

Final Assessment Report

Human Sciences (Minor)

November 2020

Executive Summary

External reviewers found that the Human Sciences Minor delivered by the St. Jerome's University and the Faculty of Arts, if it is to be maintained, is in need of critical improvements.

"The Minor in Human Sciences at St. Jerome's University appears to be moribund. Enrolments are low; upper-year courses have been cancelled, making the program unviable ... We have several recommendations for this potentially vital and institution-defining program."

"We believe that the program has the potential to serve as an excellent minor for students in the Arts faculty and for students in other faculties who want a portion, formally delineated, of what the Humanities has to offer as part of their broader education in other fields."

A total of 7 recommendations were provided by the reviewers regarding program renewal, visioning, recruitment and curricular changes. In response, the program created a plan outlining the specific actions proposed to address each recommendation as well as a timeline for implementation. The next cyclical review for this program is scheduled for 2025-2026.

Total Enrollment (All Years)

	Minor
Fall 2020	5
Fall 2019	2
Fall 2018	4

*based on Active Students Extract retrieved from Quest November 12, 2020

Background

In accordance with the University of Waterloo's Institutional Quality Assurance Process (IQAP), this final assessment report provides a synthesis of the external evaluation and the internal response of the Human Sciences Minor delivered by the St. Jerome's University and the Faculty of Arts. A self-study (Volume I, II, III) was submitted to the Associate Vice-President, Academic on July 10, 2019. The self-study (Volume I) presented the program descriptions and learning outcomes, an analytical assessment of the programs, including the standard data package prepared by the Office of Institutional Analysis & Planning (IAP). The CVs for each faculty member with a key role in the delivery of the program(s) were included in Volume II of the self-study.

From Volume III, two arm's-length internal reviewers were selected by the Associate Vice-President, Academic: Dr. Kevin McGuirk, Associate Professor, Department of English Language and Literature, and Dr. Karen Yeats, Associate Professor, Department of Combinatorics and Optimization.

Reviewers appraised the self-study documentation and conducted a site visit on November 28, 2019. The visit included interviews with the Associate Vice-President, Academic; Arts Associate Dean Undergraduate Programs; Vice-President Academic and Dean (SJU); Director, Human Sciences, as well as faculty members, staff and current undergraduate students. The Review Team also had an opportunity to tour the program's classrooms and facilities and meet with representatives from the Library.

Following the site visit, the external reviewers submitted a report on their findings, with recommendations. In response, the program responded to each recommendation and outlined a plan for implementation of the recommendations. Finally, the Vice-President Academic and Dean at SJU and the Dean of ARTS responded to the external reviewers' recommendations, and endorsed the plans outlined by the program.

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

Program Characteristics

Human Sciences (Minor): Students enrolled in any degree program may pursue this minor designation in [Human Sciences](#), which requires successful completion of a minimum of four academic course units (eight courses) with a minimum cumulative average of 65%.

The fundamental goal of the Human Sciences program is to make students knowledgeable about our contemporary age by way of exposing them to the historical, cultural, artistic, spiritual and intellectual influences that have formed our world. Students who earn a Human Sciences Minor are equipped with sufficient self-knowledge and self-understanding to live a more deliberate, meaningful and enlightened life.

Summary of Strengths, Challenges and Weaknesses based on Self-Study

Strengths

- **Class sizes** are small, ranging from 10 to 20 students, which allows for student participation and interaction. Students are appreciative of the small class sizes which allow for meaningful engagement with the instructor and one's classmates.
- There is a deliberate **emphasis on developing skills** in reading, writing, and speaking, which are essential to success in higher education and beyond.
- The main instructor for the Human Sciences courses is an **effective and inspirational teacher**. He has received accolades for his teaching in the past and many students take his courses because of his reputation as an excellent teacher.

- Arguably the greatest strength is the **curriculum** itself. Students are introduced to many of the central books and figures of human civilizations, not only in the West, but also in the East. Students are typically grateful for the opportunity to read books which they would not normally encounter in other courses at the university.

Challenges

- One of the greatest challenges for Human Sciences program is **the attraction and retention of students**. Although the small class sizes are a boon, as argued above, they are also a symptom of generally low interest in the student body for these types of courses. The first-year courses (HUMSC 101 and 102) usually attract sufficient numbers of students to justify them being offered. Most students who take the first-year courses generally do not continue with upper-year courses in the Human Sciences program; it is a case of students taking one elective course out of interest and not proceeding further in taking additional courses. In recent years, the second- and third-year courses have struggled to attract sufficient numbers of students, which has resulted in these course offerings having to be cancelled.
- The **number of students registered** in the Human Sciences Minor is also quite small, ranging from three to six in any given year.

Weaknesses

- The vast majority of the Human Sciences courses in this program are taught by one Contract Academic Staff (CAS) instructor. One could argue that **the program rests on the shoulders of this one individual**, an individual who is not a permanent faculty member, even if this individual brings the experience and enthusiasm that leads to high course evaluations.
- The name **“Human Sciences,”** although possessing a rich history in higher education, might be incomprehensible to a typical undergraduate student today. The term may suggest something to do with the “life sciences” and not the “moral sciences” of its European pedigree.
- Many of the courses offered in the Human Sciences program may have **religious connotations** which may be unpalatable to many a student—courses such as “Reason and Faith” and “The Sacred and the Profane.” One hypothesis why the second- and third-year courses have struggled to attract students as of late is that they seem to deal with overtly religious themes — even though when they are offered, this impression is shown to be mistaken.
- Due to the small size of the program and low course enrolments, **course offerings can be sporadic**, which poses difficulties for students who wish to complete the Minor. Students must take either HUMSC 401 or PHIL 326J; these required courses are not offered regularly which can pose difficulties for students.

Summary of Key Findings from the External Reviewers

“The Minor in Human Sciences at St. Jerome’s University appears to be moribund. Enrolments are low; upper-year courses have been cancelled, making the program unviable. According to the Self-Study, ninety percent of teaching is done by a Contract Academic Staff. The long-time Director’s term will end in just over six months and there is no apparent Director-in-waiting. Outreach (advertising, recruiting) is and has been weak. Institutional support is vague. The name of the program, it is generally conceded, is a problem.

We have several recommendations for this potentially vital and institution-defining program. We would like to stress at the outset that none of our recommendations will help unless all parties - administration, faculty, teachers, support staff - and perhaps most especially the institution - make a commitment to the renewal of the program.”

“The reviewers would like to stress that we believe that the program has the potential to serve as an excellent minor for students in the Arts faculty *and* for students in other faculties who want a portion, formally delineated, of what the Humanities has to offer as part of their broader education in other fields. We speculate that for many students in other Faculties ‘Humanities’ means ‘Great Books.’

For this reason, we believe that it is worthwhile for SJU to make the effort to restore some vitality to this moribund program, possibly to make it a signature program for SJU and a singular gift for the University of Waterloo. As we have noted, the chance of success will depend on a commitment from all parties represented during the site visit.”

Program Response to External Reviewers’ Recommendations

The Human Sciences Program Committee (Committee) met several times to discuss the *Reviewer’s Report on the Minor in Human Sciences at St. Jerome’s University* (Report), dated December 13, 2019. Initially the Committee was in a quandary about how to respond as almost all of the recommendations (e.g., 1, 2, 3, 4, and 7) were outside the immediate purview of the program itself. The Committee especially noted recommendation #7 – “The top priority of the program is to establish a commitment to renew the program by all relevant parties, **starting at the institutional level**” [their emphasis]. Human Sciences communicated with the Interim Vice President Academic and Dean (VPAD) on whether they should have an institutional response or a program response first and the Committee agreed that it would respond to those recommendations within its purview and, with the Interim VPAD’s agreement, offer tentative responses to those that involve more institutional-wide commitment.

The Committee generally agrees that the Report accurately describes the state of the Human Sciences program, including its challenges and weaknesses. Members were pleasantly surprised to read in the Report how supportive the reviewers were of the program. The Report sees a lot of potential for the program and judge it to be valuable to St. Jerome’s and to the University of Waterloo. The Report also recognizes that the Human Sciences program requires significant institutional support and commitment from St. Jerome’s, support and commitment that needs to come from its senior administration. The Committee agrees that this support is absolutely crucial for a renewed program to succeed.

The senior administration at St. Jerome’s University is undergoing major change over the next two (possibly three) years. A new president took up his position on July 1, 2020, and a search for a new VPAD will be undertaken in the coming year, with an intended appointment on July 1, 2021. The Human Sciences Committee recognizes that the institutional commitment to a revised program, which recommendations 1, 2, 3, 4, and 7 all involve, including the resources to implement a long-term plan, cannot be assured by the current interim occupants. As the Report states, “the program needs a renewal of leadership supported materially and in spirit by the administration.” This cannot realistically be accomplished unless

and until there is an observable commitment from the new administration, and this cannot happen until they are in place. This Program Response is of necessity, a work in progress.

In Section 8 of the Self-Study, a number of areas for improvement were identified:

- A more effective advertising and communication strategy which aims to make students aware of the existence of the Human Sciences Minor as well as to make the nature and purpose of the courses more readily understandable;
- Revising the program website;
- Enhancing more diverse faculty participation from different academic departments;
- Creating new courses in the program, or updating the current courses, which may entice student interest and give students more opportunities to take courses in the Human Sciences;
- Conceptualizing the nature and purpose of the program, especially in its relation to the mission and mandate of St. Jerome's University;
- Potentially expanding the program to include a study abroad opportunity or an experiential learning component.

On the whole, the Committee was glad to see that the Report confirms the conclusions reached through this Self-Study process. The Committee therefore sees the Report as a much-needed stimulus to revise and re-energize the Human Sciences program.

VPAD Response: In the Fall 2020, the Interim VPAD consulted the Interim President of St. Jerome's University regarding this report and the VPAD responses. The Interim President confirmed that St. Jerome's University supported the work of the Human Sciences Committee to develop a renewed and differentiating program on the University of Waterloo campus, one that supports its mission and history as a liberal arts institution. The revitalization of this program is one way in which St. Jerome's University can grow its program offerings in the Faculty of Arts. A renewed Human Sciences program can draw on the expertise of faculty from the humanities and social sciences such as literature, philosophy, history, religious studies, legal studies, sociology, and psychology. It aligns with the St. Jerome's University academic plan which states that "[our] academic programming invites students into the discovery of their own humanity and their inter-connectedness. Our courses encourage students to recognize the relationship between thinking and action, knowledge and wisdom, service and leadership, as well as justice and social transformation."

1. Do conceptual work: examine the place of the program at SJU. Is it a minor among other minors, or is it, or could it be, a signature program for the University? Or does it have a place at all?

Program Response: As the Report notes: *"the program appears to be nicely consistent with the institution's mission as a Liberal Arts undergraduate federated university offering programs in established disciplines as well as unique "unshared" programs like Sexuality, Marriage, and Family Studies."* The Report also notes: *"Indeed, the greatest strength of the program evidently lies in its pedagogy.... This sort of small class experience is at the heart of the program."* In going on to state that the Human Sciences Minor has the potential to be a *"vital and institution-defining program,"* the Report validates the Self-Study statement: *"The aim of the Human Sciences program is to deepen one's awareness of and sensibility for the complexities and richness of the human condition. To this*

end the Human Sciences program incorporates the views from a variety of disciplines in the humanities and social sciences, such as literature, philosophy, history, religious studies, sociology, psychology, and political science.... While all the programs taught at St. Jerome's fall within a liberal arts vision, the Human Sciences program, as an interdisciplinary liberal arts program, specifically embodies this vision." The Committee agrees with the reviewers that the program has the potential to be "*a signature program for the University.*" Such a recognition will depend on what happens not only with recommendation #1 but also with recommendation #5 (revisit course offerings) and #6 (change the name of the program) as well as the work involved in #7 (renewal of the program by all the relevant parties).

As a start for this reconceptualization, the Committee proposes a "Friends of the Human Sciences" committee, composed of faculty and staff committed to the vision of the program, to serve as advisory to the Director and the Program Committee.

The Committee also proposes that the Interim Director meet with the St. Jerome's department chairs, to discuss the Self-Study and Reviewers' Report in order to encourage dialogue about the role of the program at St. Jerome's in relation to the above questions. This, in turn, will lay the groundwork for action on item #7. Human Sciences expects these actions to take place during the fall of 2020.

VPAD Response: We support and encourage the Human Sciences Committee to consult broadly across the St. Jerome's University campus, particularly since this program understands itself to incorporate views, perspectives, and insights from a variety of disciplines. We appreciate the interest of the Committee in seeking advice from SJU faculty and staff who are committed to the vision of the program but would caution against creating an additional level of bureaucracy that could encumber the academic planning work of the Committee. With the arrival of a new President in July 2020, St. Jerome's began a broad and in-depth strategic planning process for the University. In the 2021-22 academic year, the SJU VPAD will begin the process of developing a new academic plan for the University. Possible directions that SJU will take with regard to its academic programs will be considered as part of the academic planning process.

Dean Response: No further comment.

- 2. Make a formal secondment of a faculty member to the position of Director - perhaps 3-5 years with a course release each year - who will champion the minor, as its spokesperson, as its manager, and as its most articulate advocate.**

Program Response: In discussion with the Interim VPAD (who makes this appointment) and taking into account the significant turnover of the senior administration at St. Jerome's (see above), it is agreed that a qualified Interim Director be appointed for one year, 2020-2021. A tenured or tenure-stream faculty member will be appointed Director for 2021-2024. The Interim Director will collaborate with the Committee on the work of reconceptualizing the program, work already begun by the Committee, and seek to oversee the program renewal by all the parties. During this time, the Interim Director and the Committee can work on items #1, #3 (consultation), #5 (new courses and electives), #6 (new name), and #7 ("a commitment to renewal by all the relevant parties, starting at the

institutional level”) – see below – and seek to build broad institutional support among the faculty, staff, and administration for a revised program.

VPAD Response: We appointed an Interim program director for a one-year term that began July 1, 2020, in accordance with the Collective Agreement (Full-time Unit), with the expectation that this person would be a champion for the program, a demonstrated and skilled manager, and someone who is able to work with the Human Sciences Committee to articulate a vision for a renewed program.

Any decisions regarding the position of Director moving forward will be the responsibility of the incoming SJU VPAD.

Dean Response: No further comment.

3. Advertise the program extensively, especially online.

Program Response: The Committee believes that this Minor has flown under the radar for too many years.

The Report rightly states that *“it is absolutely essential that the program provide more than the standard informational paragraphs on the SJU pages. The reviewers recommend that the program find a way to make itself known outside SJU and indeed outside the Arts Faculty, and the University. Some concrete advertising steps that should be taken include:*

- *an up-to-date, custom-designed website*
- *listing among other Canadian great books programs, e.g. https://en.wikipedia.org/wiki/Great_Books_programs_in_Canada*
- *face-to-face conversations with directors and academic advisors of other programs across campus; a particular focus should go to other programs, such as Knowledge Integration, with similarities to HumSci, but without neglecting the major mainstream programs of the university*
- *conversations with the other AFIW, where a higher proportion of students who may appreciate the religious resonances of the program can be found, compared to main-campus students*
- *a revision of the poster and leaflet’s language parallel to the revision of course titles, followed by distribution of this material across campus, with follow-up efforts”*

As indicated in the Self-Study, the Committee agrees that these suggestions should be undertaken. The Committee recommends that work begin on this during 2020-2021. The Committee recommends, on the assumption that items #5 and #6 move forward to UGAG by Fall 2021 for implementation in Fall 2023, that the institution hire a qualified website specialist to “custom design” a new website for the program to be launched in the Winter of 2023 as well as listing the program in the Wikipedia website named above. As part of the work of reconceptualization (#1), the Committee proposes that the Interim Director engage in conversations with directors and advisors of other programs across campus. The Reviewers, noting the religious resonances of the program, which, as a Roman Catholic university, is inspired by the long-standing and diverse Catholic intellectual tradition, encourage discussion with the other Affiliated and Federated Institutions of Waterloo (AFIW) partners. Human

Sciences anticipates these conversations will happen by the end of the Interim Director's term – June 30, 2021. A report summarizing these discussions will be written for the Committee. The Committee suggests that, where appropriate, the Self-Study, the Reviewers' Report, and/or the Program Response form the basis of such conversations.

VPAD Response: We support the work plan established by the Interim Director and Human Sciences Committee that includes broad consultation across St. Jerome's University, the University of Waterloo, and the other AFIW. As indicated above, any decisions regarding SJU academic programs will be the responsibility of the incoming SJU VPAD.

Dean Response: No further comment.

4. Provide the academic advisor with an introduction to its goals, its role in the university, etc.

Program Response: As the Report notes, *"the current [academic] advisor has neither a strong view of the program nor detailed knowledge or feeling for it. He received no special introduction to it when he took up the position a year and half ago."*

The Director discussed this item with the Interim VPAD and, in light of the Report's recommendations and the Program response to such, has agreed that knowledge of and championing of a renewed minor will become part of the job description of the St. Jerome's Student Affairs office. Human Sciences proposed that the Interim VPAD initiate discussions with the student advisor to make the Human Sciences Minor part of his job description. On that basis, the student advisor can be of important assistance to the Interim Director and the Committee by helping to arrange meetings with program advisors on the main campus, being a resource for developing student interest in the existing program, and participate in discussions about the viability of proposed changes (both in courses and program name) in terms of potential student interest. Human Sciences assumes that the revised program will not only be foregrounded in advising first-year students but also be kept front and centre for student recruitment at St. Jerome's. Again, as with the above, this all depends on the work of Recommendation #1 (reconceptualization on the place of the program at St. Jerome's), #5 (revision of courses), #6 (program name change) and #7 ("a commitment to renewal by all the relevant parties, starting at the institutional level").

VPAD Response: Any decisions regarding SJU academic programs will be the responsibility of the incoming SJU VPAD. It seems reasonable to ensure that the SJU academic advisors are aware of all SJU academic programs, their goals, and their place in St. Jerome's University's overall departmental and program offerings in order to be ensure that students are familiar with all offerings.

Dean Response: No further comment.

5. Revisit course offerings, both *HumSci* courses and electives.

Program Response: The Report has various comments and suggestions about the course offerings:

"We recommend that the program take seriously its own claim to relevance, not by finding 'applications' to contemporary issues, but by making the intellectual tone and vocabulary of the program, and its intellectual orientation, reflect current Humanities culture. Instead of Faith and

Reason, The Sacred and the Profane, etc., consider Human and Animal; Metamorphoses: Ovid to the Present; Politics and Art; Secularism and Spirituality; Cities, Suburbs, Farm, Forest; Love and Sex (these are of course only suggestions). All of these invite a long reach back to tradition (to 'Athens and Jerusalem,' as one course title has it), encourage the examination of so-called Great Books, and promote dialogue about the nature of the human then and now."

The Committee thanks the Reviewers for these creative suggestions, which will form the basis for discussions around new courses. Human Sciences notes that one of the suggestions *Cities, Suburbs, Farm, Forest* references content that is covered significantly in SOC 369J: *The Sociology of Community*, a course that is already one of the electives that students in the Minor can take. Naturally, discussion and agreement on this item intertwines significantly with item #6 (program name).

Later in the same section the Report states: *"Course titles and descriptions need to be revamped. While the program values the small dialogic model of learning, it just may not be realistic to make dialogue central it all the way through. In addition, the program needs to balance its pedagogical commitments with content commitments. There is no reason that, for example, a course on Shakespeare's plays is not an elective. There may also be more opportunity to incorporate courses which are not fully controlled by SJU."*

Human Sciences proposed that the Interim Director, with the assistance of the student advisor (#4), take this item up in his discussions with broader campus program advisors and directors planned to happen in the Winter of 2021. The Committee notes the success of cross-listing courses with regard to the Legal Studies program and will explore the cross-listing option for courses appropriate to the Human Sciences. This could address the problem felt by relevant faculty of the need to teach in this program and at the same time contribute to the teaching needs of their own department and discipline. What is now an either/or could be turned into a both/and.

Earlier in Section 2.3 the Report notes, *"It seems that the program may have to make some compromises in its boutique approach by perhaps fashioning a larger first-year offering led by a strong instructor or led by a coordinator-instructor who invites SJU faculty from across the disciplines to lecture. This course would be designed [to] induct students into the idea of a Great Dialogue, even if dialogue cannot be fully enacted in that classroom."*

The Committee is exploring this recommendation. The Committee is currently discussing whether to take up the suggestion of the Report above or whether to develop a Humanities Colloquium like at St. Francis Xavier University in Antigonish: <https://www2.mystfx.ca/humanities-colloquium/overview-faq>

The Committee also suggests a Rome course, like [RS 349/ITALST 349: *The Mystical Imagination*](#), a course that would have a global reach, ranging from medieval Greek Orthodox thought to contemporary Jewish and Australian outback aboriginal artistic expression. This course could give the program an anchor in the Resurrectionist motherhouse in Rome (beside the Spanish Steps) while also connecting with the Keats and Shelley museum nearby. Human Sciences suggests this course could be taken between years 2-4 of the students' program and be delivered every two years, of course assuming that travel restrictions are lifted by that time.

VPAD Response: We support the Human Sciences Committee's commitment to: review and reconsider all current course titles and descriptions; rethink the primacy of the dialogic model of learning across all courses; explore possible new courses and the cross-listing of courses; examine ways in which to include experiential learning opportunities in a proposal for a renewed program. Any decisions regarding SJU academic programs will be the responsibility of the incoming SJU VPAD.

Dean Response: No further comment.

6. Change the name of the program.

Program Response: The Report states: *"We suggest that the University change the name of the program. The program is frankly a Great Books program. Notwithstanding the many questions other reviewers might have asked about an affinity with such programs, or the questions that might be asked by members of the Undergraduate Affairs Group or the Associate Dean of Arts, the institution ought to be frank and confident about what it is: a traditional liberal arts small university where research and teaching in traditional disciplines is inflected by explorations of difference and critiques of canon that have redirected the Humanities in the last half century."*

It goes on to say: *"The Self-Study asks if the name of the program is right. The Reviewers also question if the name is right. For many students the name may be misleading, where it is not opaque. It invokes a tradition of 'scientia' from continental Europe unfamiliar not only to entering undergraduates in Canada but to many academics. It will be important for SJU to reflect on an appropriate name. The Self-Study briefly explains why it is not called Great Books, but it seems to us that question of canon may be unavoidable whether the program is called Great Books, 'Critical Great Books,' or something else, since its closest affinity is with the Great Books programs established in the 1920s and after."*

The Report concludes: *"To emphasize the name again: The name of the program should indicate what the program is to people not already educated in this tradition, ideally indicating the affinity with Great Books programs generally, while also hinting at its key differences, as with the original proposed name of Great Dialogues (the argument against as reported to us was not in keeping with contemporary language usage), or Critical Great Books, Great Books in Dialogue, Big Ideas in Dialogue, etc."*

While the Committee agrees, as it had in the Self-Study, that the name of the program is potentially misleading, it does not agree that it be called some kind of Great Books program, as suggested above. The Committee is concerned that such a name is too static, suggesting a canon to be revered rather than ideas that are dialogically engaged. Indeed, the Report noted: *"Early courses introduce students to the dialogical pedagogy strongly emphasized as defining for the program in the Self-Study. Indeed, the greatest strength of the program evidently lies in its pedagogy."* The Committee does not think that the various versions on the theme of Great Books, creatively suggested by the Report, do justice to this pedagogy and in particular to the dynamic dialogical approach the pedagogy seeks to embody.

As stated in the Self-Study, *"The pedagogical paradigm for the Human Sciences program is that of the dialogue. What is essential here is the constructive interaction of different views and perspectives on important issues affecting human beings. From the dialogical structure of learning, students develop*

an understanding of core ideas that have shaped human civilizations and are furthermore enriched by the confrontations with different points of view.”

Nevertheless, Human Sciences agree that a name change is desirable. The Committee has extensively discussed various possibilities and found that the following have the greatest traction:

- Civilizations and Culture
- Integrative Studies: Faith, Reason, Imagination, and Society
- Integrative Dialogues: Imagination, Reason, Faith, and Society
- Humanities and Sciences

The Committee hopes to be able to bring the program changes forward to the Undergraduate Affairs Group (UGAG) by Fall 2021 to be implemented for Fall 2023.

VPAD Response: We support the Human Sciences Committee’s commitment to change the name of the program so that it appropriately reflects a revitalized program that would be of interest to students across the UWaterloo campus. Any decisions regarding SJU academic programs will be the responsibility of the incoming SJU VPAD.

Dean Response: No further comment.

7. The top priority of the program is to establish a commitment to renew the program by all relevant parties, starting at the institutional level.

Program Response: As the Report concludes: *“The reviewers would like to stress [emphasis in original] that we believe that the program has the potential to serve as an excellent minor for students in the Arts faculty and for students in other faculties who want a portion, formally delineated, of what the Humanities has to offer as part of their broader education in other fields.... For this reason, we believe that it is worthwhile for SJU to make the effort to restore some vitality to this moribund program, possibly to make it a signature program for SJU and a singular gift for the University of Waterloo. As we have noted, the chance of success will depend on a commitment from all parties represented during the site visit.”*

The Committee has agreed to begin the work of working with all the relevant parties (the Interim VPAD, the incoming VPAD, the incoming President, faculty, staff, students, relevant advisors and directors of related UW programs, AFIW, and so on) to work on renewing the program in a way that it can deliver on its potential. This work of renewal involves dramatic changes to the program, changes that involve the many parties named above in discussion as part of the process. On top of that, the work will occur during a major turnover in program leadership (Director) and senior administration at St. Jerome’s (VPAD, President). Thus, Human Sciences anticipates that this work of renewal (including and especially establishing wide institutional support) will take 2-3 years to issue in a series of proposals that can be brought to UGAG for approval.

VPAD Response: St. Jerome’s University continues to be committed to supporting a revitalized and renewed humanities-based program which aligns with its mission, vision, and identity, and which has the potential to serve students in the Faculty of Arts and across the UWaterloo campus. At the same

time, any decisions regarding SJU academic programs will be the responsibility of the incoming SJU VPAD.

Dean Response: No further comment.

Implementation Plan

	Recommendations	Proposed Actions	Responsibility for Leading and Resourcing (if applicable) the Actions	Timeline for addressing Recommendations
1.	Do conceptual work - examine the place of the program.	1. Establish a “Friends of the Human Sciences” group if feasible. 2. Initiate a broad range discussion (chairs, administrators) at St. Jerome’s about the place of the program at St. Jerome’s. The Self-Study and the Reviewers’ Report will form the basis of such discussions. Report back to the Committee by December 2020. 3. Program Response discussion at first Senate Council in Fall 2020 if this is considered to be the most appropriate way in which to consult with the SJU community. Where appropriate, the Self-Study, the Reviewers’ Report, and/or the Program Response will form the basis of these discussions.	1. Interim Director, Program Committee 2. Interim Director, Committee, Interim VPAD 3. Interim Director, Committee, Interim VPAD	1. Fall, 2020 2. Fall, 2020 3. Fall, 2020
2.	Make a formal secondment of a faculty member to the position of Director.	1. Interim Director, Dr. Andrew Stumpf, appointed for 2020-2021. 2. Director appointed for 2021-2024. Such appointments will be made according to the Collective Agreement (Full-time Unit).	1. Interim VPAD 2. Interim VPAD or VPAD	1. July 1, 2020 2. July 1, 2021
3.	Advertise the program extensively, especially online.	1. Conversations with “directors and advisors” 2. Conversations with AFIW 3. Website development 4. Website launch 5. Wikipedia	1. Interim Director, Committee, Academic Advisor 2. Interim Director, Committee, Academic Advisor 3. VPAD 4. Director, Committee, VPAD 5. Director, Committee, VPAD	1. Winter, 2021 2. Winter, 2021 3. Fall, 2021 4. Winter 2022 5. Winter 2022

4.	Provide the SJU academic advisor with an introduction to the program's goals, its role in the university, etc.	<ol style="list-style-type: none"> Discussions between Interim VPAD and academic advisor regarding the history and revitalization of the program. Academic Advisor provides support to Interim Director for 3.1 and 3.2 above. 	<ol style="list-style-type: none"> Interim VPAD Interim Director, Academic Advisor 	<ol style="list-style-type: none"> Dec, 2020 Winter, 2021
5.	Revisit course offerings, both <i>HumSci</i> courses and electives.	<ol style="list-style-type: none"> Revisit course offerings. Bring changes to all approving bodies at SJU and at UW, including UGAG. 	Director, Committee, Academic Advisor, Academic Committee, Interim VPAD or VPAD	<ol style="list-style-type: none"> 2020-2022 Fall 2022
6.	Change the name of the program.	<ol style="list-style-type: none"> Discussion of name change within SJU. Discussion of program and name change with wider UW campus. Program changes to UGAG. Implement revised program. 	<ol style="list-style-type: none"> Interim Director, Committee Interim Director, Committee, Academic Advisor Director, Academic Committee, Interim VPAD or VPAD Director, Academic Advisor 	<ol style="list-style-type: none"> Fall, 2020 Winter, 2021 Fall, 2022 Fall, 2023
7.	Establish a commitment to renew the program.	See actions 1-6.		Fall, 2020-2023

The Department Chair/Director, in consultation with the Dean of the Faculty shall be responsible for the Implementation Plan.

Date of next program review _____ **2025-2026** _____
Date

Signatures of Approval



September 15, 2021

Chair/Director

Date



August 11, 2021

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

Date




14 January 2022

Faculty Dean

Date

Note: AFIW programs fall under the Faculty of ARTS; however, the Dean does not have fiscal control nor authority over staffing and administration of the program.



January 19, 2021

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

Date

Associate Vice-President, Graduate Studies and Postdoctoral Affairs

Date



(For graduate and augmented programs)