


DATE: May 31, 2019

TO: Senate

FROM: Dr. Jerry Tomberlin, Provost and Vice-President (Academic), and Chair, Senate Academic Program Committee

RE: Work and Labour master's-level graduate diplomas (Type 2 & 3)
New Program Approval



SAPC Motion

THAT SAPC recommends to SENATE the approval of the proposed Graduate Diplomas in Work and Labour to commence Fall 2020.

Senate Motion

THAT Senate approve the master's-level graduate diplomas in Work and Labour to commence with effect from Fall 2020.

Background

The program is a graduate diploma in Work and Labour in the Institute of Political Economy. The Type 3 diploma will be open to students who have completed a 4-year BA Hons. degree or equivalent in a social sciences or humanities discipline or interdisciplinary program relevant to work and labour. The Type 2 diploma will be open to students enrolled in a master's or doctoral program at Carleton.

Attachments

Self-Study with Appendices
Courseleaf entries

Quality Assurance Framework and Carleton's Institutional Quality Assurance Process (IQAP)

Upon the above motion being passed by Senate, the required documentation will be submitted to the Quality Council for its review and a decision on whether the master's-level graduate diplomas (Type 2 & 3) in Work and Labour will be authorized to commence.



Carleton
UNIVERSITY
Canada's Capital University

Office of the Vice-Provost and
Associate Vice-President (Academic)

Institutional Quality Assurance Process

Graduate Diploma in Work and Labour (Types 2 and 3)

New Program Approval

Volume I

February 20, 2019

Approvals Table

This table will record that the brief has been approved by: 1) the program lead on behalf of the team; 2) the head of the academic unit or chair of the program committee (in the case of interdisciplinary programs not administered exclusively by one academic unit) on behalf of the unit or program committee; 3) the Faculty Dean(s).

<u>Program Lead</u>	<u>Date</u>
Cristina Rojas	

<u>Chair/Director</u>	<u>Date</u>
Cristina Rojas, Director Institute of Political Economy	

<u>Dean(s):</u>	<u>Date</u>
André Plourde	

Committees Reviews and Approvals

Vice-Presidents' Academic Research Committee	September 19 th , 2018
PBWG	October 29 th , 2018
Curriculum Committee	February 27 th , 2019
Faculty Board	March 20 th , 2019
Carleton University Committee on Quality Assurance	May 8 th , 2019
Senate Committee on Curriculum, Admissions on Studies Policy	
Senate Academic Program Committee	
Senate	
Quality Council	

Contents

A. The Program	4
A.1. Program overview.....	4
A.2. Mission and strategic directions.....	6
A.3. Relationship to other academic programs at Carleton	7
B. Program Learning Outcomes and Assessment	8
B.1. Program learning outcomes and degree level expectations	8
B.2. Program structure.....	9
B.3. Program learning outcomes assessment plan	13
B.4. Program essential requirements	14
C. Governance	14
D. The Faculty.....	16
D.1. Faculty appointed to the unit or program.....	16
D.2. Faculty research funding	21
D.3. Distribution of thesis supervision	21
D.4. Distribution of teaching assignments.....	22
D.5. Contract instructors.....	29
E. Program Admission and Enrolment	29
E.1. Admission requirements	29
E.2. Class sizes and course and program capacity	29
E.3. Projected enrolment	30
F. Student Experience and Satisfaction.....	30
F.1. Student orientation, advising, and mentoring	30
F.2. Career paths of graduates.....	30
G. Resources.....	31
G.1. Support and technical staff	32
G.2. Space.....	32
G.3. Library Resources	32
H. Development of the Self-Study	32
Appendix 1. Proposed Calendar Program Description	34
Appendix 2. Proposed Calendar Course Descriptions.....	35

Appendix 3. Proposed Calendar Copy – Admission Requirements	36
Appendix 4. Library Report	37
Appendix 5. Statements of Support from Collaborative Units	38
Appendix 6. Survey of Work and Labour Studies Programs in Canada	48
Appendix 7. Labour Organization Questionnaire.....	50
Appendix 8. Other Professors at Carleton with Work and Labour Expertise	54

A. The Program

A.1. Program overview

The Institute of Political Economy at Carleton University proposes to establish a Graduate Diploma (Type 2 and 3) in Work and Labour. This Diploma will be aligned with a new Concentration in Work and Labour within our existing M.A. in Political Economy. The Type 2 Graduate Diploma in Work and Labour will allow students enrolled in the Institute of Political Economy's collaborating graduate programs (Master's or Ph.D.) in FASS and FPA to include a Graduate Diploma in Work and Labour along with their degree. The Type 3 Graduate Diploma is a stand-alone program that will allow students to gain a credential in Work and Labour for professional or academic purposes. It will target union staff, activists and leaders with a university degree, working in organizations whose focus is on research and advocacy on issues of economic policy, work and labour rights, social welfare, pensions, health care, immigration and settlement, disability and inclusion, child care and support to vulnerable people. The Type 3 direct-entry model will also welcome a broad range of students wishing to work in unions and work-related organizations.

Graduates of the Diploma will develop critical thinking skills and problem-solving strategies in the areas of work and labour. They will gain a strong understanding of the social relations which constitute the formal and informal economy.

The Diploma's emphasis on experiential learning aims to further students' own reflections on labour and work practices, leading to innovative thinking about issues of work and labour. Experiential learning will take place in several ways: one is cross-learning in the classroom that materializes from bringing together members of organized labour, work-related organizations, and students. Experiential learning is also gained through institutional placements that will offer students an opportunity to earn academic credit by engaging in research activities under the supervision of professionals in the workplace. Third, experiential learning will also take place when students working in organizations whose focus is the provision of labour related activities engage in reflective research about their own practices under the supervision of a cross-appointed professor from the Institute of Political Economy.

Origins of the Proposal

The idea for the proposed Diploma and an associated M.A. Concentration in Work and Labour originated at the Institute of Political Economy (henceforth referred to as the Institute), which will also be the future administrative home of these programs. Established in 1989, the Institute capitalizes on the rich tradition of political economy at this university and requires only minor new investments to carry out this proposal. Based on this experience, the idea for an IPE program in Work and Labour Studies was introduced to faculty associated with the Institute in the spring of 2016. Since then we have:

- Met with the Canadian Labour Congress' former Secretary-Treasurer, Barbara Byers and the Director of Education at the CLC, Susan Nosov;
- Configured a working group on Work and Labourⁱ;
- Prepared a proposal of the Institute of Political Economy for inclusion in Carleton's Strategic Management Agreement 2017-20;

- Surveyed major organized labour organizations to gauge interest and to incorporate the needs of those working in such places into the program design.
- Surveyed programs offering degrees in work and labour in Canada.
- Presented a proposal for the Graduate Diploma in Work and Labour and received approval from the Vice-Presidents' Academic and Research Committee (VPARC) on September 19th, 2018.

Current Provincial and National Profile

According to our survey of educational institutions across the countryⁱⁱ, there are no comparable diploma programs in Canada.ⁱⁱⁱ A non-credit certificate program in Labour Studies used to be available at the University of Saskatchewan, but was discontinued and replaced by a non-credit certificate program in Labour-Management Relations. McMaster University offers two non-credit joint certificates in Labour Studies (with Unifor and the Hamilton and Brantford District Labour Councils respectively). Several non-credit union education programs are offered through the Labour College of Canada, regional union schools, and member-specific union offerings.

Several colleges and universities offer for-credit, undergraduate degree programs related to labour studies. Athabasca University, for example, gives undergraduate credit for prior learning in Labour Studies to students of the Labour College of Canada. At the graduate level, McMaster University offers M.A. and Ph.D. degrees in Labour Studies.

In addition to surveying post-secondary education institutions in Canada, we also surveyed the relevant officers—typically Presidents, Vice-Presidents, Education Officers, and Research Officers—of approximately 60 local, regional, and national labour unions in both the public and private sectors to gauge their interest in a diploma program at Carleton.^{iv} Our response rate was roughly one-third, all of whom provided quite detailed and engaged feedback. Our survey results indicate that there is strong demand for this program. Survey respondents want students to gain competency in a range of areas not currently assured by Carleton's existing programs. These include labour history, concepts and strategies of collective bargaining and labour negotiation, the structure of the labour movement, and an in-depth understanding of current and past debates regarding organizing and other issues facing the labour movement generally. Many survey respondents are also looking for other areas of expertise that they highlighted as being "important" or "very important." These include areas for which our interdisciplinary and scholarly context makes us particularly well (and often uniquely) suited to offer: privatization and austerity, the meaning of reconciliation and decolonization for labour, social movements, working-class feminism, inequality, colonialism, migration, and borders, and work and labour in a warming world.

The survey indicated that there exists a keen interest by individuals already working who wish to strengthen their skills and gain a more robust understanding of the issues facing labour today. These individuals are likely to continue working in these positions and will bring their knowledge, skills, and expertise back to these organizations.

Concerning skill-building, the respondents to the survey prioritize the learning of critical thinking regarding work and labour above all else; below that are leadership, research, problem-solving, and intersectionality—all of which our program will deliver in part in through Political Economy of Work and Labour (PECO 5002) and the 0.5 credit in Selected Issues in Work and Labour (PECO 5503 and PECO 5504).

More than 75 percent of respondents said they might send one or more of their staff to this kind of program; nine of the survey respondents (career officers of major labour unions) indicated that they would personally be interested in the diploma program. It is worth noting that the Canadian Labour Congress (CLC), in its response to the survey, indicated to us that they are definitely interested in working with the Institute to support the graduate diploma option. They told us that "a diploma program would strengthen ties between the CLC and Carleton University graduate students and academics, broadening and enriching the existing intellectual and research engagement between the two institutions...as well as increase graduate students' awareness of the labour movement as a career option." Finally, the graduate students who specialize in work and labour will be able to directly market their skills and expertise to labour organizations, government, and other community organizations which require individuals with core knowledge, critical thinking, research, and problem-solving skills related to work and labour issues.

Program Goals

The strategic vision guiding Carleton's Faculty of Public Affairs creates an opportunity for the Institute to educate and train future labour leaders, analysts, activists and advocates, as well as to offer seasoned practitioners educational opportunities to enhance and develop their practice. The graduates of the Diploma will develop critical thinking skills, leadership abilities, and problem-solving strategies through this program. They will gain a stronger understanding of the social relations which constitute the formal and informal economy, as well as the organization of work and labour in the current context. They will learn how to analyze the complex ways in which work and labour intersect with gender issues, race, colonialism, globalization, environment and technological change. All these knowledge areas and skills will enable them to both understand and actively participate in work and labour issues at the local, provincial, national, and international level.

The proposal builds on the Institute's leadership and experience in interdisciplinary and collaborative training across faculties. An additional advantage that the Institute offers is the presence of two highly qualified Visiting Professors, whose expertise will be partly channeled towards areas related to work and labour.

A.2. Mission and strategic directions

The Graduate Diploma in Work and Labour will foster further understanding of community strengths, needs and interests, build community capacity, and enhance community sustainability as established in *Carleton's Strategic Integrated Plan (SIP)*. The diploma will engage Carleton with the public, private and not-for-profit sectors locally, nationally and globally. Specifically, the diploma will contribute to reaching these SIP goals: to develop new programs and initiatives that build on academic strengths and respond

to societal needs (1-1), to ensure the employability and future success of our students through experiential learning, engagement, innovative teaching and holistic support services (3-1).

The Graduate Diploma in Work and Labour incorporates *Carleton's Strategic Mandate Agreement's (SMA)* priorities. In particular, the program will enhance experiential learning through its focus on employability skills for Carleton's students, as well providing students the opportunity to learn from the experience of labour organizations. The program facilitates teamwork of workers and students in addressing labour-related issues.

The program aligns with *Carleton's Faculty of Public Affairs "Moving FPA Forward"* (2014) by creating opportunities for our faculty and students to engage with issues affecting the public interest, transforming FPA into a more effective platform for engaging broader publics in Public Affairs issues, and fostering FPA's involvement in training and educating public officials and citizens in Canada and abroad.

A.3. Relationship to other academic programs at Carleton

The Diploma in Work and Labour will complement our M.A. in Political Economy, which is establishing a concentration in Work and Labour, as well as the Ph.D. Collaborative Specialization in Political Economy. At Carleton, the teaching, supervision and administration in Political Economy are carried out by cross-appointed faculty from other units in the university, and by an extremely capable administrative staff member. The Institute of Political Economy collaborates with ten academic units in the faculties of Arts and Social Sciences and of Public Affairs: Political Science, Sociology and Anthropology, Social Work, Indigenous and Canadian Studies, Geography and Environmental Studies, Law and Legal Studies, History, Journalism and Communication, Public Policy and Administration, and Women's and Gender Studies. The Institute has 54 cross-appointed faculty members and ten adjunct professors.

The Institute offers core seminars in political economy at the M.A. and Ph.D. level and gives credit for 28 courses with political economy content offered by its affiliated units and by high-profile visiting professors. Students in the program tailor their degree to their professional and scholarly interests.

The Ph.D. Collaborative Specialization in Political Economy, initiated in 2005, provides students from a wide range of disciplines with core expertise in the area. The program attracts outstanding graduate students into the Ph.D. programs of the collaborative units. The collaborative and interdisciplinary nature of our M.A. and Ph.D. programs is unique in Canada and these programs are among the few of their kind in the world. This collaboration extends to key government and non-government organizations through the M.A.s' research placement. This option provides students, particularly those who do not choose to go on to a Ph.D., with valuable work experience and professional networks.

B. Program Learning Outcomes and Assessment

B.1. Program learning outcomes and degree level expectations

By the end of this program, Graduate Diploma (Types 2 and 3) students will be able to:

Learning Outcomes ¹	Degree Level Expectations Met ²	Degree Level Mapping ³	Activities and Artifacts ⁴
1. Analytical/Interpretive Competencies ⁵			
Describe, explain and analyze key issues and debates in the interdisciplinary study of work and labour.	Depth and breadth of knowledge; Research and scholarship; Awareness of the limits of knowledge.	PECO 5002 (I) PECO 5503 (R) PECO 5504 (R) Approved Electives (R) PECO 5906/5907 (M)	Course Assignments
Examine and differentiate between concepts and theories relevant to the interdisciplinary study of work and labour.	Depth and breadth of knowledge; Research and scholarship; Level of communication skills.	PECO 5002 (I) PECO 5503 (R) PECO 5504 (R) Approved Electives (R) PECO 5906/5907 (M)	Critical Literature Review Essay
Assess the historical and current social, political, cultural and economic dimensions of issues relevant to the study of work and labour.	Depth and breadth of knowledge; Research and scholarship; Level of application of knowledge; Professional capacity/autonomy; Level of communication skills; Awareness of the limits of knowledge.	PECO 5002 (I) PECO 5503 (R) PECO 5504 (R) Approved Electives (R) PECO 5906/5907 (M)	Course Assignments; Research Papers
2. Research Competencies			
a) Apply a critical and historical approach to the analysis of specialized themes in the field of work and labour.	Depth and breadth of knowledge; Research and scholarship; Level of application of knowledge; Awareness of the limits of knowledge.	PECO 5002 (I) PECO 5503 (R) PECO 5504 (R) Approved Electives (R) PECO 5906/5907 (M)	Course Assignments; Research Papers
b) Conceptualize, design and conduct an innovative interdisciplinary research project in the field of political economy using an appropriate	Depth and breadth of knowledge; Research and scholarship; Professional capacity/autonomy; Awareness of the limits of knowledge.	PECO 5503 (I) PECO 5504 (I) Approved Electives (R, M)	Research Papers

methodological approach.			
3. Professional Competencies			
a) Produce analyses of current policies, processes and events in the field of work and labour and formulate responses suitable for a non-specialist audience.	Depth and breadth of knowledge; Research and scholarship; Level of application of knowledge; Professional capacity/autonomy; Level of communication skills; Awareness of the limits of knowledge.	PECO 5002 (I) PECO 5906/5907 (R, M)	Writing Assignment; Report Presentation
b) Discuss issues, debates, concepts and theories in the interdisciplinary study of work and labour with diverse populations, while demonstrating strong written and oral communication skills.	Depth and breadth of knowledge; Level of application of knowledge; Level of communication skills; Awareness of the limits of knowledge.	PECO 5906/5907 (M)	In-Class discussions; Oral presentations; Simulations; Case analysis.
c) Reflect upon and develop awareness of one's own and others' professional practices.	Professional capacity/autonomy; Awareness of the limits of knowledge.	PECO 5002 (I) PECO 5503 (R) PECO 5504 (R) Approved Electives (R) PECO 5906/5907 (M)	Reflective assignment; Reports; Reflective practice

B.2. Program structure

The proposed Graduate Diploma in Work and Labour can be pursued through Direct Entry (Type 3) or as a concurrent credential (Type 2) for students already enrolled in a Carleton Masters or Ph.D. programs:

- a. The Direct Entry (Type 3) Graduate Diploma program would allow students to gain credentials in Work and Labour for professional or academic purposes. It would target union staff, activists and leaders with a university degree, working in organizations whose focus is on research and advocacy on issues of economic policy, work and labour rights, social welfare, pensions, health care, immigration and settlement, disability and inclusion, child care and support to vulnerable people. The Type 3 direct-entry model would also welcome a broad range of students wishing to work in unions and work-related organizations.
- b. The Concurrent (Type 2) Graduate Diploma program would allow students enrolled in the collaborating graduate programs^v (Masters or Ph.D.) in the Faculty of Arts and Social Science (FASS) and Faculty of Public Affairs (FPA) to supplement their degree with credentials in Work and Labour.

Students currently enrolled in the M.A. in Political Economy will have the option of adding a concentration in Work and Labour to their degree.

The table below summarizes the required courses and credits for the Type 2 and 3 Graduate Diplomas and their relationship to the M.A. in Political Economy (PE) with Concentration in Work and Labour. The Diploma and the Concentration will be anchored in 1.5 credits or three new core courses:

Required Courses	M.A. in PE with Concentration in WaL (Thesis)	M.A. in PE with Concentration in WaL (Research Essay)	Graduate Diploma in Work and Labour (Type 3)	Graduate Diploma in Work and Labour (Type 2 - M.A. and Ph.D. concurrent)
PECO 5000 Theories of PE	0.5	0.5		
PECO 5001 Methodology of PE	0.5	0.5		
PECO 5002 PE of Work and Labour	0.5	0.5	0.5	0.5
PECO 5503 Selected Issues in Work and Labour, or PECO 5504 Selected Issues in Work and Labour	0.5	0.5	0.5	0.5
PECO 5906 Reflective Practice in Work and Labour or PECO 5907 Placement in PE	0.5	0.5	0.5	0.5
Approved Elective(s)	0.5	1.5	1.0	1.0*
Research Essay on a Work and Labour Topic		1.0		
Thesis on a Work and Labour Topic	2.0			
TOTAL CREDITS	5.0	5.0	2.5	2.5

* This additional 1.0 credit must be recognized by both the home unit and the Institute in order to count towards both credentials.

Graduate Diploma Core Courses:

- PECO 5002 [0.5 credit] Political Economy of Work and Labour
- PECO 5503 or PECO 5504 [0.5 credit] Selected Issues in Work and Labour. (Note that these will be cross-listed courses with Political Science and Sociology, respectively, and thus require two separate course numbers. This structure mirrors the existing PECO 5501/5502.)
- PECO 5906 [0.5 credit] Reflective Practice on Work and Labour to be taken as an alternative to PECO 5907 [0.5 credit] Placement in Political Economy for students already working.

Those pursuing the 2.5 credit Graduate Diploma (either Type 2 or Type 3) will take an additional 1.0 credit of approved elective courses with work and labour content. We estimate that there are over 45 such courses currently offered by collaborative units (see list below). In addition to the 1.0 credit core sequence of Political Economy courses required of the M.A. in Political Economy (PECO 5000 and PECO 5001), those pursuing the 5.0 credit M.A. in Political Economy with a Concentration in Work and Labour will have two options: (1) a Thesis option, which requires an additional 0.5 credit of approved elective courses and a 2.0 credit Thesis on an approved work and labour related topic, or (2) a Research Essay option, which requires an additional 1.5 credits of approved elective courses and a 1.0 credit Research Essay on an approved work and labour related topic.

At its core, the new Graduate Diploma in Work and Labour is based on ongoing experiential learning. Graduate students will learn during their PECO 5907 [0.5 credit] Placement how to incorporate a theory of reflective practice into their professional life in a meaningful way. Experiential learning will also take place when students already working in organizations whose focus is the provision of labour related activities engage in reflective research about their own practices under the supervision of a cross-appointed professor from the Institute (PECO 5906 [0.5 credit] Reflective Practice on Work and Labour).

Progression through program – Type II and Type III Graduate Diploma

	Fall Term I	Winter Term I	Summer	Fall Term III	Winter Term IV	Summer Term V
Type II Full Time	PECO 5002 PECO 5503 or App. Elective	PECO 5504 and/or App. Elective	PECO 5002*	PECO 5906/7 PECO 5503 or App. Elective		
Type III Full time	PECO 5002 PECO 5503 and/or App. Elective	PECO 5504 and/or App. Elective PECO 5906/7				
Type III Part-time	PECO 5002	PECO 5504 and/or App. Elective		PECO 5503 or App. Elective	PECO 5504 or Elective	PECO 5906/7

*PECO 5002 will be offered twice; once in the fall term and once in the summer. This will allow students the choice to begin the Concentration in the fall term, as well as provide the opportunity for Diploma students to start in the summer term.

Selected Courses with content in Work and Labour

The elective requirements will be completed by courses offered by our collaborative units. Some of the courses offered include but are not limited to the following:

Geography and Environmental Studies (FASS)

GEOG 5400 -- Territory and Territoriality

GEOG 5500 -- Special Topics in the Study of Cities and Urbanization

GEOG 5005 – Global Environmental Change: Human Implications

History (FASS)

HIST 5211 – Consumption

HIST 5315 – State and Society in Canadian History

Indigenous and Canadian Studies (FPA)

CDNS 5202 – Gendering Canada: Selected Contemporary Debates

CDNS 5501 – Decolonizing Canada: Cultural Politics and Collective Identities

Journalism and Communication (FPA)

COMS 5223: Work in the Contemporary Media Environment

COMS 5203: Communication, Technology, Society

Law and Legal Studies (FPA)

LAWS 5000 – Theories of Law and Social Transformation

LAWS 5002 – Law and Gender Relations

LAWS 5003 – Law, Economy and Society

LAWS 5007 – Race, Ethnicity and the Law

LAWS 5302 – Feminism, Law and Social Transformation

LAWS 5306 – Police and Capital

Public Policy and Administration (FPA)

PADM 5212 – Civil Society and Public Policy

PADM 5211 – Intergovernmental Relations

PADM 5213 – Gender and Public Policy

PADM 5214 – Budgetary Policy in the Public Sector

PADM 5220 – Regulation and Public Policy

PADM 5221 – Health Policy in Canada

PADM 5223 – Canadian Economic Policy

PADM 5224 – Aboriginal Policy

PADM 5225 – Trade Policy

PADM 5226 – Tax Policy

PADM 5228 – Social Policy

PADM 5230 – Ethics for Public Policy

PADM 5616 – Environmental Policy

PADM 5619 – Urban Sustainability

PADM 5620 – The Science, Politics and Economics of Global Climate Change

PADM 5815 – Civil Society Organizations and Development

Political Science (FPA)

PSCI 5009 – Canadian Political Economy

PSCI 5208 – Global Social Policy

PSCI 5209 – Migration and Global Politics

PSCI 5303 – Governmentality and Politics

PSCI 5403 – Gender and Global Politics

PSCI 5410 – Postcolonial Theories and Practices

PSCI 5506 – Gender and Politics
PSCI 5808 – International Political Economy
PSCI 5810 -- Approaches to Environmental Politics

Women’s and Gender Studies (FASS)

WGST 5906 Feminist Theory

Social Work (FPA)

SOWK 5105 – Poverty and Income Security
SOWK 5106 – Women and Social Policy
SOWK 5502 – History of Social Welfare and Social Work
SOWK 5608 – Community Work

Sociology and Anthropology (FASS)

SOCI 5404 – Race, Ethnicity and Class in Contemporary Societies
SOCI 5406 – Citizenship and Globalization
SOCI 5804 – Modern Marxist Theory
ANTH 5560 – Economic Anthropology

B.3. Program learning outcomes assessment plan

Who: The action plan for learning outcomes assessment will be led by the Institute of Political Economy-Graduate Diploma (IPE/GDIP) Advisory Board (see Section C. Governance for the description of the Advisory Board) which will provide advice and guidance on activities and programs, including identification of strategic goals, assessment of learning achievements and plans for seeking and evaluating funding revenue. It shall help the program be responsive to the community and to the needs of the work and labour sector, identify opportunities for research collaboration, and support students in the program via informal networks of mentorship.

How: The program learning outcomes will be developed and assessed throughout the program. The experiential learning opportunities embedded within the program will provide specific examples of the student achievement of the learning outcomes. In particular, the final project for PECO 5906/5907, which includes both research and reflective components, will be used to evaluate the learning outcomes of the program. These projects will be collected and evaluated by the IPE/GDIP Advisory Board to determine the proportion of students who have achieved each learning outcome. Assessment of the program as a whole will also be conducted to examine resources for students and faculty and institutional agreements required for high quality experiential education opportunities. These assessments will be based, primarily on on-going dialogue and mutual learning between academics (professors and students) and the organizations serving the program.

When: Dialogue between academics (professors and students) and the organizations serving the program will take place in advance of the first enrollments in the year 2020 through the IPE/GDIP Advisory Board. Once enrolment commences, we will aim to assess a minimum of two learning

outcomes each year, to ensure that every outcome will be assessed at least twice over the next seven years. More frequent assessments may be needed if an issue is highlighted during the evaluation process.

Dissemination & Action Plan: In subsequent years, the IPE/GDIP Advisory Board will continue to monitor learning outcomes and to recommend changes to the Director at the annual Institute board meeting in order to ensure continuous improvement in achievement of learning objectives and outcomes.

B.4. Program essential requirements

PREAMBLE

Program essential requirements are defined by the Ontario Human Rights Commission as “the knowledge and skills that must be acquired or demonstrated in order for a student to successfully meet the learning objectives of that... program.”^{vi} The program essential requirements are components that contribute to the achievement of the learning outcomes of the program.

Appropriate accommodations should not lead to lowered standards or outcomes: rather, an appropriate accommodation will enable the student to successfully meet the essential requirements of the program, with no alteration in standards or outcomes, although the manner in which the student demonstrates mastery, knowledge and skills may be altered.

The aim of accommodation in a post-secondary educational context is to provide equal opportunities to all students to enjoy the same level of benefits and privileges and meet the requirements for acquiring an education. Based on these principles, an accommodation will be considered appropriate where it will result in equal opportunity to attain the same level of performance, or enjoy the same level of benefits and privileges experienced by others, or if it is proposed or adopted for the purpose of achieving equal opportunity and meets the individual’s disability-related needs. - See more at:

<http://www.ohrc.on.ca/en/opportunity-succeed-achieving-barrier-free-education-students-disabilities>

Paul Menton Centre

The Paul Menton Centre is responsible for assessing requests for academic accommodation of students with disabilities through evaluations that are carried out on an individual basis, in accordance with human rights legislation and University policy, and with the support of relevant, professional/medical documentation. Students will only receive academic accommodation if the functional limitations of their disability impact directly on their academic performance.

C. Governance

The Institute of Political Economy, housed within the Faculty of Public Affairs, has cross-appointed faculty from both the Faculty of Public Affairs and the Faculty of Arts and Social Sciences. Instructors for the program's core courses come from both faculties. Supervisors for students' theses and research essays are drawn from both faculties as well.

The Graduate Diploma in Work and Labour will maintain the relatively informal structure of the Institute, given the small size of the programs and the lack of full-time faculty members appointed to the Institute. The Director and Administrator are responsible for most day-to-day administrative decisions. There is an annual Institute board meeting of all cross-appointed faculty members at which major decisions are made. The Graduate Diploma in Work and Labour will have an advisory board whose structure is explained below.

The IPE Director is responsible for internal administration of the Institute, including such matters as the budget, teaching and administrative assignments for the Political Economy M.A. and Ph.D. programs, and representation of the Institute in university matters. The IPE Director usually sits on all committees, apart from the graduate student conference committee. The IPE Administrator is responsible for administration of the Institute and provides counseling and support to the students in the Political Economy M.A. and Ph.D. programs.

As well, the following committees are established yearly to address ongoing tasks:

Admissions Committee:

This committee, normally consisting of the Director and the professor for PECO 5000, reviews all applications for admission to the M.A. in Political Economy. The committee establishes a ranking of applicants. For the GDip, the committee consists of the Director and instructor for PECO 5906/5907 who serves as the main academic advisor/coordinator for the program.

Collaborative Ph.D. Recruitment Committee:

This committee normally includes the Director and the two professors of the required PECO 6000 course for that year. This committee holds an information meeting in the fall term to inform prospective applicants about the nature of the program, and reviews the applications to the program.

Recruitment Committee for Visiting Professors:

This committee includes the Director and two other faculty members, and helps with identifying and nominating potential Visiting Professors.

Graduate Research Event:

This committee is made up of student volunteers who work with the departmental administrator to organize the annual student conference.

IPE/GDIP Advisory Board:

An IPE/GDIP Advisory Board will be part of the Institute governance structure. It will be comprised of four ex officio members internal to Carleton and a cross-section of members of the external community,

including leaders, visionaries, and organizers who understand the needs of organizations operating in the area of work and labour. Membership should be diverse and reflective of the sector. Board members in the first year will be nominated by the IPE Director and approved at the annual Institute Board meeting, for a mix of 2-year and 3-year terms. Members of the Board will subsequently serve a two-year renewable term of office, and will be elected by the Board. The Chair of the Board will be elected by the Board. Ex-officio members include the IPE Director, those teaching core courses, and the practicum advisor. Total board members should be at least 12 and no more than 15. The Board will meet a minimum of once and a maximum of twice per year. The board may establish ad-hoc subcommittees as it sees fit to further advance the goals of the Board and the GDip program. These subcommittees may meet more frequently.

D. The Faculty

D.1. Faculty appointed to the unit or program

The Institute offers interdisciplinary graduate programs where teaching, supervision and administration are carried out by faculty cross-appointed from ten academic units in the university who have a zero-percent cross-listed appointment. The Institute has 54 cross-appointed faculty members (including two distinguished research professors), and ten adjunct professors. Cross-appointed faculty are involved in student supervision and teaching our core-seminars. The Institute will continue to reach out to newly appointed professors with expertise in the area of work and labour. The elective courses will be drawn from the pool of already offered courses. (We have identified over 45 courses currently offered in departments associated with the Institute of Political Economy that cover material that would be appropriate for this diploma. See list provided in Section A.2. above).

In addition to cross-appointed professors, the Institute has 10 adjunct professors. They participate in thesis and research essay committees and collaborate as onsite supervisors of student placements in their own institutions. Adjunct professors are important resources for consultation on new programs, as it is the case of faculty alumnae Janet Siltanen and Teresa Healy whose support on the development of the proposed Graduate Diploma in Work and Labour was invaluable. The Institute will appoint three adjunct professors from our alumnae who are working with labour and community organizations.

A last, but not least important, academic resource is the yearly hiring of two visiting professors who bring specialized themes in the global and Canadian political economy. They also provide an opportunity to discuss relevant topics during a one-day conference with academic colleagues. An example of the topics addressed in the past two years is the panel on the Ontario legislation *Fair Workplaces, Better Jobs Act, 2017*, organized by Professor Mark Thomas, Director of the Global Labour Research Centre at York University, and the seminar *The Governance of Seeds and Food: Taking Stock*, organized by Professor Harriet Friedmann in collaboration with the Unitarian Service Committee (USC) on seed and food governance, the Coady International Institute, Just Food Ottawa, and distinguished professors from Carleton and Ottawa University. The success of this experience in terms of raising the profile of the Institute, the possibility of establishing networks with non-academic audiences and the creation of a space to discuss highly relevant topics, motivate the decision to dedicate one of the visiting professors

to the Graduate Diploma in Work and Labour. The visiting professor selected will teach the core course PECO 5503/PECO 5504 [0.5 credit] Selected Issues in Work and Labour.

The Institute Administrator can handle the administrative duties related to the enrollment of additional students in the concentration and diploma.

Table D.1: Core program faculty – Institute cross-appointees with Work and Labour expertise

Faculty Name	Rank	M/F	Appointment Status	Percentage Appointment	Supervision Privileges*	Area of Specialization/Field Affiliations
Buss, Doris	Full Professor	F	Tenured	0/100%	D	International law and human rights, women's rights, global social movements, feminist theory.
Germain, Randall	Full Professor	M	Tenured	0/100%	D	Theoretical debates in IPE, global economic governance and the political economy of global finance.
Macdonald, Laura	Full Professor	F	Tenured	0/100%	D	Latin American politics, Mexican politics, North American politics, Canadian foreign policy, democracy and civil society.
Marshall, Dominique	Full Professor	F	Tenured	0/100%	D	History of poverty and welfare, political economy, Canada welfare state.
Rigakos, George	Full Professor	M	Tenured	0/100%	D	Pacification, anti-security, the political economy of public and private policing, the increasing role of business improvement areas (BIAs) in local governance and security, nightclubs as spectacles of risk; insecurity and consumption in late capitalism, mutualism, cooperative production.
Rojas, Cristina	Full Professor	F	Tenured	0/100%	D	Political ontology, critical development and postcolonial theory, social policy and citizenship studies.
Rutherford, Blair	Full Professor	M	Tenured	0/100%	D	Politics and possibilities of international development, civil society in sub-Saharan Africa, rural livelihoods in sub-Saharan Africa, anthropology of citizenship, gender, state and globalization; colonialism and post-colonialism, migration, public anthropology.
Winseck, Dwayne	Full Professor	M	Tenured	0/100%	D	Political economy of media, media concentration.
Andree, Peter	Associate Professor	M	Tenured	0/100%	D	Community-based participatory research methods.
Braedley, Susan	Associate Professor	F	Tenured	0/100%	D	Political economy of health care and social services work; race, class, and gender in everyday caring work; social reproduction

						theory and feminist political economy, gender and social policy; disability and ageing.
Auld, Graeme	Associate Professor	M	Tenured	0/100%	D	Comparative environmental politics and policy, global environmental governance, and the rise of private governance and authority.
Cameron, Emilie	Associate Professor	F	Tenured	0/100%	D	Critical northern geographies, geographies of resource extraction, empire, and labour; race, nature, and environmental knowledge; geographies of Indigenous/non-Indigenous relations, colonialism, and Indigenous self-determination; Feminist, poststructuralist, postcolonial, anti-racist, and political economic theories and approaches.
Carrier-Moisan, Marie-Eve	Associate Professor	F	Tenured	0/100%	D	Migration and transnationalism, sex tourism and sexual labour.
Chen, Xiaobei	Associate Professor	F	Tenured	0/100%	D	Theorizing of citizenship, governance, identity, and cultural politics in Canadian and Chinese national and transnational contexts, diaspora studies, governmentality, feminist theory, post-colonialism, pragmatism.
Douglas, Stacy	Associate Professor	F	Tenured	0/100%	D	Theories of democracy, the role of the state, the relationship between government and governed, and processes of decolonization.
Gabriel, Christina	Associate Professor	F	Tenured	0/100%	D	Citizenship and migration, gender and politics, regional integration and globalization.
Gagnon, Marc-André	Associate Professor	M	Tenured	0/100%	D	Social and health policy, pharmaceutical policy, innovation policy, science and technology studies, political economy, history of economic thought.
Geiger, Martin	Associate Professor	M	Tenured	0/100%	D	State and non-state actors involved in governing cross-border mobility, various modes and 'tools' invented to 'manage' flows of people, and real-life effects these interventions have on persons crossing borders, societies and political systems.

Mendez, Pablo	Associate Professor	M	Tenured	0/100%		Urban informality, the uses of housing, the evolution of suburban ways of living, and the settlement process of transnational migrants in metropolitan Canada, links between urbanization and grassroots politics in the global north and south.
Paulson, Justin	Associate Professor	M	Tenured	0/100%	D	Social thought and critical theory, social change, and political economy.
Rivers-Moore, Megan	Associate Professor	F	Tenured	0/100%	D	Gendered affective labour, travel and tourism, race and ethnicity, postcolonial and transnational feminisms, and qualitative methods.
Schein, Rebecca	Associate Professor	F	Tenured	0/100%	D	Marxist political economy and cultural studies; the commodification and de-commodification of public goods and services; rights, commons, citizenship, and moral claims; mutual aid and social movement dynamics; social movement or community unionism; political cultures of solidarity.
DiNovelli-Lang, Danielle	Assistant Professor	F	Tenured	0/100%	D	Environmental politics, resource extraction, human-animal relations, Indigenous and non-Indigenous political ontology, materiality.
Ridgley, Jennifer	Assistant Professor	F	Non-tenured	0/100%	CD	Critical labour, political, and legal geographies of the city; citizenship, border security, and the management of migration; local immigration politics including sanctuary policies, anti-deportation campaigns, and movements for refugee rights; urban policing and law enforcement.

D=full privileges; M=full privileges at master's level only; CD=co-supervision privileges at doctoral level, full privileges at master's level; CDM=co-supervision privileges only at both doctoral and master's level; CM=co-supervision privileges at master's level, no privileges at doctoral level

D.2. Faculty research funding

Table D.2: Operating Research Funding by Source and Year

Year	Source							
	Canadian	Federal Government*	Internal	International	NCE	Tri-Agency	US	Totals
2013		\$ 28,000.00				\$ 29,880.00	\$ 31,075.00	\$ 88,955.00
2014	\$ 46,200.00	\$ 47,960.00	\$ 35,000.00	\$ 5,000.00		\$ 50,000.00		\$ 184,160.00
2015	\$ 337,628.00	\$ 17,100.00	\$ 20,000.00	\$ 69,387.71	\$ 10,170.00	\$ 183,500.00		\$ 637,785.71
2016	\$ 175,039.00	\$ 16,380.00	\$ 86,685.00	\$ 13,065.00		\$ 389,446.00	\$ 38,625.00	\$ 719,240.00
2017	\$ 279,522.80	\$ 46,480.00	\$ 42,000.00	\$ 72,751.39		\$ 604,484.00	\$ 39,119.08	\$ 1,084,357.27
2018	\$ 116,000.00	\$ 227,445.00	\$ 19,000.00			\$ 548,456.00		\$ 910,901.00
TOTALS	\$ 954,389.80	\$ 383,365.00	\$ 202,685.00	\$ 160,204.10	\$ 10,170.00	\$ 1,805,766.00	\$ 108,819.08	\$ 3,625,398.98

* excluding Tri-Agency, CRC, CFI, NCE

D.3. Distribution of thesis supervision

Table D.3: Distribution of thesis supervision

Faculty Name	Rank	Completed				Current			
		Undergraduate	Masters	Ph.D.	PDF	Undergraduate	Masters	Ph.D.	PDF
Buss, Doris	Professor	1	20	1				3	
Germain, Randall	Professor	24	21	6			2	3	
Macdonald, Laura	Professor	12	24	10		1	1	4	
Marshall, Dominique	Professor	5	11	5	3		2	4	
Rigakos, George	Professor	-	20	1				2	
Rojas, Cristina	Professor	3	40	15	1	2	2	2	
Rutherford, Blair	Professor	3	28	1	2	2	2	2	
Winseck, Dwayne	Professor		11	2			2	2	

Andree, Peter	Associate	21	14	3	1		1	3	1
Auld, Graeme	Associate								
Cameron, Emilie	Associate	6	4					1	
Braedley, Susan	Associate	3	15					5	
Carrier-Moisan, Marie-Eve	Associate	15	4					1	
Chen, Xiaobei	Associate		9	1			4	6	
Douglas, Stacy	Associate	10	5					1	
Gabriel, Christina	Associate	5	2	3				1	
Gagnon, Marc-André	Associate	2	5					1	
Geiger, Martin	Associate	8	2				5		
Mendez, Pablo	Associate	1	3					1	
Paulson, Justin	Associate	1	8	3			1	4	
Rivers-Moore, Megan	Associate		2				1		
Schein, Rebecca	Associate		4						
DiNovelli-Lang, Danielle	Assistant		6	1				1	
Ridgley, Jennifer	Assistant	2	1			1	3	1	
Henry, Aaron	Adjunct						1		
Healy, Teresa	Adjunct		16						
Stinson, Jane	Adjunct								

D.4. Distribution of teaching assignments

Faculty Name	Rank	Courses	Credit	2018/19	2017/18	2016/17	Notes
Buss, Doris	Full Professor	LAWS6001 Proseminar in Legal Studies	0.25	xx	xx	xx	
		LAWS5903 Contemporary Topics	0.5	x	x		
		LAWS4601 Transnational Law&Human Rights	0.5	x	x	x	
		LAWS4603 Transitional Justics	0.5		x	x	

Table D.4: Distribution of Teaching Assignments

Faculty Name	Rank	Courses	Credit	2018/19	2017/18	2016/17	Notes
			Total	1.5	2.0	1.5	
Germain, Randall	Full Professor	PSCI5802/4805 Pol. Economy of Global Finance	0.5	x	xx	x	
		PSCI5808 International Political Economy	0.5	x	x	x	
		PSCI2602 IR: Global Political Economy	0.5	x	x	xx	
		PECO5000 Theories of Political Economy	0.5	x	x	x	
				2.0	2.5	2.5	
Macdonald, Laura	Full Professor	PSCI6106 Comparative Politics II	0.5		x		
		PSCI5202 Development Theory and Issues	0.5		x	x	
		PSCI/LACS 4819 Latin America and the World	0.5		x		
		PSCI4105 Slctd Prob: Devlp Global Sth	0.5	x			
		PSCI3205 Mexican Politics	0.5		x		
		PSCI3204 Politics of Latin America	0.5	x		x	
				1.0	2.0	1.0	
Marshall, Dominique	Full Professor	HIST6906 PhD Tutorials	0.5	xx			
		HIST5904 Directed Studies	0.5		x		
		HIST3813 Global&Transnational Histories	0.5	x	x		
		HIST2809 The Historian's Craft	0.5			x	
				1.5	1.0	0.5	
Rigakos, George	Full Professor	LAWS6004/5664 Crime, Law and Security	0.5	x	x	x	
		LAWS5306 Police and Capital	0.5	x	x	x	
		LAWS4304 Policing and Social Surveillance	0.5	xx	xx	xx	

Table D.4: Distribution of Teaching Assignments

Faculty Name	Rank	Courses	Credit	2018/19	2017/18	2016/17	Notes
				2.0	2.0	2.0	
Rojas, Christine	Full Professor	PSCI5410 Postcolonial Theories&Practice	0.5		x		
		PSCI5208 Global Social Policy	0.5	x		x	
		PSCI4603 Analysis of IPE	0.5	x	x	x	
		Total		1.0	1.0	1.0	
Rutherford, Blair	Full Professor	ANTH5809 Sel Top: Develop&Underdevel	0.5		x	x	Sabbatical 2018-19
		ANTH5401 Theories and Methods I	0.5		x	x	
		ANTH4215 Sel Topics in Anthropology	0.5		x	x	
		ANTH3008 Cont. Theories in Anth	0.5		x		
		ANTH3006 Contemporary Theories in Anth	0.5				x
		AFRI5100/3100 African Studies Abroad	0.5			x	x
		Total			2.5	2.5	
Winseck, Dwayne	Full Professor	COMS5203 Comm, Tech, Society	0.5	x			
		COMS4401 Global Internet Policy & Gover	0.5	x	x		
		COMS4317 Dig Media and Global Netwk Soc	0.5		x		
		COMS3108 Media Indus & the Network Soc	0.5	x	x		
		COMS2700 Global Media and Communication	0.5	x	x		
		Total		2.0	2.0		
Andree, Peter	Associate Professor	PSCI5810 Approaches in Enviro. Politics	0.5		x	x	PSCI3999
		PSCI4808 Global Environmental Politics	0.5	x			

Table D.4: Distribution of Teaching Assignments

Faculty Name	Rank	Courses	Credit	2018/19	2017/18	2016/17	Notes
		PSCI3609 Global Politics of Food	0.5	x	x		
		Total		1.0	1.0	0.5	
Braedley, Susan	Associate Professor	SOWK6800 Qualifying Examination	0.5	xxx			
		SOWK6600 Advocacy Practicum	0.5	x			
		SOWK6405 Directed Studies	0.5	xxx			
		SOWK6302 PhD Seminar	0.25	x			
		SOWK6301 PhD Seminar	0.25	x			
		SOWK6201 Theory and Methods	0.5	x		x	
		SOWK5904 Independent Research Studies	0.5	xxx			
		SOWK5903 Independent Research Studies	1	xx			
		SOWK5506 Directed Studies	0.5	xx			
		SOWK5504 Directed Studies	0.5	xx			
		SOWK5306 Adv Theory Social Admin&Policy	0.5			x	
		SOWK5000 Found. In Structural Socl Wrk	0.5			x	
		SOWK2100 Political Economy: of Welfare	0.5			x	
		Total		9.5		2.0	
Auld, Graeme	Associate Professor	PADM6113 Public Policy Analysis	0.5			x	
		PADM6013 Research Design	0.5	x			
		Total		0.5		0.5	
Cameron, Emilie	Associate Professor	GEOG5600 Empire and Colonialism	0.5	x			
		GEOG3501 Geographies Canadian North	0.5	x			
		Total		1.0			

Table D.4: Distribution of Teaching Assignments

Faculty Name	Rank	Courses	Credit	2018/19	2017/18	2016/17	Notes
Carrier-Moisan, Marie-Eve	Associate Professor	ANTH6000 Doctoral Seminar: Theory&Method	0.5		x		
		PECO5001 Methodology of Political Economy	0.5		x	x	
		Total			1.0	0.5	
Chen, Xiaobei	Associate Professor	SOCI6000 Doctoral Seminar	0.5	xx			
		SOCI5404 Race/Ethnic/Class-Contemp Soc	0.5	x	x	x	
		ANTH/SOCI 4730 Colonialism & Post-Colonialism	0.5			x	
		Total		1.5	0.5	1.0	
Douglas, Stacy	Associate Professor	LAWS5000 Theories of Law & Soc Trans	0.5			x	
		LAWS2502 Law, State and Citizen	0.5			x	
		Total				1.0	
Gabriel, Christina	Associate Professor	PSCI6907 Research Methods and Design	0.5	x	x	x	
		PSCI6000 Political Process in Canada I	0.5			x	
		PSCI4807 Migration & Mobility: Politics	0.5		x	x	
		PSCI3006 Social Power in Cdn Politics	0.5	x		x	
		PSCI2002 Canadian Political Environment	0.5		x		
		Total		1.0	1.5	2.0	
Gagnon, Marc-Andre	Associate Professor	PADM5278 Policy Sem. (Poli. Analy. Con)	0.5	x			
		PADM5228/4228 Social Policy	0.5		x		

Table D.4: Distribution of Teaching Assignments

Faculty Name	Rank	Courses	Credit	2018/19	2017/18	2016/17	Notes
		PADM5129 Capstone Course	0.5	x	x		
		PECO5001 Methodology of Political Econ	0.5	x	x		
		PAPM1000 Public Affairs and Policy	0.5	x	x		
		Total		2.0	2.0		
Geiger, Martin	Associate Professor	EURR5304/4304 Europe and Int'l Migration	0.5	x	x	x	
		EURR2001 Curr Issue Euro Politic&Societ	0.5			x	
		PSCI4610 Politics of Migration Mgt	0.5		x	x	
		PSCI3608 Migration Governance	0.5	x	x	x	
		PSCI1501 Politics of Migration	0.5	x	x		
		FYSM1614 Sel. Top Europe & Russ St.	0.5	x			
		Total		2.0	2.0	2.0	
Mendez, Pablo	Associate Professor	GEOG5500 Cities and Urbanization	0.5	x	x	x	
		GEOG3404 Geographies of Econ Dvlp	0.5		x	x	
		GEOG2200 Global Connections	0.5	x	x	x	
		Total		1.0	1.5	1.5	
Paulson, Justin	Associate Professor	PECO6000 Pol. Economy: Core Concepts	0.5	x	x	x	
		SOCI5804 Modern Marxist Theory	0.5	x	x	x	
		SOCI3430 Stud in Collective Action & So	0.5			x	
		SOCI3231 Selected Topics in Sociology	0.5		x		
		SOCI3006 Social Theory	0.5	x			
		Total		1.5	1.5	1.5	

Table D.4: Distribution of Teaching Assignments

Faculty Name	Rank	Courses	Credit	2018/19	2017/18	2016/17	Notes
Rivers-Moore, Megan	Associate Professor	WGST5901 Topic Women&Gender I	0.5			x	
		WGST5902 Adv Topic Womens&Gender II	0.5				
		WGST4814 Independent Study	0.5		xx		
		WGST4812 Sel Topi:Women's&Gender Stud	0.5			x	
		WGST3807 Gendered Violence	0.5			x	
		WGST2812 Sel Top: Women's&Gender Stud	0.5				
		WGST2800 Intersectional Identities	0.5			x	x
		Total			1.5	2.0	
Schein, Rebecca	Associate Professor			-	-	-	Maternity leave and sabbatical (returns 19W)
DiNovelli-Lang, Danielle	Assistant Professor	ANTH6000 Doctoral Seminar	0.5	xx		x	
		ANTH5004 Ecological Anthropology	0.5			x	
		ANTH2510 Theories of Human Nature	0.5			x	
		Total		1.0		1.5	
Ridgley, Jennifer	Assistant Professor	GEOG5500 Cities and Urbanization	0.5				
		GEOG4023 Special Topics on the City	0.5	x		x	
		GEOG2400 Cities and Urbanisation	0.5	x		x	
		FYSM1107 Social Justice and the City	0.5	xx		xx	
		Total		2.0		2.0	

D.5. Contract instructors

The M.A. in Political Economy has the capacity to accommodate 20 students; the proposed additional intake of up to 5 students in the concentration can be accommodated without additional resources. The three additional courses (PECO 5002, PECO 5503 or PECO 5504^{vii} and PECO 5906 or PECO 5907) are common for the Concentration and the Graduate Diploma Type 2 and 3. Only two additional contract instructor positions are needed to deliver PECO 5002, which will be offered twice a year, once in the summer and once in the fall, to accommodate working, as well as full and part-time, students. A third CI position will be required to free up a permanent faculty member to serve as instructor of record to teach 5906/5907 and serve as the main academic advisor/coordinator for the program.

The Institute will use one of its visiting professor positions to procure a scholar to teach the core course PECO 5503/PECO 5504 [0.5 credit] Selected Issues in Work and Labour.

E. Program Admission and Enrolment

E.1. Admission requirements

The Graduate Diploma in Work and Labour (Type 3) requires students to have completed a four-year B.A. Honours degree or equivalent in a social sciences or humanities discipline or interdisciplinary program relevant to Work and Labour. Prospective students without such qualifications may be considered for admission if they have a BA General degree and relevant experience working in labour issues.

Students will be required to submit a statement of interest, two letters of recommendation, and university transcripts when applying to the program. We would expect some exposure to critical competencies relevant for the diploma in Work and Labour.

To be admitted to the concurrent Graduate Diploma in Work and Labour (Type 2), students must be enrolled in a master's or doctoral program at Carleton University. To apply, students must submit a letter of support from their supervisor or a faculty member in their home program along with a 1-2 page statement of interest that outlines the reasons for wishing to enroll in the Work and Labour diploma.

No funding decisions are necessary for Diploma program students. Type 2 Diploma students receive funding packages through their home program. Type 3 Diploma students do not receive funding through graduate studies.

Students interested in the MA in Political Economy can apply to the Concentration in Work and Labour as part of the regular application process for admission to the program.

E.2. Class sizes and course and program capacity

Enrolment in each course will be capped at 20. The Selected Issues courses (PECO 5503 and PECO 5504) will be cross-listed with Political Science and Sociology. Spaces will be reserved for students in the Graduate Diploma and the MA in Political Economy with Concentration in Work and Labour to ensure

that they can meet their degree requirements. As both PECO 5906 (Reflective Practice) and PECO 5907 (Placement) will take place off-campus, space will not be an issue.

E.3. Projected enrolment

We estimate the following student intake in the Concentration and Graduate Diploma Type 2 and 3:

Type of Program	Year 1	Year 2	Year 3	Year 4	Year 5
Concentration Full Time	2.0	3.0	3.0	3.0	3.0
Concentration Part Time	1.0	1.0	1.0	1.0	1.0
GDip Type 3 Full Time	1.0	2.0	2.0	2.0	2.0
GDip Type 3 Part Time	4.0	6.0	7.0	7.0	8.0
GDip Type 2	2.0	2.0	3.0	3.0	3.0

We predict that most of the demand will be for part time access to the graduate diploma. This demand will come from trade unions and from workers that want to strengthen their skills and gain a better understanding of the issues facing labour today, including changes in labour regulation, labour mobility and work technology. A different demand will come from government and non-government organizations who want to adjust their programs to the emergence of the sharing-economy or the new precariat as well as the new initiatives in social protection and income distribution. The estimate is also based on the support that unions expressed for the proposed program in the survey, which rose from their own personal interest, and in their willingness to collaborate with the placements for students and to offer scholarships to their members. Our experience in recruitment for the M.A. and the Ph.D for the collaborative program suggest an increasing demand for labour studies, in fact we have lost some candidates to other universities as a result. Our experience with the Specialization in Political Economy is that our MA students tend to remain at Carleton in order to continue their research in political economy.

F. Student Experience and Satisfaction

F.1. Student orientation, advising, and mentoring

One faculty member will facilitate the orientation, advising and mentoring role of students. They will serve as instructor of record for PECO 5906 and PECO 5907. The academic advisor will meet with all students twice a semester to: i) establish and review their learning objectives; ii) discuss course options; and iii) assist with work placement opportunities. For those students that are not currently working (or are not working in a relevant field), the student, in consultation with the Work and Labour advisor, will seek a placement.

F.2. Career paths of graduates

Market Needs

Our survey results indicate that there is strong demand for this program. Survey respondents want students to gain competency in a range of areas not currently assured by Carleton's existing programs. The survey also indicated that there exists a keen interest by individuals already working who wish to strengthen their skills and gain a more robust understanding of the issues facing labour today. These

individuals are likely to continue working in these positions, and will bring their knowledge, skills, and expertise back to these organizations.

Program graduates will be able to directly market their skills and expertise to labour organizations, government, and other community organizations that require individuals with core knowledge, critical thinking, research, and problem-solving skills related to work and labour issues. The following table illustrates the possible opportunities for graduates from the Graduate Diploma program and Concentration:

Career Paths for Graduates			
Labour and community organizations	Public Sector	Academia	Non-Profit Organization
<ul style="list-style-type: none"> - Canadian Labour Congress CLC -Canadian Association of University Teachers -Canadian Public Employees CUPE -Public Service Alliance of Canada -Provincial Federations of Labour -National Union of Public and General Employees 	<ul style="list-style-type: none"> -Immigration, Refugees and Citizenship Canada - Immigration and Refugee Board - Global Affairs Canada 	<ul style="list-style-type: none"> - Industrial Relations, Labour Relations and Labour Studies 	<ul style="list-style-type: none"> -Canadian Centre for Policy Alternatives -Fem North Net -Mining Watch -Just Food -Ottawa Community Immigrant Services Organization -Council of Canadians with Disabilities -Canadian Council for Refugees - Status of Women

With the Work and Labour Diplomas and Concentration, the Institute of Political Economy will provide unions and other working class organizations with a pool of new staff. It will support the professional development of up and coming leaders and activists, and provide a reflective space for seasoned practitioners seeking the opportunity to step away from the ‘episodic’ and day-to-day context of activism, to a more ‘conjunctural’ reflective space.

G. Resources

In order to implement this Diploma the Institute will require the following additional resources:

- i) 0.5 credit contract instructor for the teaching of PECO 5002 (fall term)
- ii) 0.5 credit contract instructor for the teaching of PECO 5002 (summer term)
- iii) 0.5 credit contract instructor funds to buy out one faculty member who will act as Academic Advisor for the program

The Faculty of Public Affairs is committed to covering the cost of the 1.5 credits of additional contract instruction identified above from its current budget allocation; no additional funding request linked to

this contract instruction cost will be made by the Faculty.

G.1. Support and technical staff

The Institute Administrator can handle the administrative duties related to the enrollment of additional students in the concentration and diploma.

G.2. Space

The institute does not require additional space. Students in the Type II Diploma have office space in their home departments. We anticipate that the majority of students in the Type III Diploma will be part-time and therefore will not require office space. The Institute is able to accommodate full-time Diploma students in the offices currently occupied by students in the MA in Political Economy.

The Institute has one seminar room (seating approx. 17 students), with laptop and screen, which will adequately meet the requirements for classroom space and technical resources.

Shared office space will be provided for the Academic Advisor.

G.3. Library Resources

The Report from the Library is included as **Appendix 4** of the self-study.

H. Development of the Self-Study

This document was developed by the IPE Work and Labour Studies Quality Assurance (QA) team:

IPE Director: Cristina Rojas
IPE Administrator: Donna Coghill
Student Representative: Maggie FitzGerald

Volume I of the self-study was authored principally by Cristina Rojas with the aid of Donna Coghill and Maggie FitzGerald. Donna Coghill gathered together the CVs from cross-appointed faculty. Maggie FitzGerald aided with the national and provincial survey write up. The team was further supported by Justin Paulson, Rosemary Warskett, Susan Braedley, Teresa Healy, alumna Jane Stinson (M.A.), and M.A. student Chris Fairweather. In particular, this broader team developed and executed the survey of national and provincial programs and the survey of various labour organizations, and have been instrumental in determining the specific structure of the proposed program.

Endnotes

¹ Carleton University's approach to Learning Outcomes is outlined by the Office of the Vice-Provost <https://carleton.ca/viceprovost/program-learning-assessment/learning-outcomes/> The IPE has developed learning outcomes spanning the six areas addressed by Bloom's Taxonomy of Educational Objectives in the Cognitive Domain. These include: knowledge, comprehension, application, analysis, synthesis and evaluation.

² Graduate Degree Level Expectations have been established by the Council of Ontario Universities. They specify what a student should know and be able to do after successfully completing their degree. The Degree Level

Expectations are organized according to the following six categories: 1. Depth and breadth of knowledge; 2. Research and scholarship; 3. Level of application of knowledge; 4. Professional capacity/autonomy; 5. Level of communication skills; 6. Awareness of the limits of knowledge.

³ Students' learning outcomes are developed by scaffolding one level upon another. The Introductory (I) level is followed by a level of Reinforcement (R) which is followed in turn by a level of Mastery (M).

⁴ Activities can include presentations, group work, performance, role play, etc. Artifacts can include exams, papers, reports, portfolios, cases, etc.

⁵The Senate at Carleton University has determined that "(t)he professional master's or graduate diploma program offers to the graduate of any one of several honours or more general undergraduate programs a coordinated selection of courses in a range of disciplines, together with the application of related skills, in preparation for entry into a profession or as an extension of the knowledge base required of practising professionals. Such programs also need to develop research and analytical/interpretive skills relevant to the profession (QAF 2.1.3.a)." Carleton University Institutional Quality Assurance Process, Ratified by the Quality Council, September 25, 2015. Approved by Carleton University Senate, June 26, 2015. 3.9.2.1.4. p. 29 https://carleton.ca/viceprovost/wp-content/uploads/cu_duc iqap 2015 25-sept 2015 qc ratifiedappendices.pdf With this in mind, the IPE has organized learning outcomes according to three broad competency areas including, Analytical/Interpretive Competencies; Research Competencies; and Professional Competencies.

Appendix 1. Proposed Calendar Program Description

Institute of Political Economy
1501 Dunton Tower
(613) 520-7414
carleton.ca/politiceconomy

This section presents the requirements for programs in:

Graduate Diploma in Work and Labour (2.5 credits)

Program Requirements

Graduate Diploma in Work and Labour (2.5 credits) Type II and III

Requirements:

- | | | |
|---|---|-----|
| 1. 0.5 credit in: | | 0.5 |
| PECO 5002 [0.5] | Political Economy of Work and Labour | |
| 2. 0.5 credit from: | | 0.5 |
| PECO 5503 [0.5]
or PECO 5504 [0.5] | Selected Issues in Work and Labour I
Selected Issues in Work and Labour II | |
| 3. 0.5 credit from: | | 0.5 |
| PECO 5906 [0.5] | Reflective Practice in Work and Labour | |
| PECO 5907 [0.5] | Placement in Political Economy | |
| 4. 1.0 credit in approved cognate discipline courses | | 1.0 |

Appendix 2. Proposed Calendar Course Descriptions

PECO 5002 [0.5 credit]

Political Economy of Work and Labour

Interdisciplinary survey of core concepts, contexts, and debates in the study of work and labour; critical and historical approach addressing inequalities of class, race, and disabilities; relational perspective on labour including technological change, care, political action, and the environment.

PECO 5503 [0.5 credit]

Selected Issues in Work and Labour I

Topics and emphasis vary from term to term according to current policies and events influencing the distribution and benefits of work and labour including migration, technological and environmental change, privatization, austerity, and transnational legislation.

PECO 5504 [0.5 credit]

Selected Issues in Work and Labour II

Topics and emphasis vary from term to term according to current policies and events influencing the distribution and benefits of work and labour including migration, technological and environmental change, privatization, austerity, and transnational legislation.

PECO 5906 [0.5 credit]

Reflective Practice on Work and Labour

Through a reflection on their current work environment, it is expected that students that are working would apply the knowledge received to enrich their work place. Students will provide relevant reflections and proposals to enrich their work-practices over the period of one-semester.

Prerequisite: PECO 5002 and permission of the department.

PECO 5907 [0.5 credit]

Placement in Political Economy

This course offers an opportunity to earn academic credit by engaging in research activities under the supervision of professional researchers in the community. Placement possibilities may be initiated by the student or arranged through community contacts established by the Institute of Political Economy.

Appendix 3. Proposed Calendar Copy – Admission Requirements

Type 3 Diploma

Applicants must possess a honours bachelor or equivalent four-year undergraduate university degree in a social sciences, humanities, or disciplinary program relevant to Work and Labour. Applicants without these qualifications may be considered for admission with a BA General degree and significant relevant work or volunteer experience in the area of labour issues.

Type 2 Diploma

Applicants must be enrolled at Carleton University in a master's or doctoral program in a related discipline.

Appendix 4. Library Report



Institutional Quality Assurance Process

Major Modification-New Graduate Diploma in the Political Economy Not Requiring a Library Report

Date: January 31, 2019

From: Aleksandra Blake, Subject Area Coordinator (Business & Public Affairs)

To: Sandra Bauer, Program Officer, Faculty of Graduate and Postdoctoral Affairs

cc Wayne Jones, University Librarian
George Duimovich, Associate University Librarian (Collections and Technology)
David Sharp, Head of Acquisitions
Laura Newton Miller, Assessment & Collection Strategy Librarian
Patti Harper, Head, Research Support Services

Recommendation

After review of Carleton University Library's information resources and services, no additional Library resources are required and so no report from the Library is necessary for the QA process for the new program in the following program:

- *Graduate Diploma in Work and Labour (Type2 and 3)*

This is a formal notification for your records.

Appendix 5. Statements of Support from Collaborative Units

STATEMENT OF SUPPORT FROM SISTER UNIT

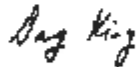
RE: {Briefly describe proposal for which support is being sought}

Graduate Diploma in the Political Economy of Work and Labour (Type 2 and 3) and a Concentration in Work and Labour for the MA in Political Economy

I support this change unconditionally.

I do not support this change.

I support this change, with the following reservations:



Name: Doug King

Title: Acting Chair

Dept: Geography and Environmental Studies

Date: Aug. 21, 2018

Notes:

STATEMENT OF SUPPORT FROM SISTER UNIT

RE: Graduate Diploma in the Political Economy of Work and Labour (Type 2 and 3) and a Concentration in Work and Labour for the MA in Political Economy

I support this change unconditionally.

I do not support this change.

I support this change, with the following reservations:

The Department supports this initiative and will support it in the future, within the limits of its own resources.

Signature:

Dominique Marshall

Name:

Dominique Marshall

Title:

Chair

Academic unit:

History

Date:

20 August 2018

Notes:

STATEMENT OF SUPPORT FROM SISTER UNIT

RE: GDIP in Political Economy of Work and Labour

I support this change unconditionally.

I do not support this change.

I support this change, with the following reservations:

Signature: 

Name: Peter Thompson

Title: Associate Professor and Director

Academic unit:

School of Indigenous and Canadian Studies

Date: August 20, 2018

Notes: This looks like a very exciting initiative and we are happy to support it.

STATEMENT OF SUPPORT FROM SISTER UNIT

RE: (Briefly describe proposal for which support is being sought)

I support this change unconditionally.

I do not support this change.

I support this change, with the following reservations:

Signature:

Name:

Title:

Academic unit:

Date:

Notes:

[Handwritten signature]

J. Greenberg

Director

Journalism & Communication

Aug. 20 / 18

STATEMENT OF SUPPORT FROM SISTER UNIT

RE: Graduate Diploma in the Political Economy of Work and Labour (Type 2 and 3) and a Concentration in Work and Labour for the MA in Political Economy

- I support this change unconditionally.
- I do not support this change.
- I support this change, with the following reservations:

Signature:



Name: Vincent Kazmierski, SJ

Title: Chair

Academic unit: Law and Legal Studies

Date:

Notes:

Further discussion required concerning appropriate courses to be included from Law + Legal Studies

Unit page #

STATEMENT OF SUPPORT FROM SISTER UNIT

RE: (Briefly describe proposal for which support is being sought)

I support this change unconditionally.

I do not support this change.

I support this change, with the following reservations:

Signature: 

Name: Elinor Sloan

Title: Chair

Academic unit: Political Science

Date: 1 Aug 2018

Notes:

Of the list of PSCI courses I would just note that in the last 6 years PSCI 5009 has only been offered once, and PSCI 5506 has not been offered at all.

Unit page #

STATEMENT OF SUPPORT FROM SISTER UNIT

RE: {Briefly describe proposal for which support is being sought}

Proposal for a Graduate Diploma in the Political Economy of Work and Labour

I support this change

unconditionally.

I do not support this change.

I support this change, with the following reservations:

Signature:



Name: Hugh Shewell

Title: Director (Interim)

Academic Unit:

Social Work

Date: 2018.8.1

Notes:

STATEMENT OF SUPPORT FROM SISTER UNIT

RE: [Briefly describe proposal for which support is being sought] **Graduate Diploma in the Political Economy of Work and Labour (Type 2 and 3) and a Concentration in Work and Labour for the MA in Political Economy**

I support this change unconditionally.

I do not support this change.

I support this change, with the following reservations:

Signature:



Name: Dr. Aaron Doyle

Title: Chair

Academic unit:

Department of Sociology and Anthropology

Date:

Aug 9, 2018

Notes:

STATEMENT OF SUPPORT FROM SISTER UNIT

RF: (Briefly describe proposal for which support is being sought)

Diploma and Concentration in Work and Labour

I support this change unconditionally.

I do not support this change.

I support this change, with the following reservations:

Signature: 

Name: DAN IRVING

Title: Acting Director

Academic unit: PSiWSS

Date: August 30 / 18

Notes:

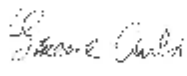
STATEMENT OF SUPPORT FROM SISTER UNIT

RE: Proposal for a Graduate Diploma in the Political Economy of Work and Labour run out of the Institute of Political Economy

I support this change unconditionally.

I do not support this change.

I support this change, with the following reservations:

Signature: 

Name: Graeme Auld

Title: Director

Academic unit: SPPA

Date: August 2, 2018

Notes:

Appendix 6. Survey of Work and Labour Studies Programs in Canada

Survey of Work and Labour Studies Programs in Canada		
McMaster University: Labour Studies	The prime objective of all Labour Studies programs is to introduce students to a variety of theoretical approaches and practical policy debates that relate to working in contemporary societies around the world, as well as Canada. Courses focus on a broad range of work activities, from working for wages in primary, industrial and service settings, to the paid and unpaid work that goes on in the home and elsewhere. Regardless of the focus, work is to be studied as one component of life experience that includes family life, community relations, gender and race relations, politics and state regulation.	
Master of Arts in Work and Society	Two Streams: a. MRP: 6 (half or 1-semester) courses and an MRP b. Thesis: 5 (half or 1-semester) courses and a thesis. Note: for either option, at least 3 half courses must be from the core Work and Society Courses	Core Courses: Class, Gender and Race: Theorizing Work, Home and Society; Labour Market, the State and Inequality; Work, Workers and their Workplaces; Work and Democracy in the Global Society; Bodies at Work: Politics, Science Law & Occupational Health; Methods; Selected Topics in Work and Society; Independent Study
Doctor of Philosophy in Labour Studies	Courses work: Students are required to take four courses. Comprehensive Exams Dissertation	Required Courses: - Advanced Labour Studies Theory - Methods Additional courses are chosen from the core courses listed above, as well as relevant courses in other departments (sociology, geography, social work, history, political science, etc.)
The Labour Studies Joint Certificate with the Hamilton & Brantford District Labour Councils	Most courses are 12 hours in total and are offered either in the evening or on weekends. Students must complete 12 courses.	Required Courses: - History of the Canadian Labour Movement, Parts I and II - Addressing the Challenges Facing the Labour Movement, Parts I and II Other Courses: Challenges Facing the Labour Movement; Women, Work and Unionism; Conflict Resolution and Mediation; Unions and the Law; Labour and Contemporary Politics; Current Labour Issues; Labour in the New Economy; Women and Politics; History of the Labour Movement; The Green Economy; International Labour Solidarity; Internet Skills for Labour Activists; Labour and Media.
Unifor-McMaster Labour Studies Certificate	Unifor-McMaster Labour Studies courses are designed specifically for Unifor members. Students must complete 36 units to be eligible to graduate – units are weighted differently depending on their scope and workload.	Courses: The CAW and the Canadian Labour Movement: A History; Current Challenges to the Labour Movement; Introduction to Workplace Issues; Globalization and Democracy; The Modern Labour Movement; Making Work: Factors Shaping Today's Workplace; Wal-Mart: Driving a New Brand of Capitalism; Government, Labour Regulation and the Workplace; Solutions to Global Warming; Labour and Media; Labour in Film; Labour in Documentary Film; Film and Ideology; Photo Essay Project: Social Justice through Photographs; Labour History as Told Through Music; Art, Labour Activism and Change

<p>George Brown College, in partnership with the Labour Council of Toronto and York Region</p>	<p>Our commitment is to socially progressive curriculum that respects working people and expands their access to post-secondary education. We work to make George Brown a “labour-friendly” college, because we believe that labour contributes to and enriches not just the college’s culture, but the whole society’s.</p> <p>Our mission is to: Facilitate improved access to post-secondary education and socially progressive, relevant curriculum for working people. Facilitate effective working relationships among the College, unions and their members for the benefit of working people. Bring a progressive labour perspective to the College and its students.</p>	
<p>Several courses (length unknown) and workshops (2-hours in length each).</p>	<p>These are stand alone units – students can take a course or workshop on a variety of labour issues.</p>	<p>Courses: Never Done: Women’s Work Around the World; How the Weekend was Won: Canadian Labour History; Hope and Hardship: A Labour History of Immigration to Canada; From Galleries to Graffiti: Putting Art to Work Workshops: Rights and Wrongs: Workers’ Rights; Safety Smarts on the Job; Globalization; The ABC’s of Unions; Women, Work and Power; Breaking Barriers: Linking Struggles.</p>
<p>UNDERGRADUATE PROGRAMS: Athabasca University – BA Labour Studies and Certificate in Labour Studies Brock University – BA Labour Studies Laurentian University – BA Labour Studies McMaster University – BA Labour Studies Simon Fraser University – Minor at the undergraduate University of Manitoba – BA in Labour Studies University of Windsor – Certificate in Work and Employment Issues Wilfrid Laurier University – BA in Labour Studies and Career Development York University – BA in Work and Labour Studies</p>		

Appendix 7. Labour Organization Questionnaire

Answering YES or MAYBE: 13.

Note that this includes some of the largest public and private labour federations in Ontario and Canada. Several of those who answered "no" also wrote at the end of the survey that they may be interested in sending someone to the program—suggesting they may have had a narrow interpretation of "part of their professional development" in this question.

One large union also indicated that their members have several options to choose from in their professional development, but that "a more academic program" (such as this one) "would be helpful."

1. Do you think members of your organization would benefit from a graduate diploma in work & labour studies as part of their professional development?

Yes? No? Please elaborate.

2. We are considering different formats for the delivery of this graduate diploma. Which option do you think would be best?

	Yes	No	Elaborate
Summer School	9		
<i>Students would attend summer school in Ottawa on two occasions for approximately 8 calendar days. During each annual summer school, students would take two intensive courses with face-to-face instruction. Students would have on-line faculty support as they write their course paper over the rest of the summer.</i>			
Regular Fall & Winter semesters	6		
<i>Students would attend face-to-face courses offered during regular Carleton University semesters (Sept.-Dec or Jan-Apr.)</i>			
Spring Semester	5		
<i>Students would attend face to face courses delivered during the regular Carleton five - week intensive spring semester (May and June)</i>			
Courses delivered on-line	9		
Specialized full-day seminars	6		
A combination of the above	15		

3. We value experiential learning. Students would be asked to reflect on their work in the labour movement, and complete related assignments in the months between the courses. Students who are not already employed in the labour movement would be asked to undertake a practicum and reflect on that experience by completing assignments.

If you are based in Ottawa, would you be interested in providing a student on placement from this program (5-7 hours per week for 12 weeks)?

Yes & How many?	No	Maybe
3		7

If yes, do you have any specific needs, timing or conditions?

(variable)

4. This new graduate diploma could develop students' knowledge, skills and self-awareness in many areas. To help us design an appropriate program of study, please tell us how you view the importance of the following:

After taking the graduate diploma in work and labour studies, students will:

i) Know more about:

	Not Important	Important	Very Important
Budget Analysis and Public Finance		10	3
Canadian Labour History		12	6
Care/Support to Vulnerable People		12	3
Changing Worlds of Work		8	9
Charitable and Voluntary Organizations		5	1
Child Care		9	1
Collective Bargaining and Negotiation Strategy		2	16
Colonialism, Migration and Borders		12	3
Disability and Inclusion		12	5
Community Development and Maintenance		9	2
Community Infrastructure and the Public Sector		11	3
Debates in Internal and External Union Organizing		9	10
Demographic Changes and Racialization of the Workforce		12	6
Equity: (pay equity, employment equity, anti-racism, anti-sexism, equity for women, men and non-binary people)		9	10

Gig Economy and Precarious Work		9	7
Human Resource Issues from Labour and Care Perspectives		11	6
Immigration and Settlement		10	1
Inequality and Labour Economics (macro and micro)		14	4
Intimacy and Family Life		7	1
Issues and Debates in the Labour Movement		14	5
Labour Internationalism and Global Solidarity		13	3
Labour Law and Social Change		7	12
Media and Communications for Social Change		9	6
Models of Labour-Management Relations		10	7
Organizational Change		13	2
Organizing and Mobilizing across Different Organizations and Economic Sectors		8	10
Privatization and Austerity Programs		12	5
Reconciliation, Decolonization and Indigenous Alternative Livelihoods		13	3
Social Movements		13	2
Social Welfare, including Social Assistance, Pensions, Health Care		8	7
Structure of the Labour Movement (public, private, sectors, etc.)		8	10
Work and Labour in the North		8	2
Work in a Warming World - Just Transitions		10	2
Working Class Feminism and Gender studies		12	5
Work, Working Conditions and Care		11	4
Other – Please elaborate			

ii) **Have a stronger ability to:**

	Not Important	Important	Very Important
Engage in critical thinking		6	13
Understand, navigate and transform conflict		7	10
Analyze the intersections of gender, race, LGBTTIQ, coloniality, and other manifestations of inequality		11	5
Undertake strategic planning and problem-solving		9	9
Deliver popular and adult education for movement building		9	4
Evaluate outcomes		11	4
Understand quantitative methods and statistical analysis		9	2
Undertake qualitative labour research and community-based research		10	3
Conduct strategic corporate research		6	4
Provide leadership		6	10
Other – please elaborate "communicate effectively"		1	

iii) **Be more aware of their own:**

	Not Important	Important	Very Important
Approach to social change		12	5
Preferred leadership style		10	7
Strengths, weaknesses and implicit biases		10	7
Capacity to give and receive professional feedback		11	5
Ability to engage issues of diversity, coloniality, and inequality		12	5
Experiences in the world of work, labour and care		11	5

5. Does this sound like a program you would be interested in taking?

Nine answered "yes"

6. Does this sound like a program your organization might send someone to? Please elaborate.

7. Which of the following would best describe you: union activist, elected leader, manager or staff?

8. What is your work-title?

9. Do you self-identify as a member of an equity seeking-group? If so, which one/ones?

Appendix 8. Other Professors at Carleton with Work and Labour Expertise

History

Susan B. Whitney

Interest: European youth and women's history; French Communism and Catholicism; 20th century social and political history.

Indigenous and Canadian Studies

Peter Thompson

Interest: impact of "cultures of extraction" on the development of contemporary Canadian art and literature, particularly as this relates to the coal mining industry in northern Nova Scotia.

Peter Hodgins

Interest: Canadian Cultural Nationalism, Canadian Cultural Studies

Law and Legal Studies

Michael Mac Neil

Interest: Labour and employment issues, especially focusing on Canadian collective bargaining law and trade union rights. Focus on internal trade union affairs and freedom of association. Extensive interest in issues relating to Internet regulation, privacy and surveillance.

Alberto Salazar

Interest: Consumer protection law and policy, corporate law, comparative corporate governance, competition law and policy, and the socio-economics of business law.

Philip Kaisary

Interest: legal, political, and literary theory to explore the relationship between human rights, revolution, constitutionalism, and anti-colonialism.

Political Science

James Milner

Interest: practitioner and policy advisor on issues relating to the global refugee regime, global refugee policy and the politics of asylum in the global South

Public Policy and Administration

Heather Dorries

Interest: indigenous policy and urban planning. Indigenous knowledge systems, environmental assessment, source water protection, and environmental contaminants for the Chiefs of Ontario and Environment Canada.

Nathan Grasse

Interest: Nonprofit finance and financial management; governance and leadership; and strategic management.

Alexandra Mallett

Interest: Sustainable energy and climate policy; emerging economies / developing countries; low carbon technology cooperation; innovation, science and technology policies.

Paloma Raggo

Interests: International nonprofits; leadership; organizational accountability; global philanthropy.

Social Work

Benham Behnia

Interest: Resettlement and integration of immigrants and refugees; social support networks; volunteering.

Nimo Bokore

Interest: Resettlement and integration barriers; migration; forced migration; refugees.

Roy Hanes

Interest: Disability; disability and immigration; disability and employments.

Sociology and Anthropology

Kelly Fritsch

Interest: Disability studies; political economy; social and political theory.

Zoe Todd

Interest: Human-environmental relations; colonialism; resource extraction.

Women's Studies

Amrita Hari

Interest: Global migrations, transnationalisms, diasporic formations and citizenship.

ⁱ The group also includes Professors Cristina Rojas, Justin Paulson, Rosemary Warskett, Susan Braedley; Teresa Healy, alumna Jane Stinson (M.A.), Program Administrator Donna Coghill, Ph.D. student Maggie Fitzgerald, and M.A. student Chris Fairweather.

ⁱⁱ See Appendix I for a more detailed summary.

ⁱⁱⁱ McMaster University is the only Canadian institution offering graduate degrees in Labour Studies.

^{iv} See Appendix II for the survey questionnaire and an overview of responses.

^v These are Political Science, Sociology and Anthropology, Social Work, Indigenous and Canadian Studies, Geography and Environmental Studies, Law and Legal Studies, History, Journalism and Communication, Public Policy and Administration, and Women's and Gender Studies.

^{vi} Excerpt from the Ontario Human Rights Commission report: The opportunity to succeed: Achieving barrier-free education for students with disabilities - Post-secondary education.

vii PECO 5503 or PECO 5504 is the same seminar 'Selected Issues in Work and Labour': 5503 is taught in the fall and 5504 is taught in the winter.



Carleton
UNIVERSITY

Canada's Capital University

Office of the Dean
Faculty of Public Affairs
D391, Loeb Building
Carleton University
1125 Colonel By Drive
Ottawa, ON Canada, K1S 5B6
Phone: (613) 520-3741
Fax: (613) 520-3742
odfpa@carleton.ca
www.carleton.ca/fpa

April 8, 2019

Dr. Lorraine Dyke
Vice-Provost and Associate Vice-President (Academic)
Carleton University

RE: New Program Proposal – Graduate Diplomas in the Political Economy of Work and Labour

Dear Dr. Dyke,

I am writing to express my strong support for the graduate diplomas in the Political Economy of Work and Labour proposed by the Institute of Political Economy (IPE). This initiative is entirely in keeping with the fabric of the Institute. It is highly interdisciplinary and designed to draw from the expertise of faculty members from numerous units in the Faculty of Public Affairs (the home of the IPE) and the Faculty of Arts and Social Sciences as well as from partners from outside Carleton. As such, it will guarantee that students enrolled in these diplomas will be brought to consider issues from a broad range of disciplinary perspectives. The development of the proposal has itself been a highly collaborative project since committee members have been drawn from different academic units across these two Faculties. I am confident that the programs will deliver very rewarding learning experiences to students.

The emphasis on the development of critical thinking skills and problem-solving strategies evident in the proposed curriculum is particularly welcome. I would be remiss not to highlight the efforts made to address particular social needs in the design of these graduate diplomas. The focus on the education and training of future labour leaders, analysts, activists and advocates yields a clear identity to the resulting programs, which are explicitly designed to incorporate both academic and experiential-learning components. Students will thus have opportunities to acquire real-world experience connected to their subjects of academic study. Upon completion, graduates will be well prepared for employment by labour organizations, government departments and agencies, and by community organizations with active interests in work and labour issues.

The proposed programs are well aligned with Carleton's Strategic Integrated Plan, building on academic strengths and expertise from numerous academic units, including Geography and Environmental Studies, History, Indigenous and Canadian Studies, Communication and Media Studies, Law and Legal Studies, Public Policy and Administration, Political Science, Social Work, and Sociology and Anthropology, among others. The diplomas will also complement a concentration in Work and Labour to be offered as part of the existing Master of Arts program in Political Economy.

I also want to confirm that the Faculty of Public Affairs will undertake to fund annually, at contract instruction rates, the cost of the 1.5 credits in additional teaching capacity needed for the diplomas (and the linked MA concentration) to be offered. The current budget allocation of the Faculty of Public Affairs will be used for this purpose; no new funding will be requested by the Faculty to do so.

Carleton is ideally positioned to bring together the expertise needed to deliver graduate diplomas of exceptional quality in this area, hence why these elicit my strong support.

Sincerely,



André Plourde
Dean, Faculty Public Affairs

New Program Proposal

Date Submitted: 03/04/19 5:35 pm

Viewing: **TBD-1942 : Work and Labour
GDip - Admission Requirements**

Last edit: 05/14/19 1:58 pm

Last modified by: christinanoja

Changes proposed by: sandrabauer

In Workflow

1. **PECO ChairDir GR**
2. **PA Dean**
3. **GRAD Dean**
4. **GRAD FCC**
5. **GRAD FBoard**
6. **CUCQA**
7. **PRE SCCASP**
8. SCCASP
9. SAPC
10. Senate
11. CalEditor

Approval Path

1. 03/05/19 2:09 pm
Cristina Rojas
(cristinarojas): Approved
for PECO ChairDir GR
2. 03/08/19 2:07 pm
David Mendeloff
(davidmendeloff):
Approved for PA Dean
3. 03/11/19 11:42 am
Sandra Bauer
(sandrabauer): Approved
for GRAD Dean
4. 03/11/19 11:43 am
Sandra Bauer
(sandrabauer): Approved
for GRAD FCC
5. 03/20/19 11:43 am
Sandra Bauer
(sandrabauer): Approved
for GRAD FBoard
6. 05/13/19 8:45 am
Christina Noja
(christinanoja): Approved
for CUCQA
7. 05/14/19 1:56 pm
Mike Labreque
(mikelabreque):
Approved for PRE
SCCASP

8. 05/14/19 1:57 pm
Mike Labreque
(mikelabreque): Rollback
to PRE SCCASP for
SCCASP

Effective Date	2020-21
Workflow	majormod
Program Code	TBD-1942
Level	Graduate
Faculty	Faculty of Public Affairs
Academic Unit	Institute of Political Economy
Degree	
Title	Work and Labour GDip - Admission Requirements

Program Requirements

Admission

Type 2 Diploma

Applicants must be enrolled at Carleton University in a master's or doctoral program in a related discipline.

Type 3 Diploma

Applicants must possess an honours bachelor or equivalent four-year undergraduate university degree in a social sciences, humanities, or disciplinary program relevant to Work and Labour. Applicants without these qualifications may be considered for admission with a BA General degree and significant relevant work or volunteer experience in the area of labour issues.

New Resources	Other
Summary	Admission requirements for GDip in Work and Labour
Rationale	Refer to V.1
Transition/Implementation	n/a - new program

Program reviewer
comments

christinanoja (05/13/19 8:44 am): Type 3 diploma adm req updated for clarification as per CUCQA to incl. "...admission with a BA General degree and significant..."

mikelabreque (05/14/19 1:57 pm): Rollback: Approved by mistake.

Key: 1942

New Program Proposal

Date Submitted: 03/04/19 2:42 pm

Viewing: **TBD-1941 : Graduate Diploma in Work and Labour (Types 2 and 3)**

Last edit: 03/04/19 2:42 pm

Last modified by: sandrabauer

Changes proposed by: sandrabauer

In Workflow

1. PECO ChairDir GR
2. PA Dean
3. GRAD Dean
4. GRAD FCC
5. GRAD FBoard
6. CUCQA
7. PRE SCCASP
8. SCCASP
9. SAPC
10. Senate
11. CalEditor

Approval Path

1. 03/04/19 2:53 pm
Cristina Rojas
(cristinarojas): Approved for PECO ChairDir GR
2. 03/08/19 2:06 pm
David Mendeloff
(davidmendeloff): Approved for PA Dean
3. 03/11/19 11:41 am
Sandra Bauer
(sandrabauer): Approved for GRAD Dean
4. 03/11/19 11:43 am
Sandra Bauer
(sandrabauer): Approved for GRAD FCC
5. 03/20/19 11:43 am
Sandra Bauer
(sandrabauer): Approved for GRAD FBoard

Effective Date	2020-21
Workflow	majormod
Program Code	TBD-1941
Level	Graduate
Faculty	Faculty of Public Affairs
Academic Unit	Institute of Political Economy

Degree	Graduate Diploma
Title	Graduate Diploma in Work and Labour (Types 2 and 3)

Program Requirements

Graduate Diploma in Work and Labour (2.5 credits)

Requirements (2.5 credits):

1. 0.5 credit in:		0.5
<u>PECO 5002 [0.0]</u>	Political Economy of Work and Labour	
2. 0.5 credit from:		0.5
<u>PECO 5503 [0.0]</u>	Selected Issues in Work and Labour I	
or <u>PECO 5504 [0.0]</u>	Selected Issues in Work and Labour II	
3. 0.5 credit from:		0.5
<u>PECO 5906 [0.0]</u>	Reflective Practice on Work and Labour	
<u>PECO 5907 [0.5]</u>	Placement in Political Economy	
4. 1.0 credit in approved cognate discipline courses		1.0
Total Credits		2.5

New Resources	Other
Summary	Add new GDip in Work and Labour (Types 2 and 3)
Rationale	Refer to Volume 1.
Transition/Implementation	New Program.

Program reviewer
comments

New Course Proposal

Date Submitted: 03/04/19 11:42 am

Viewing: **PECO 5002 : Political Economy of Work and Labour**

Last edit: 03/04/19 11:42 am

Changes proposed by: [sandrabauer](#)

Programs referencing this course [Graduate Diploma in Work and Labour \(Types 2 and 3\)](#)

In Workflow

1. PECO ChairDir GR
2. GRAD FCC
3. GRAD FBoard
4. Future Cycle
5. PRE SCCASP
6. SCCASP
7. Banner

Approval Path

1. 03/04/19 2:49 pm
Cristina Rojas
(cristinarojas): Approved
for PECO ChairDir GR
2. 03/04/19 5:45 pm
Sandra Bauer
(sandrabauer): Approved
for GRAD FCC
3. 03/20/19 11:43 am
Sandra Bauer
(sandrabauer): Approved
for GRAD FBoard

Effective Date	2020-21
Workflow	minormod
New Resources	Contract Instructor
Level	Graduate
Course Code	PECO
Course Number	5002
Title	Political Economy of Work and Labour
Title (short)	PolEcon of Work and Labour

Faculty	Faculty of Public Affairs
Academic Unit	Institute of Political Economy
Credit Value	0.50
Significant Experiential	None

Learning

Course Description Interdisciplinary survey of core concepts, contexts, and debates in the study of work and labour; critical and historical approach addressing inequalities of class, race, and disabilities; relational perspective on labour including technological change, care, political action, and the environment.

Prerequisite(s)

Class Format

Precluded Courses

Also listed as

Piggybacked Courses

U Ottawa Code

Grade Mode Standard Letter Grade

Schedule Type Seminar

*May constitute a major modification under Carleton's IQAP. Please consult <https://carleton.ca/viceprovost/major-minor-modifications/> for more details.

Unpaid Placement No

Summary Add new course.

Rationale for new course This new course is the foundation course for the Work and Labour Graduate Diploma, and future proposal for MA Political Economy with concentration in Work and Labour.

Course reviewer comments **mikelabreque (03/27/19 10:10 am):** moved to future cycle

New Course Proposal

Date Submitted: 03/04/19 1:01 pm

Viewing: **PECO 5503 : Selected Issues in Work and Labour I**

Last edit: 03/04/19 2:00 pm

Changes proposed by: [sandrabauer](#)

Programs referencing this course [Graduate Diploma in Work and Labour \(Types 2 and 3\)](#)

In Workflow

1. PECO ChairDir GR
2. GRAD FCC
3. GRAD FBoard
4. Future Cycle
5. PRE SCCASP
6. SCCASP
7. Banner

Approval Path

1. 03/04/19 2:49 pm
Cristina Rojas (cristinarojas): Approved for PECO ChairDir GR
2. 03/04/19 5:45 pm
Sandra Bauer (sandrabauer): Approved for GRAD FCC
3. 03/20/19 11:43 am
Sandra Bauer (sandrabauer): Approved for GRAD FBoard

Effective Date	2020-21
Workflow	minormod
New Resources	Contract Instructor
Level	Graduate
Course Code	PECO
Course Number	5503
Title	Selected Issues in Work and Labour I
Title (short)	Sel. Issues Work and Labour I

Faculty	Faculty of Public Affairs
Academic Unit	Institute of Political Economy
Credit Value	0.50
Significant Experiential	None

Learning

Course Description Topics and emphasis vary from term to term according to current policies and events influencing the distribution and benefits of work and labour including migration, technological and environmental change, privatization, austerity, and transnational legislation.

Prerequisite(s)

Class Format

Precluded Courses

Also listed as

Piggybacked Courses

U Ottawa Code

Grade Mode Standard Letter Grade

Schedule Type Seminar

*May constitute a major modification under Carleton's IQAP. Please consult <https://carleton.ca/viceprovost/major-minor-modifications/> for more details.

Unpaid Placement No

Summary Add new course.

Rationale for new course This selected issues course will be taught by visiting professors in the fall term each year, and will provide a variety of approaches to the area of work and labour.

Among requirements for the Work and Labour Graduate Diploma, and future proposal for MA Political Economy with concentration in Work and Labour.

Course reviewer comments **mikelabreque (03/27/19 10:10 am):** moved to future cycle

Key: 9668
Not an admin

New Course Proposal

Date Submitted: 03/04/19 2:02 pm

Viewing: **PECO 5504 : Selected Issues in Work and Labour II**

Last edit: 03/04/19 2:02 pm

Changes proposed by: [sandrabauer](#)

Programs referencing this course [Graduate Diploma in Work and Labour \(Types 2 and 3\)](#)

In Workflow

1. PECO ChairDir GR
2. GRAD FCC
3. GRAD FBoard
4. Future Cycle
5. PRE SCCASP
6. SCCASP
7. Banner

Approval Path

1. 03/04/19 2:55 pm
Cristina Rojas
(cristinarojas): Approved for PECO ChairDir GR
2. 03/04/19 5:45 pm
Sandra Bauer
(sandrabauer): Approved for GRAD FCC
3. 03/20/19 11:43 am
Sandra Bauer
(sandrabauer): Approved for GRAD FBoard

Effective Date	2020-21
Workflow	minormod
New Resources	
Level	Graduate
Course Code	PECO
Course Number	5504
Title	Selected Issues in Work and Labour II
Title (short)	Sel. Issues Work and Labour II

Faculty	Faculty of Public Affairs
Academic Unit	Institute of Political Economy
Credit Value	0.50
Significant Experiential	None

Learning

Course Description Topics and emphasis vary from term to term according to current policies and events influencing the distribution and benefits of work and labour including migration, technological and environmental change, privatization, austerity, and transnational legislation.

Prerequisite(s)

Class Format

Precluded Courses

Also listed as

Piggybacked Courses

U Ottawa Code

Grade Mode Standard Letter Grade

Schedule Type Seminar

*May constitute a major modification under Carleton's IQAP. Please consult <https://carleton.ca/viceprovost/major-minor-modifications/> for more details.

Unpaid Placement No

Summary Add new course.

Rationale for new course

This selected issues course will be taught by visiting professors in the fall term each year, and will provide a variety of approaches to the area of work and labour.

Among requirements for the Work and Labour Graduate Diploma, and future proposal for MA Political Economy with concentration in Work and Labour.

Course reviewer comments **mikelabreque (03/27/19 10:11 am):** Moved to future cycle.

New Course Proposal

Date Submitted: 03/04/19 2:04 pm

Viewing: **PECO 5906 : Reflective Practice on Work and Labour**

Last edit: 03/04/19 2:04 pm

Changes proposed by: [sandrabauer](#)

Programs referencing this course [Graduate Diploma in Work and Labour \(Types 2 and 3\)](#)

In Workflow

1. PECO ChairDir GR
2. GRAD FCC
3. GRAD FBoard
4. Future Cycle
5. PRE SCCASP
6. SCCASP
7. Banner

Approval Path

1. 03/04/19 2:51 pm
Cristina Rojas
(cristinarojas): Approved
for PECO ChairDir GR
2. 03/04/19 5:45 pm
Sandra Bauer
(sandrabauer): Approved
for GRAD FCC
3. 03/20/19 11:43 am
Sandra Bauer
(sandrabauer): Approved
for GRAD FBoard

Effective Date	2020-21
Workflow	minormod
New Resources	No New Resources
Level	Graduate
Course Code	PECO
Course Number	5906
Title	Reflective Practice on Work and Labour
Title (short)	Reflect. Practice Work&Labour

Faculty	Faculty of Public Affairs
Academic Unit	Institute of Political Economy
Credit Value	0.50
Significant Experiential	Practica or Placements (including Clinical Placements)

Learning

Course Description Through a reflection on their current work environment, it is expected that students that are working would apply the knowledge received to enrich their work place. Students will provide relevant reflections and proposals to enrich their work-practices over the period of one-semester.

Prerequisite(s) PECO 5002 and permission of the department.

Class Format

Precluded Courses

Also listed as

Piggybacked Courses

U Ottawa Code

Grade Mode Standard Letter Grade

Schedule Type *Practicum

*May constitute a major modification under Carleton's IQAP. Please consult <https://carleton.ca/viceprovost/major-minor-modifications/> for more details.

Unpaid Placement Yes

Summary Add new course.

Rationale for new course This course is designed for employed students in the GDip Work and Labour and future proposal for MA in Political Economy with a Concentration in Work and Labour to reflect upon practices in their workplace and provide insights to enrich their work environment.

Course reviewer comments

Key: 9667
Not an admin