

EXECUTIVE SUMMARY & IMPLEMENTATION PLAN

Under Nipissing University's Institutional Quality Assurance Process (IQAP) and the Ontario Universities Quality Assurance Framework (QAF), all programs are subject to a comprehensive review at least/at minimum every eight years to ensure that they continue to meet provincial quality assurance requirements and to support their ongoing rigour and coherence. This review was conducted under the terms and conditions of the IQAP approved by Senate on June 29, 2023 and ratified by the Quality Council on May 5, 2023

In academic years 2022-23 a program review was scheduled for Bachelor of Arts – Gender Equality and Social Justice. This was the 2nd program review for this program. The timeline of the review was as follows.

PROGRAM UNDER REVIEW

PROGRAM	SENATE APPROVAL DATE	PREPARED BY
Gender Equality and Social Justice	July 14, 2023	Provost and Vice-President

A. REVIEW TIMELINE

SELF-STUDY REVIEW TIMELINE	DATE
1. Self-Study Presented to AQAPC	Nov. 25, 2021
2. Site Visit Conducted	April 4, 6 and 8, 2022
3. Reviewer's Report Received	May 16, 2022
4. Department's Response Received	May 31, 2023
5. Dean's Response Received	May 31, 2023

A. REVIEW SUMMARY

Two external reviewers conducted the review. During the in-person site visit, the reviewers met with the following groups and individuals:

Provost and Vice-President, Academic

Internal Review Committee

Dean and Associate Dean of Arts and Science

Executive Director, Library Services and Electronic Resources Librarian

Current Students

Vice-President, Research, Innovation and Graduate Studies

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

Bachelor of Arts – Gender Equity and Social Justice

The follow program strengths were noted:

The GESJ program strongly reflects Nipissing University's mission by emphasizing student experience, academic excellence, and community engagement. Its curriculum is committed to decolonization, antiracism, and gender justice, with active links to Indigenous nations and diverse communities. The program exceeds the Strategic Plan through dedicated efforts addressing Truth and Reconciliation Commission calls and advancing Equity, Diversity, and Inclusion in course delivery.

Summary of review team recommendations:

- Convert one LTA (Limited Term Appointment) in GESJ to a tenure-track position.
- Consider launching a pilot mentorship program for graduating GESJ Majors.
- Collaborate with other university units to support sustainable, high-quality online teaching and innovative learning methods as part of ongoing curriculum and outreach planning.
- Ensure the Registrar's Office immediately and consistently respects student requests for name and gender changes across all university systems.
- Support efforts to enhance the online and web-based profile of the GESJ program.
- Form a cross-departmental committee—with administrative support—to explore developing a new MA program in Interdisciplinary Social Justice, offering both online and in-person options.
- Implement a targeted hiring program to increase the number of Indigenous scholars at Nipissing University, ensuring at least one new Indigenous faculty member in GESJ, as part of broader decolonization and Indigenization efforts.

Status:**Due date for 2 Year Follow-up Report: 2025****Date of next Cyclical Review: 2029**

B. 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 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
Based on Recommendation #5, I agree that the Chair should work with the Dean's Office and marketing to highlight the program.	Chair, Dean's Office, Marketing	ongoing
Based on Recommendation #6, the Chair and Dean should work with the International Office and the RO to consider the possibility of a Post Bac.	Chair, Dean's Office, International Office, RO	September 2025