

**Queen's University**  
**Executive Summary of the Review of the Academic Programs in the Department of Gender Studies**

In accordance with Queen's University Quality Assurance Processes (QUQAP), the Department of Gender Studies submitted a self-study on June 24, 2014 to the Faculty of Arts and Science, the School of Graduate Studies and the Office of the Provost and Vice-Principal (Academic) to initiate the cyclical program review of its undergraduate and graduate programs. The approved self-study presented program descriptions, learning outcomes, library report and analyses of data provided by the Office of Institutional Research and Planning and the School of Graduate Studies. Appendices to the self-study contained CVs for each full-time member in the Department of Gender Studies and the library report.

Three arm's-length reviewers (Carole Boyce-Davies, Professor, Cornell University; Sunera Thobani, Associate Professor, University of British Columbia; and, Donato Santeramo, Professor, Queen's University) examined the materials and conducted a site visit on January 29-30, 2015. The site visit included interviews with the vice-provost (teaching and learning), associate dean School of Graduate Studies, dean and associate dean of the Faculty of Arts and Science and meetings with the acting department head, heads of cognate units, the librarian, students, staff and faculty.

In their report (February 13, 2015), the review team provided feedback that describes how the Department of Gender Studies' programs meet the QUQAP evaluation criteria and are consistent with the university's mission and academic priorities. The review team noted that the Department of Gender Studies is a stellar academic unit with faculty who are renowned within Canada and beyond for their contributions to scholarship in the areas of feminist, critical race and sexuality studies, as well as in the field of feminist political economy. The review team went on to say that the department should also be recognized for its excellent students and innovative and advanced curriculum.

The review team did report on a number of challenges including the need for faculty renewal to expand and develop the scholarly expertise in the department; and, further advancement of the department's strong commitment to equity and diversity principles in faculty hiring, training, curriculum development and research and teaching.

Based on all of the above documentation, a *Final Assessment Report* and an *Implementation Plan* were prepared by the vice-provost (teaching and learning) and approved by the provost (August 19, 2015).

The academic programs in the Department of Gender Studies have been approved to continue and are scheduled for their next review in eight years (2022-2023)

Prepared by the vice-provost (teaching and learning)

September 8, 2015

## **Final Assessment Report & Implementation Plan for the Cyclical Program Review of the Academic Programs in the Department of Gender Studies**

In accordance with Queen's University Quality Assurance Processes (QUQAP), this final assessment report provides a synthesis of the external evaluation and the internal response and assessments of the undergraduate programs delivered by the Department of Gender Studies. This report identifies the significant strengths of the programs, together with opportunities for program improvement and enhancement, and it sets out and prioritizes the recommendations that have been selected for implementation.

The report includes an implementation plan that identifies who will be responsible for approving the recommendations set out in the final assessment report; who will be responsible for providing any resources entailed by those recommendations; any changes in organization, policy or governance that will be necessary to meet the recommendations; who will be responsible for acting on those recommendations; and, timelines for acting on and monitoring the implementation of those recommendations.

### **Summary of the Cyclical Program Review of the Academic Programs in the Department of Gender Studies**

The Department of Gender Studies submitted a self-study on June 24, 2014 to the Faculty of Arts and Science, the School of Graduate Studies and the Office of the Provost and Vice-Principal (Academic) to initiate the cyclical program review of its undergraduate and graduate programs. The self-study presented the program descriptions and learning outcomes, an analytical assessment of the academic programs, and program data including the data collected by the Office of Institutional Research and Planning. Appended to the self-study were a number of documents including CVs for each member of Department of Gender Studies and the library report.

Two arm's-length external reviewers (Carole Boyce-Davies, Professor, Cornell University and Sunera Thobani, Associate Professor, University of British Columbia), and one arm's length internal reviewer (Donato Santeramo, Professor, Department of Languages, Literatures and Culture, Queen's University) were selected by the vice-provost (teaching and learning) in consultation with the dean of Arts and Science and the vice-provost and dean School of Graduate Studies from nominations submitted by the Department of Gender Studies. The review team evaluated the self-study documentation and then conducted a site visit to Queen's on January 29-30, 2015. The site visit included interviews with the vice-provost (teaching and learning), associate dean School of Graduate Studies, dean and associate dean of the Faculty of Arts and Science and meetings with the acting department head, heads of cognate units, the librarian, students, staff and faculty.

In their report (February 13, 2015), the review team provided feedback that describes how the Department of Gender Studies' programs meet the QUQAP evaluation criteria and are consistent with the university's mission and academic priorities. The review team noted that the Department of Gender Studies was committed to providing a rich and valuable student learning experience. In particular, the review team noted that the Department of Gender Studies is a stellar academic unit with faculty who are renowned within Canada and beyond for their contributions to scholarship in the areas of feminist, critical race and sexuality studies, as well as in the field of feminist political economy. The review team went on to say that the department should also be recognized for its excellent students and innovative and advanced curriculum.

The review team did report on a number of challenges including the need for faculty renewal to expand and develop the scholarly expertise in the department; and, further advancement of the department's strong commitment to equity and diversity principles in faculty hiring, training, curriculum development and research and teaching.

The acting head, after consultation with faculty and staff in the department, submitted a response to the review team report (March 3, 2015). The vice-provost and dean of the School of Graduate Studies (March 9, 2015) and the associate dean of the Faculty of Arts and Science (March 17, 2015) also submitted their responses to the provost's office. Specific recommendations were discussed, and clarifications and corrections presented.

Subsequent to receipt of the review team report and the internal responses from the department, the associate dean of Arts and Science and the vice-provost and dean of Graduate Studies, the senate cyclical program review committee (SCPRC) dedicated part of its meeting of April 14, 2015 to this particular discussion.

The SCPRC would like to recognize the following strengths of the Department of Gender Studies:

- Well developed and articulated learning outcomes that align with the Academic Plan;
- Providing rigorous and innovative programs that enrich the student learning experience;
- Providing strong leadership within the university in areas of equity, diversity and inclusiveness;
- Exemplary levels of engagement at all levels of the department within the Queen's and Kingston communities;
- Excellent faculty who are highly regarded both nationally and internationally for their scholarship and for their commitment to the advancement of knowledge in the field of gender studies;
- Excellent students, many of whom achieve a place on the dean's list and graduate with distinction each year.

The SCPRC would like to identify the following opportunities for enhancement. The department should seek ways to:

- Continue strategic long-term planning in regards to program expansion and development;
- Work in collaboration with the faculty of arts and science to rebrand the current Sexual and Gender Diversity (SXGD) undergraduate certificate program in alignment with current senate policy governing certificates;
- Review curriculum design and curriculum delivery with the aim of monitoring and regulating the number of courses taught by term adjuncts and teaching fellows;
- Introduce of new innovative certificate and diploma programs tailored to the needs and interests of non-traditional students that will bring in additional net revenue;
- Work with health counselling and disability services on development of protocols and appropriate training for teaching assistants regarding sexual assault;
- Build on the department's existing strong foundation of success and investigate partnerships to support initiatives of interest with cognate units and beyond;
- Ensure adjunct faculty members are well supported and aware of available avenues for professional development.

### **Summary of the Reviewers' Recommendations with the Acting Head's and Associate Dean's Responses**

#### **Sexual and Gender Diversity Certificate (SXGD)**

The review team recommended expansion of the certificate program with the caveat that it did not result in added workload for core faculty or loss of more effective means of revenue generation.

*The acting department head clarified that the SXGD certificate was developed several years ago prior to the approval of the senate policy on certificates and diplomas. Conforming this highly successful certificate to the newly adopted university regulations accidentally threatens the SXGD because it would require increased faculty and staff workload that cannot be financially supported by the existing funding mechanisms. The department and the faculty office have been working to address this issue over the past year and will continue to work on a resolution. One possible solution may be to rethink how Queen's officially recognizes and names the achievements of undergraduates who have focused a significant portion of their studies on sexual and gender diversity. Distinct but related work has begun on a multi-unit cooperatively developed SXGD certificate, or diploma, tailored to the needs and interests of professionals. Consultations with the school of kinesiology and health studies and with the equity office are at an early stage but are very promising and should help the department address financial issues.*

*The associate dean endorsed the department's response to this recommendation and pledged the faculty's continued support.*

### **Additional TA Training**

The review team recommended that training be provided to the department's TAs about their responsibilities to students who disclose cases of sexual assault. The review team noted that it is of the utmost urgency that Queen's provide appropriate resources to support students who experience sexual and racial violence.

*The acting department head responded that this recommendation for additional training for graduate student TAs related to sexual assault and for anti-oppression workshops reflects a concern about the particularly high demand placed on members of a department already identified with anti-oppression work. The acting head noted that many of their graduate students engage effectively in public education on these issues. The response went on to express concern for these students as they need support in avoiding the burnout associated with this type of work.*

*The associate dean responded that the faculty of arts and science takes very seriously issues surrounding the training of TAs about their responsibilities to students who disclose cases of sexual assault. The associate dean confirmed that the faculty office is working with departments such as gender studies to develop protocols and appropriate training for teaching assistants.*

### Implementation Plan:

Recommendation	Proposed Follow-up	Responsibility for Leading Follow-up	Timeline for Addressing Recommendation
The Department of Gender Studies, in conjunction with the School of Graduate Studies and the Faculty of Arts and Science, should develop a comprehensive business case for the introduction of a PhD program. Included in the document should be demonstrated evidence of program demand, societal need for graduates with PhD training in the discipline and a budget plan that addresses staffing and resource issues.	Department, Faculty of Arts and Science and the School of Graduate Studies collaborate in preparing business case. If a new PhD program is pursued, the proposal will need to conform with the QUQAP approval processes.	Department head and vice-provost and dean of the School of Graduate Studies	Vice-Provost and dean of Graduate Studies and the dean of Arts and Science's <i>annual report</i> to the provost 2016

The vice-provost and dean School of Graduate Studies and the dean of Arts and Science shall be responsible for monitoring the implementation plan. The details of progress made will be presented in the deans' annual reports and filed in the Office of the Provost and Vice-Principal (Academic). Monitoring reports will be posted on the university web site.

### Final Assessment Report & Implementation Plan

September 16 2015

Approval Date



Signature

Vice-Provost (Teaching and Learning)

Vice-Provost and Dean, School of Graduate Studies

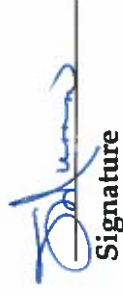
Dean, Faculty of Arts and Science

Final status of academic programs in the Department of Gender Studies

Date of next program review



Signature



Signature

Approved to Continue

2022/2023 Academic year

