

FINAL ASSESSMENT REPORT AND IMPLEMENTATION PLAN

PROGRAM UNDER REVIEW

PROGRAM	SENATE APPROVAL DATE	PREPARED BY
Ancient Studies	June 14, 2024	Provost and Vice-President

A. SUMMARY OF REVIEW PROCESS & LISTING OF PROGRAMS UNDER REVIEW

SELF-STUDY REVIEW TIMELINE	DATE
1. Self-Study Presented to AQAPC	June 23, 2023
2. Visit Conducted - On-Site <input type="checkbox"/> Virtual <input checked="" type="checkbox"/>	October 24 – 26, 2023
3. Reviewer's Report Received	December 6, 2023
4. Internal Reviewers Response Received	January 19, 2024
5. Dean's Response Received	March 2, 2024

The members of the review committee were:

- Dr. Allison Glazebrook, Brock University
- Dr. George Kovacs, Trent University

The academic programs offered by the Department which were examined as part of the review included:

- **Bachelor of Arts**

This review was conducted under the terms and conditions of the IQAP approved by Senate on October 19, 2018 and re-ratified by the Quality Council on April 26, 2019.

B. PROGRAM STRENGTHS

Ancient Studies remains a vital component of the Humanities division and of Nipissing University. Because of the interdisciplinarity of the program, it links up with multiple units and enriches the experience of students. At Nipissing, Ancient Studies has adapted and adopted new approaches that strengthen these links further. These links provide potential for greater collaboration across the university community.

C. OPPORTUNITIES FOR IMPROVEMENT AND ENHANCEMENT

NOTES: COMMENTS ARE AS RECEIVED

External Reviewer's Recommendation #1: Regularizing a position in ancient literature/performance/reception.

The hard work of the program's single tenure track has been invaluable in keeping Ancient Studies operating at Nipissing, but it has been abetted by the crucial work of the LTA member. In addition to serving the program, the LTA offers elective courses popular with students across disciplines at Nipissing, like Greek Myth & Religion, Gods & Heroes, Greek Civilization, and Roman Civilization, along with courses that appeal to majors of other programs, like The Ancient Novel, Ancient World in Popular Media, Drama & Performance in Greece & Rome, and Sport & Recreation. The institution should give careful thought to regularizing a position in ancient literature and/or performance and/or reception. Such a position might productively be housed in English or a similar department while focusing on enhancing course offerings through the electives noted above. Such a position would also stabilize the program enough to provide sustainable options for keeping Ancient Studies going at Nipissing (see Recommendation 2).

We note that the current LTA position has been renewed several times. As this is a twelve-month position, it should not be a significant increase in the allocation of resources to create a regularized line.

Unit's Response: While the IRC agrees fully with the recommendation that the current LTA in Ancient Studies be regularized, this is a decision that lies with the Dean's office. Unfortunately, the Dean has not prioritized renewal of the LTA position in Ancient Studies. Additionally, the Provost has decided to suspend enrollment in the Ancient Studies Program, which we consider regrettable, as the number of Majors in Ancient Studies is in fact increasing. All the ancient history courses in the Ancient Studies Program have been recoded as History courses (i.e. from CLAS to HIST), but the literature courses have been eliminated from the courses offered as there is now no one to teach them. We feel that this situation could have been remedied by moving the current LTA position into English and recoding all the ancient literature courses as English courses (i.e. from CLAS to ENGL), as is recommended by the ERC. This would allow Nipissing to retain the Ancient Studies Program in a way that is likely to increase enrollment in the Ancient Studies degree programs while simultaneously benefitting both the History and English Programs. We hope that the Provost will consider reinstating this position as the purpose of a suspension of enrollment in an academic program is so that measures can be taken to make a program viable. Ancient Studies was in fact a viable program until the decision to discontinue the LTA.

Dean's Response: I acknowledge receiving a position request for Ancient Studies. All the position requests (~20 annually) from across Arts and Science programs are ranked based on the alignment with the strategic and academic plans, admissions and enrollments, contribution to new or other program areas where there is a demonstrated need, among other criteria described in the position request form. All the positions then go forward for consideration along with those from the Faculty of Education and Professional Schools. The Dean will continue to advocate for keeping faculty salaries within the Arts and Science budget to be reallocated where there is a demonstrated need. The Dean's office is committed to continuing to work with Ancients Studies to find a way to make the program viable during the period of admission suspension.

After consultation with the Registrar's Office, I recommended suspending admissions to the Ancient Studies program due to low application/offer/acceptance rates, low program enrollment, and the inability to deliver the program as designed by offering 3000 and 4000 level courses as Independent Study Courses. The two-year admissions pause will give time to explore opportunities to design a plan to ensure students will have access to Ancient Studies at some level. The Dean's office has been working with faculty members and the Registrar's office to develop new innovative degree programs that are built on the expertise within the University. The integration of some Ancient Studies courses within the History program will not disrupt student progression, students will have access to the courses through electives, and it may address the low enrollments in upper-level courses.

I disagree with the IRC opinion that the Ancient Studies program was viable with one tenured faculty member and an LTA. The ERC (see Recommendation #2) also questions the viability of the program with the current complement of faculty members. The faculty members were regularly teaching on overload, offering several independent study courses for students to complete the degree requirements, changing program requirements, and adjusting faculty members workload prior to the start of the term because of low course enrollment. The program was not being delivered as designed. The program enrollment ranged from 5.4 to 13.3 FFTE between 2014/15 to 2023/24. The enrollment trends in the 1000 and 2000 level courses did not translate into higher enrollments in the 3000-4000 level courses. We anticipate that the integration of Ancient Studies courses within the History program will help resolve the course enrollments.

Provost's Response: The University accepts the recommendation of the Dean of Arts and Science to suspend enrollment into Ancient Studies. It is not tenable to register students in a program with one faculty member. The University appreciates the efforts of Ancient Studies and History to immediately fold courses from the Ancient Studies program into History thus making History courses more reflective of the ancient world and increasingly the likelihood of students taking ancient history courses (as part of a History major, and in support of a History teachable if part of the concurrent program). Well done to History and Professor Wenghofer for making these changes within the current academic year, so that there is no disruption to the student experience.

External Reviewer's Recommendation #2: Program be restructured to be sustainably offered. Currently faculty complement is not sufficient for a sustainable program offering three tiers (major, specialization, and honours specialization). Current faculty have attempted to maintain these tiers by teaching online, on overload, and by reducing requirements. Some of these changes have benefitted the program and increased enrollments, but at a great cost to faculty members. Ancient Studies will need to reduce its degree offerings and to sacrifice some of its departmental autonomy. This may mean converting Ancient Studies to a double major only or establishing Ancient Studies as a specialization within the History or Anthropology degrees.

Unit's Response: We should begin by noting that down to 2016 Ancient Studies had a faculty complement of two tenured/tenure track faculty, one LTA, and one sessional faculty. In that year, one tenured faculty member passed away and the sessional faculty left Nipissing, leaving the Ancient Studies program with a faculty complement of one tenured faculty member and one LTA. Repeated requests for a replacement of the lost faculty members were denied, and then a decision was made to declare Ancient Studies no longer viable owing to an insufficient faculty complement. We would agree, then, that owing to policy decisions in the offices of the Dean and the Provost, we must, perforce, restructure again. The program was restructured in 2017 and again in 2022 in order to address the cuts to faculty complement. As suggested above, we would be amenable to splitting the Ancient Studies faculty between the History and English Programs, with relevant courses recoded either as History courses or English courses as appropriate, thus allowing the Ancient Studies Program to remain viable, and even grow, since the recoding would open up Ancient Studies courses to Education students as 'teachables.' Such a restructuring would, we believe, also benefit the Programs in English and History. However, with the faculty complement reduced to one, this option is no longer possible, although we are hopeful that the Provost will decide to reinstate the LTA in Ancient Studies, which would make such a model feasible. The reappointment of the LTA in Ancient Studies and the reallocation of Ancient Studies courses as History and English courses could then be accompanied by the elimination of the Honours Specialization in Ancient Studies, while retaining the Specialization and Major. Alternatively, if the LTA position in Ancient Studies should not be reinstated, we would also consider reallocating the one remaining Ancient Studies faculty member, who is a historian, into the History Program and developing an Ancient History stream within the History Program. Having said all this, these are not decisions that the Ancient Studies faculty are empowered to make.

Dean's Response: I agree with the ERC recommendation that the Ancient Studies program should be restructured to develop a viable program. This work has already begun. As mentioned by the IRC, Ancient Studies courses were recoded as History courses to ensure students continue to have access to Ancient Studies courses. The Dean's office is committed to working with Ancient Studies and other programs, perhaps English as recommended by the ERC and IRC, to develop a sustainable solution. I agree with the IRC that the Faculty of Arts and Science need to work with the School of Education to ensure that our degree programs and 'teachables' are structured in a way that there are clear and exciting pathways for students. This will benefit both the Faculty of Arts and Science and Education programs.

Provost's Response: With the current integration of Ancient Studies into History, and with the possibility of collaborations with other programs on the literature, language, geographies, cultures of the ancient world, there remains opportunities to continue to think about structure in the context of a dynamic offering.

External Reviewer's Recommendation #3: Resources be allocated so that the current tenured faculty member is able to take sabbatical leave.

Sabbatical leave is a crucial process that allows faculty to publish and stay current with the scholarship of their field – and thus to educate students in that field more effectively. With smaller programs it is even more

essential that faculty be replaced by limited term positions to enable sabbaticals, as there is no capacity to cover the faculty member's workload within the program. The program and faculty complement greatly enhance the experience of students at Nipissing with their course offerings popular among non-majors. Sabbaticals that aren't fully supported can delay time to completion for majors and double majors.

Unit's Response: The one tenured member of the Ancient Studies Program has been at Nipissing since 2006 and has never had a sabbatical. We agree that a sabbatical is long overdue, however, this is quite impossible in a program with a faculty complement of one. This could be resolved by simply moving the remaining Ancient Studies faculty member into the History Program, at which point a sabbatical is entirely feasible, but only after a scheduled Teach-Out plan of the remaining Ancient Studies students has been completed. The Teach-Out Plan, which has been submitted to the Associate Dean, would take two years to complete and so a sabbatical would have to wait until the Teach Out is completed. Alternatively, if the Ancient Studies Program still exists after the period of suspended enrollment (2024/2025 – 2026/2027), then resources would have to be committed to hire a sabbatical replacement. In either case these are decisions that are outside the power of the existing faculty to effect.

Dean's Response: I agree with the ERC and IRC that a sabbatical is essential; it gives faculty members the opportunity to pursue new research projects, develop new partnerships, seek research funding, develop new or enhance courses and pedagogy. These will ultimately benefit the students' learning experiences, retention rates, and program recruitment. The Teach-Out Plan does not prevent the faculty member from applying for a sabbatical. The academic unit would request a sabbatical replacement to deliver the required courses.

Provost's Response: As a function of the integration of Ancient Studies into History, the opportunity of sabbatical is assured. The lack of sabbatical in the earlier structure highlights one of its detriments.

External Reviewer's Recommendation #4: Current language offerings be restructured.

Currently, the program seeks to offer four full years of instruction in both primary languages. Training in Latin and Greek is essential for students with long-term goals within the discipline, but given the faculty complement, the program should consider consolidating upper year languages courses (say, a shared 3000/4000 level course) to free up some teaching resources while still providing adequate preparation for graduate programs for students who so desire. We do not feel that instituting a summer institute for ancient language will address the issue sufficiently and will take from the already limited resources available to the program.

Unit's Response: The program has already discontinued all ancient Greek and Latin courses for several reasons. First, the decision to suspend enrollment in the Ancient Studies Program has removed the purpose of the ancient language courses. Second, the low prioritization of renewal of the Limited Term Appointment in Ancient Studies makes it very unlikely that language courses will be offered in the near future. Third, the policies of Nipissing University on the cancellation of courses with an enrollment of less than fifteen students would mean that even combined 3000/4000 level ancient language courses would be cancelled regardless. This could only be remedied by renewing the Limited Term Appointment in Ancient Studies and allowing 3000/4000 level ancient language courses, combined or otherwise, to be offered even if fewer than fifteen students are enrolled. These are not decisions that the faculty are able to affect.

Dean's Response: We will certainly consider the ERC recommendation to consolidate the Latin and Greek language courses, as we work to develop an innovative way to ensure students continue to have access to Ancient Studies. I agree with the ERC that there are insufficient data and information to justify investing in a summer language institute at this time. A strong business case will need to be made to support investment in this initiative.

Provost's Response: I would encourage the Deans to undertake a review of how additional language offerings are presented and supported at Nipissing. This includes ancient languages, as well as the official languages of Canada. The value of languages in the curricula needs to be clearly articulated along with the pathways to achieve those ends. There is no problem in partnering with other institutions who have strong language programs (but may have low enrollment, thus we would be mutually supporting). Travel Abroad programs also offer opportunities to support students pedagogical and experiential objectives while also gaining competencies in additional languages.

External Reviewer's Recommendation #5: Course offerings be stabilized.

Ancient Studies faculty have developed a wide range of courses over the past decade, in part to revise the program to better suit the limited teaching resources and in part to align the program with trends in the broader discipline. Students expressed disappointment at courses being cancelled at the start of term and some even wait to register in Ancient Studies courses on account of this. Faculty and administration should coordinate to ensure that courses listed in a particular year are offered.

Recent changes to upper-level seminar courses are a start in addressing this issue. We caution against the development of new courses without a thorough overview of current listings. There has been a lot of course development in recent years, and these courses should be given time to develop and attract students. New preps are a significant draw on faculty time. Courses not offered within a five-year period should be removed from the calendar.

The program currently lists a Certificate in Digital Classics, and a digital mapping project (Ancient History GeoVisage) as a focus for the certificate but has so far been unable to enrol students. Such a certificate is unique in Ontario and could be a draw for students and the administration should consider ways to ensure the success of the certificate by providing centralized support through the library or teaching hub, or the certificate should be reconsidered.

Faculty noted that Ancient Studies, combined with Anthropology, offers enough courses in material culture to merit a minor in Archaeology. The institution and program should educate students about possibilities for archaeological licensing in Ontario.

Unit's Response: The current faculty have no control over administrative decisions to cancel courses or over whether or not time will be given to allow newly developed courses to attract students. These are decisions made in the Dean's office and are in any case moot in light of the Provost's decision to suspend enrollment in Ancient Studies and the unlikely renewal of the existing Limited Term Appointment in Ancient Studies. All courses related to the Certificate in Digital Classes have thus also been banked as there is now insufficient faculty complement to offer them. The Ancient History GeoVisage Project, co-created with Nipissing Computer Science faculty, has ended and is no longer available owing to lack of institutional support, without which this innovative project cannot continue. The Minor in Archaeology, in conjunction with Anthropology is currently under development.

Dean's Response: I agree with the ERC recommendation that students should have access to a 3-year course cycling plan for all Arts and Science courses so they know when (year and term) courses will be offered. I also agree that a curriculum review and mapping exercise should be completed prior to introducing any new courses or position requests. Ancient Studies is collaborating with Anthropology to develop a minor in Archaeology, using the Balkan Heritage Field School and local placements opportunities to recruit students to the program.

Provost's Response: I am confident that the History Chair is aware of the need to cycle courses in the program and the implications of commitments to majors and other areas of concentration or specialism on the year-over-year course master. It would be beneficial to work with the Registrar's Office to model the implications.

External Reviewer's Recommendation #6: More administrative support be provided in a directly accessible way

Faculty at Nipissing are not directly supported by an administrative assistant, and thus a great deal of the clerical and administrative tasks of running a university department are downloaded to the faculty. A departmental event such as a guest talk, for example, might include arranging a room booking, preparing and distributing advertising material like posters, and updating the department website. Even where support is available (faculty can request photocopying and printing through the centralized print shop, for example), it is the responsibility of the faculty member to seek out and coordinate that support. This additional labour can be invisible to higher level administrators but can have real impact on individual faculty workloads.

Unit's Response: While we agree that additional administrative support is desperately needed, although such support is a budgetary decision that lies outside the purview of faculty.

Dean's Response: I agree with the ERC that programs need administrative support; however, I am not sure the types of tasks listed by the ERC are the priorities. Depending on the administrative duty we are shifting responsibility to staff members or Associate Deans. For example, the Manager of Quality Assurance and Program Innovation will be able to assist with the IQAP process and new program development, and the Registrar's office is providing data to help prepare the course cycling plan for programs. Whereas, the Chair, along with the support of faculty members can focus academic governance and decision making such as curriculum reviews, program innovation, student recruitment and retention, and other academic initiatives. The new academic unit of History, Anthropology and Ancient Studies has 11 tenured faculty members to share the academic services.

Provost's Response: The University is making investments in additional administrative support re program innovation and quality assurance. We see this as the most necessary area of investment at this time.

External Reviewer's Recommendation #7: Raising the profile of Ancient Studies at Nipissing
Students reported being uninformed about the program and the opportunity of a double major with Ancient Studies. In addition to institutional open houses and OUF, there are many ways by which the Program might be better promoted both internally and externally:

- **The website for Ancient Studies is very sparse and provides little information for prospective (or current) students. The blurb describing Ancient Studies is very short, for example, and leaves a great deal of white space on the page. More information about Ancient Studies could be included, identifying unique features of pedagogy, directing to opportunities for students (e.g., the Balkan Heritage Exchange), and highlighting the close contact with faculty in small, seminar style courses. The possibility of a double major or minor should be stressed, as well the ability to acquire an honours specialization via the con-ed program. Career opportunities associated with the degree could also be highlighted.**
- **An effective way to raise the profile among enrolled students is to put aside a particular week each term for in class recruitment (e.g. November for the fall term and March for the winter term). A PowerPoint slide show presented at the start of class covering the program, especially the possibility of a double major and of a minor in Ancient Studies, can attract students to the program. A "meet and greet" with faculty once a term is another venue for promoting the program to currently enrolled students.**
- **Nipissing previously had a thriving student club, but support for the club has dwindled in recent years. Interviewed students had interest in reviving the club and its revival would strengthen the community of students in the program, be a selling point for the program, and even increase visibility of the program around campus among students.**
- **For new or prospective students, we note some breakdown in communication between Ancient Studies and Recruitment (managed through the Office of the Registrar). For instance, Ancient Studies faculty are not available to generate recruitment videos during the summer.**

Unit's Response: We agree that the Ancient Studies Program urgently needs to raise its profile. Unfortunately, faculty have little control over the marketing of programs and the management of online presence including websites and social media. Moreover, with a tenured faculty complement of one, all the responsibility for marketing the Ancient Studies Program falls to one person. Additionally, the decision by the Provost to suspend enrollment in the Ancient Studies Program and initiate a 'teach-out' plan for the remaining Ancient Studies Majors has obviated the need to raise the profile of a degree program which now exists as a stream or concentration in Ancient History housed in the History Program.

Dean's Response: I agree with the ERC and IRC that we need to effectively communicate to external and internal stakeholders the exciting, innovative, and unique opportunities that our programs offer students. The Dean's office will continue to work with Marketing, Communications and Recruitment team to develop a robust plan.

Provost's Response: As part of the Academic and Operational Plan (APOP), Nipissing is rethinking its communication and marketing priorities and we look forward to being more effective with a more coordinated approach that it tied to APOP goals.

External Reviewer's Recommendation #8: Cross-listed courses receive greater visibility

The opportunity to enrol in courses outside a program but related to one's major promotes interdisciplinarity within the institution and broadens students' perspectives. It also aligns with the institution's strategic plan. The current system of cross-listing appears confusing for both departments and students. For example, a cross-listed course keeps a single course code even though it includes credit in the different unit. To find such courses in the Academic Calendar, students need to look on the program page instead of simply consulting the course list for the program. As a result, cross-listed courses are often invisible to students. If the coding included the additional program/s then it would appear under the courses listed for that program, providing the necessary visibility. This change would allow students outside Ancient Studies to find "their way in" to elective courses and enable Ancient Studies majors to better identify courses available for the completion of their degree.

Unit's Response: How cross-listed courses are coded and listed in the Academic Calendar is not the purview of Ancient Studies faculty. However, as part of the decision to suspend enrollment in the Ancient Studies Program and to develop an ancient history stream or concentration within the History Program, all the ancient history courses offered by the Ancient Studies Program have been recoded as History courses and will appear under the History section of the Academic Calendar. The courses in ancient Greek and Roman literature, as well as the courses in ancient Greek and Latin, have been banked for now. However, we believe that if the decision is made to begin readmitting students to the Ancient Studies Program, it would be prudent to recode the banked ancient language and literature courses as English courses, as they would then appear under the English section of the Academic Calendar.

An Ancient Studies degree program made up of ancient history courses offered by the History Program, and ancient language and literature courses offered by the English Program has several advantages. First, fewer and fewer students are aware of what Classical Studies/Ancient Studies is, so they are unlikely to actively seek it out as a degree program. Students do, however, know what History and English are. Given that Ancient Studies is comprised of ancient Greek and Roman history and ancient Greek and Roman language and literature, listing Ancient Studies courses in the History and English Programs respectively would raise the profile of Ancient Studies courses. There is every reason to believe that such a change, already begun in the case of History, would increase enrollments in Ancient Studies courses and degree programs.

Moreover, although Classical Studies/Ancient Studies is a 'teachable' subject in Ontario secondary schools, the Education Program at Nipissing lacks the faculty necessary for offering Ancient Studies as a 'teachable' subject to Education students. If, however, all our ancient history courses are coded as History and all our language and literature courses are coded as English courses, then they would these courses would become available for Nipissing Education Students looking for a 'teachable' in Ancient Civilizations, History, and/or English respectively. The increase in enrollments in ancient history and ancient language and literature courses would not come at the expense of enrollments in History and English but would actually enhance enrollments in those programs.

The ancient Greco-Roman world has never been more popular among prospective students, as ancient themes are prominent in film, contemporary literature, graphic novels, video games, and social media. Unfortunately, students are unaware that this is something they can study. The proposed restructuring, we believe, will greatly remedy this deficiency. Having said this, such restructuring would require the reappointment of a Limited Term Appointment to the English Program, who would offer a suite of courses in ancient literature, as the one remaining Ancient Studies faculty member, who is an ancient historian, would not be able to offer all the ancient history courses and all the ancient language and literature courses necessary for a comprehensive Ancient Studies/Classical Studies degree program. The decision to appoint Limited Term Appointments does not rest with Ancient Studies faculty.

If the decision is made to not reinstate the Limited Term Appointment in Ancient Studies, and to not begin readmitting students into the Ancient Studies Program, then the only reasonable option is to appoint the remaining Ancient Studies faculty member, who as mentioned is a historian, to the History Program and continue developing a stream or concentration in ancient history within the History Program. As mentioned, all the ancient history courses from the Ancient Studies Program have already been recoded as History courses and will appear in the History section of the Academic Calendar beginning in the 2024-2025 academic year.

Dean’s Response: We acknowledge that our current system for identifying disciplinary and cross-listed courses makes it difficult for students to select courses that meet the program requirements. The cross-coding of courses (i.e. two separate course codes for the same course) as recommended by the ERC creates a separate set of problems. The Registrar’s office has purchased new software that will allow us to display the disciplinary courses and cross-listed courses together in Webadvisor. We hope this will be available for registration by 24FW.

Provost’s Response: The Dean’s response highlights that this area of concern is being reviewed with the Registrar.

D. IMPLEMENTATION PLAN

Below are the recommendations that require specific action as a result of the Review, along with the identification of the position or unit responsible for the action in question. Notwithstanding the position or unit identified as the being responsible for specific recommendations, the Dean of the Faculty has the overall responsibility for ensuring that the recommended actions are undertaken.

RECOMMENDATION	RESPONSIBLE MEMBER/UNIT	PROJECTED COMPLETION
Recommendation 7 - Raising the profile of Ancient Studies at Nipissing	As Ancient Studies has been enfolded into History, the Institution will need to be mindful of its marketing and communication. This will require coordination with History and with other programs who may see a value in contributing to the roster of ancient-minded curricula	March 2025
Recommendation 5 - Course offerings be stabilized	Course stabilization efforts are key and should reflect the strategic priorities of the University which include global antiquity (which is not currently a part of the program)	January 2025
Recommendation 4 - Current language offerings be restructured	Deans to undertake a review of how additional language offerings are presented and supported at Nipissing. This includes ancient languages, as well as the official languages of Canada.	April 30, 2025

E. CONFIDENTIAL COMMENTS

(This is an optional area that can be used to discuss confidential matters that need to be addressed. This section will be removed when posting the Final Assessment Report on the Quality Assurance Website)