

## Implementation Report on the 2018-2019 Cyclical Review of the BA and MA in Criminology

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### INTRODUCTION

This is the first implementation report for the cyclical review of the BA and MA in Criminology programs that took place in 2018-2019. The full language for each recommendation from the External Reviewers' Report has been included, along with the corresponding information about implementation from the Final Assessment Report. For each recommendation, the unit has provided an update on the progress or action made toward the implementation of that recommendation, followed by comments from the relevant dean(s) and the Program Review Sub-Committee. Taking into account the updates provided by the unit and the comments from the dean(s), the Program Review Sub-Committee will review the report and determine if all recommendations have been implemented satisfactorily or if a subsequent report will be required.

### RECOMMENDATIONS PRIORITIZED FOR IMPLEMENTATION IN FINAL ASSESSMENT REPORT

Full Recommendation from External Reviewers' Report: Recommendation #4: We strongly recommend that the Department be provided with a greater amount of administrative support, given the substantial number of undergraduate majors and the growing size and popularity of the M.A. program.				
Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Anticipated Completion Date	Responsibility for Resourcing (if applicable)	Additional Notes
<b>Recommendation #4:</b> We strongly recommend that the Department be provided with a greater amount of administrative support, given the substantial number of undergraduate majors and the growing size and popularity of the M.A. program.	Department, FHSS Dean, Provost and Vice-President: Academic	2020	Faculty of Human and Social Sciences	Final approval for this recommendation is with the Provost and Vice-President: Academic

**Unit Update:** In October 2019 the Criminology Department was provided with a second Academic Program Assistant to support the graduate program (MA Criminology). The initial staff position was a half-time position at 17.5 hours per week and was subsequently increased to 20 hours per week. Faculty-level support for research administrative support has also been increased, with the addition of a research facilitator. This recommendation

has been met with the current level of administrative support for the department’s day to day functioning. However, financial administration remains a significant workload for research-active faculty with external grants.

**FHSS Decanal Comments:** The Department of Criminology is supported administratively by 1.0 FTE staff dedicated to undergraduate students and 0.5 FTE staff dedicated to graduate students. FHSS as a whole is supported by a 0.5 FTE staff research facilitator who assists with financial administration of grants, among other responsibilities. Research-active faculty in the Department of Criminology make excellent use of the research facilitator. No further reporting on this recommendation is necessary.

**Program Review Sub-Committee Comments:** The comments provided by the Department and Dean confirm that this recommendation has been completed. No further reporting is required.

<b>Full Recommendation from External Reviewers’ Report: Recommendation #5:</b> We recommend increases to the faculty complement, given the large number of courses that require sessional instructors, the growing number of both undergraduate majors and graduate students, the 44 to 1 student to faculty ratio, and the often-expressed view that Criminology is the “flagship” program of the Brantford campus.				
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**Unit Update:** At the time of the cyclical review in 2019, the criminology department had 12 full-time tenured/tenure-track faculty members, two cross-appointed half-faculty members, two full-time faculty members in administrative (Decanal) roles, and one LTA intended to replace a member in a decanal role. This FTE of 15.5, served 954 undergraduate students (full and part-time) in the Honours BA program and 22 graduate students in the MA Criminology program, a student faculty ratio of 61.5:1.

In fall 2020, the department was given approval for two new tenure-track assistant professor hires. The incumbents started in their roles in July, 2021, and an existing LTA line was extended for 1 year. At the same time, a full-time member was granted a .50 cross-appointment to another unit, and an existing .50 cross-appointed faculty member retired, making the FTE faculty complement equivalent to 16.5 for 2021-22, including one member in an Associate Dean role, and another on administrative leave. The enrolment data from fall 2021 showed a

combined total of 1213 Criminology majors in the BA program (both full and part time, intramural and online), and 23 students in the MA program: a student/faculty ratio of 73.5:1.

As of June 2022, a member of our unit is retiring and the LTA position we have had in our department for more than four years will come to an end, reducing our FTE complement back to 15.5. This represents a return to our staffing level from 2019. To date, we have not received any confirmation that the retirement will be replaced. The loss of members to retirement, combined with increasing enrolment has resulted in a situation where we will be effectively less staffed in 2022-23 than we were at the time of the 2019 review, despite the return of a former dean to our unit and two hires.

Despite a high student/faculty ratio and significant service teaching, criminology faculty have continued to excel at research, winning research awards and securing significant external grants. There is need for further investment in our faculty complement to continue to increase the capacity, reputation, and quality of our program, and a need to seriously consider strategic enrolment management to cap growth on the undergraduate program. At the very least, to fulfill the spirit of this recommendation, a retiring full professor should be replaced immediately with two additional tenure track assistant professors. While the Department believes that efforts were made in good faith by our Dean and VPA to address this recommendation by allowing two tenure-track hires in 2021, it has, ultimately, not been effectively fulfilled, and remains an ongoing concern.

**FHSS Decanal Comments:** Upon learning of Dr. Fleming’s retirement from his Full Professor position, a request was made to the Provost to replace this position with two full-time tenure track assistant professor hires. At the time of responding to the recommendations in this implementation report, a decision has not yet been made on this request. The LTA position, as noted, ended concomitantly with the return of a member of the Department of Criminology to full-time teaching, having completed their administrative term. The Department of Criminology is indeed a flagship program for the Brantford campus, with significantly more majors than any other program on the campus. With respect to better resourcing the research agenda of the Department of Criminology to continue increasing capacity and reputation, the Department is encouraged to participate in the next strategic research planning process to ensure inclusion in the next SRP, and then to compete for Canada Research Chair positions once the Department and its research goals are included in the SRP. The Dean will continue to work with the Provost, making the case for the need for additional resources, but the Department does not need to report back further on this recommendation.

**Program Review Sub-Committee Comments:** The committee appreciates the thorough and thoughtful comments provided by both the Department and the Dean to explain the extent to which this recommendation has been implemented, but also impacted by a shifting faculty complement since the cyclical review took place. It is clear that both the Department and the Dean of FHSS are actively advocating for additional faculty to support the Department’s activities; therefore, no further reporting on this recommendation is required.

<b>Full Recommendation from External Reviewers’ Report: Recommendation #6:</b> In concert with the recognition that Criminology is the “flagship” program of the Brantford campus, we recommend that serious consideration be given to housing the program in a part of the planned renovation of the Market Square building.				
<b>Recommendation to be Implemented (from Final Assessment Report)</b>	<b>Responsibility for Implementation</b>	<b>Anticipated Completion Date</b>	<b>Responsibility for Resourcing (if applicable)</b>	<b>Additional Notes</b>

<p><b>Recommendation #6:</b> In concert with the recognition that Criminology is the “flagship” program of the Brantford campus, we recommend that serious consideration be given to housing the program in a part of the planned renovation of the Market Square building.</p>	<p>Dean</p>			<p>This recommendation must be approved by the Executive Leadership Team (ELT)</p>
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**Unit Update:** The Department was in favour of a relocation to new space in One Market and had been promised that this was in the works. However, in 2021 the Department was informed that the opportunity to move to One Market no longer exists because the strategic plan for the building is prioritizing “revenue generating” use of space and that the costs of renovating space must be covered by the unit, or through donor support. It is hard to conceive how the largest single undergraduate program on the Brantford campus is not understood as “revenue generating.” The department has not been prioritized for donor support, despite the fact that the chair made repeated requests to initiate these efforts, and the possibility of moving to an appropriate space seems to have died in favour of capital investments in other units and for other campuses. This recommendation has not been met.

**FHSS Decanal Comments:** During the Spring term of 2022, FHSS was able to secure additional space on the main floor of GRH to house the office of the Chair of the Department of Criminology, as well as an office for the APA, and a meeting / lounge space outside of these offices. I am not aware of any official promises alluded to above that the Department of Criminology would be provided space in One Market. The master space plan for One Market, to my knowledge, does not include space for any of our academic Departments / Programs. One Market is a space for student services, Laurier International, the Wilfrid Laurier International College, and community / cultural and retail / food spaces. Additional space for Criminology researchers is currently being sought, by optimizing use of classroom / office space in GRH and elsewhere. Ultimately, a request for space in another building must be considered by the Facilities Space Management Committee, and approved by ELT, and is beyond control of the Dean’s office. No further reporting on this recommendation is required.

**Program Review Sub-Committee Comments:** The comments provided indicate that additional space has been allocated to the Department since the cyclical review took place. Similar to the previous recommendation, it is assumed that both the Department and the Dean will continue to monitor the space needs of Criminology’s programming and advocate for any changes necessary. No further reporting on this recommendation is required.

**ADDITIONAL COMMENTS**

**Unit:** Since the Department of Criminology’s cyclical review took place in 2018-2019, we have been able to complete one of the three recommendations prioritized for implementation by the deans (#4). The administrative support to the department has been improved. While a sincere and good faith attempt was made to address the second recommendation with respect to faculty complement (#5) by hiring two tenure-track

assistant professors, circumstances have led to a staffing level that is now the same as it was in 2019, and a student – faculty ratio that is, in fact, greater than it was at the time of the review. The Department would like to see further commitment to reducing the student-faculty ratio and ensuring an adequate level of full-time faculty to maintain and improve the department’s reputation and quality. An immediate commitment to replacing a retiring full professor with one or more tenure track assistant professors is the first step. Implementation of the last outstanding recommendation (#6) is outside of the department’s control, but we will continue to advocate for the department and its programs to be located in a prominent space on the Brantford campus.

**FHSS Dean:** As noted above, the dean has requested that the Provost replace the Full Professor retirement with two tenure-track assistant professor hires in FHSS.

**Program Review Sub-Committee:** In reviewing this report, the committee could see that two out of the three recommendations prioritized out of the Department’s 2018-2019 cyclical review (those involving faculty and space) are not within the Department’s control to implement or not. It is clear from the thoughtful comments provided that the Department and the Dean are advocating to ensure that the Department, identified throughout the report as a flagship for the Brantford campus, has the necessary resources to continue to run its successful programming. The committee did not see a reason that further reporting in advance of the Department’s next scheduled cyclical program review in 2025-2026 was necessary.

**Subsequent Report Required: No**

**Next Cyclical Program Review: 2025-2026**