FINAL ASSESSMENT REPORT EXECUTIVE SUMMARY AND IMPLEMENTATION PLAN

BDES Illustration Program, Faculty of Design

Prepared by:	**Lauchlan Reid, Assistant Professor Tenure Track, Chair, Illustration** **Shea Chang, Assistant Professor Tenure Track**
Period of Cyclical Review:	July 1, 2012 – June 30, 2020
Dean, Faculty of Design:	Dori Tunstall
Program Review Team and Lead:	Lauchlan Reid (Lead), Shea Chang, Paul Dallas, Gary Taxali, Jody Hewgill
External Reviewers:	Prof. Matthew Curtius Illustration Program University of the Arts Philadelphia Dr. Eric Nay Faculty of Arts & Science OCAD University

Executive Summary of Cyclical Program Review

The Illustration Program IQAP team consisted of Lauchlan Reid, Assistant Professor and Program Chair (Team Lead and Author), Shea Chang, Assistant Professor (Author and Editor), Paul Dallas, Professor and former Program Chair (Author), Jody Hewgill, Associate Professor (Editor), and Gary Taxali, Professor (Editor). The team was assembled in October 2019. Data aggregation and analysis began in November 2019 with writing proceeding in January 2020-March 2020. With the advent of the COVID 19 global pandemic, progress was significantly delayed - by the need to pivot to fully remote delivery of courses and the attendant logistical challenges therein - until April 2021 and recommenced until completion in October 2021.

The ILLU Curriculum Committee (same composition as the IQAP team) worked with FCDC's (Faculty Curriculum Development Centre) Education Developer Mariela Giuliano to review and refresh the Program Learning Outcomes (PLOs) for while mapping them to OCADU's revised

Degree Level Expectations, develop a revised Program Map, conduct a SWOT/SWOC exercise based in part on the 2019-20 Undergraduate Faculty Survey (23 ILLU Faculty participated in the survey).

Assistance in collecting and disseminating Student Focus Group data was provided by FCDC's Education Developer Mariela Giuliano and Education Developer Travis Freeman, Undergraduate Student Survey data was provided by Strategic Coordinator Brian Weissenboeck, and Associate Director, Teaching and Learning Dr. Cary DiPietro provided initial guidance on approach and execution of the brief. Laura Wood, Manager, Institutional Analysis provided OCAD U data pertaining to Admissions, Retention, Demographic and Graduation, and James Roseborough provided the 2017 SNAAP and NESSE Data Reports

Material assistance and guidance were also provided by Manager, Academic Initiatives, Governance & Quality Assurance Natalie Nanton and Academic Governance & Quality Assurance Officer David Wagschal, both with the Office of the Vice President and Provost.

The final IQAP Self-Study brief was delivered on October 15, 2021 for review and internal responses from the Vice President and Provost which were received December 10, 2021

External Reviewer Prof. Matthew Curtius, University of the Arts Philadelphia and Internal Reviewer Dr. Eric Nay, Faculty of Arts & Science, OCAD U, undertook a virtual site visit over three days, the week of February 14, 2022. Comprised of meetings with the Vice President and Provost, Dean of Faculty, Illustration Program faculty, students and alumni, Faculty of Design support staff, and the Centre for Emerging Artists and Designers, the review produced a report acknowledging strengths including the Illustration Program's ongoing commitment to producing successful illustration professionals, innovative approaches to curriculum compared to other similar programs, commitment to progressing issues of representation and equity, and to its focus on developing the unique voices of its students.

Areas of concern cited by the external reviewers included unsustainably large program, cohort and class sizes, insufficient and out-of-date studios and equipment, an abnormally high ratio of sessional to permanent faculty, a need for greater representation of equity-seeking to groups to better reflect the Illustration Program's student population, and an overburden on program leadership.

The Illustration Program Internal Response document was drafted and delivered for approval on May 25, 2022 and received the Dean of the Faculty of Design Response on July 10, 2022.

Implementation Plan:

Recommendation	Proposed Follow-up	Responsibility for Leading Follow-up	Timeline for Addressing Recommendation
Curriculum Development 1. Curricular decisions need to include faculty, particularly when a discipline, in this case a very specific professional discipline, may not be well understood by decision makers.	ILLU Program Curriculum Committee will continue to review and revise curriculum annually according to SUSC schedule and review with Faculty of Design CACOF	Program Curriculum Committee, CACOF	Annually beginning in September-November
	Maintain the ILLU Assignment Directory as a resource for reviewing and upgrading course and assignment level curriculum in alignment with Academic Plan Priorities	Program Chair/ILLU Course Leadership/ Faculty Curriculum Committee	Annually each September and January
	Increasing support for diverse beliefs/ experiences/ways of knowing addressed by inclusion of curriculum that provides understanding Indigenous perspectives in storytelling within the ILLU Program Guide	Program Curriculum Committee/Faculty of Arts and Sciences	Included in Flow Program Guide active September 2021 and continuing effort to increase capacity for ILLU students as of September 2022

Admissions, recruitment and retention 2. Student numbers simply cannot continue to grow, as they have, with any hope of retaining quality, without exhausting faculty and damaging program reputation and output	Pursue more permanent faculty positions to provide service and course leadership. One Tenure Track and one Teaching stream search underway.	Program Chair/FOD Hiring Committee/ Dean	Fall 2022-Spring 2023
	Upgrade University spaces and equipment to better support the size and needs of the Illustration program	Facilities/Studio Management Faculty of Design	Fall 2022 – Ongoing - To be reviewed each term with support units/staff
Physical resource requirements 3. Chronic space shortages and course size expansion, as well as systemic shifts towards hybridization and online teaching, may solve financial problems only to create deep pedagogical and philosophical problems around quality of education. Deeper consultation with faculty and industry professionals will be required as these considerations move forward	Collect faculty/student on data mode of delivery changes and ongoing effects on program and course delivery quality	Program Chair/ Curriculum Committee	January 2023-September 2023
	Review and revise classroom practices to ensure alignment with Academic Plan goals	Program Chair/ Curriculum Committee in consultation with Faculty, Students, Industry Professionals	Annually each September-November/

	Upgrade studio spaces to accommodate more students and better equipment. Progress toward this goal has been made in consultation on TERF grant for Faculty of Design technology upgrades as well as consultations for program needs in upgrading FF&E in the Sharp Centre. Faculty of Design Office manager, in coordination with Facilities and Studio Management have undertaken refreshing of paint, removal of broken equipment, updates to lighting and AV and a new studio technician has been assigned weekly rounds in ILLU studios to ensure timely upkeep	Program Chair/Faculty of Design Office/Facilities/Studio Management	In Progress as of September 2022 and ongoing weekly thereafter
	Match TA support with enrolment in keeping with curricular needs	Faculty of Design Office	September 2022 – Ongoing/to be reviewed each term with Faculty of Design Office
Faculty development 4. The ratio of tenure and tenure-track faculty to students needs is simply unsustainable	Additional support from the Design Office pursued via a search for additional Program Assistants and a new Office Manager position.	Faculty Design Office	July 2022 – Spring 2023

	One 100% Tenure Track and one 100% Teaching Stream appointment	Program Chair/ FOD Hiring Committee/ Dean	Fall 2022-Spring 2023
Human Resources Requirement 5. Further BIPOC and targeted hires to bring in representative voices, epistemological breadth and currency are desperately needed in illustration	Maintain alignment with the Ontario Special Program in sessional and permanent positions	ILLU Sessional Hiring Committee/ FOD Hiring Committee	Fall 2022-Spring 2023- Ongoing each term based on Sessional hiring schedule/needs (Typically July and October)
Faculty development 6. The practice of appointing untenured assistant professors to administrative roles from chairs to associate deans is not a sector norm and places that faculty member in a precarious situation	Consultations to be pursued with OCADFA/People and Culture regarding amended tenure track process, with greater weight being allocated to Program/University duties in the Peer Review process	OCADFA/ People and Culture	January 2023- September 2023
	Increased course release for Program Chairs of large programs was successfully negotiated	Dean/Program Chair/VPAP	Completed June 2022
	Administrative leave for Chairs exiting the position to address the effects of the role on maintaining a professional practice. In June 2022 an additional course release for faculty exiting Chair positions	Dean/Program Chair/VPAP	Agreement reached June 2022

	was negotiated, effecting a full term relieved of teaching responsibilities		