

December 8, 2022

Council Committee on Academic Mission
University of Regina

Re: Interdisciplinary Studies Undergraduate Programs in MAP Response to CCAM – 18 Month Follow Up

Dear Committee Members,

Many changes have occurred in MAP and its Interdisciplinary Programs (IDP) since the external unit review of June 2021. Issues raised in the final report of the external review led the Provost, Dr. Gregory, to contract Folk Consulting to conduct a workplace assessment related to the concerns raised in the external review. This consult occurred in October and November of 2021 and a report was provided to the Provost in December of 2021. A copy of the public version of this report is attached as much of our recent work towards change in MAP and our Interdisciplinary Programs has been influenced by this public report.

Both reports – i.e. the external review and the Folk report – identified significant challenges relating to governance. One of the changes we made to address this challenge was to decouple Creative Technologies (CTCH) from IDP so as to provide the CTCH area with more autonomy and more direct communication with the Dean's Office. As was reported to CCAM in the Initial Response, MAP had appointed an IDP Coordinator to oversee the IDP and Creative Technologies (CTCH) areas for Fall 2021. Following the release of the Folk report, and in consultation with the IDP Coordinator, the IDP committee, the CTCH committee, and CTCH faculty members, we appointed a CTCH Program Chair in Fall 2022. Because of this, you will receive two 18-month follow-up responses to the external unit review, one relating to IDP and one to CTCH.

This report pertains to the IDP area, and a separate report will speak about CTCH. We are committed to making changes related to concerns raised in both reports. Each of the recommendations from the External Review report appear below, along with comments from the IDP area outlining progress made or plans to address the report's findings.

Recommendation A: *Workplace Culture: Improve workplace culture and address communication issues in the MAP Faculty*

Comments: Consultation with the Faculty by the Folk Consulting team initiated our discussions on how to improve our workplace culture. We had our first Faculty-wide workshop focused on workplace culture in Spring, 2022. Faculty and staff were given a copy of the Folk report ahead of time and partners from HR helped the MAP Dean to facilitate discussions around working respectfully with each other, re-establishing a positive working relationship between the units and the Dean's Office, and reinvigorating collaborations across our departments.

Recommendation B: *Vision:* *Actively involve all stakeholders in developing a new vision for the IDP undergraduate interdisciplinary programs.*

Comments: Our IDP Coordinator chairs the IDP Committee, which has representation from all units in MAP, and reports directly to the Dean. Ideas were presented towards a new vision for the IDP area at the workplace culture workshop and the IDP Committee continues to work through this feedback towards formalizing a vision for IDP that is independent from CTCH.

Recommendation C: *Governance:* *Address Structural Issues that have disenfranchised stakeholders*

Comments: The decoupling of IDP and CTCH has provided autonomy for both areas and allows both to focus on their own issues and plans moving forward. Much of the IDP Coordinator's time had been taken up by the operation of CTCH courses and can now be devoted to finding new opportunities for interdisciplinary projects that intersect multiple areas within MAP.

Recommendation D: *Support:* *Undertake critical work in restructuring technical resources and support staff, removing redundancies and creating efficiencies by removing duplication, so as to better support all units.*

Comments: MAP is in transition to centralizing technical equipment, technical support, and administrative support. We have begun a centralized inventory of our equipment and are able to redeploy or share assets between units to help support areas in need. We have one IT technician that works with all our units for computer needs so that we can streamline and look for efficiencies with computer equipment and software. We are asking IDP (and CTCH) Faculty to send administrative support requests to the Dean's Office, where it is reviewed and sent to appropriate administrative staff members within the Faculty to complete.

Recommendation E: *Curriculum:* *Tighten and focus the Interdisciplinary Courses*

Comments: The IDP Program Coordinator and IDP Committee has begun work towards this, looking for overlap or redundant courses and identifying core courses, IDP minors, and future micro credentials. It is expected that this informal work towards curriculum mapping will be made easier when the University adopts a program or tools especially suited to this task.

Recommendation F: *Interdisciplinarity:* *Develop a framework for interdisciplinarity at the unit level, the Faculty level, and the University level.*

Comments: More work needs to be done in this area. IDP is working with the Dean's Office to come up with an effective system to allow Faculty members to more easily be released from a Departmentalized course in order to teach an IDP course. When this is completed, it is hoped that more Faculty members will come forward with IDP course ideas and opportunities for cross-listed courses within the various areas of MAP.