

# Labour Studies

## Undergraduate Review

### Year 3 (2021) - FAR Implementation Report

(reviewed 2017/18)

**Recommendation #1**

Departmental growth through expansion into new areas--health, environment, humanities, technology and the future of work--and faculty positions to support this new growth.

**ARC Disposition of the Recommendation**

ARC considers the recommendation to explore departmental growth through expansion into new areas to be accepted. ARC considers the recommendation for additional faculty positions to lie outside the Committee's jurisdiction and expects that the Department will proceed through normal channels of advocacy for these resources.

**Implementation Plan (2<sup>nd</sup> Priority)**

Responsible for approving:	Department
Responsible for resources:	Department
Responsible for implementation:	Department
Timeline:	Dean of Social Sciences to report by the end of academic year 2019/20

Actions	Responsibility	Year One*	Year Two	Year Three
<b>Action #1</b> - Offer new course 'Psychology of Work' in spring 2019 and FW 2019-2020	Chair	T	C	
<b>Action #2</b> - Consider possible new course on Labour and Health at department retreat June, 2019; consider other additions and next steps, including possible cross-list of Psychology of Work course	Chair and Faculty Members	T and O	T	C

**Comments 2019:**

The Action Items are on target and achievable or already achieved. The direction of future course development and which new areas we prioritize will be affected by the results of our current search for an ILTA. We are committed to continuing to diversify our curriculum in

\*On Target (T), On Hold (H), Delayed (D), Complete (C), Ongoing (O)

keeping with this recommendation and setting realistic ambitions due to our small faculty complement.

**Comments 2020:**

The new course is part of our course bank for rotational offering. We determined that we do not have the resources to offer an additional new course on Labour and Health although we will revisit this and other pedagogical possibilities in the summer and fall of 2020.

**Comments 2021:** Labour and Health has been created and will be offered FW 2021-2022.

**Recommendation #2**

Consultation on future and role of Program Committee (including governance structure and regulations)

**ARC Disposition of the Recommendation**

ARC considers the recommendation to be accepted and in the process of implementation.

**Implementation Plan (1<sup>st</sup> Priority)**

Responsible for approving: Department  
 Responsible for resources: Department  
 Responsible for implementation: Department  
 Timeline: Dean of Social Sciences to report by the end of academic year 2018/19

Actions*	Responsibility	Year One	Year Two	Year Three
Action #1 Consultation with core faculty members	Chair	C		
Action #2 Revision of Rules and Procedures	Chair and Committee	C		

**Comments 2019:**

The Department's Rules and Procedures have been revised to reflect the process for faculty members whose home department is not Labour Studies to serve on the Department Committee. The core faculty members did not wish to exclude current and prior members of the Department Committee whose home department is not Labour Studies from serving. As a result, this recommendation is complete and there are no substantive changes to our governance being undertaken, simply a clarification of the process for serving in our Rules

\*On Target (T), On Hold (H), Delayed (D), Complete (C), Ongoing (O)

and Procedures. We will continue to revisit the Department’s governance structure annually at the summer retreat.

**Recommendation #3**

Higher qualifications for instructors: PhD in hand preferred, or ABD (but currently enrolled in a doctoral program)

**ARC Disposition of the Recommendation**

ARC considers the recommendation to be not accepted as it lies outside the Committee’s jurisdiction and has implications with respect to Collective Agreements between Brock University and its various labour groups.

**Implementation Plan**

Recommendation not accepted.

**Recommendation #4**

Higher educational credentials for T.A.s (MA students, including those beyond the first year of their MA programs, or MA in hand if not current graduate students)

**ARC Disposition of the Recommendation**

ARC considers the recommendation to be not accepted as it lies outside the Committee’s jurisdiction and has implications with respect to Collective Agreements between Brock University and its various labour groups.

**Implementation Plan**

Recommendation not accepted.

**Recommendation #5**

Development of student research skills (engagement with and integration of library and information services; methods and methodology, strategy on integrating methods and methodology, especially for Honours)

**ARC Disposition of the Recommendation**

ARC considers the recommendation to be accepted. It is expected that the development of student research skills will be addressed as part of the ongoing curriculum review by the Department.

**Implementation Plan (1<sup>st</sup> Priority)**

Responsible for approving:	Department
Responsible for resources:	Department
Responsible for implementation:	Department
Timeline:	Dean of Social Sciences to report by the end of academic year 2018/19

Actions*	Responsibility	Year One	Year Two	Year Three
Action #1 New fourth year Honours seminar with significant research skills development component	Department	C		
Action #2 Discuss additional strategies for implementing this recommendation at June, 2019 department retreat	Chair and Department	T	T	O

**Comments 2019:**

We have begun to implement this recommendation by offering an additional 400-level honours course with advanced research skill training and expectations. We will be discussing other ways to implement this recommendation at our retreat in June 2019.

**Comments 2020:**

We will revisit this and other possibilities in the summer and fall of 2020.

**Comments 2021:** Curriculum continues to be discussed, including the place of research methodologies in our courses. We continue to offer our Theory and Methods course annually and all three of our 400-level courses.

**Recommendation #6**

Development of a fourth-year variable topics course to enhance fourth-year course offering

**ARC Disposition of the Recommendation**

ARC considers the recommendation to be accepted. It is expected that the development of a fourth-year variable topics course will be addressed as part of the ongoing curriculum review by the Department. It is noted that "variable" in this case does not refer to current Brock calendar language.

**Implementation Plan (1<sup>st</sup> Priority)**

Responsible for approving:	Department
Responsible for resources:	Department
Responsible for implementation:	Department
Timeline:	Dean of Social Sciences to report by the end of academic year 2018/19

Actions*	Responsibility	Year One	Year Two	Year Three
Action #1 New fourth year course was created and offered.	Department	C		

**Comments 2019:**

As noted, there was some uncertainty about the meaning of variable. By introducing and offering a third 400-level course housed in Labour Studies, we consider this recommendation implemented and complete. Due to faculty numbers and availability, we are not in a position to introduce another 400-level course at this time. We have 400-level Thesis, Seminar, and Directed Study courses in the current calendar which can be enlisted when/if needed.

**Recommendation #7**

Strategic review of certificate program and its purpose and audience

**ARC Disposition of the Recommendation**

ARC considers the recommendation to be accepted. It is expected that the review of the certificate program will be addresses as part of the curriculum review by the Department. The Department is expected to proceed through normal channels of advocacy for the resources to support this recommendation.

**Implementation Plan (1<sup>st</sup> Priority)**

Responsible for approving: Department  
 Responsible for resources: Department  
 Responsible for implementation: Department  
 Timeline: Dean of Social Sciences to report by the end of academic year 2018/19

Actions*	Responsibility	Year One	Year Two	Year Three
Action #1 Calendar changes made.	Chair	C		
Action #2 Revived Certificate announced.	Chair	C and O	O	O

\*On Target (T), On Hold (H), Delayed (D), Complete (C), Ongoing (O)

**Comments 2019:**

We are very pleased to report on our progress in this area. We have completed a review of the Certificate and the necessary changes for its revival through UPC. We have established the necessary internal 'infrastructure' (discussions with Admissions and Registrar, web site with Q & A for prospective students) and begun to advertise (March) for our revived Certificate with allows greater flexibility for students, including those interested in part-time and/or online learning. The Admissions team has already received queries from prospective students. A three-year ILTA will be beginning July 1, 2019 and integral to the success of the Certificate. We look forward to continuing to provide updates to ARC and the broader University community about this exciting new chapter.

**Comments 2020:**

We have significantly augmented efforts to recruit students into our revived certificate, particularly by emphasizing online and part-time learning options which we expect will be appealing to adult learners. We have used social media, print media, and in-person recruitment strategies. Our applicant numbers for fall 2020 have increased and we continue to promote this option, using entirely departmental funds and other resources. We have offered more courses online this year and next year will offer a good range of 100, 200, and 300 level courses.

**Comments 2021:** Our Certificate and recruitment for it is ongoing. The department created a new sub-committee structure and one is focused on recruitment and retention. We have also recently introduced a micro-certificate on Human Rights at Work to complement the full Certificate.

**Recommendation #8**

Build on initiatives on high school entry to create strategy for longer-term growth in direct entry (ambassadors)

**ARC Disposition of the Recommendation**

ARC considers the recommendation to be accepted. The Department is encouraged to work with other groups on campus (e.g. Recruitment, Marketing and Communications) in order to move this forward.

**Implementation Plan (2<sup>nd</sup> Priority)**

Responsible for approving:	Department
Responsible for resources:	Department
Responsible for implementation:	Department
Timeline:	Dean of Social Sciences to report by the end of academic year 2018/19

Actions*	Responsibility	Year One	Year Two	Year Three
Action #1 Discuss the role of students as ambassadors.	Department	T	C	
Action #2 Involve students at University recruitment events.	Chair	C & O	O	O

**Comments 2019:**

We do not support asking students to do unpaid labour. Therefore, we intend to further discuss the specific reference to students serving as ambassadors in the recommendation at our retreat in June, 2019, along with other strategies for continuing our recruitment efforts with high school students. We involved students in the fall open house (compensated) to allow them to speak directly with prospective students and their families.

**Comments 2020**

We have secured financial support from the Dean's Discretionary Fund to make it possible to hire student ambassadors. We have had to suspend many of their efforts for this semester due to COVID-19, but anticipate/hope for additional engagement and diversification of strategies in fall 2020.

**Comments 2021:** Due to COVID-19, in-person recruitment activities are on hold. We continue to engage students and our student representative with online recruitment strategies through social media and university recruitment events.

**Recommendation #9**

Better information for student pathways after graduation

**ARC Disposition of the Recommendation**

ARC considers the recommendation to be accepted and in the process of implementation.

**Implementation Plan (2<sup>nd</sup> Priority)**

Responsible for approving:	Department
Responsible for resources:	Department
Responsible for implementation:	Department
Timeline:	Dean of Social Sciences to report by the end of academic year 2018/19

Actions*	Responsibility	Year One	Year Two	Year Three
Action #1 Web site updated to provide details.	Chair	C		
Action #2 Collaborating with co-op office.	Chair	O	O	O

**Comments 2019:**

Our web site now includes clear information about career paths for students including specific areas of potential for employment and future education, alumni testimonials, and a campus to career path link. We also continue to collaborate with the co-op office to ensure students in that stream are aware of the possibilities. We consider this recommendation complete.

**Comments 2020:**

The chair and academic advisor have had very useful and constructive meetings with the co-op staff and a key result has been tailored events specifically for labour studies students. We are committed to continuing this collaboration. We will also discuss career preparation as a broader issue in summer/fall 2020 as a department.

**Comments 2021:** We have had a number of excellent meetings with the co-op office, in addition to regular email exchange. Labour partners have posted a number of outstanding opportunities for students, including new positions.

**Recommendation #10**

Long-term growth and retention needs long-term, dedicated, contiguous accessible space. This includes dedicated space for students to gather, which could help facilitate student engagement with other students.

**ARC Disposition of the Recommendation**

ARC considers the recommendation to be not accepted as it lies outside of the Committee's jurisdiction. It is expected that the Department will proceed through normal channels of advocacy for space resources.

**Implementation Plan**

Recommendation not accepted.

**Recommendation #11**

Clear and timely information on funding and grant opportunities for faculty



**ARC Disposition of the Recommendation**

ARC considers this recommendation to be already current practice.

**Implementation Plan**

No action required.