



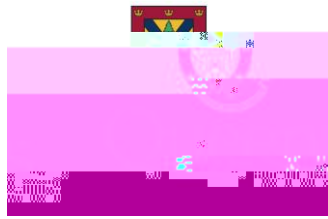
In accordance with Queen's University Quality Assurance Processes (QUQA P), this final assessment report provides a synthesis of the external evaluation, internal responses and assessment of the above programs. This report identifies the significant strengths of the programs and opportunities for program improvement. It sets out and prioritizes the recommendations that have been selected for implementation.

An implementation plan is attached that identifies:

who will be responsible for acting on and monitoring progress on the recommendations, any resource or governance implications resulting from the recommendations, and timelines for implementation of the recommendations.

- 1) The department's self-study was reviewed by the Dean, Faculty of Arts and Science, Vice-Provost and Dean, School of Graduate Studies and Vice-Provost (Teaching and Learning). It was approved on 29 August 2017.
- 2) The review team visit took place on 8<sup>th</sup> – 9<sup>th</sup> March 2018. The review team members were:
  - i. Dr. Michael Caldwell, Department of Biological Sciences, University of Alberta
  - ii. Dr. Teresa Crease, Department of Integrative Biology, University of Guelph
  - iii. Dr. Scott Lamoureux, Department of Geography and Planning, Queen's University
- 3) The visit included a tour of facilities and meetings with
  - i. Students (undergraduate and graduate)
  - ii. Faculty
  - iii. Staff
  - iv. Liaison librarian
  - v. Cognate department heads
  - vi. Vice-Dean & Acting Associate Dean, Faculty of Arts and Science
  - vii. Vice-Provost and Dean and Associate Dean, School of Graduate Studies
  - viii. Vice-Provost (Teaching and Learning)
- 4) The review team reported on 21 March 2018. Responses to the review team report were provided by the Head, Department of Biology, Dean, Faculty of Arts and Science and Vice-Provost and Dean, School of Graduate Studies.

- 5) The Senate Cyclical Program Review Committee considered all the documentation at its meeting on 15 June 2018



	promote nationally Queen's Biology Graduate Studies.				
2b.	Reviewers recommend that the Unit and the School of Graduate Studies identify academic and non-academic career opportunities and focus on professional development training for both academic and non-academic careers.	Unit to continue to promote student awareness of resources provided by School of Graduate Studies	Department Head	Human Resources to be provided by department	Ongoing

3a. Reviewers recommend that the Unit develop and articulate a strategic plan and vision on both number and discipline-specific diversity of professoriate.



3f.	articulated and financed spousal hiring philosophy.			

	Associates in order to create a positive working environment.	resources to non-lab courses			
6a.	Reviewers recommend that the unit create an introductory graduate course that is tailored to "biology" not to EEB, MCIB and PEARL expectations.	Recommendation not supported by Provost and Vice-Principal (Academic). Biology 824 already exists and addresses this recommendation.			
6b.	Reviewers recommend that the Unit/FAS/SGS top up scholarships to recognize achievement of scholarship holders and their value to Queen's.	Recommendation not supported by Provost and Vice-Principal (Academic). Tri-Council Agency Recipient Recognition Awards already exist. School of Graduate Studies will continue to provide funds to departments based on domestic Masters and PhD headcounts and international PhD headcounts.			
7.	Reviewers recommend that the University attend to the physical infrastructure of the Department of Biology.	Meet with representatives of Campus Planning and PPS to identify and prioritize physical infrastructure needs	Department Head in conjunction with Associate Dean, Arts and Science	Human Resources to be provided by department	By Spring 2019

8a.	Reviewers suggest that the Unit invite the embedded librarian staff member to attend Unit's council and become integrated at all levels into the Unit.	Seek advice from embedded librarian staff member when redesigning labs, tutorials and courses	Department Head	Human Resources provided by department	Ongoing
8b.	Reviewers recommend that the Unit involve the librarian in second year programming to assist with undergraduate training.	Oversight committee to seek advice from embedded librarian staff member during redevelopment of second-year labs	Department Head	Human Resources provided by department	Ongoing
9.	Reviewers recommend that the Unit focus on community and morale regarding longstanding divisions between EEB/PEARL and MCIB.	Encourage community building and boost morale by focusing on faculty renewal, diversity, mentorship, communication, institutional support, and the revival of a shared departmental vision of success	Department Head	Human Resources provided by department	Ongoing





