

MA in Social Justice and Equity Studies Graduate Program Review Year 3 (2024) - FAR Implementation Report (Reviewed 2019-2021)

Recommendation #1

Support Brock's initiatives to hire more Indigenous and underrepresented faculty members (e.g., racialized communities) who could be affiliated with SJES.

ARC Disposition of the Recommendation

ARC considers the recommendation to be not accepted as hiring initiatives lie outside of its jurisdiction. The Committee understands that principles of equity, diversity and inclusion are strongly endorsed in the Brock Institutional Strategic Plan. ARC expects that the Program will proceed through normal channels of advocacy for more indigenous and under-represented faculty resources.

Implementation Plan

Recommendation not accepted.

Comments 2022:

SJES is advocating for targeted hiring of BIPOC faculty through the regular governance channels.

Comments 2023:

SJES is advocating for targeted hiring of BIPOC faculty through the regular governance channels.

Comments 2024:

SJES is advocating for targeted hiring of BIPOC faculty through the regular governance channels.

Recommendation #2

Maintain a class size of 11-14.

ARC Disposition of the Recommendation

ARC considers the recommendation to be not accepted as stated. The Committee recognizes that class size is based on a pedagogical rationale within the context of institutional policies and resources, and that it is subject to consultation with the Deans. ARC expects that the Program is best-positioned to negotiate final class size within this context.

Implementation Plan

Recommendation not accepted.

Recommendation #3

Increase number of international students.

ARC Disposition of the Recommendation

ARC considers the recommendation to be accepted for consideration by the Program. The Committee expects that the Program is best-positioned to determine admissions targets in consultation with the Deans and within the context of university policies on international enrolment.

Implementation Plan (2nd Priority)

Responsible for approving: Program
 Responsible for resources: Program
 Responsible for implementation: Program
 Timeline: Dean of Social Sciences to report by the end of academic year 2022/23

Actions	Responsibility	Year One	Year Two	Year Three
Action #1 Increase number of international students.	SJES	T	T	T

Comments 2022:

SJES increased its number of offers for international students to four students for Fall 2022 admission from three in 2021. The Faculty of Graduate Studies has changed the funding structure and there is increased support for international MA students. SJES will advocate for these increased supports for more international graduate students especially international MA students.

Comments 2023:

SJES increased its number of offers for international students to six for Fall 2023 from four in 2022. The Faculty of Graduate Studies has increased the funding for international students this year in a systematic way. SJES will continue to advocate for increased supports for international students.

Comments 2024:

SJES made three offers for international students which was our target this year.

Recommendation #4

Review elective offerings to ensure a balance between new courses in critical race studies, Indigenous justice and decolonization and other relevant topics and long-standing offerings.

ARC Disposition of the Recommendation

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

Implementation Plan (1st Priority)

Responsible for approving: Program
 Responsible for resources: Program
 Responsible for implementation: Program
 Timeline: Dean of Social Sciences to report by the end of academic year 2021/22

Actions	Responsibility	Year One	Year Two	Year Three
Action #1 Review elective offerings to ensure a balance between new courses in critical race studies, Indigenous justice and decolonization and other relevant topics and long-standing offerings.	SJES	O		

Comments 2022:

The program continues to review its elective offerings. SJES 5P22: Indigenous Resurgence and Decolonization was added to the calendar in 2020. SJES 5P65: Race, Ethnicity, Indigeneity, and Social Justice was offered to students in 2021-2022. SJES 5P12: Bodies, Ableism and Disability Justice will be offered for the first time in 2022-23. A new course on Racial Capitalism will be added to the program in 2022-23. The SJES Academic Planning Committee always ensures of balance of current and long-standing offerings.

Comments 2023:

The new course on Racial Capitalism was not submitted for 2022-2023 but will be in the Fall of 2023. In 2022-23, SJES offered SJES 5P12: Bodies, Ableism and Disability Justice for the first time.

Comments 2024:

The new course on Racial Capitalism was submitted to UPC in the Fall of 2023 and will be offered Winter 2025. SJES 5P65: Race, Ethnicity, Indigeneity, and Social Justice will be offered in Winter 2025. SJES 5P22: Indigenous Resurgence and Decolonization was offered in the Fall of 2023.

Recommendation #5

Increase the number of electives offered from 2 to 3.

ARC Disposition of the Recommendation

ARC considers the recommendation to be accepted for consideration by the Program. The Committee expects that the Program is best-positioned to determine the number of electives in consultation with the Dean and that it will proceed through normal channels of advocacy for any faculty resources required

Implementation Plan (1st Priority)

Responsible for approving: Program
 Responsible for resources: Program
 Responsible for implementation: Program
 Timeline: Dean of Social Sciences to report by the end of academic year 2021/22

Actions	Responsibility	Year One	Year Two	Year Three
Action #1 Increase the number of electives offered from 2 to 3.	SJES	T	T	T

Comments 2022:

A request was made to the Dean to increase the elective offerings from 2 to 3. It was decided that this was not possible for 2022 but SJES will continue to advocate for a third elective through the regular governance channels.

Comments 2023:

A request was made to the Dean to increase the elective offerings from 2 to 3. It was decided that this was not possible for 2023 but SJES will continue to advocate for a third elective through the regular governance channels.

Comments 2024:

A request was made to the Dean to increase the elective offerings from 2 to 3 by Susan Spearey, Acting GPD, in the Fall of 2023. It was decided that this was not possible for 2024-5 but SJES will continue to advocate for a third elective through the regular governance channels.

Recommendation #6

Make SJES 5P01 a full credit course.

ARC Disposition of the Recommendation

ARC considers the recommendation to be accepted for consideration by the Program. The Committee understands that the Program is responsible for curriculum modifications and expects that it will proceed through normal channels of advocacy for any faculty resources required.

Implementation Plan (1st Priority)

Responsible for approving: Program
 Responsible for resources: Program
 Responsible for implementation: Program
 Timeline: Dean of Social Sciences to report by the end of academic year 2021/22

Actions	Responsibility	Year One	Year Two	Year Three
Action #1 Make SJES 5P01 a full credit course.	SJES	T	T	C

Comments 2022:

The SJES Program Committee will be considering this change to 5P01 at our AGM in May 2022 and will discuss the impact it would have on future supports for the SJES program such as course release for the GPD, ability to offer a third elective.

Comments 2023:

The SJES Program Committee considered this change in May 2022 and decided to delay a decision to consider the impact it would have on future supports for the SJES program, such as course release for the GPD and the ability to offer a third elective. It will be considered again at the AGM on May 18, 2023.

Comments 2024:

SJES Program Committee decided to keep 5P01 as a half-credit course after much consultation at the AGM in May 2023. The discussion involved: flexibility for students, adding another .5 to the student’s course load, course release for the GPD, etc. and it was decided not to make SJES 5P01 a full credit course for these reasons. NOTE: Consideration of the recommendation is the completed action.

Recommendation #7

Provide Financial and Logistical Support for the Niagara Social Justice Forum.

ARC Disposition of the Recommendation

ARC considers the recommendation to be not accepted as it lies outside of its jurisdiction. The Committee expects the program to proceed through normal channels of advocacy for financial and logistical support for the Forum.

Implementation Plan

Recommendation not accepted.

Recommendation #8

Explore avenues to incorporate social activism and experiential learning more fully into coursework and program.

ARC Disposition of the Recommendation

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

Implementation Plan (1st Priority)

Responsible for approving: Program
 Responsible for resources: Program
 Responsible for implementation: Program
 Timeline: Dean of Social Sciences to report by the end of academic year 2021/22

Actions	Responsibility	Year One	Year Two	Year Three
Action #1 Explore avenues to incorporate social activism and experiential learning more fully into coursework and program.	SJES	T	T	O

Comments 2022:

SJES has incorporated social activism into the SJES 5P01 seminar that includes an activist report due at the end of the year to encourage and document social activism. In 2021-2, this was primarily online activism due to the ongoing Covid Pandemic. SJES will continue to explore new ways of incorporating social activism and experiential learning into the program.

Comments 2023:

SJES will continue to explore new ways of incorporating social activism and experiential learning into the program. SJES mounted the Niagara Social Justice Forum on March 25, 2023, where students participated in activist workshops.

Comments 2024:

SJES will continue to mount the bi-annual Niagara Social Justice Forum as well the existing activist report as part of SJES 5P01.

Recommendation #9

Continue the Co-op with MRP stream.

ARC Disposition of the Recommendation

ARC considers the recommendation to reflect current practice.

Implementation Plan

Current practice (no action required).

Recommendation #10

Enhance record keeping by Graduate Program Director and Graduate Administrative Coordinator.

ARC Disposition of the Recommendation

ARC considers the recommendation to enhance record keeping by the Graduate Program Director and Graduate Administrative Coordinator positions to be accepted and in the process of implementation.

Implementation Plan (1st Priority)

Responsible for approving: Program
 Responsible for resources: Program
 Responsible for implementation: Program
 Timeline: Dean of Social Sciences to report by the end of academic year 2021/22

Actions	Responsibility	Year One	Year Two	Year Three
Action #1 Enhance record keeping by Graduate Program Director and Graduate Administrative Coordinator.	SJES	O		

Comments 2022:

A new Graduate Administrative Coordinator was hired in November 2021 at 17.5 hours/week and has been working to improve the record keeping for the program. Due to the labour demands of the position, the position was increased to 20 hours/week in March 2022.

Comments 2023:

Record keeping has been refined and modified.

Recommendation #11

Hire a full-time GAC (Graduate Administrative Coordinator).

ARC Disposition of the Recommendation

ARC considers the recommendation to be not accepted as it lies outside of its jurisdiction. The Committee expects the Program to proceed through normal channels of advocacy for administrative resources.

Implementation Plan

Recommendation not accepted.

Recommendation #12

Ensure current levels of course release for the GPD.

ARC Disposition of the Recommendation

ARC considers the recommendation to be not accepted as it lies outside of its jurisdiction. The Committee understands that course release for Graduate Program Directors is governed by the provisions of the Collective Agreement.

Implementation Plan

Recommendation not accepted.

Recommendation #13

Ensure Decanal and Chair support for teaching in SJES.

ARC Disposition of the Recommendation

ARC considers the recommendation to be not accepted as it lies outside of its jurisdiction. The Committee understands that workload is governed by the provisions of the Collective Agreement.

Implementation Plan

Recommendation not accepted.

Recommendation #14

Create a Decanal steering committee to coordinate high-level program issues.

ARC Disposition of the Recommendation

ARC considers the recommendation to be not accepted as it lies outside of its jurisdiction. The Committee recognizes that the Deans currently engage in discussions about cross-Faculty collaboration and that they are in a position to decide on any further coordination on high-level program issues.

Implementation Plan

Recommendation not accepted.

Recommendation #15

Implement a graduate certificate/diploma in SJES.

ARC Disposition of the Recommendation

ARC considers the recommendation to be accepted for consideration. If the Program determines that it wishes to proceed with a graduate certificate/diploma in SJES, it will be required to follow the procedures in the Brock IQAP and submit the program for approval to ARC and the Quality Council.

Implementation Plan (1st Priority)

Responsible for approving: Program
 Responsible for resources: Program
 Responsible for implementation: Program
 Timeline: Dean of Social Sciences to report by the end of academic year 2021/22

Actions	Responsibility	Year One	Year Two	Year Three
Action #1 Implement a graduate certificate/diploma in SJES.	SJES	T	T	C

Comments 2022:

A student was hired in 2021 to carry out research on graduate certificate/diploma programs in Ontario primarily, and across Canada. A report was created and will be discussed at the SJES AGM in May 2022. Micro-certificates are also being discussed at the Faculty of Graduate Studies Council and will also be discussed at the SJES AGM in 2022.

Comments 2023:

SJES decided at the 2022 AGM to wait for guidance from the Faculty of Graduate Studies and see how micro-programs were being developed and implemented. It will be discussed again at the AGM on May 18, 2023.

Comments 2024:

The program consulted with its faculty affiliates at the AGM in May 2023 and many issues were discussed, such as having a negative impact on current course experiences, diploma/certificate as fund generators for the university, etc. It was decided after this consultation to not implement a graduate certificate/diploma at this time. NOTE: Consideration of the recommendation is the completed action.

Recommendation #16

Increase funding for graduate students to participate in conferences and other events.

ARC Disposition of the Recommendation

ARC considers the recommendation to be not accepted as it lies outside of its jurisdiction. The Committee understands that the level of graduate funding is determined by policies and procedures at the institution which are available to all graduate students. ARC expects that the Program is best-positioned to determine strategies to increase funding for SJES student participation in conferences and other events.

Implementation Plan

Recommendation not accepted.