



Senate Committee on University Planning
Academic Unit Review: Department of Sociology

Site Visit	October 23 & 25, 2023
Departmental Response to the Review	October 21 2024
Implementation Update	Winter 2026
Midterm Review	Winter 2027

Review Team Members:

- Dr. Leslie Wood, Professor, Department of Sociology, York University
- Dr. Vicki Chartrand, Professor, Department of Sociology, Bishop's University
- Dr. Leah Garnett, Professor, Department of Fine Arts, Mount Allison University

Note: The following recommendations are taken mostly verbatim from the external review. For context they should be read in conjunction with the department's formal response.

Recommendations of the Academic Program Review

1. Recommend that the department be given four Built-in Embedded Stipends.
2. Recommend the university explore the possibility of course releases for research grants that are less than three years in duration.
3. Recommend the university explore the possibility of increasing the size of research grants available for part-time faculty members.
4. Recommend that the university, either through the department, library or endowment funds, subscribe to the widely used qualitative data analysis software NVivo, and that additional endowed funds be made available to cover field trips.
5. Recommend the university establish and publicize institutional support and wellness programs that would support faculty establishing and reinforcing their boundaries, email access and working hours, among others.
6. Recommend that the university examine the workflow processes that surround institutional decision-making and communication.
7. Recommend that they continue their EDI initiatives by improving the support for Black, Indigenous, and People of Colour faculty members.
8. Recommend that they explore the possibility of inviting part-time colleagues to attend departmental meetings while recognizing that their availability may be limited. We recommend that the university consider whether compensation for their attendance could be provided.