

Cyclical Program Review of Cultural Studies
Implementation Plan Update Report

Date: June 17, 2022

As part of the institution's commitment to continuous improvement, and the agreement to defer the academic unit's cyclical program review for one year, a progress report is requested by the Associate Vice-Principal, Teaching and Learning. This report will be reviewed by the Faculty Dean, Dean of the School of Graduate Studies and Postdoctoral Affairs, and the Associate Vice-Principal, Teaching and Learning, and will be shared with the Senate Cyclical Program Review Committee for information. You may receive feedback from the Senate Cyclical Program Review Committee that will help to inform the development of the CPR self-study.

Please complete the table below to report on any progress made. Add further explanation if necessary in the *additional notes* section.

Please complete this report and return it to qugap@queensu.ca by **July 8th, 2022**. This report will be appended to the program's delayed CPR and filed in the Office of the Provost and Vice-Principal (Academic). Please note that monitoring reports will be posted on the university's website.

Follow-up and Bridge to the Next CPR

Recommendation	Proposed Follow-up	One Year Follow Up	Please indicate whether the implementation was completed, and provide a brief description and any recent updates on initiatives
<p>1. That cultural studies complete its audit of critical race studies, black studies, de-colonizing strategies and other areas of related interest with a view to improving curriculum by integrating key concerns into syllabi, into the program’s public mandate and into everyday practices at steering committee and in the community. To avoid unnecessary duplication, ensure course offerings in other units are available to cultural studies students.</p>	<p>Steering committee initiate audit.</p>	<p><i>This audit is currently in progress and is being undertaken in tandem with a comprehensive curriculum review. Our Equity committee met several times over the year to determine a mandate. This time was central to our retreat. For the coming year we have new courses focused on Indigenous and decolonizing studies, micro courses that include themes such as refugees and theories of race and class. We have appointed two faculty of colour and one Indigenous faculty, alongside our ongoing CRC-led course on Indigenous arts. Also we have deployed an RA to 4 Directions and hope that next year we are able to deploy another to an anti-racist organization.</i></p>	<p>The program has extensively incorporated such items into all its courses, especially and deliberately the required course Cultural Studies Past & Present (CUST 803), and has offered numerous courses in Indigenous Studies.</p> <p>As our declaration on our website states, a Commitment to Engaged Research is central to our practice and mandate: “Our faculty and students are out in the world, taking on intractable challenges in creative and effective ways. We are committed to antiracist and decolonial scholarship and to social justice in all its dimensions.” This is borne out in the topics and methodologies of the work done by our students, the majority of whom engage with questions of race, Indigeneity, and/or decolonization. See thesis titles at: https://www.queensu.ca/culturalstudies/research/graduate-theses-projects</p> <p>We also continue to encourage professors in other units to accept Cultural Studies students in their courses if there is room, which is often the case.</p>
<p>2. That cultural studies continue to advocate at the faculty and provost levels the need to recognize faculty effort and provide credit to faculty members for their contributions to both their home units and the cultural studies programs in annual and merit reviews, promotion and tenure decisions and</p>	<p>Initiate discussions with relevant associate dean and cultural studies’ steering committee.</p>	<p><i>This year we have offered three faculty with heavy supervisory loads an RAship in recognition of their work. We continue to advocate for the recognition of this supervisory work. We pay Adjuncts, as per Article Q, AND extend that article to Continuing Adjuncts for any committee work they undertake. We send a report to the Department Heads and Dean outlining the work done by affiliated faculty.</i></p>	<p>We do struggle in an environment where the Reports to the Dean are funnelled through department chairs; there is an unevenness in the extent to which service and supervisory work in Cultural Studies is recognized or supported by home units. This program seems to be growing rather than shrinking. However, we work to build good working relationships with Department Heads by offering highly qualified Teaching Assistants and Teaching Fellows to many units, which are in many cases essential to their delivery of undergraduate curricula, and otherwise collaborating on projects and visiting faculty. We continue to offer RAships to faculty affiliates in recognition of high supervisory loads, and of course we pay Adjuncts as per the Collective Agreement. We now have partnerships with the Philosophy Department for two QNS positions, and we continue to advocate for transparency, shared workload, and recognition of same.</p>

acknowledgement in departmental workloads.			
3. That the dean of arts and science's office ensures the program adequately understands the new budget model as it relates to resource management and development of tactics to enhance the program's strategic planning and advancement.	Initiate discussions with relevant associate dean and cultural studies' steering committee.	<i>I meet regularly with the Associate Dean and budget staff. I have held two sessions with Steering and open to the CUST community at large on the matter of Budget in the past year. We have structured an annual open budget presentation into our Steering Agendas. Few members outside of Steering – and not all of Steering – attended these sessions. However, the information is available to those who wish to be</i>	We have met with FAS staff on several occasions over the past few years to make sure we understand the (atypical) budgetary context of Cultural Studies and have found them helpful. As at prior report, a budget presentation is also offered to the Steering Committee. We are fortunate to have recently hired a part-time admin position that will focus on financial matters.

Additional Comments:

informed.

Please identify any new initiatives that would be part of the upcoming CPR.

Since the previous CPR we have:

- Initiated a one-year MA including a professional development component
- Redesigned the website, guidelines, and other public-facing material
- Selected and redesigned one course, CUST803, Cultural Studies Past and Present, as a required introductory course for all students

Tasks underway:

- Review Learning Outcomes
- Review governance practices
- Work to further support Black & Indigenous faculty & students and integrate anti-racism & Indigenous knowledge further into the program
- Do a pilot exercise to engage upper-year students and build cohort support systems
- Work towards a clearer articulation of what THIS program does – among similar programs elsewhere, and among departments at Queen's

Signatures:


Barbara Crow, PhD

Dean, Faculty of Arts and Science



Dean, School of Graduate Studies and Postdoctoral Affairs



Associate Vice-Principal (Teaching and Learning)

August 9, 2022

Date

September 20, 2022

Date

September 26, 2022

Date

Reviewed by the Senate Cyclical Program Review Committee:

Date