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www.sfu.ca/vpacademic**MEMORANDUM**

ATTENTION Senate **DATE** February 12, 2014
FROM Jon Driver, Vice-President, Academic and Provost, and Chair, SCUP **PAGES** 1/1
RE: Faculty of Arts and Social Sciences: External Review Update for the Department of Sociology and Anthropology (SCUP 14-07)

At its February 5, 2014 meeting, SCUP reviewed the External Review Update Report for the Department of Sociology and Anthropology within the Faculty of Arts and Social Sciences. The report is attached for the information of Senate.

c: G. Myers

A handwritten signature in dark ink, appearing to be "Jon Driver", written in a cursive style.



OFFICE OF THE VICE-PRESIDENT, ACADEMIC AND PROVOST

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www.sfu.ca/vpacademic**MEMORANDUM**

ATTENTION Jon Driver, Chair, SCUP **DATE** December 16, 2013
FROM Gord Myers, Associate Vice-President, Academic **PAGES** 1/1
CC D. Lacombe and J. Craig
RE: External Review Update for the Department of Sociology and Anthropology

The External Review of the Department of Sociology and Anthropology was undertaken in March 2010. According to the procedures established by SCUP, the Department is required to submit an update describing its progress in implementing the Action Plan, which was derived from the External Review report, in the fourth year following the start of the External Review process. Please find attached this update, together with a copy of the Action Plan approved by Senate.

Based on this midterm report, my assessment is that the Department of Sociology and Anthropology has made substantial progress toward implementing the Action Plan, within the constraints imposed by its budget.



FACULTY OF ARTS AND SOCIAL SCIENCES
Department of Sociology and Anthropology
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MEMORANDUM

ATTENTION Glynn Nicholls, Director, Academic Planning and Budgeting,
Office of the Vice-President, Academic and Provost

FROM Dany Lacombe, Professor and Chair, Department of Sociology and Anthropology

RE: External Review Update

DATE November 26, 2013

CC: Dean John Craig, Faculty of Arts and Social Sciences

At your request, please find attached a copy of the Department of Sociology and Anthropology's progress report to the 2010 External Review.

If I can be of further assistance please do not hesitate to contact me.

A handwritten signature in black ink that reads 'Dany Lacombe'. The signature is written in a cursive style with a horizontal line underneath the name.

Dany Lacombe

DL/jmp
Attachment

Department of Sociology and Anthropology

Simon Fraser University

External Review Update

November 27, 2013

Undergraduate Studies: Student recruitment

The Department of Sociology and Anthropology attempts to communicate widely and actively the strengths of its programs at the undergraduate level through a variety of recruiting strategies directed to the SFU undergraduate student body and high school students.

- Our Faculty Undergraduate Advisor provides general advice to undergraduate students about the program, sending out job openings and current event announcements to the SA undergraduate list serve, acting as the faculty liaison with the SA Student Union, attending the Annual Academic Options Day and High School Open House and hosting a yearly panel on the *World of Work* for SA undergraduates. Through annual skills workshops in the department, our Faculty Undergraduate Advisor also offers valuable instructional skill development training for our graduate students who will be teaching undergraduates.
- The department was fortunate to receive a near .8 undergraduate advisor staff position with the addition of the Labour Studies Program to our unit. The Chair in consultation with the Graduate Program Committee, the Undergraduate Curriculum Committee, and the department manager reviewed staffing functions to increase activities directed at student recruitment and support.'
- This semester, in an effort to showcase and more effectively advertise our scheduled upper level course offerings for Spring 2014, the Undergraduate Curriculum Committee mounted an advertising initiative in the form of 'Tweets.'

Faculty positions

Since Senate approval of our Action Plan in 2010, we have requested CFL positions every year but were never approved due to cuts to the budget. By Fall 2011, the Department of Sociology and Anthropology had a net loss of 3.3 CFL positions, which created a significant gap in faculty complement. Fortunately, the department was able to grow with two spousal hires: a CFL position in 2011 and a four-year limited term appointment in 2013. In October 2013, we were given the go-ahead to advertise for a CFL position to commence in September 2014. This position is subject to budget and Senate approval.

Graduate Studies

In our attempt to provide a richer graduate curriculum and a more effective learning experience for our graduate students, we have developed various initiatives.

- We have significantly lowered our graduate students' intake, particularly at the PhD level. In 2011, we accepted 9 MAs and 6 PhDs; in 2012, 9 MAs and 3 PhDs, and in 2013, 4 MAs.
- We created one regularly scheduled elective course in the department, SA 875, Ethnographic Methodology: Social/Cultural Anthropology.
- In Fall 2013, the Graduate Program Committee put forward to the FASSSGC a request to add two new graduate level SA courses that are cross-listed with the School for International Studies courses of the same number; this request was approved at the FASSSGC and SGSC meetings. The proposal will be before the December Senate meeting, and if approved, will be in force and in the summer 2014 calendar. The two courses are: SA/IS 815-4 Theories of Latin American Development and SA/IS 835-4 Social and Political Change in Latin America. We intend to pursue this cross-listing of graduate courses initiative with other units at SFU.
- We established a Colloquium Committee to organize a departmental seminar for intellectual exchange, held once per month, as part of the regular graduate pro-development seminar.
- In consultation with graduate students, the Chair, the Undergraduate Curriculum Committee and the Graduate Program Committee are currently revamping the graduate program. Part of our plan is the establishment of a BA/MA accelerated program, a more effective course offering, and more structured program requirements to facilitate completion time.

Support for Research

The Department of Sociology and Anthropology took advantage of the newly inaugurated Shadbolt Fellowship program in FASS in 2011-2012. Two faculty members received a teaching release for a year to concentrate on their research. Unfortunately, the terms of the Shadbolt Fellowship program have changed recently and our faculty members are no longer eligible.

Staff positions

The graduate program secretary position in the department has been increased from part-time to full-time status. Unfortunately, the individual we hired in 2010 moved to another province and we are still looking for a permanent replacement.

The department manager has been relieved finally from her undergraduate advising. With the addition of the Labour Studies Program in our unit, we are in the process of hiring a second undergraduate advisor (full time) for a total of two undergraduate advisors (1.8 positions).



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MEMORANDUM

ATTENTION	Dany Lacombe, Chair, Department of Sociology and Anthropology	DATE	November 7, 2013
FROM	Glynn Nicholls, Director, Academic Planning and Budgeting	PAGES	10
CC RE:	John Craig, Dean, Faculty of Arts and Social Sciences External Review Update for the Department of Sociology and Anthropology		

In 2004 the Senate Committee on University Priorities endorsed procedures for reviewing a unit's progress in implementing the recommendations approved by Senate as a consequence of the previous external review (which takes place normally once every seven years). The last review of the Department occurred in March 2010. This is to advise you that the External Review Update for the Department of Sociology and Anthropology is due at this time.

Please provide a **one to two page** progress report by Monday, December 16, 2013 on the actions that your Department has taken in accordance with the Action Plan (copy attached), which was approved by Senate on December 6, 2010.

Please contact me at 26702, gnicholl@sfu.ca or Bal Basi at 27676, bbasi@sfu.ca if you have any questions or concerns regarding the external review update process.

Thank you.

Attach.

EXTERNAL REVIEW – ACTION PLAN

Section 1 – To be completed by the Responsible Unit Person e.g. Chair or Director				
Unit under review	Date of Review Site visit	Responsible Unit person,	Faculty Dean	
Sociology and Anthropology	March 24-26 2010	Dr. Jane Pulkingham (Chair)	Dr. Lesley Cormack	
<i>Note: It is <u>not</u> expected that every recommendation made by the Review Team needs to be included here. The major thrusts of the Report should be identified and some consolidation of the recommendations may be possible while other recommendations of lesser importance may be excluded.</i>				
External Review Recommendation	Unit's response notes/Comments (if any)	Action to be taken	Resource implications (if any)	Expected completion date
<p><i>Undergraduate studies</i></p> <p><i>Recommendation: # 1</i></p> <p>The reviewers assess the Sociology/Anthropology undergraduate program as "superb," and "much more interdisciplinary and writing-intensive than most." The reviewers also note that in some respects, for example, experiential/field learning, the department is "clearly ahead of the curve" and "the envy of other Sociology and Anthropology programs."</p> <p>The reviewers recommend that with university support, the department should more widely and actively communicate the strengths of its programs at the</p>	<p>The department is very pleased with the assessment which confirms our strength and distinctive contribution in the area of undergraduate education and training, in particular, in the areas of interdisciplinary teaching, writing/critical thinking centred curriculum, and experiential learning. We look forward to developing these strengths to meet the needs of the new generation of students SFU will see as a result of the reallocation of Provincial funds to the former colleges and the recruitment of international students. Both of these areas require additional resources as SFU recalibrates its transfer programs and adapts to the language support needs of ESL students.</p>	<ol style="list-style-type: none"> 1. In collaboration with University planning bodies, the department will continue to develop forward-looking curriculum, in particular, with attention to the new types of students entering the university. 2. In consultation with the Assistant Dean of FASS, and the Associate Dean of FASS responsible for student recruitment, the Department UCC will review options for department outreach at high schools and colleges, and develop an action plan accordingly, to complement university and faculty-level recruitment initiatives. 3. The Chair of the Department in consultation with the GPC, UCC, 	<p>Potential release for faculty working on relevant development committees.</p> <p>Potential course release for faculty who engage in outreach initiatives.</p> <p>Potential 0.5 Staff position</p>	<p>Fall 2011</p> <p>Fall 2011</p>

<p>undergraduate level through more aggressive recruiting strategies directed to high school students (visits), and through the web.</p>	<p>With the appropriate university support, we welcome the opportunity to be more proactive in communicating our strengths to potential future students through more aggressive student recruitment initiatives.</p>	<p>Department Manager, will review current staffing functions, staffing functions across units in FASS and the university, to consider alternate ways of organizing staff support for department activities directed at (undergraduate) student recruitment and support (e.g., communications/recruitment officer; undergraduate advisor).</p> <p>4. The UCC, in consultation with the Chair and Department as a whole, will review options for revamping web content and design directed at undergraduate student recruitment, and make recommendations to the department.</p>	<p>Consulting/design fees associated with website re-design. (Amount to be determined)</p>	<p>Fall 2011</p>
<p><i>Faculty succession in Sociology and Anthropology respectively.</i></p> <p><i>Recommendations: # 2 & 12</i></p> <p>The reviewers note the excellence of our unit on many levels; at the same time they underscore the urgency of replacing certain positions (lost due to retirements/resignation) in terms of the ongoing/future viability of the department.</p> <p>Specifically, the reviewers identify (1) the precarious position of the Anthropology program and the</p>	<p>The department is appreciative of the reviewers' determination that Sociology/Anthropology is an "excellent" unit that functions very well, emphasizing in particular the strengths, attractiveness and distinctiveness of our programming at the undergraduate level, its synergistic and efficient interdisciplinary programming at the undergraduate and graduate levels, the productivity of our faculty (many with national and</p>	<p>1. The department will make a request for a 1.0 CFL position in Anthropology, to commence in Fall 2011. [Anthropologist with</p>	<p>1.0 CFL tenure track position in Anthropology at the Assistant</p>	<p>Fall 2011</p>

<p>interdisciplinary experiential learning dimension of the curriculum for Sociology and Anthropology, because of the recent retirement of Marilyn Gates (urban & environmental anthropology, development and experiential learning) and (2) the critical loss to the Sociology program due to the impending resignation of Fernando De Maio (inequality and health, medical sociology, quantitative sociological methodology), the only full-time sociology faculty member qualified to teach quantitative sociological methods at both the undergraduate and graduate levels.</p> <p>The reviewers also note that as the department faces a significant retirement "bulge" in the next 3- 5 years, retirement replacement will continue to be a critical concern.</p>	<p>international reputations), and the collegial, cooperative and generous spirit in which faculty self-govern.</p> <p>The department concurs with the reviewers' assessment of the serious jeopardy to the unit of recent retirements and an impending resignation. In the past two years, the department has lost 3 positions to retirement/modified contract, 2 in Sociology and 1.0 in Anthropology; during this time, the department has gained the equivalent of a 1.2 CFL position (including the very recent conversion of the CRC from a 0.5 to a 1.0 CFL position).</p> <p>By the fall of 2011, the department will lose a further 1.5 CFL positions in Sociology due to resignation (1.0 CFL position) and retirement (0.5 CFL position). <i>The net loss of 3.3 CFL positions creates a significant gap in faculty complement.</i></p> <p>The department concurs with the reviewers that the faculty complement should remain at its current level, and at the very least in the immediate term, two losses should be replaced without which the ability of the department to maintain the necessary curriculum will be fundamentally jeopardized.</p>	<p>scholarly interests in community-based experiential learning, and community-based research, focusing on issues such as urban social justice, new communication technologies, and/or environment and society.]</p> <p>2. The department will make a request for a 1.0 CFL position in Sociology, to commence in January 2012. [Sociologist with a primary scholarly interest in social inequality and health or medical sociology in general, with advanced quantitative skills, and with a strong secondary interest in one or more of the department's thematic areas of specialization: globalization & development; health, science & environment; knowledge, culture and power; social justice, policy, law & society; women, gender & sexuality.]</p>	<p>Professor level</p> <p>1.0 CFL tenure track position in Sociology at the Assistant Professor level</p>	<p>Spring 2012</p>
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<p>Graduate studies.</p> <p>Recommendations: # 3 -9 inclusive & # 13</p> <p>The reviewers note the "growing pains" the department is experiencing as a result of the level of expansion of the PhD program recently, relative to the availability of graduate student funding and faculty resources.</p> <p>The reviewers identify a number of areas the department should address at the graduate level pertaining to the number and kind of course offerings, course requirements, forum for intellectual exchange at the unit level, and graduate student support. The reviewers recommend a slower pace of growth, especially at the PhD level, into the future.</p>	<p>The department recognizes the additional strains placed upon the unit as a result of the overall growth in the graduate program, and shift toward PhD admissions.</p> <p>Having restructured the program in response to the 2003 external review, and in the context of SFU graduate education priority mandates, the department will soon have completed the implementation of our new PhD curriculum structure. We have now also achieved the goal of increasing the number of PhD students, and have already leveled off 2010 admissions to this program. We will conduct a general evaluation of the recently implemented curriculum in 2011-2012, with attention to the areas identified in the current external review, and in particular with an eye to rebalancing the ratio of MA/PhD admissions.</p> <p>As members of a variety of other SFU programs and centres (e.g., the Centre for Political Global Economy, the Latin American Studies Program, Gender, Sexuality and Women's Studies,</p>	<ol style="list-style-type: none"> 1. In consultation with faculty, and in planning and assigning teaching duties, the Chair of the Department will redirect faculty teaching resources to the graduate program level in order to ensure that more regularly scheduled (non Directed Readings) elective courses are offered on a regular rather than episodic basis. These will be organized around the five key thematic areas of research/teaching strength identified in the Department's External Review Self-Report and current Three Year Plan, as well as annual graduate admissions. 2. In addition, the chair of the department will actively work with other cognate disciplines, and other units with sociology/anthropology faculty, to explore opportunities for synergetic cross-listing of graduate courses. 3. After two PhD cohorts have fully completed the coursework associated with the first two years 	<p>Cost to the undergraduate program through a small reduction in the number of undergraduate course offerings</p> <p>No cost: may create savings</p> <p>No cost</p>	<p>Spring 2011</p> <p>Fall 2010</p> <p>Fall 2011-Summer 2012</p>
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	<p>Gerontology, Political Science, First Nations), as well as other research networks based at SFU and other universities, individual faculty members are very active in scholarly exchange; in recent years, these activities have been undertaken in lieu of a formal unit-level forum for intellectual exchange. This form of intellectual exchange makes it more challenging for graduate students as a whole to identify a locus for engaging in disciplinary intellectual exchange with SA faculty, as well as other students in the program.</p>	<p>plus one term of the program, the GPC, in consultation with Department constituents, will undertake a review the current graduate program at the MA and PhD levels, focusing on the latter in particular, to identify ways to strengthen the program and address areas of concern.</p> <p>4. The department will reinstitute a unit level seminar for intellectual exchange, to be held once per month, as part of the regular graduate pro-dev seminar.</p>	<p>Dedicated portion of department annual operating budget (Amount to be determined).</p>	<p>Fall 2010</p>
<p>Research</p> <p>Recommendation: # 10 & 11</p> <p>The reviewers underscore the excellence of the quality and quantity of the research programs undertaken by faculty in both disciplines in the department, and the “amazing” record of peer reviewed research funding.</p> <p>The reviewers are concerned, however, that the university’s excellent national reputation in the fields of sociology and anthropology (and sub-disciplinary areas) will be jeopardized now that</p>	<p>The department is very proud of the reviewers’ endorsement of the high quality, volume, and integration of SA faculty research productivity, work accomplished by a fully engaged complement of the whole faculty rather than by a smaller subset. The highly competitive funding track record, and quality of publication venues has positioned the department as a national and international leader in several areas of study.</p>	<p>1. The Chair will initiate discussions at the level of FASS and the VP Research regarding institutional mechanisms for supporting intensive research efforts on the part of individual faculty through, for example, the development of a</p>	<p>Dedicated funding: amount to be determined pending approval and implementation</p>	<p>Fall 2010</p> <p>Fall 2010</p>

<p>SSHRC (the major funder of SA faculty research), and the university is no longer in the business of cost-shared funding of teaching release (RTS) for most of its research awards.</p> <p>The reviewers urge SFU to continue to direct resources to support intensive research efforts on the part of faculty by developing a university level funding competition to support teaching release for research purposes.</p> <p>The reviewers recommend that any new initiatives by way of research and/or programmatic innovations that will require department and/or university resources, be debated broadly and deliberated carefully before action is taken, given resource constraints.</p>	<p>There are a number of innovative research/teaching initiatives SA faculty members have begun to explore including targeted international teaching/research exchanges, a Centre for Experimental Ethnography, and an Institute for Public Anthropology. These initiatives are at the preliminary "ideas" stage only and will be pursued with due caution and diligence, with careful attention to their faculty and programmatic resource implications.</p>	<p>university level funding competition that provides stipends for teaching release for research purposes. A portion of CTEF funds might be dedicated to such an initiative.</p>	<p>of the proposal.</p>	<p>Fall 2011</p>
<p>Staff</p> <p>Recommendations: # 14 & 15</p> <p>The reviewers note the dramatic increase in workload and stress associated with two staffing functions— that of the department</p>	<p>The department is one of the more efficient, and understaffed, units in FASS, especially when factoring into the staffing function equation (which</p>	<p>1. As indicated above, the Chair of the Department in consultation with the GPC, UCC, Department Manager, will review current staffing functions,</p>	<p>0.5 Staff position</p>	<p>6</p>

<p>manager and the graduate program secretary – because of staffing cutbacks, administrative downloading, and rising student numbers.</p> <p>The reviewers recommend that</p> <ol style="list-style-type: none"> 1) the graduate secretary position be returned to full-time (having been reduced to a half-time position during the period of the hiring freeze), and 2) the department manager be relieved of one area of her duties, that of undergraduate advising, by creating a separate 0.5 position dedicated to undergraduate advising. 	<p>IRP data does not) administrative responsibility for the Latin American Studies Program that operates both undergraduate and graduate degree programs.</p> <p>Since the external review site visit, the graduate program secretary position was increased from part-to full-time status, and the department has recently appointed a new person to this position. The department is relieved to be able to have a full-time staff person performing this important support function and we are very pleased with the recent hire.</p> <p>The manager's role continues to be over-laden.</p>	<p>staffing functions across units in FASS and the university, to consider alternate ways of organizing staff support for department activities directed at (undergraduate) student recruitment and support, paying particular attention to redistributing the current support functions performed by the department manager, perhaps by creating a part-time 0.5 undergraduate advisor position.</p>		
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The above action plan has been considered by the Unit under review and has been discussed and agreed to by the Dean.

<p>Unit Leader (signed)</p> <p>Name </p> <p>Title <u>Professor + Chair</u></p>	<p>Date</p> <p><u>July 9, 2010</u></p>
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Section 2 - Dean's comments and endorsement of the Action Plan :

I am delighted to read such a strong external review of an excellent department. In the areas of collegiality and governance, research productivity, and innovative teaching, particularly, the external reviewers have drawn our attention to the major strengths of this department.

With regards to the recommendations listed above:

1. FASS has already begun to work with recruitment in Student Services to ensure that FASS programs receive appropriate recognition. We would be pleased to work with SA to develop options for outreach that they might undertake.
2. Staffing and faculty positions. All departments and schools in FASS have lean staffing levels; SA is no exception. FASS worked with SA this year to reinstate a lost .5 position in the area of the graduate secretary. It is unlikely that there will be further increases to SA staffing in the immediate future.

In terms of faculty positions, the arguments made by the external reviewers and reiterated by the Department are valid.

+Anthropology, particularly, has a heavy load as the much smaller portion of the Department and the loss of Dr. De Maio to the Sociology program will be significant, since he was responsible for required quantitative sociology courses. We are therefore sympathetic to the request for these two positions. Unfortunately, for the next three or four years, FASS may have to surrender all or most of the positions vacated through retirement just to make the anticipated cuts to budget. I would anticipate that Dr. De Maio's position will have a high priority in a faculty renewal plan, but it is not clear that there will be any positions funded in that plan.

3. Graduate students. The recommendations of the external review team are thoughtful and I would leave it to the department to work through them, as they appear to be doing.
4. Research. FASS has just inaugurated the Shadbolt Fellowship program, which will give up to 3 faculty members teaching release for a year in order to concentrate on their research. This responds in part to the issue about the end of RTS from SSHRC. As well, FASS would be happy to work with SA on a proposal for some central funds that might help researchers find the time they need to complete research.

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Facility Dean
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Bridget Cackley

Date July 9/10
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