



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

<b>Programs Reviewed:</b>	English, B.A. (Hons.): Spec, Maj English Literature: Minor Literature and Film Studies: Minor Creative Writing: Minor
<b>Unit Reviewed:</b>	Department of English, University of Toronto Scarborough (UTSC)
<b>Commissioning Officer:</b>	Dean and Vice-Principal (Academic), UTSC
<b>Reviewers (Name, Affiliation):</b>	1. Professor Ross Leckie, Ph.D., Department of English, University of New Brunswick 2. Professor Teresa Mangum, Ph.D., Director, Obermann Center for Advanced Studies, College of Liberal Arts and Sciences, University of Iowa 3. Professor Marjorie Stone, McCulloch Chair, Department of English, Dalhousie University
<b>Date of Review Visit:</b>	December 17 – 18, 2015
<b>Date Reported to AP&amp;P:</b>	November 1, 2016

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

## 1 Outcome

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

## 2 Significant Program Strengths

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- Innovative pedagogical and experiential learning approaches, including the positive addition of curricular routes through the programs and the Writer-in-Residence program
- Two new minors and positive plans for program development
- Creative ideas for teaching and learning spaces, including the Writers' Room and the Teaching Garden
- Exhilarating students who are inspiring and enthusiastic, with a strong commitment to the department and the university, along with a very active student organization
- Faculty provide very high quality teaching and are energetic and enthusiastic about their work together, their students, and their future
- Very strong research that measures against international comparators
- Faculty actively involving students in research and making their research more visible at the UTSC campus
- Welcoming, thriving, and creative departmental culture in which faculty and students come together on projects of shared interest outside the classroom as well as in it

## 3 Opportunities for Program Enhancement

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- Improving programs through increasing upper level course offerings; examining how course timing, structure, and format best serve students and the discipline; and involving more students in research.
- Increasing representations of diversity in the curriculum and in the faculty complement, matching the diversity of the UTSC student population
- Pursuing the department's well-articulated plans for growing enrolment
- Determining the right mix of appointment categories within the faculty complement to support current programs, and the planned program in creative writing
- Adding more experiential learning opportunities, including international exchanges and service-learning in the community
- Exploring possibilities for collaboration with cognate units
- Adjusting staffing levels to support the department's administrative functions
- Improving the scheduling and showing of films

## 4 Implementation Plan

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

### Immediate Term (6 months)

- Improving programs
  - The Department will move forward with their plan to introduce clear mapping of routes through the program in order to clarify structures and requirements for students

- The Department will implement Calendar changes for the 2017-18 academic year, including clusters of courses students can use to shape their programs
- The Department will begin to increase the number of upper-level courses serving the Minors in Creative Writing and Literature and Film Studies
- Determining the right mix of appointment categories within the faculty complement
  - The Department agrees that some adjustments to teaching load may be needed in the future to ensure faculty will have sufficient time to pursue their creative writing
- Adding more experiential learning opportunities
  - The Department plans to explore further opportunities for service-based learning, notably through the outreach-based credits offered through UTSC's Centre for Teaching and Learning, and to increase student awareness around opportunities for international exchange and study abroad
- Adjusting staffing levels to support the department's administrative functions
  - The Department of English shares staff with two other academic units, and all three unit heads have expressed the need for additional staff. The Dean is working with UTSC HR Services to review the staffing needs of these units and will consider their recommendations.
- Improving the scheduling and showing of films
  - The Department will encourage faculty to apply for teaching grants to be used to purchase suitable portable sound and projection equipment

#### Medium Term (1-2 years)

- Improving programs
  - The Department will investigate programs at other institutions, such as the one at Ithaca College led by Professor Katherine Kittredge that enables undergraduates to travel to academic conferences with their supervising professors. The faculty member would announce at the start of the year the possibility of going to the conference and work with the interested students to develop abstracts and papers.
- Increasing representations of diversity in the curriculum and in the faculty complement
  - The Department will focus its inaugural year-long theme on Diversity and Discomfort. Over the coming year, the faculty will highlight diversity issues in their courses, and have events in support of this theme.
  - The Department will revive its course on Native North American literature as part of the campus-wide initiative to develop Indigenous Studies
  - The Dean has initiated a search for a Vice-Dean Faculty Affairs and Equity, with the expectation of making an appointment by the end of the Fall 2017 semester. An important component of the Vice-Dean's mandate will be to focus on issues of diversity in the faculty complement, and to work with the Vice-Dean, Undergraduate on issues of diversity in the academic content of course and programs
- Pursuing the department's well-articulated plans for growing enrolment

- The Department has developed a number of strategies for dealing with enrolment, including: building on the success of the Minor offerings in Literature and Film Studies and in Creative Writing; and offering a new general-interest writing course to students in programs outside of English
- The Department also will give serious consideration to the reviewers' recommendation of promoting a Minor in English as a useful complement for students in other disciplines, and introducing a new course at the B-level that will help to draw students into the program
- The Department plans to review the structure and content of its website and related publicity materials, as well as curricular elements like course titles to ensure that these elements are helping to maximize enrolment
- Exploring possibilities for collaboration with cognate units
  - The Chair and Associate Chair met with representatives from Health Studies in order to plan for collaboration within the proposed Health Humanities Minor
  - The Department will explore possible collaboration with cognate disciplines in ACM (Drama, Journalism, and New Media Studies), along the lines of existing collaborations with the Department of Historical and Cultural Studies (African Studies and Women's and Gender Studies)

#### Longer Term (3-5 years)

- Improving the programs
  - The Department will develop additional upper-level offerings in Creative Writing once the additional hire, specializing in Creative Writing and planned for 2019-20, is in place
  - The Department will also consider offering more courses in the evening, but only after careful analysis of the extent to which evening courses have drawn healthy enrolment
- Improving the scheduling and showing of films
  - The Dean's Office will accommodate the Department's screen needs within the campus space plan

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

## 5 Executive Summary

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The reviewers identified the programs' strengths as innovative pedagogical and experiential learning approaches; two new minors and positive plans for program development; creative ideas for teaching and learning spaces; exhilarating students who are inspiring and enthusiastic; very high quality teaching from energetic and enthusiastic faculty; very strong research that measures against international comparators; faculty actively involving students in research and making their research more visible at the UTSC campus; and a welcoming, thriving, and creative departmental culture. The reviewers recommended that the following issues be addressed: Improving programs through increasing upper level course offerings; examining how course timing, structure, and format best serve students and the discipline; and involving more

students in research. The reviewers recommended that the following issues be addressed: increasing representations of diversity in the curriculum and in the faculty complement; pursuing the department's well-articulated plans for growing enrolment; determining the right mix of appointment categories within the faculty complement to support current programs and the planned program in creative writing; adding more experiential learning opportunities; exploring possibilities for collaboration with cognate units; adjusting staffing levels to support the department's administrative functions; and improving the scheduling and showing of films. The Department will move forward with their plan to introduce clear mapping of routes through the program, add service learning opportunities, and increase the number of upper-level courses serving the Minors in Creative Writing and Literature and Film Studies. The Dean is working with UTSC HR Services to review the staffing needs of English and two other units. The Department will focus its inaugural year-long theme on Diversity and Discomfort. The Department will develop additional upper-level offerings in Creative Writing once the additional hire, specializing in Creative Writing and planned for 2019-20, is in place. The Dean's Office will accommodate the Department's screen needs within the campus space plan. The Committee on Academic Policy and Programs (AP&P) concluded that the Decanal response adequately addressed the review recommendations.