



**WOODSWORTH COLLEGE**

UNIVERSITY of TORONTO

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Academic Advisory Committee  
Woodsworth College  
119 St. George Street  
Toronto ON M5S 1A9

A meeting of the Academic Advisory Committee was held at 4:10 p.m. on September 16, 2010 in the Principals' Seminar Room [WW123] with the following members present:

Yvette Ali, Jack Chambers, Joe Desloges, Brock MacDonald, Casey Mak, Lina McDonald, Kathryn Morgan, Lori Riznek, Helen Shea, Cheryl Shook, Amy Tang.

Guests: Mariana Valverde, Professor of Criminology, Director, Centre of Criminology  
Andrea Kareclas, Graduate Student, Centre of Criminology

Regrets: William Watson

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**1. Approval of the agenda (Professor Chambers, Chair)**

The agenda was approved.

**2. Approval of the previous minutes & business arising from the minutes**

The minutes were approved. There was no additional business arising from the minutes.

**3. Report of the Principal (Professor Joe Desloges)**

Professor Joe Desloges stated that since the retirement of Bill Bateman, Yvette Ali has taken on the responsibilities of Acting Director until Professor Linda White joins Woodsworth College as the Vice-Principal on July 1, 2011. Professor Desloges commended Yvette Ali for taking on the directorship and thanked her, her staff, Silvia Cocolo and Tanya Pitel and the faculty for their hard work over the last few months in creating the proposals up for discussion in today's meeting.

Professor Desloges stated that this summer, the Faculty of Arts and Science released its response to the Woodsworth College academic plan, and the innovations in our undergraduate programs, which Yvette Ali will present, are embodied in the vision of the academic plan. The response asked for closer connections with the graduate counterparts (Centre of Criminology and Centre for Industrial Relations and Human Resources) and to explore how the curriculum can be strengthened and empowered by forging closer connections.

He also informed the advisory committee that the Faculty of Arts and Science and colleges are keen to explore "First year foundational programs" opportunities to help students before they enter second year. Woodsworth College will be exploring this initiative over the year and any proposals will come before this committee for further consultation.

**4. Report of the Program Office (Yvette Ali, Acting Director, Program Office)**

Yvette Ali informed the members that she would first explain the impetus for the proposed changes and frame them in a context to make the material easier to understand before members are asked to vote on the various proposals.

The recommendations are based on the external program review of the undergraduate programs in Criminology (2008) and Employment Relations (2009), recent faculty appointments, Woodsworth College's academic planning exercise and the new Faculty of Arts and Science degree objectives.

Ms Ali stated that the Faculty of Arts and Science would now require each program to meet the following specific requirements:

- 400-level course requirement (0.5 FCE for majors and 1.0 FCE for specialists)
- depth of knowledge, integrative/inquiry based learning
- Competencies:
  - critical thinking
  - communication
  - information literacy
  - quantitative reasoning
  - social ethical responsibility

The external program reviews also noted that new faculty should deliver courses relevant to their the areas of expertise.

Ms Ali noted that the following recommendations were the result of Woodsworth College's academic planning exercise:

Employment Relations:

- provide for more experiential learning
- stronger program affiliation for students
- research and professional development opportunities with the Centre of Industrial Relations and Human Resources

Criminology:

- Strengthen curriculum
- Expand research, service learning, and study abroad program

Ms Ali explained that Undergraduate Faculty Committees were struck for Employment Relations (Lori Riznek, Rafael Gomez) and Criminology (Mariana Valverde, Sandra Bucerius, Matthew Light). Each committee was responsible for analyzing the recommendations made by the aforementioned bodies.

These committees looked at current program structures, the use of electives and current WDW courses. Equipped with the knowledge that resources (financial and faculty) are limited, the committees were asked to refresh the curriculum. This involved looking at electives offered by other departments to ensure program students had a varied selection of appropriate electives, examining content overlap in WDW courses and consolidation of sections to provide room for the development of new courses.

In August both committees worked on the development of the program structure and learning objectives, which resulted in the documents you have before you. One of the most critical aspects of this exercise was to present the structure and learning objectives to a number of students, ERSA, CRIMSA and program faculty. The consultation process was extensive and participants were asked to carefully review the proposed changes and provide feedback.

Ms Ali summarized the proposed program changes:

**Employment Relations:**

- PSY100H1 has been added as an optional first year course.

Addition of these new courses:

- WDW372H1 Negotiations and WDW379H1 Employment Relations and Human Resource Analytics  
The addition of these new courses was based on the recommendations made by the external review.
- WDW447H1 Contemporary Challenges Facing Today's Organizations and WDW446H1 Working as an Internal Organizational Consultant (with possible service learning component)  
Will serve as capstone courses in the program; WDW445H1 may have a service learning component.
- Study abroad opportunities (WDW332Y0, WDW432Y0)  
400-level course will be created to allow for possible partnering with the Centre of Industrial Relations and Human Resources to offer a course for students in the undergraduate and graduate programs.
- 400-level topics courses  
Will provide flexibility to offer special topics
- WDW240H1 Introduction to Employment Relations  
This new course was approved at the local level last spring and will be presented to the Faculty of Arts and Science for final approval in October, 2010. WDW240H1 will be listed as required program course.

Ms Ali stated that there are no plans to delete or discontinue any WDW Employment Relations courses. The electives have been refreshed. RSM460H1 Human Resource Management will become an elective course. It is required for CHRP (Human Resource Professional Certification program offered by HRP) and students will still be able to take the course if they wish. However, the Undergraduate Faculty Committee felt that some of the material overlaps with other courses and should, for this reason, no longer be listed as a required course in the program.

**Criminology:**

Ms Ali stated that one of the challenges in Criminology was to ensure that every student had access to a 400-level course as per the new curriculum regulations. Compared to Employment Relations, Criminology has undergone more change.

- Ensure that Faculty teaches students at the 200 and 400-level (for WDW courses).
- WDW215H1 Introduction to Socio-legal Studies (a new elective course in the program.)
- New 400-level courses to meet the demand of program students (as per the new Arts and Science curriculum revision).
- Service-learning component in WDW428H1 Neighbourhoods and Crime. Students will be asked to work within various community groups.
- Merging content of WDW370H1 Youth Justice and WDW375H1 Young Offenders to remove overlap (there will be a new 400-level course covering Youth Culture, Racialization and Crime in the Global Context)
- Deletion of WDW courses that have not been offered routinely or are no longer a good fit in the new structure or have been taught by stipend instructors no longer affiliated with the program.
  - WDW310H1 Crime and Society in Canadian History
  - WDW360H1 Law & Psychiatry
  - WDW375H1 Young Offenders
  - WDW388H1 Drugs & Crime
- Improve the sequencing of courses to ensure that students can take a course in certain areas throughout their academic studies. For example, students can take courses about Criminal Law at the 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> year level.
- Students in the major are now required to take a social science methodology course.

This concluded Ms Ali's overview of the changes. Jack Chambers asked if there were any questions.

Andrea Kareclas asked how the Program Office planned to deal with the possible student demand by offering only one course with a service-learning component. She noted that such a course is very good idea and would be an attractive option for Criminology students.

Ms Ali answered that the Program Office will start with one course and, based on feedback, may expand this option in other courses. She noted that other faculty have expressed interest in the service-learning component option.

Professor Valverde stated that the University is providing resources to help implement the service-learning component and we need to see how well it will work before we look at expansion.

Ms Ali reiterated that she is open to the idea of adding more service leaning component options as long as it proves successful and the appropriate resources are made available.

Professor Morgan echoed that this was an excellent recommendation. She asked if perhaps such an opportunity should be made available earlier than the students' last year of study to ensure that students can make an informed decision about course choices and directions they might wish to pursue after graduation.

Ms Ali said that this recommendation would be conveyed to Professor Linda White. She also noted that the 300-level study abroad courses offer some experiential components.

Professor Desloges asked if Criminology graduate students would be interested in taking the new WDW400-level courses and if there is room for some collaboration between the undergraduate and graduate programs.

Professor Valverde stated that Professor Light organized a reading class in Organized Crime this year and invited some undergraduates to participate in his course. She noted that the graduate program is currently in a state of flux but there is not much need for new courses. She added that Professor Solomon teaches a graduate course in Contemporary Criminal Justice course and has, over the years, allowed undergraduate students to take this course. Professor Valverde also noted that undergraduates should be given priority in these 400-level courses and that there are informal ways of collaborating and accommodating exceptional students in criminology.

Ms Ali noted that the enrolment restriction for 400-level courses would be capped at 25 to ensure it can be delivered in a seminar style environment.

Professor Chambers stated that before we continue with this discussion we should approve the motion.

**Moved by Yvette Ali and seconded by Kathryn Morgan that the following new courses be added to the Criminology program, effective 2011-12:**

- |   |  |          |
|---|--|----------|
| WDW215H1  | Introduction to Socio-legal Studies                        | 24L, 12T |
| This course introduces students to some important issues in contemporary socio-legal studies by examining the concept of "law," and how Canada and other contemporary and historical societies have structured their approach to law in the form of legal traditions. |  |          |
| WDW427H1  | Organized Crime and Corruption                             | 24L      |
| An advanced seminar exploring the history and characteristics of organized crime and corruption.  |  |          |
| WDW428H1  | Neighbourhoods and Crime                                   | 24L      |
| An advanced seminar exploring the connection between neighbourhoods and the perpetuation of poverty, social marginalization, segregation and crime.   |  |          |
| WDW429H1  | Youth Culture, Racialization & Crime in the Global Context | 24L      |
| An advanced seminar exploring youth culture, especially minority youth, and its possible connection to criminality from an international perspective.   |  |          |
| WDW431H1  | Brain Science, Criminology & Morality                      | 24L      |
| An advanced seminar exploring contemporary academic and ethical issues in diagnostic and criminal justice labeling of mental health disorders such as psychopathy and paedophilia, and their representation in popular culture.                                       |  |          |
| WDW490H1 & 491H1  | Advanced Topics  | 24L      |
| Topics vary from year to year, but the objective of the course is to explore emerging issues in Criminology, and their social, legal, ethical and political implications.   |  |          |

The following discussion ensued:

RE: WDW431H1 Brain Science, Criminology & Morality

Professor Morgan was curious about the use of the terms “Brain Science” and “Morality” in the title and how they relate to the course content. Professor Morgan stated that the course seemed to cover forensic psychiatry, criminology and culture.

Professor Valverde stated that Dr Watson has taught the Law and Psychiatry course in criminology for years and would now like to focus on how psychiatry has changed over the last 30 years in the diagnosis of mental health disorders. The term “Brain Science’ was specifically used to convey that Dr Watson ‘s course provides a critical reflection from a social scientist’s point of view. Dr Watson aims to examine how these diagnostic labels have been constructed in psychiatry and how these have been interpreted by popular culture and how popular culture, in turn, thinks of these labels as a moral defect. The aspect of morality has not been eliminated from the definition of psychopathy and paedophiles, particularly in the legal context.

Professor Morgan asked if the content could include that it is ‘a critical exploration of the new brain sciences’ that involves contemporary academic and ethical issues in diagnostic and criminal justice labeling of mental health disorders such as psychopathy and paedophilia, and their representation in popular culture.

Professor Valverde said that Dr Watson should be consulted about these recommendations.

Professor Chambers and others agreed that the current course title could meet opposition at further stages of approval.

All agreed that the committee would vote on the motion with an understanding that a revised description or title for WDW431H1 would be presented at the Woodsworth College Council.

The motion was approved unanimously.

**Moved by Yvette Ali and seconded by Brock MacDonald that the following changes in the Criminology program be adopted beginning in the academic year 2011-2012:**

- a) Removing content overlap in WDW370H1 and WDW375H1 by incorporating topics covered in Young Offenders (WDW375H1) into the Youth Justice course (WDW370H) and deleting WDW375H1 (#2d).

*Revised course description:*

WDW370H1 Youth Justice

36L

This course will examine what is known about offending by youths and the various purposes that have been attributed to youth justice systems. The course will focus, in large part, however, on the nature of the laws and youth justice systems that have been designed in Canada and elsewhere to respond to offending by youths.

- b) Change Course numbers:

WDW320H1 Prosecution Process -> WDW425H1 Prosecution Process

WDW425H1 International Criminal Law -> WDW445H1 International Criminal Law

- c) Change in Course titles:

Current Title	New Title
WDW300H1 Criminology Theory	Theories of Criminal Justice
WDW340H1 Penology	Punishment: Theory & Practice
WDW350H1 Research Methods in Criminology	Understanding Criminological Research
WDW389Y0 Topics in Criminology	Topics in Criminology Abroad
WDW380H1 Crime and Gender	Crime, Gender and Sex

- d) Deleting WDW Courses:

-WDW310H1 Crime and Society in Canadian History

-WDW360H1 Law & Psychiatry

-WDW375H1 Young Offenders

-WDW388H1 Drugs & Crime

Professor Chambers stated that we had in fact already been given a summary of these changes at the beginning of the meeting and asked if there were any further comments or questions. There were none.

The motion was approved unanimously.

**Moved by Yvette Ali and seconded by Lori Riznek that the following new courses be added to the Employment Relations program, beginning in the academic year 2011-2012.**

WDW332Y0 Topics in Employment Relations Abroad [TBA]  
Topics in Employment Relations offered in an international setting. The content may vary from year to year. Open to non-program students. (Content will determine if prerequisites are needed)

WDW372H1 Negotiations 36L  
Resolving conflicts constructively is a challenge faced by all organizations and most individuals. This course will cover fundamentals of the negotiation process and conflict resolution. This course will apply multiple cases and simulations providing students with several opportunities to build their skills.  
Prerequisites: WDW240H1, 244H1, 260H1

WDW379H1 Employment Relations Research and Human Resource Analytics 36L  
An introduction to fundamental quantitative and qualitative research methods to enable students to critically evaluate and conduct research in the labour field. The class will explore data-driven, analytical approaches to managing human resources using basic metrics, analysis, and interpretation of information that link human resource initiatives to various indicators of organizational performance.  
Prerequisites: WDW240H1, 244H1, 260H1

WDW432Y0 Advanced Topics in Employment Relations/Labour Relations Abroad [TBA]  
Advanced topics in Employment Relations offered in an international setting.  
The content may vary from year to year. (Content will determine if prerequisites are needed)

WDW447H1 Contemporary Challenges Facing Today's Organizations 26L  
An advanced seminar exploring significant developments in organizations, and the challenges and opportunities facing professionals in the employment relations field. Emphasis is placed on developing problem solving and critical thinking skills and examining theories and concepts of employment relations.

WDW446H1 Working as an Internal Organizational Consultant 26L  
This course examines the various elements of the consulting process and the interpersonal skills required to build trust, influence others, contract with clients, and establish and maintain strong working relationships.

WDW493H1/494H1 Advanced Topics: Employment Relations 26L  
Advanced topics vary from year to year, but the objective of the course is to explore theories, concepts and emerging issues in Employment Relations and their impact on internal and external environments.

Ms Ali noted that the recommendations for Employment Relations were highly specific. Professor Chambers noted that these changes are driven by the review. Ms Amy Tang, Co-President of the Employment Relations Students' Association [ERSA] said that students will be very happy with the addition of these new courses, in particular the learning abroad course option.

There were no other comments or questions.

The motion was approved unanimously.

**#2. Moved by Yvette Ali, seconded by Cheryl Shook, that the following course be added to the Employment Relations program beginning in the academic year 2011-2012:**

WDW395H1 Independent Study

[TBA]

Independent study under the direction of a faculty member.

This course is currently used in Criminology and will be added in the Employment Relations Program as an elective. The title for the independent study, added on ROSI by the Program Office, will serve to identify the area of study.

Professor Chambers asked how the course would appear on the transcript. Ms Cocolo stated that the transcript would list 'WDW395H1 Independent Study' and that the research topic and the supervisor would be added, on ROSI, by the Program Office.

There were no other comments or questions.

The motion was approved unanimously.

Ms Ali concluded her presentation by stating that a lot of work had gone into preparing these changes and thanked Lori Riznek, Mariana Valverde and Silvia Cocolo for their work. Professor Desloges echoed Ms Ali's statement and thanked everyone for their input at the meeting.

Professor Chambers commended Yvette Ali on all her hard work and for providing the Academic Advisory Committee with a wonderful presentation.

There were no other comments.

5. Other business  
None.

Professor Chambers declared the meeting adjourned at 5:05 p.m.

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Minutes prepared by: Silvia Cocolo,  
Secretary, Academic Advisory Committee  
Woodsworth College

Date: September 23, 2010