

Dramatic Arts

Undergraduate Review

Year 3 (2019) - FAR Implementation Report

(Reviewed 2015-16)

Recommendation #1

Convert the current LTA and ILTA into continuing faculty positions.

ARC Disposition of the Recommendation

ARC considers this recommendation to be worthy of consideration but outside of the Committee's jurisdiction. It is expected that the program will proceed through normal channels of advocacy regarding the faculty complement.

Implementation Plan

Recommendation not accepted.

2017 Comments

A request has been made to the Dean to convert the LTA to a Tenure-Track position and renew the ILTA for 3 years.

2018 Comments

The LTA was converted to a Tenure-Track position and the ILTA renewed for 3 years.

2019 Comments

A tenured faculty member resigned as of July 1, 2018 and this position has not been replaced. Currently our full-time to part-time instructor ratio is near 50%

Recommendation #2

Arrange for a workload audit of DART and lead discussions for a go-forward plan with faculty and staff.

ARC Disposition of the Recommendation

ARC considers this recommendation to be worthy of consideration but outside of the Committee's jurisdiction. The Department is encouraged to assess workload issues as part of the curriculum review referenced in its response to Recommendation #9.

Implementation Plan

Recommendation not accepted.

2017 Comments

None

2018 Comments

None

2019 Comments

None

Recommendation #3

Establish better mechanisms for tracking alumni and use that data to prepare graduates for a broader vision of employment opportunities (i.e., beyond theatre and teaching).

ARC Disposition of the Recommendation

ARC considers this recommendation to be accepted and in the process of implementation. Although the Department chose to reject the recommendation, there is evidence that it is working with the Office of Alumni Relations and the Office of Marketing and Communications.

Implementation Plan (2nd Priority)

Responsible for approving: Department, Dean of Humanities
 Responsible for resources: Department, Dean of Humanities
 Responsible for implementation: Department, Dean of Humanities
 Timeline: Dean of Humanities to report by end of academic year 2017/18

Actions On Target (T), On Hold (H), Delayed (D), Complete (C)	Responsibility	Year One	Year Two	Year Three
Action 1 DART has begun to review and update its existing data base that goes from the 1980's forward.	DART Members	T	T	T
Action 2 We will use this data to assist in revisions of our 2017 curriculum review.	DART Members	T	C	
Action 3 DART has an alumni Face Book page on which event postings, alumni news and relevant information is posted.	DART Members	T	C	

2017 Comments

- DART already has in existence a one-page handout regarding careers.
- While DART is committed to addressing these recommendations, we believe that it is outside of our mandate and cannot meet the goals set without additional external support to conduct such tracking on an annual basis. We believe that the alumni office is better equipped for such an undertaking.

2018 Comments

- Per our 2017 comments, this is administrative work, not faculty teaching and research-related work.
- Vacant Communications Coordinator/MIWSFPA position for (May 2017 forward) significantly reduces our capacity to achieve these recommendations
- DART includes information regarding careers in our MIWSFPA ViewBook, and webpages.
- DART website and printed material contain alumni news and careers content for many years. DART social media posts career and work-related opportunities.
- Alumni and careers-related webpages are redesigned for 2018. Information submission form is updated.
- More emphasis on our alumni is presented to students who attend our day-long collaborative audition process. Previous designs of DART Invitationals included invited alumni and presentations of their post-DART activities.
- DART's Sarah Argue received the Faculty of Humanities 2017 Distinguished Graduate Award (September, 2017) and provided a workshop to students and faculty during her visit. This was highly publicized on web and social media.
- DART faculty continue to collaborate, engage, support and liaise in DART alumni endeavours.

2019 Comments

We now have a web page where alumni can place news of their activities:
<https://brocku.ca/miwsfpa/dramatic-arts/alumni-news-submission/>

Recommendation #4

Attend promptly to the variety of geographical challenges listed in [Reviewer Report Section] 6 above and meet with faculty, staff and students mid-way through the Fall Term (2016) to assess success or otherwise.

ARC Disposition of the Recommendation

ARC considers this recommendation to be worthy of consideration but outside of the jurisdiction of the Committee. It is expected that the Department and the Dean will proceed through normal channels of advocacy to address the geographical challenges raised by the reviewers. It was noted that the Faculty of Education faces similar geographical challenges with its Hamilton campus and that a joint discussion might be worthwhile.

Implementation Plan

Recommendation not accepted.

2017 Comments

None.

2018 Comments

None.

2019 Comments

None.

Recommendation #5

Senior administration/university-level planning and guidance to provide appropriate support (leadership, funding) for further enhancement of DART’s contributions to the social and cultural life of St. Catharines.

ARC Disposition of the Recommendation

ARC considers this recommendation to be worthy of consideration but outside of the jurisdiction of the Committee. It is expected that the Department will proceed through normal channels of advocacy for these resources. The Department is encouraged to include this issue as part of the curriculum review referenced in its response to Recommendation #9.

Implementation Plan

Recommendation not accepted.

2017 Comments

The Marilyn I. Walker School of Fine and Performing Arts (School) and its Director have taken on some of this responsibility. For example, Suitcase-in-Point’s *Rhizomes* project will take place in our facilities in late April. Leadership and funding other than the Director’s involvement in this and other projects has been minimal.

2018 Comments

While the workload has increased, leadership and funding other than the Director’s involvement in this and other projects has been varied.

The 2014 proposal for an additional IATSE position has been approved to increase collaborations between the School and external arts organizations including The FirstOntario Performing Arts Centre.

2019 Comments

The community and school requests for support for our services and facilities continues to grow. While the new strategic plan calls for community engagement, the burden of these request fall upon individuals as additional service loads.

Recommendation #6

Review the budget options for the operation of venues within the School, to take account of rapidly increased materials costs.

ARC Disposition of the Recommendation

ARC considers this recommendation to be worthy of consideration but outside of the jurisdiction of the Committee. It is expected that the Department will proceed through normal channels of advocacy for these resources.

Implementation Plan

Recommendation not accepted.

2017 Comments

This is reflected in DART's 2017/18 budget.

2018 Comments

This is reflected in DART's 2018/19 budget.

The University has changed its policies and procedures regarding this item, rendering it moot.

2019 Comments

None

Recommendation #7

Appoint a Webmaster to provide leadership for the School and to chair a committee concerned with promotion of events, marketing and fund-raising initiatives.

ARC Disposition of the Recommendation

ARC considers this recommendation to have two parts.

a. The Committee considers the recommendation to appoint a Webmaster to be not accepted as it lies outside of the Committee's jurisdiction.

Implementation Plan

Recommendation not accepted.

2017 Comments

The School has provided assistance for web design and promotion of events. The Chair continues to be involved.

2018 Comments

Vacant Communications Coordinator/MIWSFPA position for (May 2017 forward) significantly reduces our capacity to achieve this recommendation. Full-time position, previously responsible for the coordinated marketing and promotion of public engagement opportunities at the School is no longer funded. Part-time support is inconsistent and it is not reasonable for us to rely on interim and ad-hoc staffing to achieve professional results and successful outcomes.

2019 Comments

The School's Communications Coordinator/MIWSFPA has been a welcome addition and the School's intern has assisted in the updating of our web pages and Facebook presence.

b. The Committee considers the recommendation to improve promotion and recruitment through various initiatives to be accepted and in the process of implementation.

Implementation Plan (1st Priority)

Responsible for approving: Department, Dean of Humanities
Responsible for resources: Department, Dean of Humanities

Responsible for implementation:	Department, Dean of Humanities
Timeline:	Dean of Humanities to report by the end of academic year 2016/17

Actions	Responsibility	Year One	Year Two	Year Three
On Target (T), On Hold (H), Delayed (D), Complete (C)				
Action 1 DART has held 3 'Invitationals' (audition workshops) this year (one more than in past years) and at much earlier dates (2 in 2018) and has plans for future years.	Chair Department members	T	C	
Action 2 Dart continues to provide tours, give workshops and liaise with local schools. This will continue.	Chair Department members	T	C	
Action 3 DART has a robust number of public events including public access to our mainstage productions, specific class outcomes, Walker Culture Chair events, outreach projects to community organizations, schools, other Brock University units and other activities that emerge throughout the course of the year that promote our program and assist with recruitment. These will be maintained.	Chair Department members	T	C	
Action 4 The School assists in the generation, promotion and distribution of posts, flyers and email blasts.	School Personnel	T	D	C

2017 Comments

- DART GREATLY exceeds typical promotion and recruitment activities!
- DART does not consider fundraising to be part of its mandate, nor does it have the resources to undertake it.

2018 Comments

- Promotion is the work of a communications coordinator, also responsible for audience development and community relations. The vacant (now-unfunded) position at the MIWSFPA has greatly increased the Director of the School's non-academic workload. This is meaningful to DART because the Director of the School is a DART teaching and researching faculty member.
- Graphic/publications design and advertisement buying/design is now done by a MIWSFPA Graphic/ Systems/Web Graphics designer
- Fundraising is the mandate of the Advancement office. DART and the Faculty of Humanities no longer have a dedicated professional Advancement officer. Fundraising is not the work of faculty.

- The legacy fundraising relationship with the Walker family is not managed by the School. The sponsored Walker Cultural Leader program requires dedicated coordination and administration that it does not have.
- Since September 2017 the MIWSFPA Recruitment Officer develops and successfully manages recruitment activities at the School and in the field. Outreach and engagement activities with young students and colleagues of the regional Boards of Education have achieved new collaborations, hosted events and celebrations to promote brand-awareness and increased recruitment.

2019 Comments

DART has an updated brochure that articulates our course progression by concentration. This is now distributed at all recruitment events.

Recommendation #8

Appoint an undergraduate program officer, supported by a one-course teaching release per year over a three-year term.

ARC Disposition of the Recommendation

ARC considers this recommendation to be not accepted as it lies outside of the Committee's jurisdiction.

Implementation Plan

Recommendation not accepted.

2017 Comments

This has not been done nor supported, making the responsibilities of the Chair unsustainable. The past two and the current chair's responsibilities are also heavily devoted to recruitment efforts (including tours and workshops), liaison with community arts groups, promotion of events, facilitation of performance outcomes, assisting in the coordination of facilities bookings, that require many additional hours. An undergraduate program officer could compartmentalize these responsibilities, making the role of the chair manageable.

2018 Comments

We continue to explore options including the appointment of an undergraduate program officer with no release time.

2019 Comments

With the support of the Dean an undergraduate coordinator will be in place for 2019/20.

Recommendation #9

Undertake a curriculum review, led by the undergraduate program officer, to examine ways to streamline current offerings, increase class sizes modestly so as to reduce the number of sections for some courses, and to achieve a more holistic view of curriculum that represents the experience of the majority of students in DART's undergraduate program.

ARC Disposition of the Recommendation

ARC considers the recommendation to undertake a curriculum review to be accepted and in the process of implementation. The commitment to undertake a curriculum review is acknowledged by both the Department and the Dean. Such a review should take place regardless of whether it is led by an undergraduate program officer, but more importantly that it involve all faculty contributing to the programs.

Implementation Plan (1st Priority)

Responsible for approving: Department, Dean of Humanities
 Responsible for resources: Department, Dean of Humanities
 Responsible for implementation: Department, Dean of Humanities
 Timeline: Dean of Humanities to report by the end of academic year 2016/17

Actions On Target (T), On Hold (H), Delayed (D), Complete (C)	Responsibility	Year One	Year Two	Year Three
Action 1 This was a major discussion item at DART's retreat in August 2016 with the commitment to reduce the number of courses in the major.	Chair, Department members	T	C	
Action 2 The Department has a history of reexamining courses, concentrations and programs on an annual basis.	Chair, Department members	T	C	
Action 3 The Drama in Education and Applied Theatre (DIE/AT) Concentration replaced DART 3F92, 3F98 and 3P05 with DART 3F91 (UPC pending). This reduced the DIE/AT requirements by .5.	DIE/AT Concentration	T	C	

2017 Comments

This will also be a major item at DART's 2017 retreat where we intend to continue exploring how we can reduce the number of courses required in the major.

2018 Comments

A major UPC change has been submitted that reduces to the number of required courses in the major to 12. We have made the Praxis Concentration a common core and have removed it as a concentration. The three remaining concentrations align with the general honours major. The program is now more similar to comparator undergraduate programs at Brock University.

2019 Comments

We aligned our required courses with Senate regulations without the assistance of a requested undergraduate program officer. We will now turn our attention to an examination of our elective requirements at our retreat at the end of April 2019.

Recommendation #10

Appoint two faculty members (as part of their service load) to develop and design seminar-based 3P97 and 3P98 courses, to be brought to the Department for approval.

ARC Disposition of the Recommendation

ARC considers this recommendation to be worthy of consideration but outside of the Committee's jurisdiction. The Department is encouraged to assess workload issues as part of the curriculum review referenced in its response to Recommendation #9.

Implementation Plan

Recommendation not accepted.

2017 Comments

A Course Coordinator still assists in the coordination of these courses. This existed prior to the recommendation. No seminar is planned.

2019 Comments

None

Recommendation #11

Develop Departmental policies for more transparent day-to-day management and sharing of information among all constituencies within DART.

ARC Disposition of the Recommendation

ARC considers this recommendation to be not accepted as existing departmental policies exist which should be circulated and reviewed by members annually.

Implementation Plan

Recommendation not accepted.

2017 Comments

DART believes that we are very transparent in reporting day-to-day management and sharing of information among all constituencies within DART. Minutes are available on Sakai.

2019 Comments

None