

consulted as part of the self-study and were assisted by the Advanced Learning and Teaching Centre with curriculum mapping.

The external reviewers offered important considerations for program sustainability and

- Program Students

Following the virtual site visit, the external reviewers submitted a comprehensive report of their findings which was sent to the Program and Academic Dean for review and response. Formative documents, including Volumes I and II of the Self-Study, the External Report, and the Program and Decanal responses form the basis of this Final Assessment Report (FAR) of the Brescia Philosophy Program. The FAR is collated and

Summary of the Reviewers' Key Recommendations and Program / Faculty Responses

The following are the recommendations in the order listed by the external reviewers. Recommendations requiring implementation have been marked with an asterisk (*).

Reviewers' Recommendations	Program / Faculty Response	
1. Acknowledge that the vision, mission, and values of Brescia, start with Philosophy.	<p>Program: While there is agreement with the importance of Philosophy in the founding of universities and the development of university education, the Program is not clear on what the suggested implementation of this recommendation would entail.</p> <p>Faculty: The recommendation seems to be outside the scope of the review.</p>	
<p>2. Reinvest in Philosophy via multiple hires or new cross appointments with competency in feminist philosophy, gender studies, and/or applied philosophy.</p> <p>Possible formats for consideration include four half-time cross appointments or one full-time faculty member and two cross appointments to bring in diverse perspectives and to make the program complement large enough to share ideas, have meetings and advance the discipline.</p>	<p>Program: The Program supports increasing the number of tenured and tenure-track faculty members. The possibility of faculty hires in Philosophy will be included in the regular fall discussion and consultation between the Academic Dean and School Chairs concerning faculty complement and priority areas of hiring.</p>	<p>Faculty: Increasing the number of faculty hires in a discipline is always a potential improvement for any program. Extra hires, particularly in the form of "cross-appointment" noted by the reviewers would be beneficial and will be considered in the next round of hiring discussions between Chairs and the Academic Dean (Provost). Any potential hiring can be advertised with requirements for an applied/feminist philosophy focus or specialization by candidates.</p>

<p>3. Integrate Philosophy into the Brescia curriculum. *</p> <p>Consider having cross appointments across four different disciplines within Brescia; requiring a half course in applied ethics and Society; rebranding the Philosophy Department/Program as part of a merger with others in Political Thought or Gender Studies.</p>	<p>Program: Combining programs or courses via a series of cross-appointments may work counter to the modular approach taken at Western University for the structure of an undergraduate degree. Regarding the possibility of a required course in ethics, it should be noted that the first-year course IDS 1200AB – Brescia Bold does include a week on ethics and ethical frameworks, and two additional weeks on social justice and the Ursuline approach to education. All first-year students do have exposure to ethics and social justice as part of this required course.</p> <p>The reviewers may have misunderstood the organizational structure at Brescia, suggesting that the Department of Philosophy and other small departments be combined into one department or division. Given that there is a Major in Philosophy, there is a Philosophy Program, but not a Philosophy Department. The reviewers suggested the possibility of combining small departments into a Humanities Division. Currently, Brescia has a School of Humanities that includes English, French History, Philosophy, Political Science and Religious Studies.</p> <p>Following the spirit of the recommendation, ways to integrate Philosophy will be included as an item for discussion at a fall meeting of the School of Humanities.</p> <p>Faculty: Cross-appointments are an interesting idea. This could be a promising way to enhance Philosophy and integrate the discipline into the curriculum. However, it may prove difficult to find persons who actually have the required specializations, such as “a feminist philosopher with a research interest in food security”.</p> <p>The proposed requirement for students to “take one half course in Applied Ethics and Society in first or second year” is actually covered by the current “Brescia Bold” interdisciplinary course required of all first-year students at Brescia.</p> <p>Merging or rebranding Philosophy would not necessarily work given the current discipline structure used at Brescia and at Western. Some of the requirements of this recommendation already exist, also, in that Brescia has a School of Humanities, which currently includes Philosophy.</p>
<p>4. Model the vision, mission and values of Canada’s only Women’s University by recruiting women philosophers. Even if from non-traditional streams such as Gender Studies, Interdisciplinary Studies, Social and Political Thought, Theory and Criticism, Cultural Studies, History of Consciousness.</p>	<p>Program: As Canada’s women’s university, Brescia is committed to gender equity and support a diverse professoriate.</p> <p>Faculty: The recommendation is a good idea in principle, but perhaps untenable in reality. Hiring a female philosopher would be good for Philosophy at Brescia, but in any job hire situation the best, most qualified person for the job is the one hired. If two candidates are equal (in ability, experience, etc.), then a search committee may use criteria such as gender or ethnicity as a “tie breaker”; one cannot arbitrarily appoint on basis of a preferred characteristic.</p>

Senate Agenda
September 16, 2022

CONSENT AGENDA – ITEM 12.3(j)

Implementation Plan

The Implementation Plan provides a summary of the recommendations that require action and/or follow-up. The Program