

Internal Academic Review 2009-2010

Department of Biology Internal Academic Review Committee Report to Senate

The Internal Academic Review (IAR) of the Department of Biology is now complete. The Internal Academic Review Committee (IARC) has taken into consideration all of the submissions related to the IAR of the Department of Biology and respectfully submits the following report. The IARC Report to Senate is intended to supplement the findings of the attached Review Team Report and to provide a mechanism for the Head of the Department of Biology and the Associate Dean of the Faculty of Arts and Science to jointly report on the progress in addressing the Review Team recommendations (please see the “Outcomes” section of this report).

Summary of the Internal Academic Review of the Department of Biology

The Department of Biology is recognized as a very strong Unit that exhibits excellence in teaching, research and service. The IARC congratulates the Department for having one of the best undergraduate curricula in Canada and for its exceptionally strong and vibrant graduate program.

The IARC agrees wholeheartedly with the External Consultants’ and the Review Team’s recommendation that the Department needs to develop a long-term plan to maintain the Queen

with valuable hands-on practical experience, the knowledge gained in general scientific methods and writing are essential and transferable skills.

The IARC recognizes that although the Department of Biology has made a number of faculty hires recently, these have not kept pace with faculty attrition through retirements and resignations. This tenuous situation is further complicated by the potential of an additional ten faculty members who will reach normal retirement age by 2020. To maintain the very high quality research and teaching programs that presently exist in Biology, the IARC encourages the Department to create a succession plan to address this imminent challenge.

The IARC recognizes the Department of Biology as an outstanding Unit and anticipates its continued success. The IARC fully supports the Department in its efforts to combine exceptional teaching with innovative research while addressing the recommendations of the IARC Reports in a concerted effort to maintain a high level of widely recognized performance and success.

Outcomes of the Internal Academic Review of the Department of Biology

Joint response submitted by the
Dean of Arts & Science and the Head of the Department of Biology

The Department of Biology and the Faculty of Arts and Science are delighted to see the Department lauded for its excellence in teaching, research and service. Both the Department and the Faculty are committed to exploring mechanisms that will allow for continued excellence in these areas under the current constrained budget conditions.

The Faculty of Arts and Science recognizes the importance of working with the Department to ensure it can fulfill its obligations to provide teaching to its graduate students, undergraduate concentrators, and students in its undergraduate service courses. In terms of capacity, the Department has made several faculty appointments over the last decade but combined with resignations and retirements, its faculty complement is presently stretched. We also acknowledge the vulnerability of the Department in terms of its upcoming retirement profile. We are pleased that the Department has a teaching plan that reaches out over the next number of years to maximize short term predictability around teaching. The Department will carefully examine externally funded hiring opportunities that might provide additional teaching capacity. The Faculty commits to supporting the Department in its efforts to increase its

core faculty complement by faci