Ongoing Improvement Progress Report

Instructions and Report Template

As part of the protocols outlined in Western's Institutional Quality Assurance Process (IQAP), to facilitate the continuous improvement of academic programs between review cycles, in connection with the Final Assessment Report (FAR) and Implementation Plan, a monitoring process will include an Ongoing Improvement Progress Report. The outcomes of this report will be considered as part of the program's next cyclical review.

The purpose of this report is to provide an update on the operationalization of the implementation plan following a Cyclical Program Review (or the review of a New Program). This should include a brief summary of actions taken by the Program and the Dean's Office since the completion of the review (usually about three years), as well as an update on the stage of implementation for all applicable items. These include:

- whether the action item(s) are in progress, complete or no longer applicable (with a brief explanation);
- the timelines of each item and how they are progressing or expected to progress, particularly if they are diverting from original timelines in the FAR and Implementation Plan, and;
- a short description of any other program developments and improvements that have taken place following the review.
- For new programs only, an evaluation of the initial administration and resourcing of the program.

The following report template has been created for the program to report on progress made regarding recommendations presented in the Implementation Plan, and any other relevant program developments and enhancements.

- The program will complete the template and submit it to the faculty Dean's Office for sign-off.
- The program will then submit the completed Ongoing Improvement and Progress Report to the Office of Academic Quality and Enhancement (OAQE). Reports are due by June 30.
    - The OAQE will present all Ongoing Improvement and Progress Reports to SUPR-U/G for approval. Approvals, or any follow-up questions/concerns, will be communicated to the program and Dean's Office by the OAQE.
    - It should be noted that as per the requirements of the province's Quality Council, progress reports will be posted on the [reports page](#) of the OAQE website.

Ongoing Improvement Progress Report

Human Rights Studies, BA / King's University College

Program	Human Rights Studies, BA	**Faculty / Affiliated University College**	King's University College
Approval Dates of the Review	SUPR-U: June 10, 2019 SCAPA: October 2, 2019 Senate: October 18, 2019	**Year of the Next Review**	2027-2028
Link to the Programs Final Assessment Report (FAR)		*https://www.uwo.ca/pvp/vpacademic/iqap/academic_programs/iqap_reports/kings_undergrad/2019%20FAR%20Senate%20KUC%20Human%20Rights%20Studies.pdf*	
If applicable, submission of follow-up report(s)		*Not applicable*	

	Name	Signature	Date
Program Chair/Director	Graham Broad (Department of History)	*Graham Broad*	22 June 2023
Dean (or delegate)	Robert Ventresca		23 June 2023

Progress Update on the Implementation Plan

Recommendation #1	Proposed Action and Follow-up	Responsibility	Timeline
Incorporate coverage of indigenous rights and Indigenous perspectives into the program.	1. One Full-Time Tenure Stream appointment in Indigenous History as addition to complement. 2. Review of Curriculum and Pedagogy to ensure appropriate and meaningful integration of Indigenous voices and perspectives.	**Department of History; Department of Social Justice and Peace Studies; Academic Dean's Office; President's Office**	**January-July 2024**

Recommendation Implemented

☐ Yes   ☐ No   **X** Partially

If no, or partially, is implementation on schedule with the timeline? **X** Yes   ☐ No

Progress

What specific actions have been taken?

Efforts have been made since the inauguration of the program in 2020 to incorporate Indigenous perspectives and topics of relevance to Indigenous rights. In 2022-2023, King's returned to its first full academic year of in person learning since before the Pandemic, many of these efforts came to fruition in part due to the efforts of the program's new hire, Dr. David Webster. For example, HRS

1000, the program's introductory first-year course, spent two of its ten units dealing specifically with Indigenous rights while HRS 2800 ("International Human Rights") and HRS 2900 ("Rights in Canada") placed a comparable emphasis on Indigenous issues. Students took part in a "kitchen table dialogue" created by Chief Robert Johnson of Reconciliation Canada. The exercise took place in the Reconciliation Circle at King's University College. In addition to extensive close reading in primary and secondary literature concerning Indigenous issues, multiple guest speakers were featured, including Karine Duhamel, former Research Director of the National Inquiry into Missing and Indigenous Women and Girls; land and water defender Danny Beaton (Mohawk) and Ray John Jr. (Oneida of the Thames). John indicated an interest in continuing to forge links between the Oneida of the Thames Community and the HRS program. Students in HRS 2900 took part in an exercise involving the study of Indigenous human rights in relation to Deskaheh's 1923 appeal to the League of Nations. This exercise was specifically cited by the Canadian Historical Association in conveying its 2023 Teaching Prize to Dr. Webster. Documentary films concerning Indigenous rights — including those of Indigenous people in Timor-Leste, Indonesia, and the Philippines, and the King's library acquired new films on these topics. The HRS 4900 capstone seminar also included class discussions of human rights, universalism, and Indigenous rights, including how these rights are presented in public institutions including museums and educational websites. In addition, non-HRS courses from the constituent programs of HRS incorporated various aspects of Indigenous studies: History 4204G: Righting Wrongs in Canadian History, for example, dedicated 4 of its 9 seminar discussions to Indigenous history. Finally, multiple students across the entire program chose to write major papers on Indigenous rights in Canada and in a global context.

Next Steps (if applicable)

What actions remain? Is there further follow-up?

Faculty affiliated with the HRS program at King's hold that Indigenization is an ongoing process without a fixed termination point. Curriculum of the kind described above will continue to be developed in consultation with Indigenous members of the King's community and King's Indigenous community partners.

In addition, two constituent programs of the Human Rights Studies Program (hereafter HRS), History and Social Justice and Peace Studies, have initiated the process of hiring a tenure-stream position in Indigenous studies as a joint appointment (to commence 1 July 2024). The scholar in question will be contribute to the ongoing development of the HRS program.

Additional Comments

In 2022, the Academic Dean approved a two-year faculty hiring plan which prioritizes a full-time tenure stream appointment in Indigenous History. The Academic Dean's Office will continue to support efforts to fill this position by no later than July 2024. In addition, the Academic Dean will continue to encourage all academic programs at King's to explore ways to integrate Indigenous perspectives and reconciliation initiatives in academic planning, including regular review of curriculum and pedagogy. The Academic Dean believes that, given the centrality of historical study to truth and reconciliation commitments, the Department of History and the Human Rights Studies program can and should play a central role in the Indigenization of curriculum and pedagogies at King's-Western.

Recommendation #2	Proposed Action and Follow-up	Responsibility	Timeline
Consider the governance structure of the new program.	The Chair of the King's History Department; the Academic Dean.	**Department of History; Academic Dean's Office**	**Ongoing**

Recommendation Implemented

☐ Yes ☐ No **X** Partially

If no, or partially, is implementation on schedule with the timeline? **X** Yes ☐ No

Progress

What specific actions have been taken?

The HRS program remains a very new one, having admitted students for the first time in the 2020-2021 academic year. Consequently, only preliminary discussions concerning the governance structure of the new program have been undertaken. In the interim, HRS remains housed for administrative purpose within the Department of History, although it bears emphasizing that HRS is an interdisciplinary program to which history is just one of six contributing departments.

The Chair of History therefore has acted as coordinator of HRS, budgeting for program, hiring contract faculty where required, and chairing the interdepartmental search committee (2022) that resulted in a full-time hire in the program.

Next Steps (if applicable)

As of the winter term 2023, Dr. Stephanie Bangarth has assumed the position of coordinator of the HRS program and gradually will assume the administrative roles assigned to the Chair of History.

The exact course of the development of the governance structure HRS in the mid-to-long term is contingent upon several factors: the scale of student registration in the module; the ongoing willingness of constituent departments to offer and develop courses applicable to the HRS program; and the overall strategic priorities of King's University College.

Additional Comments

As part of the 10th Academic Review, which is expected to be presented to Faculty Council for approval in Fall 2023, the Academic Dean's Office is undertaking a comprehensive review of all academic administrative structures with a view to creating more stable, well-integrated and cohesive academic units. Implementation dates to be determined, but expected no later than 2024-2025 academic year.

Note: The total number of expandable text boxes will be dependent on the number of prioritized recommendations appearing in the program's most recent Final Assessment Report (FAR).

Continuous Program Enhancement

What additional initiatives or changes has the program been working on in relation to continuous program improvement?

In 2022, an interdepartmental hiring committee consisting of the Chair of History and representatives of each of the constituent departments that contribution programmatically to the HRS program was struck to review over 80 applications for a full-time position in HRS. That search resulted in a hire, Dr. David Webster, who has undertaken a broad range of new initiatives, some of which have been described above. Unfortunately, Dr. Webster has elected not to return to King's after the 2023 academic year. His departure is on entirely amicable terms but will require us to launch a search for a replacement, probably in the fall term of 2023.

In addition, we are in the process of developing a thoroughgoing communications plan for the new program. To date, this has included the development of web resources and print materials such as pamphlets and 'experience guides' for recruitment purposes. The development of new HRS courses, including courses that will feature experiential learning components, is ongoing.

For New Programs Only:

Update on Initial Administration of the Program	
Report on the following items:	
Appropriateness of Program Leadership	The current administration structure is appropriate to the small size of the new program. As the program expands, the coordinator for HRS will gradually assume all administrative responsibility for the program.

Adequacy of Administrative Support	The HRS program shares administrative support with the History program at King's. These resources are adequate.
Adequacy of Resource Allocation (e.g., staffing, financial)	The HRS program has no immediate requirement for internal staffing of its own. Financial resources are adequate for the size and scale of the program for the time being.
Achievement of Program Objectives	The HRS program will require a replacement hire for a dedicated scholar of human rights.
Achievement of Enrolment Targets	The first cohort of students to complete the major graduated this year, in 2023, while sixteen students are currently enrolled in the degree program. Registration figures in the core HRS courses are encouraging, with the first and second year HRS courses at or near maximum capacity. These figures fall within the parameters of anticipated numbers for a new program.
Other	