

# Final Assessment Report

## Classical Studies (BA, minor), Classics (BA), Greek (minor) and Latin (minor)

April 2019

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### **Summary of the Program Review:**

In accordance with the University's Institutional Quality Assurance Process (IQAP), this final assessment report provides a synthesis of the external evaluation and the internal response and assessments of the Classical Studies (BA), Classics (BA), Greek (minor) and Latin (minor) programs delivered by the Department of Classical Studies. A self-study (Volume I) was submitted to the Associate Vice-President, Academic on August 21, 2017. The self-study presented the program descriptions and learning outcomes, an analytical assessment of these programs, including the data collected from a student survey along with the standard data package prepared by the Office of Institutional Analysis & Planning (IAP). Appended to Volume I were the course outlines for all courses in the program. The CVs for each full-time faculty member in the Department were included in Volume II of the self-study.

Two arm's-length external reviewers were selected from Volume III of the self-study. Dr. Rebecca Nagel, Associate Professor of History and Classics, University of Alberta, and Dr. Victoria Wohl, Professor in the Department of Classics, University of Toronto were ranked and selected by the Associate Vice-President, Academic, as well as one internal reviewer (Dr. Vivian Dayeh, Department of Biology).

Reviewers appraised the self-study documentation and conducted a site visit to the University on November 6-7, 2017. The visit included interviews with the Associate Vice-President, Academic; Dean of Arts; Chair of Classical Studies; library representatives; and, Classical Studies faculty members, staff, and current students.

This final assessment report is based on information extracted, in many cases verbatim, from the self-study, the external reviewers' report and the program response.

## **Program characteristics:**

### **Classical Studies (Three-Year General BA, Four-Year General BA, Honours BA)**

The Three-Year General Classical Studies major provides students with a strong knowledge of ancient Mediterranean civilizations (especially Greek and Roman), and provides them with a background in the study of history, literature, art, and other material culture. Students with a Three-Year General can go on to further study outside the discipline of Classical Studies. Two examples of such are pursuing a Bachelor of Education or various managerial certifications.

The Four-Year General Classical Studies major, like the Three-Year General but in more profundity, provides students with a foundational knowledge of Ancient Mediterranean civilizations (especially Greco-Roman), and provides them with a background in the study of history, literature, art, and other material culture. Students with a Four-Year General can go on to further post-graduate study outside the discipline of Classical Studies. As with the Three-Year General BA graduate, Teacher's College is a popular option for Four-Year General graduates. They also seek out professional designations in managerial or administrative positions in both the private and public sector, often in a creative or heritage-related setting.

The Honours Classical Studies plan is very similar to the Classics plan, but without Greek and Latin language requirements. The creation of this new plan was motivated by the recognition that in many disciplines, most majors do not go on to graduate school, but have other life plans that do not necessarily include working in the area of their major. Students can major in Classical Studies as a part of the Honours Arts and Business program; this pairing is designed for students who want a degree designation marking their market readiness, and who wish to pursue their major of choice. Before 2016, Classical Studies did not offer an option for students to be in an Honours plan without the languages; this barred students who would otherwise choose to study in this discipline from being in the Arts and Business program, or from pursuing a Joint Honours. The Honours Classical Studies plan allows students to pursue an Honours plan – whether a single Honours, Joint Honours, or Honours Arts and Business – without the barrier of language training.

### **Classics (Honours BA)**

The Honours Classics degree, whether a single Honours, Joint Honours, or Honours Arts and Business, provides students with a detailed and complex knowledge of ancient Greek and Roman history, literature, art, and other material culture, as well as a foundational knowledge of both the Greek and Latin languages. Honours students must complete eight courses in Greek and Latin. This degree gives students the necessary skills to go on to more advanced post-graduate study in the area of Classics, for which knowledge of these languages is required. Honours graduates

have a wide variety of post-graduate study open to them. Among others, choices include doctoral studies in Classics, Anthropology, Archaeology, or English, and Master's degrees in Library Sciences, Archival Management, Museum Studies, or Business Management. A Law degree is likewise an option.

### **Minors**

Minors may be taken in Classical Studies, Greek, and Latin. The latter two minors are rarely awarded, but the Classical Studies Minor is quite popular. For the approximately thirty students who choose this plan every year, the minor – which consists of a package of eight courses (chosen by the student) – is intended to provide a secondary area of concentration for students who are majoring in other disciplines. However, students seem to experience more breadth than depth in the minor as they most often take 200-level courses rather than 300- or 400-level courses.

### **Summary of strengths, challenges and weaknesses based on self-study:**

#### **Strengths**

- Committed and enthusiastic faculty and students
- Diverse examination of the breadth of material in the field and its many sub-disciplines
- Well-Rounded and Well-Grounded Humanities Education: Classical Studies is a naturally well-rounded education in the humanities and offers courses in history, language, literature, and material culture at every level from the first year to graduate study. The individual courses that are offered are also often interdisciplinary.
- Rigorous Language Training: Students are well prepared for graduate studies. The language programs provide strong training in Latin and Greek. The progression of language study is rigorous in its expectations of students and prepares them well for graduate study in Classics, which requires reading proficiency in both languages. The success of undergraduate students in graduate programs elsewhere attests to the strong language training provided.
- Methodologies and Research Intensity: The outcomes on course outlines show purposeful attention is given to both various methodological approaches and to research activities. Undergraduate students are involved in Departmental research projects as undergraduate RA's, in conferences, and have exposure to visiting professors with different ideas. The Department of Classical Studies produces strong research, both qualitatively and quantitatively, grounded in a broad range of methodologies.

#### **Challenges**

- It is difficult for the Department of Classical Studies to instruct undergraduate *and*

graduate courses with seven tenured faculty members, even with the support of sessional help. This funding of these sessionals is also not guaranteed.

- Communicating to the general public, including students, the value of a liberal arts education, as well as its value in preparation for employment
- Attracting and retaining students in a competitive environment, both externally and internally
- Declining enrollments in languages, not just at Waterloo, but elsewhere.
- Pressure to discontinue classes with low enrolment (minimum limit of 15 for undergraduate, 6 for graduate)
- Space: faculty offices are quite small, but at least functional; student space (lounge, library, graduate offices) is very constricted
- The external face and internal culture of the university, which is chiefly known as a technology-oriented institution

#### **Weaknesses**

- Currently there is only one faculty member who is a specialist in material cultural studies. Although the Department can sometimes mitigate this challenge through collaboration with other departments, it can limit opportunities for students interested in pursuing studies in this area.
- Lack of consistent and sufficient financial support for experiential learning opportunities

#### **Summary of key findings from the external reviewers:**

Over the past ten years, Classical Studies has placed a new emphasis on research, with the establishment of the Waterloo Institute for Hellenistic Studies, the introduction of the MA in Classical Studies, and the reduction of faculty teaching loads. These initiatives are already bearing fruit in the faculty's increased research activity and visibility, both nationally and internationally. The faculty are working actively and creatively to ensure that the benefits of this enhanced research profile are shared by their students, and their efforts have already succeeded in enhancing both the intellectual quality and the student experience of their undergraduate programs. The most important issue now will be maintaining that forward momentum.

#### **Program response to external reviewer recommendations:**

##### **Recommendations**

1. The Department should make every effort to ensure that Ron Kroeker's position is converted from a Definite-Term to a Continuing Lecturer Appointment. His continued

teaching contribution is indispensable to sustaining the courses and programs the Department offers.

### **Response**

This recommendation has been completed. The Dean of Arts, Douglas Peers, gave permission to convert Dr. Kroeker's position to a Continuing Lecturer Appointment in Summer 2017. This was approved by the Faculty of Arts Faculty Tenure and Promotion Committee in December 2017, following approval by the Classical Studies Department Tenure and Promotion Committee, and approved by the Provost in January 2018.

2. The Chair should coordinate with other chairs in the Faculty of Arts who have concerns about meeting teaching demands in order to make a case to the Dean for a more flexible model of calculating enrolment. Calculating enrolment per instructor, rather than on a course-by-course basis, for example, would help the Department to meet the demands of its diverse constituencies and to preserve the core intellectual commitment to the ancient languages while servicing a broad spectrum of non-specialists.

### **Response**

The study of the ancient languages Greek and Latin remains central to the discipline of Classical Studies and is a requirement for graduate level study, including the Classical Studies MA program at Waterloo. Classical Studies remains committed to teaching these languages, which in some instances requires offering smaller classes with enrolment less than fifteen students. The program tried to reduce the number of small language courses by combining upper-division courses where possible. They are also committed to offsetting smaller enrolment language courses by continuing to offer large lecture courses that serve the entire university community, including Classical Mythology (CLAS 104), which regularly fills to a maximum capacity of 675 students. This counterbalancing within annual departmental offerings is already done with the full awareness of the Dean of Arts. As this is current practice, there is no reason to coordinate with other chairs in the Faculty of Arts.

3. The Department should solicit further financial support for study abroad, the Canadian Institute in Greece (CIG) internship program, and student attendance at conferences. In addition to external funding, it should continue to seek funding from the Faculty of Arts and the University for these activities.

### **Response**

In line with the University of Waterloo Strategic Plan, Classical Studies considers experiential learning and study abroad programs to be important educational opportunities for students and the program is committed to expanding the funding available to support students who take our study abroad CLAS 390 course, participate in the Canadian Institute in Greece (CIG) internship program, or pursue other study abroad or experiential learning options. In the past five years, fundraisers in the Faculty of Arts and the Waterloo Institute for Hellenistic Studies have helped to secure funding for such student opportunities and this will be continued moving forward. Experiential learning and international study are priority fundraising areas for the Faculty of Arts (<https://uwaterloo.ca/arts/alumni-friends/support-arts>) and the Department will continue to work closely with the Faculty to engage alumni and other donors to support these opportunities.

4. The Department should request Faculty of Arts funding for a year-round work-study Research Assistant to help with conference and events organization and to maintain the Department's social media presence.

#### **Response**

Classical Studies has in past often been able to hire a student to assist in the organization of conferences or other departmental events, which has contributed to the ability to offer a large number of international conferences, workshops, and research events, which have greatly increased the visibility and reputation of the University of Waterloo within our field. For students in the program, these opportunities have advanced their experiential training and work experience. The Department consistently applies for – and usually is granted - RA funding through the budgeting process and programs such as work-study and co-op. Whenever upcoming conferences, workshops, and special events are planned, individual faculty will continue to pursue external funding opportunities to support RA support for these research events.

5. The Department should request a new tenure-track faculty hire in ancient material culture. This new colleague would enrich the Department's contribution to experiential learning and would meet student demand for courses in material culture. She would also, ideally, help to redress the gender imbalance in the existing faculty.

#### **Response**

A new tenure-track hire in the field of ancient archaeology would greatly enhance the research and teaching strength of Classical Studies. The Chair will consult and work



together with colleagues in other units to make a strong case for an interdisciplinary hire in material culture, who will advance broader university research priorities while also providing disciplinary expertise for the Classical Studies. In consultation with the Dean, the Department intends to submit a proposal for a new hire to the Dean in 2020. Should any new position be approved, Classical Studies is committed to making every effort to redress the gender imbalance in the program.

**Implementation Plan:**

	Recommendations	Proposed Actions	Responsibility for Leading and Resourcing (if applicable) the Actions	Timeline for addressing Recommendations
1.	Convert Dr. Ronald Kroeker's Definite Term position to a Continuing Lecturer appointment.	Completed	Departmental Chair	Complete as of January 2018.
2.	Make a case to the Dean of Arts for a model in which small enrolment courses taught by faculty are counterbalanced by larger lecturer courses (note: counterbalancing of enrolments across annual departmental offerings already current practice)	Continuation of current practice.	Departmental Chair	Continuation of current practice.
3.	Solicit further funding for study abroad and international student opportunities.	Continuation of current fundraising efforts include: engaging emeriti through newsletters, alumni through online graduate profiles, and a "support Arts" webpage.	Departmental Chair	Ongoing
4.	Request funding for a year-long student RA for departmental activities.	Continuation of current budget, including application to work-study programs and external research bodies.	Departmental Chair	Ongoing



5.	Request a new tenure-track line in material culture, a hire that would ideally address the Department's gender imbalance.	Pursue an interdisciplinary and cross-departmental/faculty appointment in this area. There is a strong case for an interdisciplinary hire in material culture, who will advance broader university research priorities while also providing disciplinary expertise for Classical Studies.	Departmental Chair	Given "mission critical" hiring restraints announced in 2019, this proposal will be made to the Dean by May 2020.
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The Department Chair/Director, in consultation with the Dean of the Faculty shall be responsible for monitoring the Implementation Plan.



Date of next program review:

2024-2025

Date

Signatures of Approval:

5 September 2018

Chair/Director

Date

AFIW Administrative Dean/Head (*For AFIW programs only*)

Date

4/18/18

Faculty Dean

Date

April 18, 2019

Associate Vice-President, Academic  
(For undergraduate and augmented programs)

Date

Associate Vice-President, Graduate Studies and Postdoctoral Affairs  
(For graduate and augmented programs)

Date