

# Implementation Report for the 2021-2022 Cyclical Review of the Department of History Undergraduate Programs

**Authored by:** Dr. David Smith, Chair of the Department of History (Waterloo) and Dr. Geoff Spurr, History Program Coordinator (Brantford).

**Date:** June 20, 2025

## INTRODUCTION

This is the first implementation report for the cyclical review of the Department of History undergraduate programs that took place in 2021-2022; the graduate programs in this unit are offered jointly with the University of Guelph and University of Waterloo and are reviewed separately. 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

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
1. That History, Waterloo and History, Brantford determine in consultation with their respective Deans whether they wish to maintain the current model of two linked History Programs on two campuses.	History Department Chair and History Program Coordinator		Fall 2023

**Unit Update:** The units have consulted and the deans have been supportive of a continuing model of two linked History Programs on two campuses. This recommendation, therefore, should be considered completed.

**Vice Dean of Arts Comments:** No additional comments. The current relationship is working well.

**Interim Dean of the Faculty of Liberal Arts Comments:** No additional comments. The current relationship is working well.

**Program Review Sub-Committee Comments:** All of the comments provided indicate that the intent of this recommendation (i.e. consultation on the efficacy of the current model) has been completed. No further reporting is required.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
2. That WLU re-examine its RCM budget model in order to determine whether it adequately recognizes Minors and Double Majors when calculating Faculty of Arts registration budget allotments, and make amendments if necessary.	Deans		Fall 2023

**Unit Update:** While we appreciate this recommendation, the implementation is beyond the scope of the units.

**Vice Dean of Arts Comments:** This falls within the scope of the Office of the Provost and VP Academic.

**Interim Dean of the Faculty of Liberal Arts Comments:** Agreed.

**Program Review Sub-Committee Comments:** The committee agrees that the implementation of this recommendation is outside the scope of the cyclical program review process. No further reporting is required.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
3. That History, Waterloo and History, Brantford develop an ongoing strategic planning process that makes the case for future complement planning and program development.	History Department Chair and History Program Coordinator		Summer 2023

**Unit Update:** Waterloo and Brantford have begun to coordinate programming and explored synergies. Most recently we have restructured the public history specialization, a distinctive Brantford program, in a virtual synchronous format. This will make the courses more readily available to Waterloo students. We consider this recommendation to be an ongoing one, but believe that progress has been made since the cyclical program review.

**Vice Dean of Arts Comments:** We support ongoing efforts to collaborate and use joint resources as effectively as possible.

**Interim Dean of the Faculty of Liberal Arts Comments:** Agreed.

**Program Review Sub-Committee Comments:** It is great to hear that the Brantford and Waterloo programs believe that progress has been made on this recommendation since the cyclical program review and the two units are encouraged to continue to explore ways to approach curriculum development and review in a collaborative and complementary manner. No further reporting is required.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
4. That, should the programs' apprehension about shifting enrolment objectives prove correct, they focus on strategies to improve recruitment of majors from their strong registration base in junior-level courses.	History Department Chair and History Program Coordinator		Ongoing

**Unit Update:** Waterloo History operates several engagement strategies to recruit and retain majors. We have designed an incoming first-year experience, including a scavenger hunt, strengthened our outreach to majors throughout all years through email and social events, expanded our social media channels by adding Instagram, and developed new programs, including a history teaching specialization, to meet the needs of our majors. We also routinely host high school visits and use our History Teachers conference as an opportunity to invite instructors to bring their classes to Laurier.

Brantford History also operates a number of engagement strategies to recruit and retain majors. The program is active in the recruitment of applicants throughout the year through continual communication with the newly created Recruitment and Marketing Specialist's office on the Brantford Campus. The program has hosted visits from local High School students to the campus to hear first year history lectures, has arranged coffee chats with applicants to the program, and is actively involved in the recruitment initiatives, such as the post card writing campaign. The program works closely with the History Students' Association on the Brantford campus to strengthen the relationships between students and faculty, fostering retention. First year classes are usually selected with retention in mind and are generally taught by experienced faculty on topics that broadly appeal to majors and non-majors, such as Pirates, Popular Culture, and History Detectives.

The Department and Program believe that the above described initiatives are in line with the spirit of this recommendation and both units will continue to identify and implement ways to recruit and retain students.

**Vice Dean of Arts Comments:** The revival of the History Teachers' Conference is very much in line with this recommendation. The Department should continue to consider ways to modify first and second year curriculum to support retention and student continuation in the Major.

**Interim Dean of the Faculty of Liberal Arts Comments:** I appreciate the recruitment and retention efforts made by Brantford faculty.

**Program Review Sub-Committee Comments:** The comments provided by the unit and deans indicate that work is being undertaken in line with the intent of this recommendation. While recruitment represents an ongoing initiative, no further reporting is required.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
5. That, should the recruitment of more majors become an important objective, the programs consider ways to increase the availability of seats in 400-level courses without sacrificing their “high-impact seminar experience.”	Chair		Fall 2023

**Unit Update:** Waterloo extensively revised its fourth-year curriculum by streamlining our requirements to a single, double-weighted seminar from a two seminar requirement. This opened up new capacity for us to offer a greater range of seminars with the same enrolment caps so as to preserve our “high impact seminar experience.”

The Brantford campus has followed Waterloo’s lead on this and has also adopted single, double-weighted seminar model.

This intent of this recommendation has been completed.

**Vice Dean of Arts Comments:** This change is well received.

**Interim Dean of the Faculty of Liberal Arts Comments:** Agreed.

**Program Review Sub-Committee Comments:** The committee agrees that the intent of this recommendation has been completed and no further reporting is required.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
6. That History, Waterloo and History, Brantford develop clear mission statements for their units and programs that foreground their unique purposes in areas such as diversity, inclusion and Indigenization and their commitment to	History Department Chair and History Program Coordinator		Fall 2023

<p>the broad vocational needs of students. Such statements should emphasize the comparative advantages in studying History and Ancient Studies at WLU to recruit more majors and sustain current strong overall registration numbers.</p>			
---	--	--	--

**Unit Update:** Waterloo History approved an EDI mission statement for our program. This statement identifies how the department “works toward an inclusive environment and culture” and specific ways that our curriculum facilitates EDI. Waterloo History has not yet completed a broader mission statement but may do so as part of our revision of the department’s digital assets.

A taskforce was struck by the Brantford Program that decided upon adopting the EDI mission statement of the Waterloo Department.

**Vice Dean of Arts Comments:** We encourage development of a broader mission statement to help define future work of the Department in a time of rapidly shifting realities.

**Interim Dean of the Faculty of Liberal Arts Comments:** I recommend that the Brantford program consider if they will be writing their own mission statement or collaborating on a mission statement with the Waterloo department.

**Program Review Sub-Committee Comments:** From the comments provided, it sounds like the recommendation to create an EDI-informed mission statement for the programs has been completed; however, the comments from the Vice Dean of Arts should be taken into consideration when updating or revising this mission statement. No further reporting is required.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
7. That the Laurier Centre for the Study of Canada (LCSC) be more fully engaged as a focus for Experiential Learning and Research Specialization for both campuses.	LCSC Director		Fall 2024

**Unit Update:** The LCSC continues to be an important partner for Waterloo History and has begun to host our Research Colloquium (typically meeting several times each semester) as well as many of our students in research assistant roles. We have also explored using the Center’s resources in our Digital Humanities courses and new history courses that integrate technology, such as History Podcasters. We believe that these initiatives satisfy the intent of this recommendation.

**Vice Dean of Arts Comments:** Agreed.

**Interim Dean of the Faculty of Liberal Arts Comments:** The centre connects with the Canadianists in Brantford through the Work Study students and inviting Brantford members to be part of their speaker series.

**Program Review Sub-Committee Comments:** The comments provided suggestion that the LCSC's role is being leveraged appropriately within the Department and Program. No further reporting is required.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date	Additional Notes
8. That all programs maintain their current admission requirements, but that they develop a flexible approach that ensures they may recruit targeted groups for EDI and internationalization purposes.		Admissions to the History programs are not within the control of the units themselves. This recommendation will be shared with the Strategic Enrolment Management Committee but has not been prioritized.		

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
9. That History, Waterloo and Ancient Studies intensify their commitment to digital humanities.	History Department Chair		Fall 2024

**Unit Update:** The Department has promoted the creation of a Digital Humanities Centre at Laurier and we have launched a stand-alone certificate in generative AI. We have also created several new courses in generative AI, which have been well received by students and revised existing DH offerings. While a commitment to digital humanities is an ongoing initiative, these examples are aligned with the intent of the recommendation and the initiatives described have been implemented in response, partially, to the cyclical review recommendation.

**Vice Dean of Arts Comments:** The Department has responded well to this recommendation.

**Program Review Sub-Committee Comments:** The examples provided by the Department represent creative and meaningful actions that align with the goal of this recommendation and will address student needs. No further reporting is required.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
10. That History, Waterloo, Ancient Studies, and History, Brantford more explicitly promote the vocational opportunities of their disciplines in junior level courses.	History Department Chair and History Program Coordinator		Fall 2024

**Unit Update:** Since the cyclical program review, the Department has hosted alumni events to discuss vocational opportunities and we have also worked to encourage instructors to articulate the specific skills that their courses are teaching in syllabi and during instruction. History Waterloo's Curriculum Committee has also been tasked next year with leading a conversation in the department.

The Brantford Program has also hosted a number of events where alumni and non-alumni with History degrees have discussed their vocations and the opportunities for History majors within them. The new Public History program changes are heavily focussed on providing vocational experiences for students at the junior and senior levels.

**Vice Dean of Arts Comments:** This is an ongoing challenge worth investing in as students continue to want to understand the applicability of their degree to future employment opportunities. It cannot be taken for granted.

**Interim Dean of the Faculty of Liberal Arts Comments:** I appreciate how the history program in Brantford recruits alumni and non-alumni to share professional experiences in typical and non-typical career paths.

**Program Review Sub-Committee Comments:** The actions described by the Program and Department are well-aligned with the intent of this recommendation; the units are encouraged to continue supporting students in understanding their post-graduate opportunities with a History degree. No further reporting is required.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
11. That History, Waterloo review and reduce its course catalogue to what may be practically offered on a regular basis.	History Department Chair		Fall 2023

**Unit Update:** Since the review, we have removed many courses from the catalogue as well as regularized special topics courses. This also involved completely reshaping our fourth year offerings, which tended to include a variety of highly specialized titles and topics. Fourth-year courses now carry more general titles and we have been able to reduce their number. This curriculum review is in line with the recommendation and provides an example of how the Department has sought to implement it.

**Vice Dean of Arts Comments:** Changes have been good, and continued review of courses in light of the availability of instructors is encouraged.

**Interim Dean of the Faculty of Liberal Arts Comments:** I appreciate how this is being done in collaboration with Brantford.

**Program Review Sub-Committee Comments:** Efforts by the Program and Department to clean up the academic calendar so that there is 'truth in advertising' to students is appreciated. This housekeeping should be undertaken every few years so that the calendar remains up-to-date. For the purposes of reporting, this recommendation is considered completed.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
12. That the program(s) clarify how the four tracks align with courses in the curriculum and provide a framework for the program.	History Department Chair		Fall 2023

**Unit Update:** We have clarified this alignment in communications to students and in course planning. We will continue to use the four tracks to provide structured programs for students particularly interested in these pathways. This recommendation has been completed.

**Vice Dean of Arts Comments:** This is complete.

**Interim Dean of the Faculty of Liberal Arts Comments:** This is complete.

**Program Review Sub-Committee Comments:** All comments provided indicate that this recommendation has been completed; no further reporting is required.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
13. That each of the thematic Minors have a designated 100-level course offered annually, with a focus on recruitment.	History Department Chair and History Program Coordinator		Fall 2023

**Unit Update:** Our course planning process has been restructured so that we have the information available at

the time of the course build to ensure that thematic minors have relevant 100-level courses and we are also mindful of which courses are important to smaller majors/programs. This recommendation has been completed.

The Brantford Program has closed its Public History Minor as there was little student interest in it from non-History Majors. The program has decided to focus on the specialization for History Majors.

**Vice Dean of Arts Comments:** This is complete.

**Program Review Sub-Committee Comments:** All comments indicate that this recommendation has been completed; no further reporting is necessary.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
14. That History, Waterloo and History, Brantford explore whether there is student demand and curricular room for micro-credentials and engage with their deans about the logistical and resource implications.	History Department Chair and History Program Coordinator		Winter 2024

**Unit Update:** We have created two microcredentials: the certificate in generative AI and a new specialization in History Teaching. We believe that there is strong demand for both, especially the teaching certificate, but have developed them without adding any new resource burden.

Prior to the Public History specialization being revised this year, the Brantford Program, in consultation with the Dean of Liberal Arts, explored the possibility of micro-credentials being offered by the program. It was determined that the program did not have the faculty resources to offer micro-credentials and that the running of them would not be cost-effective.

**Vice Dean of Arts Comments:** This responds well to the new interest in AI that will no doubt grow in the coming years.

**Interim Dean of the Faculty of Liberal Arts Comments:** The unit response is accurate.

**Program Review Sub-Committee Comments:** The new programming being offered by History aligns with the goal of 'micro-credentials' and strategically leverages existing courses and resources. This recommendation is considered to be completed.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
15. That History, Brantford work with History, Waterloo on the development of more web-based course offerings that would be accessible to students at both campuses.	History Department Chair and History Program Coordinator		Fall 2024

**Unit Update:** History Waterloo and Brantford have partnered in the development of a “web-based” (virtual synchronous) offering of public history. Waterloo has also successfully launched the History of Computing course for teaching at Milton and we are in the process of developing the OC version of the course. Brantford has also revamped other OC courses and redeveloped two new virtual courses to reach a wider audience of students across campuses. While striving to retain its presence as a primarily in-person programs, these examples demonstrate the ways in which the units are leveraging technology to expand the reaching of its courses and programming, and satisfy this recommendation.

**Vice Dean of Arts Comments:** The Department is concentrating this work on areas that are most suitable.

**Interim Dean of the Faculty of Liberal Arts Comments:** The program’s offering of the VS public history courses will be a good test if that mode of delivery is appropriate for a web-based format.

**Program Review Sub-Committee Comments:** History has responded to this recommendation appropriately and is encouraged to consider on an ongoing basis how alternate modes of delivery might support multi-campus course delivery and meet student needs. For reporting purposes, this recommendation is considered completed.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
16. That the two History programs consider the comparative advantages to both in strengthening the Public History option as a unique, professional development experience to majors and minors from both campuses.	History Department Chair and History Program Coordinator		Fall 2023

**Unit Update:** See response to previous recommendation we have made the public history offerings more available by offering its courses as virtual synchronous, which makes them accessible to students at all Laurier campuses.

**Vice Dean of Arts Comments:** No further comment.

**Interim Dean of the Faculty of Liberal Arts Comments:** No further comment.

**Program Review Sub-Committee Comments:** Efforts to address this recommendation have been discussed in the response to Recommendation #15. No further reporting is required.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
17. That new courses designed to foster curricular innovation and cross-program and campus collaboration be supported by a flexible approach to registration thresholds in the first three times they are offered.	History Department Chair and History Program Coordinator in consultation with Dean of Arts and Dean of Liberal Arts		Fall 2024

**Unit Update:** Over the past three years we have developed a wide variety of new courses at all levels, including History of Computing, History of Madness, Witches and Demons in Early Modern Europe; new courses in generative AI; new digital humanities courses; a range of new fourth year seminars to meet the changed requirements of the program; history of crime courses, and courses related to Indigenous history. Nearly all of these courses had high enrollments from the first offering, but we have been willing to support others through a second offering.

The Brantford Program has devoted its curriculum development energies since the cyclical review to revising its Public History Specialization, with the dropping of its previous courses and the creation of three new virtual synchronous courses that will be offered on both campuses starting in the Fall of 2025.

**Vice Dean of Arts Comments:** The outcomes of this experimentation have been positive.

**Interim Dean of the Faculty of Liberal Arts Comments:** Enrollment in the 1<sup>st</sup> revamped Public History course is strong.

**Program Review Sub-Committee Comments:** The actions undertaken by History to implement this recommendation align with its intent and this recommendation is considered completed.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
18. Consider incorporating a wider variety of assessment tools in conjunction with new program	History Department Chair and History		Fall 2024

offerings and clarify on the website how these are applied both in courses and in the Major and Minor programs.	Program Coordinator		
---	---------------------	--	--

**Unit Update:** History on the Waterloo and Brantford campuses already offers a very wide variety of assessment tools in its courses, including experiential and digital assignments. We believe that the current assessment methods are sufficient, but will continue to review them and make changes where appropriate.

**Vice Dean of Arts Comments:** We encourage continued consideration of the most appropriate forms of assessment given the nature of the outcomes established by the department and in line with student learning.

**Interim Dean of the Faculty of Liberal Arts Comments:** I support the program's approach.

**Program Review Sub-Committee Comments:** While this is an interesting recommendation, it is not typical to list assessment approaches on program websites. The comments provided by History and the deans suggests that current approaches are effective; History is encouraged to continue to reflect on its methods for assessing student learning and ensure that they are providing the necessary evidence of achievement of program learning outcomes. No further reporting is required.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
19. That History, Waterloo and History, Brantford explore with their Deans ways in which additional administrative support may be provided to the Senior Administrative Assistant responsible for their programs.	History Department Chair and History Program Coordinator in consultation with Dean of Arts and Dean of Liberal Arts		Ongoing

**Unit Update:** The recommendation was discussed within both the Department and Program and it was determined by the units that additional administrative support was not needed for the Senior Administrative Assistants.

**Vice Dean of Arts Comments:** No further comment.

**Interim Dean of the Faculty of Liberal Arts Comments:** No further comment.

**Program Review Sub-Committee Comments:** Comments indicate that this recommendation was discussed and it was determined by History that its implementation was not relevant at this time. No further reporting is required.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
20. That faculty renewal and recruitment focus on supporting comparative advantage in student skill development and experience in high-impact experiential learning.	History Department Chair and History Program Coordinator		Ongoing

**Unit Update:** Since the cyclical review, the Department has made a tenure-track hire who strengthened our leading position in Indigenous History in Canada and also practices high-impact experiential learning.

The History Program in Brantford has lost two faculty members to retirement since the cyclical review was undertaken. They have not been replaced due to budgetary considerations. The Program has had difficulty in getting temporary replacements, such as an LTA, for faculty that have taken up short-term administrative positions within the university and academic communities.

**Vice Dean of Arts Comments:** Future hiring should examine the shifting environment to determine the best allocation of resources.

**Interim Dean of the Faculty of Liberal Arts Comments:** The unit's assessment of the situation is accurate.

**Program Review Sub-Committee Comments:** Further implementation of this recommendation should be left to the units and the deans; no further reporting is required.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date	Additional Notes
21. That the Laurier Centre for Canadian Studies (LSCS) demonstrate more clearly its move beyond military history and develop initiatives which bring together research, teaching, experiential learning, and public engagement in a broader number of areas represented in the current faculty complement.	This recommendation will be shared with the LSCS, but has not been prioritized because it is not within the unit's scope to implement.			

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
22. That History, Waterloo and History Brantford review their websites to improve access and better describe the program options for study either directly in History or in association with other programs.	History Department Chair and History Program Coordinator		Fall 2023

**Unit Update:** Waterloo revamped our website and added new highlight features to showcase faculty and program achievements. We also continued to clarify the language related to program requirements, and have also proactively (and repeatedly) emailed students about upcoming curricular changes.

The Brantford Program works with Academic Advising to continually updates its website in order to highlight changes to program requirements. It also provides updated recommendations to the program from recent graduates.

The efforts by both units satisfy the intent of this recommendation, and both are committed to keeping its web presence up to date.

**Vice Dean of Arts Comments:** Ongoing revision of website to keep up with changing program priorities etc. will be necessary each year. This will require coordination with the Dean's office.

**Interim Dean of the Faculty of Liberal Arts Comments:** The current schedule for evaluating and updating the website for History in Brantford is appropriate.

**Program Review Sub-Committee Comments:** Comments provided indicate that this recommendation has been satisfied and while it presents an ongoing area for attention, for the purposes of reporting, it is considered completed.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date	Additional Notes
23. That the university invest in classroom technology that allows more robust interactive communication in bi-campus classes than current Zoom platforms allow, and that Waterloo and Brantford History concentrate their use of these spaces on classes in the Public History, Indigenous studies, and Digital Humanities stream.		This recommendation will be shared with ICT, but has not been prioritized because it is not within the unit's scope to implement.		

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date	Additional Notes
24. That the WLU Library continue to enhance digital collections and online access to its resources in support of undergraduate programs at both campuses.	This recommendation will be shared with the Library but has not been prioritized because it is not within the unit's scope to implement.			

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date	Additional Notes
25. That History, Waterloo and History, Brantford engage with ICT about the requirements for more online and digital undergraduate programming that will expand and integrate opportunities for undergraduate student enrolment at both campuses.	History Department Chair and History Program Coordinator		Fall 2024	Implementation of this recommendation will be part of larger institutional discussions around technology-enabled learning.

**Unit Update:** The resources available from ICT are sufficient, but we have not yet engaged with them formally to discuss advanced computing resources for the Digital Humanities Centre, for generative AI courses, and for virtual synchronous courses in Public History offered through the Brantford campus. Informally individual instructors within the department have contacted ICT to explore additional resources, especially for new courses related to AI. ICT is engaged in discussions at an institutional level about how to support courses and programs being offered in a wider range of delivery modes.

**Vice Dean of Arts Comments:** The Dean's Office is coordinating online course development with departments as resources are available.

**Interim Dean of the Faculty of Liberal Arts Comments:** Should the VS courses in Brantford need additional ICT support, the Dean's office would look what could be done with ICT to support them.

**Program Review Sub-Committee Comments:** There may some potential misunderstanding about the responsibility for the design of virtual asynchronous or synchronous courses at Laurier, which is what this recommendation appears to centre on. History is encouraged to work with the eLearning unit on the design of

any future VA or VS courses, and/or renewal of existing courses offered in a VA format. ICT would be involved as it relates to the technological infrastructure in classroom spaces. No further reporting is required.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
26. That History, Waterloo and History, Brantford address with their Deans concerns about the level of support provided by the Writing Centre, Teaching and Learning, and Accessible Learning.	History Department Chair and History Program Coordinator in consultation with Dean of Arts and Dean of Liberal Arts		Fall 2023

**Unit Update:** These concerns were brought to the attention of the deans, which was the intent of this recommendation.

**Vice Dean of Arts Comments:** The Dean's office continues to work closely with support units to provide the best possible services to students and faculty.

**Interim Dean of the Faculty of Liberal Arts Comments:** I work closely with these support units to provide the best possible services to History students and faculty.

**Program Review Sub-Committee Comments:** If the core of this recommendation was to address concerns about academic support services with the relevant Deans, it appears to have been completed. History is encouraged to continue to monitor the situation that led to this recommendation and consult with the respective Deans as needed. No further reporting is required.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
27. For appropriate longer-range planning to take place, the Waterloo Department and Brantford program will need to know whether positions will or will not be replaced. Maintenance of the Ancient Studies program will depend on at least one guaranteed retirement replacement; this might be combined with Digital Humanities as is currently the case. If Ancient Studies loses all permanent faculty members, it	History Department Chair and History Program Coordinator in consultation with Dean of Arts and Dean of Liberal Arts		Fall 2024

would be better to close it as a separate program and fold teaching of the ancient world into the 'regular' curriculum, while retaining as much as possible the global scope that currently distinguishes it from programs elsewhere.			
---	--	--	--

**Unit Update:** We have received no guidance as to the future of Ancient Studies, but continue to follow-up.

The Brantford Program does next expect to have any retirements in the near future.

Both units will continue to advocate for the necessary faculty resources to offer quality programming to its students.

**Vice Dean of Arts Comments:** The Dean of Arts continues to work with the Provost and VP: Academic to determine how best to allocate resources as faculty retire. We will work closely with the Department to try to support ongoing delivery of existing curriculum.

**Interim Dean of the Faculty of Liberal Arts Comment:** Likewise, I will continue to work with the Provost and VP: Academic to determine how best to allocate resources as faculty retire. We will work closely with the Program to try to support ongoing delivery of existing curriculum.

**Program Review Sub-Committee Comments:** History is encouraged to continue to advocate for the faculty resources necessary to offer high quality undergraduate programming. Faculty hiring, however, is outside of the scope of the cyclical review process, so no further reporting is required.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
28. Faculty on both campuses should consider the opportunities that more intensive programs of externally funded research would provide to enhance undergraduate students' experience and overall scholarly and creative productivity at both campuses. The LCSC should be encouraged to develop its potential as a node for collaborations in research, teaching, experiential learning, and public engagement.	History Department Chair and History Program Coordinator in consultation with LSCS		Fall 2023

**Unit Update:** Agreed. Waterloo and Brantford faculty continue to apply and receive SSHRC grants and to employ research assistants, which is one of the most realistic ways to implement this recommendation. These

research assistants support faculty and also develop skills in a wide variety of ways, including providing digital searches, transcription, and editorial support.

**Vice Dean of Arts Comments:** Agreed.

**Interim Dean of the Faculty of Liberal Arts Comments:** Agreed.

**Program Review Sub-Committee Comments:** The committee believes that History is addressing this recommendation appropriately; no further reporting is necessary.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date	Additional Notes
29. That the Department, Programs, Faculty, and University add detail on program transfers to the current tracking of student attrition.	This recommendation will be shared with Institutional Research but has not been prioritized because it is not within the unit's scope to implement.			

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date	Additional Notes
30. That the Faculty and University track how long students take to degree completion in order better to capture the impact of part time studies (or simply students taking five years to complete their four year program) and distinguish this from program attrition.	This recommendation will be shared with Institutional Research but has not been prioritized because it is not within the unit's scope to implement.			

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date	Additional Notes
31. That the University alumni and/or development office work with academic units to track career outcomes at 5 years in	This recommendation will be shared with the Career Development Centre but has not been prioritized because it is not within the unit's scope to implement.			

order get a clearer grasp of what careers students gravitate towards, and how well the program prepares them.	
---	--

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
32. That the Department seek to expand its popular travel courses and internship/co-op options, considering best practices in peer departments and drawing on University and Faculty administrative supports for these initiatives.	History Department Chair and History Program Coordinator in consultation with Dean of Arts and Dean of Liberal Arts		Fall 2023

**Unit Update:** We continue to run travel courses and also host floors Residence Learning Communities (next year there will be two history related RLCs). Waterloo also joined the accredited coop program, making this opportunity available to our majors. These initiatives address the intent of this recommendation.

**Vice Dean of Arts Comments:** The Dean of Arts welcomes History proposals for travel courses and will support them as best we can with our limited resources.

**Interim Dean of the Faculty of Liberal Arts Comments:** I welcome the program's proposals for travel courses and will support them as best I can with the Faculty of Liberal Arts' limited resources. Given the small size of the program in Brantford, I would encourage cross-campus student participation in any travel courses originating in Brantford.

**Program Review Sub-Committee Comments:** Comments provided indicate that some concrete actions have taken place in support of this recommendation since the cyclical program review took place and that there is decanal support for continuing to pursue this recommendation in relevant ways. No further reporting is required.

Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
33. That Waterloo and Brantford History work together with the LCSC and the University's Research Office to develop collaborative research projects with a particular goal of engaging Undergraduate Research Assistants,	History Department Chair and History Program Coordinator in collaboration with		Fall 2024

and with attention to attracting Tri-council and other external funding.	the LSCS and Office of Research Services		
--	--	--	--

**Unit Update:** Shared research projects with LCSC have not been developed, but the collaboration between the LCSC and the Department Research Colloquium makes this a straightforward conversation to have in the future.

Currently, two Brantford faculty with expertise in Canadian History, Tarah Brookfield and Robert Kristofferson, are fellows of the LCSC.

**Vice Dean of Arts Comments:** The current level of collaboration seems appropriate.

**Interim Dean of the Faculty of Liberal Arts Comments:** We support collaboration within faculty members' availability.

**Program Review Sub-Committee Comments:** The core of this recommendation relates to Recommendation #28 in that the reviewers are recommending expanded and/or continued engagement of undergraduate students in the research enterprise of the university. The responses provided to Recommendation #28 indicate that these related recommendations are being implemented in a way that makes sense for the units and the committee trusts that History will continue to identify ways to support this research engagement. No further reporting is required.

## ADDITIONAL COMMENTS

**Unit:** In response to the Cyclical Review report, the Department has taken extensive action to enhance our major and the experience of undergraduate students. We introduced many new courses, established new committees, such as EDI, the digital humanities, Events and Research, and Curriculum, and rethought our program pathways. We approved a variety of new offerings for our students, including Sussex Law and accredited co-op, and rethought several of our minors and options, including the digital humanities (with the addition of generative AI and new courses), the BA+MA, and the History and Ethics of Science (with our partner, Philosophy). The Department also found new ways to engage our faculty, students and the public by launching a popular research colloquium, which has drawn upwards of 100 attendees, refounded the History Teachers Conference (which maxes out at 100 attendees), and expanded a lively publishing program in the Department, which included the creation of a new Ancient Studies journal.

We also worked to make the major vocation-ready, with a range of skill-based courses and offerings, including those that developed expertise among undergraduates in digital resources, and certificates in History teaching and generative AI.

This work was based on thoughtful ideation among Department members, and more robust data-collection and analysis on the part of the chair's office.

We are now continuing to work to enrich community with the Department by developing our website, launching new RLC offerings, continuing our faculty mentorship program, and expanding our outreach to undergraduates. Two years ago we launched a very successful first-year scavenger hunt and we are exploring how to organize a fourth-year capstone event.

The Department has seen tremendous growth in the number of incoming majors (more than doubling) and our courses are now almost completely full. We believe that this demonstrates the successful implementation of the strategies outlined in the Cyclical Review.

**Vice Dean of Arts Comments:** The Dean of Arts continues to support the Department of History as it works to address the needs of both research and teaching at a time of constrained resources. Colleagues are working hard to engage with students in thoughtful and meaningful ways while preserving a program that has enormous value. The challenges will only increase in the coming years, and we commit to collaboration to ensure as strong a program as possible. The Department has been responsive to the Review Committee's recommendations and we appreciate the leadership provided by Dr. David Smith as Chair the past four years.

**Interim Dean of the Faculty of Liberal Arts Comments:** I am appreciative of the work History has done to offer its students as much variety of courses, pathways, and extracurricular experiences within the Faculty's financial constraints. From the highly personalized recruitment elements to the redevelopment of the Public History specialization, the program has made great strides to increase enrollment and follow the reviewer's recommendations. As apparent from the unit's comments, the level of consultation between the Department and program shows a strong sense of communication between Waterloo and Brantford. Thank you to all fulltime and part-time members of the program for offering a dynamic experience for history majors, minors, and students taking the courses as electives.

**Program Review Sub-Committee:** The committee appreciates the comments provided by the Department of History and History Program on the ways in which it has sought to implement the recommendations made by the external review committee during the 2021-2022 cyclical program review. Many of the actions described in the Implementation Report directly align with the recommendations made, and/or the spirit or intent of the recommendation. Comments provided by the Vice Dean of the Faculty of Arts and Interim Dean of the Faculty of Liberal Arts indicate that they are supportive of the directions taken by History to implement the recommendations prioritized. There will be no further Implementation Reports required for the units in advance of the next cyclical program review scheduled for 2028-2029.

**Subsequent Report Required: No**