

Faculty / Affiliated University College	Faculty of Arts	
Graduate Program	Philosophy	
Degrees Offered	MA, PhD	
Approved Fields	Feminist Philosophy History of Philosophy Moral, Political & Legal Philosophy Philosophy of Mind and Language Philosophy of Science	
External Consultants	Natalie Stoljar Associate Professor Department of Philosophy and Institute for Health and Social Policy McGill University	Radu Neculau Associate Professor Department of Philosophy University of Windsor
Internal Reviewers	Mark Zbaracki Associate Professor Ivey Business School	Jeremy Roberts PhD Student Political Science
Date of Site Visit	March 28-29, 2018	
Evaluation	Good Quality with Report in two years (October 2020)	
Approval Dates	SUPR-G: October 29, 2018 SCAPA: November 7 and November 28, 2018 Senate (FYI only):	
Date of Next Review	2025-2026 Year of next cyclical review	

In accordance with Western's Institutional Quality Assurance Process (IQAP), the Final Assessment Report provides a summary of the cyclical review, internal responses and assessment and evaluation of Graduate Program delivered by the Department of Philosophy. This report considers the following documents: the program's self-study, the external consultants' report and the responses from the Department/School and Faculty. The Final Assessment Report identifies the strengths of the program, opportunities for program enhancement and improvement and details and prioritizes the recommendations of the external consultants and prioritizes those recommendations that are selected for implementation.

The Implementation Plan details the recommendations from the Final Assessment Report that are selected for implementation, identifies who is responsible for approving and acting on the recommendations, any action or follow-up that is required and the timeline for completion.

The Final Assessment Report and Implementation Plan is sent for approval through SUPR-G and SCAPA, Senate and the Ontario Universities' Council on Quality Assurance and is made available on a publicly accessible location on Western's IQAP website. The Final Assessment Report and Implementation Plan is the only document resulting from the Graduate cyclical review process that is made public, all other documents are confidential to the Program/School/Faculty and SUPR-G.

Executive Summary

The Western Philosophy Graduate Program is a high quality program that provides excellent training, a strong and supportive student experience, clear faculty support and concern, and a good placement record for Ph.D. students. The faculty have expertise across a range of disciplines and demonstrate outstanding scholarly productivity. The learning outcomes are clear, appropriate, and consistent with Western Graduate Degree Level expectations. Admission requirements are clear and appropriate and the quality of the students is high. The structure of the program is clear and appropriate, with one possible exception: the standards for language proficiency for students where appropriate language skill is essential. The department has faced a significant number of departures, especially among women faculty that raise concerns for the continued ability to support areas of historical strength in the Philosophy Graduate Program, for providing mentoring for women in the graduate program, and for supporting enrolment of the most talented students in these areas. While program resources are generally good, students experience considerable financial stress and lack sources of financial support beyond the 4th year.

Significant Strengths of the Program

Expertise and scholarly productivity of the Graduate Faculty

Research and teaching strengths in multiple areas

Close interaction between graduate students and between students and faculty

Interdisciplinary teaching and research

Physical space in Stevenson Hall and the Western Interdisciplinary Research Building

Strong and supportive community

Good placement record

Opportunities for Program Improvement and Enhancement

The reviewers recommended that the following be considered:

- Faculty departures, especially of women, and the consequent under-representation of women on the faculty
- Sustaining study in feminist philosophy, history of philosophy, and moral-legal-political philosophy
- Language requirements in areas requiring relevant language skill
- Clarity and content of survey courses
- The necessity of the field exam
- The challenges presented students due to a lack of 5th year funding
- Graduate Chair stability
- Collaboration with university librarians
- Teaching opportunities for advanced Ph.D. students

Summary of the Reviewers' Key Recommendations and Department/Faculty Responses

1. Take steps to address and counteract the declining number of female faculty by i) prioritizing the hiring of junior women; ii) develop mechanisms to evaluate and improve the climate for women and minorities in the department; iii) encourage senior women currently in Women's Studies or in administrative positions to be visible members of the Department of Philosophy; iv) ensure that women graduate students have access to mentoring independent of academic supervision.
2. Give priority to hiring in feminist philosophy and ancient philosophy.
3. Actively advocate for and seek financial support for graduate students.
4. Clarify survey course requirements; reevaluate the need for a comprehensive exam; and introduce a language requirement for PhD students in the history of philosophy.
5. Evaluate the workload of the Graduate Program Coordinator and ensure that faculty members are appropriately used for graduate teaching and supervision.

Implementation Plan

The Implementation Plan provides a summary of the recommendations that require action and/or follow-up. The Graduate Chair Chair/Director, in consultation with the Dean of the Faculty will be responsible for monitoring the Implementation Plan. The details of progress made will be presented in the Deans' Annual Report.

	Recommendation	Proposed Action and Follow-up	Responsibility	Timeline
1	Attend to the climate in the department and its impact on faculty and student engagement by signaling support for women and minorities	Evaluate hiring opportunities and build support for hiring junior women; Establish ongoing formal and/or informal climate survey mechanisms	Department Chair, Graduate Program Chair, Climate Committee, SGPA co-presidents	May 2019
2	Encourage and support women philosophers (faculty and graduate students) to engage more with the department and program, and ensure that women graduate students have access to mentoring	Establish mentoring plan	Graduate Program Chair Climate Committee SGPA co-presidents	December 2019
3	Prioritize hiring in feminist philosophy and ancient philosophy	Evaluate hiring opportunities and build support for hiring junior women	Department of Philosophy faculty	May 2019
4	Clarify expectations of survey courses	Assess and clarify survey course requirements	Graduate Affairs Committee	December 2019
5	Reevaluate the need for a comprehensive exam	Evaluate comprehensive exam requirements	Graduate Affairs Committee	May 2019
6	Consider implementing a formal language requirement for students in the history of philosophy	Evaluate history of philosophy language requirement needs	Department faculty	May 2019
7	Ensure that department members are appropriately utilized for Graduate Program teaching	Evaluate teaching interests of faculty	Graduate Program Chair	December 2019