

PROGRAM(S): CLASSICAL STUDIES (MA)

MARCH 2026

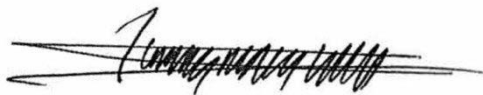
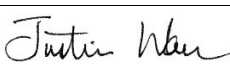
Program information: *completed by AQUE Office*

Previous review period:	2020-2021	Next review period:	2027-2028
Due Date:	10/3/2025	Submission date:	23/03/2026
Final Assessment Report (FAR)			
Internal Approval Date:	4/8/2024		
Link to FAR:	<u>Final Assessment Report</u>		

Signatures:



Please keep this document in Word version. We do require you to sign it or demonstrate your approval. If you have issues with signing a Word document, please confirm your approval by adding the following wording when you send back the document by email "I hereby approve the attached document." We will collect formal signatures at a later stage on a pdf version.

	Required	Signature	Date
Chair/Director	☒		3/23/2026
Dean	☐		4/21/2026
AFIW Dean	☐		Click or tap to enter a date.
AVPA	☐		Click or tap to enter a date.
AVPGSPA	☒		4/19/2026

Enrollment (past three years): *completed by AQUE Office*

	Grad (MA)
2024/25	10
2023/24	7
2022/23	9

Based on Active Students Extract from Quest on 25.03.2026

Initiatives/Developments since the Final Assessment Report

See below. Please note that the graduate program is currently in the process of a new consolidated external review together with our undergraduate programs. This has been undertaken early in agreement with AQuE, in order to bring the review of all our programs together on the same timeline.

Progress update on Implementation Plan

RECOMMENDATION 1: A new hire that reflects a commitment to EDI, either in material culture or in classical reception, race, or identity. As it stands, the makeup of the department (6 men, 2 women—both of whom will shortly be in the Dean’s office) does not reflect the gender balance of the students either in the department or the Faculty of Arts as a whole. With a new hire, the department will also be able to increase and diversify its course offerings, resulting in more program students, both undergraduate and graduate.

Completed: ☐ Yes ☒ No ☐ Partially

Progress: The Department Chair made a request to the Dean of the Faculty of Arts for this new hire following the initial recommendation of the external reviewers but it was not approved. Recent requests by the Chair in 2025-2026 for replacement hires to fill mission-critical needs have also been denied.

Next steps (if applicable): The School Director will continue to advocate for one or more hires.

Additional comments: Since this recommendation was made, the need for one or more new hires in the department has become critical. Within the next two years, due to retirements, our program will have lost at least 3.5 of 8 FTE faculty members. Another faculty member is also now at retirement age. Given that our unit has generated profit for the faculty over the past four years, and is one of 15 units at Waterloo to rank in the top 100 in the QS Global University Rankings ([as reported by the university](#)), the current Chair in the 2025-2026 academic year has made a financial and strategic case for at least one mission-critical hire to provide essential support for our programs. The new School Director may continue to work together with the Dean on this matter.

Dean’s Comment: Effective July 1, 2026, the Faculty of Arts will reorganize “from its current 15 departments and two schools to a total of six schools” (Source: [Faculty of Arts Reorganization](#)). Post-reorganization, the current Department of Classical Studies will be part of the new School of Social, Political and Historical Research (SSPHR). Along with Classical Studies, SSPHR will include the current Departments of Anthropology, History, Philosophy, Political Science, Religious Studies, and Sociology and Legal Studies. On May 21, 2026, Prof. Ian Milligan was announced as the inaugural Director of SSPHR (Source: [New multidisciplinary school directors appointed](#)). The new SSPHR is expected to have approximately 77 FTE faculty members across multiple disciplines (Source: Data – Measures of School Size and Activity; Faculty of Arts Reorganization Teams Site). Reorganization represents an opportunity “to position the Faculty

for resilience and renewal across its academic programming and research” and is expected to “enable better opportunities for interdisciplinary collaborations to support new programming, research and partnerships that respond to evolving educational, societal and economic priorities” (Source: [Faculty of Arts Reorganization](#)). When Prof. Milligan assumes the role of SSPHR Director on July 1, 2026, it is anticipated that there will be an opportunity to evaluate the faculty complement for the School as a whole, identify opportunities for interdisciplinary collaboration across programs, and assess the School’s hiring needs. On May 8, 2026, the Dean of Arts shared with the Department Chairs and School Directors a memo titled “Faculty Complement and Hiring Plans” that outlines the current hiring situation, “the process that will be followed to develop the complement plan, and the questions that will be asked when considering faculty hiring requests” (Source: Memo sent to Department Chairs and School Directors on May 8, 2026).

RECOMMENDATION 2: Right now, 300/400/600 level classes are taught as split classes, which results in a higher workload for faculty. We recommend a three – two load or perhaps a few ‘floating’ courses which could be used to diversify departmental offerings. As the members of the department are already teaching what is essentially a 3-2 load, making it official would mean they receive credit for all the hard work that they do. Having stand-alone graduate courses is also important to MA students in terms of social and intellectual cohesion.

Progress: N/A

Next steps (if applicable): N/A

Additional comments: This recommendation was not selected for implementation on the grounds that a course held together with another may well be a higher workload but not to the degree of two separate courses; moreover, increasing the expected course load from four to five would effectively reduce the acknowledgment of our high teaching load for a research-intensive unit that provides at the same time above-average service to the department, Faculty, university, and the scholarly community. This recommendation can be revisited once the reorganization of the Arts Faculty is completed in July 2026.

RECOMMENDATION 3: Seek creative ways to use existing faculty (adjunct, external-to-program) to deliver existing or create new courses in the event a new hire is not possible; look at courses external-to-the department that might be brought to count towards the Classical Studies MA program.

Completed: ☒ Yes ☐ No ☐ Partially

Progress: We have consistently worked to find creative ways to offer our courses in ways that maximize our resources for the benefit of our students. For example, since the review, we have

partnered with colleagues at Brock University to offer select Greek courses, which serve both undergraduate and graduate students, together in alternating years by teaching these online. We have also created more flexible options for our graduate-student language learning, which allows our students to pursue language acquisition that is more tailored to their incoming level.

Next steps (if applicable): We will continue to think creatively about our programs.

Additional comments: It is worth pointing out that we are currently now going through a consolidated review of both our undergraduate and graduate programs (site visit early March 2026). We will assess the recommendations of the reviewers when we receive the report.

RECOMMENDATION 4: Make an active effort to recruit new students through social media and online meet and greet sessions.

Completed: ☒ Yes ☐ No ☐ Partially

Progress: In this past year, we have made significant upgrades to our website and have promoted digital communication with our students, in part by working together with the leaders of our student society. Individual faculty members have also made significant efforts to engage with students through online media. To cite one example, one faculty member has founded a creative student journal *Epic Threads*, which has engaged students across and outside the university. Online conferences and events in recent years have also played a role in promoting our research and attracting strong graduate students, both domestically and internationally.

Next steps (if applicable): We will continue to engage with students through a variety of media to promote the field and recruit new graduate students.

Additional comments: N/A

RECOMMENDATION 5: Extend the MA program to 5 terms, to bring it into line with other existing Canadian MA programs.

Progress: N/A

Next steps (if applicable): N/A

Additional comments: This recommendation was not selected for implementation since it would be unusual for University of Waterloo Faculty of Arts to have guaranteed funding beyond 4 semesters, and it is also not feasible given the current budget to offer extra funding. Classical Studies MA students do regularly apply for external funding through SSHRC, and when faculty members do have grant money, they are keen to support their graduate students through RAships.

RECOMMENDATION 6: Institute a guaranteed funding package for five terms. We realize this is not within departmental control; we suggested some methods in our report.

Progress: NA

Next steps (if applicable): NA

Additional comments: This recommendation was not selected for implementation; for details see response to Recommendation 5.

RECOMMENDATION 7: Provide new titles for graduate courses on the website. A list of ‘past’ and ‘current’ graduate courses (not just the generic ones found in the course calendar) would go a long way to exhibit the range of departmental offerings. More seminars based closely on respective faculty research profiles are also desirable. In addition, providing specific examples highlighting the specialized topics, class types, and teaching techniques might serve to attract students.

Completed: ☐ Yes ☐ No ☒ Partially

Progress: As noted above, we have made significant upgrades to the departmental website in the past year. We have not yet provided a separate list of current and past seminar offerings, but we plan to do so in the next year.

Next steps (if applicable): Provide a list of current and past graduate seminars on the website.

Additional comments: N/A

RECOMMENDATION 8: Institute a brown-bag lunchtime seminar series to highlight the research that is being done in the department by faculty and students.

Completed: ☐ Yes ☐ No ☒ Partially

Progress: The implementation of the brown-bag lunch could not immediately be realized due to the lockdowns and closures in 2020 and following. There was an interruption in the lecture series, but this was reinstituted in autumn 2025 and we have hosted a number of successful research talks and conferences. The Waterloo Institute for Hellenistic Studies also hosts and supports events in our field, which showcase the research of faculty and students. To mention a couple successful research initiatives: the department Chair has partnered with a Dr Alicia Batten in Religion, Culture, and Spirituality to found a seminar on Early Christian Studies. Another faculty member, Altay Coskun, has co-organized the international Seleukid Lecture Series.

Next steps (if applicable): We will continue to promote research talks and events.

Additional comments: N/A

RECOMMENDATION 9: Reinstate the language requirement for the MA program. The department is small and cannot be offering what is essentially two MA programs. If not, outcomes need to be reworded for non-language students.

Progress: N/A

Next steps (if applicable): N/A

Additional comments: This recommendation was not selected for implementation. Classical Studies appreciates the emphasis the reviewers place on the role of language learning within the discipline. They agree that it is an essential component; nonetheless, they do not agree that they should reinstate the language requirement for the MA degree, nor that they have essentially two MA programs. Classical Studies does note that they need to revise their formal program learning outcomes to reflect this change and they will undertake to review these. The program learning outcomes are in the process of being reviewed as part of the new review process underway.

RECOMMENDATION 10: Think carefully about whether departmental ideals of career outcomes align with what MA students want or need.

Completed: ☒ Yes ☐ No ☐ Partially

Progress: We have thought carefully about how student career goals align with our offerings and revised our core graduate course to provide more diversity of experience and skill acquisition applicable both within and outside academia. This has met with positive feedback from our students. For example, we have in recent years brought successful graduate students who now work in alt-academia and other fields to speak to our graduate students about career trajectory and future opportunities.

Next steps (if applicable): We continue to seek ways to engage and serve the full range of students in our program. We have again raised the question of preparing students for future careers within our current review process and will reflect carefully on any recommendations the reviewers make. We continue to interact significantly with our alumni and use our annual award ceremony to bring alumni and current students together.

Additional comments: N/A

RECOMMENDATION 11: Implementing any of these changes will require a deep re-organization of the MA program as it now stands, and we encourage the department to take on this important work.

Progress: *N/A*

Next steps (if applicable): *N/A*

Additional comments: This recommendation was not selected for implementation. This recommendation is an evaluative summary of the previous recommendations, and so would be answered through attending to the other recommendations and not answered directly.

CYCLICAL PROGRAM REVIEW PROGRESS REPORT

	Recommendations	Proposed Actions	Responsibility for Leading and Resourcing (if applicable) the Actions	Timeline for addressing Recommendations
1.	A new hire that reflects a commitment to EDI, either in material culture or in classical reception, race, or identity.	The School Director will continue to consult with the Dean for this and other programs in the new School.	The School Director	Ongoing
3.	Seek creative ways to use existing faculty (adjunct, external-to-program) to deliver existing or create new courses in the event a new hire is not possible; look at courses external-to-the department that might be brought to count towards the Classical Studies MA program.	N/A	N/A	Completed: partnered with colleagues at Brock University to offer select Greek courses, beginning from the academic year 2024-5. The partnership is ongoing.
4.	Make an active effort to recruit new students through social media and online meet and greet sessions.	N/A	N/A	Completed, 2022. Efforts are ongoing.
7.	Provide new titles for graduate courses on the website.	Provide a list of current and past graduate seminars on the website.	Associate Director, Graduate	We are in the process of compiling this list for posting in spring 2026.
8.	Institute a brown-bag lunchtime seminar series to highlight the research that is being done in the department by faculty and students.	N/A	N/A	Autumn 2025.

CYCLICAL PROGRAM REVIEW PROGRESS REPORT



10.	Think carefully about whether departmental ideals of career outcomes align with what MA students want or need.	N/A	N/A	Completed, 2022. We continue to evaluate these.
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The Department Chair/Director, in consultation with the Dean of the Faculty shall be responsible for monitoring the Implementation Plan.