plan that, as part of the Trinity College Dean of Art’s budget, the program director now has additional resources and will use them to meet with cognate chairs yearly. This offers an opportunity to enhance current relationships with cognate units and discuss curricular matters that support continuous improvement to the program.</p> <p>.</p>
The reviewers observed that some of the sustainability challenges raised in the previous review of ES&L remain, and “indeed are probably part of any such non-departmental program that relies heavily on external providers of experiential education and non-tenured faculty.” They broadly recommended that the program work in consultation with Trinity College and the Faculty of Arts and Science to develop a detailed strategic plan that outlines the resources needed to maintain long-term program robustness, as well as resources that would be required for any potential expansion.	5	<p>“In discussion with both the College and the Faculty, the Director and Associate Director should develop a planning document that outlines in granular form what is needed to keep the program robust over the longer term (5-15 years), the particular shape that a Specialist program of study in ES&L would take, and the kinds of resources that would be needed were the program to expand into a Specialist program.</p> <p>This document could focus on long-term staffing, including the possibility of requesting cross-appointed faculty with cognate units (potentially in the form of teaching professorships), succession planning, and the workload of administrative staff; curriculum development; the possibility of expanding the capstone programs; and methods of maintaining a closer relationship with alumni.”</p>	<p>The program agrees with this recommendation in general, although some details require modification.</p> <p>In consultation with program stakeholders, including Trinity College and FAS, the ES&L program will develop a planning document to maintain the program in robust form over the longer term.</p> <p>The recommendation to consider the expansion of ES&L with the possible addition of a specialist program, as part of the planning exercise, is welcome but requires modification. In consultation with the College and FAS, it has become clear that specialist programs in general are less popular than they once were, somewhat resource intensive, and difficult to maintain if enrollments decline at all. A specialist is not likely a good fit for ES&L.</p>	<p>The Dean’s office acknowledges that the program is interested in expanding the major program enrolment, but not interested in moving forward in exploring the feasibility of a specialist program.</p> <p>The cross-appointment model is working well for the program and the Dean’s office supports its continuation.</p> <p>In the immediate-medium term, the Dean’s office encourages the program leadership to discuss enrolment expansion options with the Vice-Deans Academic Planning and Undergraduate.</p> <p>The Dean’s office supports the Trinity College’s plan to develop a granular unit level plan and the Vice-Dean, Academic Planning can advise on best practices for developing such a document that attends to the topics</p>

			<p>Nevertheless, expansion is a welcome recommendation “to keep the program robust over the longer term,” as the reviewers recommend.</p> <p>The number of ES&L subject-POSt requests over the last 8 years averages 585 requests for 75 new seats per year (year 2016, 599 requests; 2017, 629; 2018,581; 2019, 463; 2020, 599; 2021, 572; 2022, 599; 2023, 638). Currently, only about 15% of applicants are enrolled in ES&L each September. The program has sufficient excess demand to increase enrolment by two-thirds and easily maintain a minimum entrance requirement score of 80% for all students – e.g., during the summer of 2024, 220 students with 80+% relevant averages requested ES&L in the first round alone.</p> <p>Planning a pathway to expansion would address the reviewers’ recommendation that ES&L engage in a planning process “that outlines in granular form what is needed to keep the program robust over the longer term (5-15 years), the particular shape that [...] [expansion] in ES&L would take, and the kinds of resources that would be needed were the program to expand [...].”</p> <p>Other elements would be included in the planning process, including: (1) developing ES&L’s relationship with cognate units such as the Center for Ethics (which is located at Trinity and which does not host an undergraduate programs); (2) the continuation of the both cross-appointed faculty model and Trinity’s continuing faculty appointments model.</p>	<p>mentioned in the recommendation by the reviewers.</p>
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			In general, Trinity College and ES&L are open to the recommendation to expand that has come out of the UTQAP process. The college and the program intend to explore collaborations with FAS around both developing a stronger relationship with the Center for Ethics, and continuing to develop the cross-appointed faculty model.	
	6	“second-year classes are relatively large, and should have sufficient TAs to ensure that they can continue to focus on the writing assignments (which are very labour intensive).”	<p>The program agrees with the recommendation.</p> <p>Currently, the student-TA ratio in ES&L’s 3 large lecture courses is 25:1, wherein a single TA is paid to instruct 3 tutorial sections of up to 25 students each. The number of hours designated for such instruction, including grading, etc., is about 180 per term. The program is committed to retain this ratio.</p>	The Dean’s office acknowledges that the program feels that there is sufficient TA support at current enrolment levels. Should the program expand, as described above #5, the TA-student ratio could be revisited. The Dean’s office also suggests the program explore the Writing-Integrated Teaching program (WIT) as a source of additional support.
Other recommendations not prioritized in the Request for Administrative Response	7	“We were told [...] that faculty outside the program who are engaged in supervising students’ projects do not receive recognition for their work (e.g., that this is not formally counted towards their service work) which, if true, should be addressed by the FAS.”	<p>The program agrees with the recommendation.</p> <p>The program proposes to prepare a brief letter to acknowledge the program supervisory work of each faculty member outside the program. In late April / early May, Trinity’s Dean of Arts would send such letters to both (a) the faculty members themselves, and (b) their chairs (or equivalent) for the purposes of PTR.</p>	The Dean’s office supports the College’s proposal outlined here for formalizing faculty service and teaching in the program.

3 Committee on Academic Policy & Programs (AP&P) Findings

The spokesperson for the reading group reported that the review summary had accurately reflected the full review, and that the administrative response fully addressed the issues identified and included a comprehensive, forward-looking plan. The group had no additional questions or comments.

No follow-up report was requested.

4 Institutional Executive Summary

The reviewers praised the Ethics, Society & Law (ES&L) program as vibrant and stable, and observed that it fulfills an important role at the University. They noted that despite its interdisciplinary nature, the program is thematically coherent, and has a clear sense of its purpose and mandate relative to other cognate units and offerings. ES&L provides unique curricular opportunities that are valuable to both Trinity College and the Faculty of Arts and Science, and offers exceptional experiential learning opportunities to a subset of its students. ES&L has worked to address the sustainability challenges raised in its previous review, and has recently been supplementing the program with two tenure stream cross appointments, which provide greater long-term stability and continuity; and well-qualified adjunct faculty contribute to unique capstone seminar topics. The reviewers highlight ES&L's energetic leadership, committed instructors and project coordinators, and enthusiastic students who find the program engaging and relevant. Collegiality among ES&L faculty (including those who reside in other units) is currently solid, and a planned new Trinity College Building is expected to benefit the program.

The reviewers recommended that the following issues be addressed: conducting an assessment of course requirements that may be obsolete or redundant, and making adjustments as appropriate; nurturing current positive relationships among faculty that contribute to the program, and prioritizing and providing supports to enable regular social events for ES&L faculty and students; conducting regular meetings with the heads of cognate units to maintain robust relationships, facilitate communication regarding program organization and operation, and to keep cognate units apprised of any relevant emerging issues or opportunities; and working in consultation with Trinity College and the Faculty of Arts and Science to develop a detailed strategic plan that outlines the resources needed to maintain long-term program robustness, as well as resources that would be required for any potential expansion.

The Dean's Administrative Response describes the Faculty and program's responses to the reviewers' recommendations, including an implementation plan for any changes necessary as a result.

5 Monitoring and Date of Next Review

The Dean's office monitors progress on Implementation Plans through periodic meetings with program leadership. The office of the Vice-Provost, Academic Programs will request a brief Interim Monitoring Report midway between the March 2024 UTQAP cyclical review and the year of the next site visit to report on progress made on the Implementation Plan as outlined in the accompanying Review Recommendations Table.

The next UTQAP cyclical review of Ethics, Society & Law program will take place no later than the 2031-32 review cycle.

6 Distribution

On August 15th 2025, the Final Assessment Report and Implementation Plan was posted to the Vice-Provost, Academic Programs website and the link provided by email to the Dean of the Faculty of Arts and Science, the Secretaries of AP&P, Academic Board and Governing Council, and the Ontario Universities Council on Quality Assurance. The Dean provided the link to unit/program leadership.