

# Faculty of Social Sciences Research Plan

August 2017

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## **Motivation and Outline**

Academic units and Faculties function in a decision-making environment in which planning and careful deliberation is essential to long-term sustainability. By ensuring that well-structured and transparently meaningful principles govern decision making, and that members of the academic community actively participate in the development of those principles, we can position ourselves to take advantage of new opportunities and to meet unexpected challenges. The Research Plan for the Faculty of Social Sciences is an important part of our strategy to engage in the kind of participatory planning that will serve an essential function in guiding Faculty decisions in the years ahead. An example of one of the functions of a research plan is to provide convincing, rational arguments for the support of coherent, programmatic research activity, including but not

exclusively those types of activity that fit with the University's Strategic Research Plan. Programmatic research may involve collaborations among faculty at UVic or across universities as well as work conducted by an individual faculty member who is engaged in pursuing long-term research objectives. An additional motivation for the development of a research plan for the Faculty of Social Sciences was the University's Strategic Research Plan, which recommends the creation of research plans at the level of individual Faculties "to achieve greater strategic alignment and synergies of research initiatives at UVic" (p. 36). Thus, another function of the Faculty Research Plan is to identify likely directions for future development of research activity with the Faculty. These goals are an important part of the Faculty of Social Sciences strategy to be competitive within the University for a broad range of major funding opportunities administered through the office of the Vice-President Research.

In addition to demonstrating how research within the Faculty of Social Sciences aligns with the University's Strategic Research Plan, however, another goal of the Faculty Research Plan is to emphasize the importance and value with the Faculty of Social Sciences of research and scholarly work by individual faculty members whose specific research interests may take them in new and exciting directions. Sometimes these new directions are the product of novel insight and sometimes a reaction to breaking world events and crises. The Faculty values the ability of its members to respond quickly and in innovative ways to developments such as these.

This version of the Faculty Research Plan provides some background information regarding the research infrastructure that has been built up in the Faculty and reviews some shortcomings in infrastructure that have been identified by the units in Social Sciences. It also describes some of the research themes and approaches to conducting research that are represented in the units. A summary of research accomplishments is provided that highlights published work and external funding for research, and that indicates the degree of involvement by faculty members in these activities.

The Research Plan also describes activities in the Faculty that have been directed toward achieving some of the research enhancement goals articulated in the University Research Strategic Plan as well as some proposals for future initiatives that are intended to enhance the Faculty's research profile.

A particularly crucial section of the Plan is a description of each unit's areas of research strength and proposed directions for future development of expertise. This section provides important indicators of how the aspirations of units within Social Sciences align with the strategic initiatives targeted in the University Research Strategic Plan and will serve as a tool for the Dean to consider when requesting resources and when making resource allocations to units.

## **Background and Context**

### **Research accomplishments**

One of the University's Strategic Research Plan's priorities is to define and achieve research excellence. As part of the Enhanced Planning Tool exercise in 2015-16, each unit was invited to articulate the indicators of research success that they use to define research success. Across the

seven units in Social Sciences, a broad range of indicators are used, although a core set is common across all the units with additional elements used by different subsets of units.

### Core elements

- peer-reviewed journal articles
- books and chapters in edited volumes
- external research funding
- awards
- invited addresses
- citations in the literature
- community-engaged research and its impact on communities, including Indigenous communities
- community-based research

### Additional elements

- Canada Research Chairs (CRCs) and other funded research chairs
- editorships of journals
- grant panel membership
- participation in research centres
- leadership on international research teams
- presentations at professional conferences
- creative production including artistic achievements such as films
- media interviews
- expert testimony
- distinguished fellow status in societies
- policy and lay publications such as reports
- political impact
- coverage in social media

An important aspect of each of these indicators is the availability of peer review or its equivalent (such as impact on the local community or uptake by other jurisdictions) when evaluating each type of contribution. Independent evaluation of the quality of contributions is an essential component when determining and validating research excellence.

Self-reported overall quality of research contributions for units in Social Sciences indicates a strong level of performance. Reports taken from the Enhanced Planning Tools show that units in Social Sciences are achieving commendable levels of performance in the research domain. The following is a summary of the reports on research quality provided by each unit.

### Anthropology

- consistent and sustained publications by a majority of faculty
- tri-agency funding held by various faculty members
- awards, public presentations, media interviews
- uptake of community-based research to national platforms

### Economics

- research productivity is experiencing an upward trend
- an independent ranking site places the department among the top 20 in Canada with respect to research impact
- seven faculty are ranked among the top 25% of economists in Canada for research performance, and three faculty members are ranked among the top 10% internationally, one of whom is a CRC

### Environmental Studies

- publications include articles appearing in top scientific journals (e.g., *Nature*, *Science*)
- citation data indicate that research is having a substantial and increasing impact
- external funding from tri-agencies and especially from other sources is very good
- deep involvement in community-based research leading to policy and regulatory changes

### Geography

- one of only five units at UVic that is highly positioned in international disciplinary rankings
- publication rate per faculty member is among the highest in Geography departments in Canada
- excellent levels of external funding
- faculty members have received awards from national and international organizations

### Political Science

- all faculty are actively publishing and several have attained global reputations
- 70% of faculty have external funding
- several faculty members are world renowned experts in their fields

### Psychology

- most faculty members publish multiple articles per year
- there is considerable external funding
- two faculty members edit major journals, two are directors of research centers, and one holds a CRC

### Sociology

- number of publications and amount of external funding per faculty member are among the highest for Sociology departments in Canada
- several faculty members have received national awards including election to the Royal Society of Canada and some faculty have leadership roles on multi-national partnership grants

### **Summary of research activity**

As the foregoing description of scholarly contributions within each unit indicates, the Faculty of Social Sciences engages in a broad range of diverse research and scholarly activity. In this section, participation in a subset of that activity, particularly published work and external grant support for scholarly work, is summarized for each unit. This summary by no means captures all of the research activities in which faculty engage, but illustrates the high degree of participation

in these two areas achieved by faculty members. It should also be noted that comparisons across units is not especially meaningful given that different disciplines have different standards with respect to methods of communicating research results and different levels of need for external funding to support scholarly work. The information presented here, however, can be compared to subsequent versions of the Faculty Research Plan that presumably will present updated versions of this information to enable monitoring of progress over time.

Table 1 provides of a summary of the Faculty's productivity with respect to external funding, publications, and training of advanced students (graduate students and postdoctoral fellows). It shows the average annual amount of external funding for each unit from tri-agency sources and from other sources, computed over the three most recent fiscal years used for the Enhanced Planning Tools (2012-15). The table also presents the average number of research faculty in each unit over the three academic years of 2014-17. Based on these figures, the average amount of funding per faculty member was computed. These averages are less than ideal given that the years covered for the two measures (funding and number of faculty) do not perfectly overlap. Nevertheless, the averages provide a reasonable assessment of the amount of external funding in each unit, taking into account the general size of the faculty complement. Data on authorships and presence or absence of external funding were generated from faculty curriculum vitae records in the Dean's office. The most recent updates to these files occurred in early 2015, so the information provided in this section of the table covers the 2012-14 calendar years. Following the 2017 updates of faculty CVs, this information can be revised. Publication authorships is a count of the number of times faculty members from a given unit appear as authors on publications, rather than a count of the number of publications. For example, if two faculty members in a unit co-author a publication, that will constitute two publication authorships.

**Table 1. Summary of Faculty of Social Sciences Research Productivity**

Measure	Unit						
	ANTH	ECON	ENVI	GEOG	POLI	PSYC	SOCI
<sup>a</sup> Number of research faculty (FTE)	17.7	22.7	12.3	21.7	19.3	27.3	15.7
<sup>b</sup> Tri-agency funding (\$000's)	274	225	207	792	427	807	796
<sup>b</sup> Other funding (\$000's)	508	20	953	2,621	103	1,457	100
<sup>b</sup> Total funding (\$000's)	782	245	1,160	3,413	530	2,264	896
Funding/Faculty member (\$000s)	44	11	94	157	27	83	57
<sup>c</sup> Authorships and funding (2014-16)							
Number of research faculty CVs	19	22	9	15	15	26	14
Articles and chapters	119	68	100	162	79	305	119
Books	0	0	0	6	6	3	5
Total/Faculty member	6.3	3.1	11.1	11.2	5.7	11.8	8.9
% with authorships	89	73	100	100	87	100	100
% with external funding	68	36	77	100	73	92	93
<sup>d</sup> Graduate students (head count)	49	57	36	97	64	73	42
<sup>e</sup> Postdoctoral fellows	1.0	0.0	3.7	10.3	1.7	7.7	1.0

<sup>a</sup>Source: Records in the office of the Dean of Social Sciences. Average number (not FTE) of tenure-track or other research faculty members over the three-academic-year period 2014-17, excluding the Dean and Associate Vice-President Research, but including Associate Deans, and centre directors. Non-remunerated faculty, adjunct faculty, and faculty whose primary duties within a unit are teaching are not included.

<sup>b</sup>Source: Enhanced Planning Tools (May 2017)

<sup>c</sup>Source: Faculty CVs on file in the office of the Dean of Social Sciences in August 2017, which provide information up to December 2016. See text for definition of each category.

<sup>d</sup>Source: Enhanced Planning Tools, 2015-16 academic year

<sup>e</sup>Source: Records in the office of the Dean of Social Sciences (average over the three-year period 2014-17).

A number of features of the information in Table 1 are striking. First, units vary substantially in the amount of external funding that they generate and they also differ with respect to the relative share of tri-agency funding versus funding from other sources. It is recognized that disciplines or subareas within disciplines vary in their dependence on external funding for scholarly productivity and much of the variability across units with respect to the percentage of faculty who hold external funding is likely due to this fact. Scholarly productivity, as assessed by published articles and books, is high across the units and the participation rate (88% or better at the unit level) is very encouraging, with a majority of the units having a 100% participation rate.

### **Existing Research Infrastructure**

Core elements of research infrastructure for each unit in Social Sciences are described in the Enhanced Planning Tools database and the information reported here was extracted from that source in fall 2016. The facilities listed here comprise a representative but not exhaustive list of the existing research infrastructure in Social Sciences. Moreover, it is important to keep in mind that different disciplines within the Faculty of Social Sciences vary significantly in their need for various kinds of infrastructure. Some disciplines require modern equipment and associated laboratories, whereas others depend on much more modest facilities.

### **Anthropology**

- archaeology laboratory
- zooarchaeological collection housing the largest sample of animal skeletons in the Pacific northwest
- visual teaching laboratory that supports film production
- ethnographic mapping laboratory
- biological anthropology laboratory with osteometric equipment
- storage facility referred to as the “Jam Factory” for storing equipment and samples

### **Economics**

- computer laboratories
- library journal subscriptions are essential
- access to Statistics Canada Regional Data Center

### **Environmental Studies**

- two research boats
- vehicles
- cameras, microscopes, scuba equipment, field gear

### **Geography**

- 17 laboratories are equipped and active
- computer equipment and software for geographic information systems and remote sensing
- field equipment for survey stations, weather observation, geomorphological processes, and biological studies
- spatial visualization systems

## Political Science

- library access and work space, both in the main library and the law library

## Psychology

- electroencephalography laboratories
- eye-movement monitoring laboratories
- motion tracking laboratory
- human interaction laboratory with audio/video recording and editing facilities
- various behavioral laboratories, including child development laboratory
- research participation pool

## Sociology

- access to Statistics Canada Regional Data Center

### **Ongoing and Future Activities**

Activities aimed at enhancing the research profile of Social Sciences are shaped by a combination of specific needs identified by academic units and the priorities set by the University's Strategic Research Plan. This section of the Faculty Research Plan lays out the need for new research infrastructure as articulated by the units and the ongoing and planned activities in Social Sciences that are intended to address the University's stated research priorities.

## New research infrastructure being sought

Each unit has specific priorities with respect to additional or improved research infrastructure that would strengthen and sustain their scholarly activities. Information reported here was taken from the Enhanced Planning Tools database in fall 2016. These items are potential targets for fundraising endeavors because they involve moderate expenditures and constitute tangible products that donors can see and appreciate.

## Anthropology

- expanded space and equipment for archaeological research
- wet laboratory for preparing artifacts
- microscopes, truck for field schools and towing department boats, GPS units for coastal navigation
- space for postdoctoral fellows
- 3D microscopy and laser scanning equipment for archaeological and biological anthropology
- infrastructure for linked open data
- Visual Teaching Laboratory needs an additional workstation and updated a/v equipment
- expanded space for Ethnographic Mapping Laboratory

## Economics

- improvements to the Statistics Canada Regional Data Centre in the UVic library: fast computer servers, shorter times required for vetting results to allow removal of output from the site, improved physical infrastructure

## Environmental Studies

- space for a wet laboratory which is essential for supporting field work and processing of samples
- field equipment (esp. for visualization) whose cost is too small for CFI but too large for grants
- more storage facilities
- space for collaborative research activity, particularly with community groups, including visualization facilities
- two field vehicles and one boat trailer are in need of replacement
- support for maintenance of equipment

## Geography

- instruments and space for coastal geomorphology, weather and climate observations
- space for community responses and decision making
- develop strength in urban systems and transportation, supported by better computing systems for large data bases
- support for visualization of big data

## Political Science

- improved research atmosphere in library, with expanded collections in political science to reduce reliance on time-limited interlibrary loans

## Psychology

- need improved access to fMRI facility to support current collaborations with various units including the Division of Medical Sciences, the Centre for Addictions Research, and the Institute on Aging and Lifelong Health, and to attract high-quality research faculty

## Sociology

- increased space and computer facilities for research assistants
- dedicated space and computers with software for qualitative research (could be shared with other units doing qualitative research, such as Anthropology)

## Adherence to tri-agency policies

It is important that research conducted by members of the Faculty of Social Sciences adhere to applicable ethical and professional standards. By its nature, much of the scholarly activity in Social Sciences is based on observation or measurement of human activity. Work of this nature is governed by federally mandated ethical standards that are implemented by the University's Human Research Ethics Board. Researchers comply with ethical standards by completing ethics approval applications in which they describe the nature of the research they are doing and the procedures they will follow in collecting data or making observations. Data collection may be initiated only after ethics approval has been granted.

Canada's tri-agency policy on open access to published research requires that journal articles reporting research supported by any of the three federal agencies (CIHR, NSERC, SSHRC) must be freely accessible to the public within 12 months of publication. Publishing articles in the highest level of open access categories is an expensive enterprise, because of fees required by

open access journals or by regular publications offering open access options. The University and the Faculty of Social Sciences do not have budgetary resources to support payment of such fees, so it is up to individual researchers to fund these costs. An alternative means of meeting open access requirements is to place a post-print version of the article in the repository maintained by the University library. A post-print version is one that has been modified after peer review and is the final version of the article before typesetting. There is no cost associated with placing an article in the repository, but some publishers require authors to wait until 12 months after publication before doing so. To meet tri-agency requirements, it may be necessary to obtain permission from the publisher to allow the article to be placed in the repository shortly before the 12-month waiting period expires. Instructions on using the repository are available on the Faculty of Social Sciences web site.

The federal funding agencies are developing a policy to govern data management and data access. The University library staff is up-to-date on the standards that are likely to be part of this policy. Staff continue to offer instructional sessions on software tools that can be used to implement data management procedures that will make adherence to future policy a smooth process. Faculty members in Social Sciences will be encouraged to familiarize themselves with these tools and with data management policies once they are announced. It is expected that with the help of library staff, information sessions will be held to acquaint faculty with mandated procedures and with supports that are available to follow those procedures.

## Addressing priorities in the University's Strategic Research Plan

The University's Strategic Research Plan identifies a number of priorities, and strategies within those priorities, that will guide decision making and resource allocation in the office of the Vice-President Research and beyond. A critical part of the Faculty Research Plan is to bring the Faculty into alignment with as many of those priorities and strategies as possible. In this section, we review the priorities and strategies that are particularly relevant to the Faculty of Social Sciences and describe steps that have been taken or that are planned that will fulfill the goal of coordinating the Faculty's research-related activities with the University's Strategic Research Plan.

### Priority: Define and achieve research excellence

One of the Strategic Research Plan's identified strategies associated with research excellence is the reporting and acknowledgement of research funding success. The Faculty of Social Sciences could increase its acknowledgement of such successes by listing recent research grant recipients on its web site, perhaps in a "News" section, and in its monthly electronic research newsletter. Another strategy is to increase the number of awards nominations. The Faculty of Social Sciences has a well-established tradition of bestowing an annual award for research and more recently another award for community service, which often is related to research-based activity. These and other award winners are acknowledged at an annual Faculty event that is attended by faculty, staff, students, and representatives from the offices of the Vice-President Research and Vice-President Academic. The Dean's office will be working with units to identify potential nominees for research awards offered by the University and by external organizations. Completion of nomination documents will be supported by the Dean's office and normally will

be led by the nominee's academic unit.

Resources associated with the recently vacated Lansdowne Chair in the Faculty of Social Sciences will be used in a new and creative way. In addition to supporting short-term visitors to campus each year, some of this funding will support the appointment of two outstanding researchers with the Faculty as Distinguished Research Faculty for three-year terms. These appointments will include funding to reduce teaching commitments and to provide some support for research expenses.

The Faculty has established a new resource, the Indigenous Resurgence Support Fund, to encourage faculty to engage in new and ongoing activities to advance decolonization and indigenization of the University, including incorporation of indigenous ways of knowing and learning. These activities are expected to include research-related efforts such as conferences or symposia, travel expenses for speakers, and events to support community relationships.

To enhance communication about research achievements, the Strategic Research Plan calls for the support of conferences and workshops. The Dean's office has formalized a conference support fund that accepts applications twice a year from conference and workshop organizers who plan to hold an event in the Victoria area. Support is particularly targeted at events that include student involvement. An associated strategy in the Strategic Research Plan is to support open-access initiatives. Although it is not possible to directly support the cost of purchasing open access status for published articles, the Faculty supports open access through use of the University's repository where post-print versions of articles may be placed, thereby meeting the requirements of the Tri-Agency open-access policy at no cost.

A critical element of research achievement is the acquisition of external support. The Faculty of Social Sciences supports faculty members applying to funding agencies by reviewing proposals and providing feedback aimed at improving the fit of the proposals to stated agency criteria. Much of this work is done by the Faculty's research and scholarship coordinator, but input from faculty members who are domain experts, particularly those with demonstrated success in obtaining funding from the agency in question, is also solicited where possible.

The Strategic Research Plan calls for enhanced support of research by graduate students and postdoctoral fellows. The Dean's office will encourage academic units to organize their graduate student funding, where possible, in a way that allows units to offer incoming graduate students multi-year funding packages, which should increase the competitiveness of these offers relative to other universities. In addition, the Strategic Research Plan calls for enhanced campus space for graduate students and this strategy will be considered when space allocation decisions are made by the Dean's office. In line with the Strategic Research Plan, the Faculty of Social Sciences has been working to improve the infrastructure for its postdoctoral fellows (PDF). Information about the current roster of PDFs in the faculty is now maintained centrally and an annual event is held to allow PDFs to meet one another and to discover potential mutual interests. Profiles of PDFs will be included on the Faculty web site and colloquia held by units in which PDFs present their work will be advertised by the Dean's office. In making the annual budget request to the Vice-President Academic, the Dean has included a request for support for PDF conference travel and although the request was not approved for 2016-17, the Dean plans to continue this campaign.

The Dean's office also spearheaded a plan to improve success rates for PDFs applying for external support. In 2015, matching funds were offered to create a research expense account for any PDF who is successful in securing a Michael Smith Foundation for Health Research postdoctoral fellowship. In addition, the office of the Vice-President Research also agreed to provide matching funds for these cases. A similar proposal is under consideration in 2016 for the Banting PDF competition. The matching funds are intended to signal to competition organizers the University's commitment to supporting PDF research. The Dean's office also organizes workshops and information sessions pertaining to research activities and career planning for graduate students and PDFs.

#### Priority: Promote integration of research and education

The Faculty of Social Sciences has a long history of offering students training experiences that include hands-on activities involving research of various kinds, such as field schools and collaborations with community groups. Specialty undergraduate courses are offered in a number of our academic units that are designed to provide students with research experience in their chosen field. A significant recognition of this commitment to student involvement in research was made in 2016, when members of the Faculty of Social Sciences received the two inaugural University of Victoria awards for research-related teaching contributions: Dr. James Tanaka (PSYC) for Excellence in Research-Inspired Teaching, and Dr. Catherine Costigan (PSYC) for Excellence in Graduate Supervision and Mentorship. In addition, 24 undergraduates in Social Sciences received a Jamie Cassels Undergraduate Research Award (JCURA) in 2015-16, providing them with special opportunities to obtain direct research experience with skilled faculty mentors. Recipients of these awards are acknowledged at the Faculty's annual "Rising Stars" event which celebrates advanced undergraduate students who have received scholarships. In addition, the Faculty has established a new Field School Student Support Fund to enable students who do not have adequate financial resources to participate in field school opportunities.

#### Priority: Expand partnerships and mobilize knowledge

Members of the Faculty of Social Sciences are engaged in a wide variety of successful international collaborations. We provide just a few examples here. The Department of Political Science is actively engaged in international partnerships related to the European Union, partly through its participation in the University's European Studies program. The Department also maintains active research collaborations with colleagues in Europe and one of its members, Dr. Amy Verdun, holds a Jean Monnet Chair. In Anthropology, Dr. April Nowell leads an international team of researchers excavating a prehistoric wetland that is now a desert near Jordan. During a recent excavation, they discovered rhino blood on a stone axe dating back 250,000 years, making it the oldest example of identifiable protein residue on a stone tool. In Environmental Studies, Dr. Ana Maria Paredo has done participatory action research with Andean communities in Peru, examining community-based enterprises, co-operatives, indigenous entrepreneurship, and social entrepreneurship.

A large number of faculty members within Social Sciences are engaged in research projects that include participation by community members or have important implications for social policy. Among these are the work by Dr. Cecilia Benoit (SOC) related to maternity care for women

with substance abuse problems and care for people working in the sex industry; Dr. Aaron Devor, director of the University's Transgender Archives, maintains the world's largest collection of documents pertaining to the history of trans and gender nonconforming people; Dr. Bonnie Leadbeater (PSYC) developed the WITS program for the prevention of peer victimization in elementary schools, which has been implemented in various schools across Canada; Dr. Holly Tuokko (PSYC) investigates the cognitive challenges faced by older adults such as driving and making financial decisions; Dr. Andrea Walsh (ANTH) specializes in aboriginal art and culture and whose work with survivors of Indian Residential Schools led to her participation as an honorary witness for Canada's Truth and Reconciliation Commission; and four research centres at the University which make fundamental contributions to the community and to social policy: the Institute for Aging and Lifelong Health and the Center for Addictions Research BC, Centre for Youth and Society, and Pacific Institute for Climate Solutions, all of which are directed by faculty members with appointments in the Social Sciences. The Faculty of Social Sciences strongly encourages researchers interested in working with communities in an effort to promote the value of social science research and to enhance the quality of life for our citizens. One approach to meeting this objective is the launch of recent initiatives to link community-engaged research with community-engaged learning in the classroom. A community-engaged learning coordinator has been recruited to work with faculty members to enhance community-engaged learning in their courses and to foster potential research partnerships. A significant part of the coordinator's activity consists of working with established research partnerships in the community and discovering new potential partnerships. To help faculty become more familiar with strategies regarding the establishment of community-based research partnerships, the coordinator could host workshops to support these efforts.

The Faculty is also committed to the concept of community-engaged learning. It recently launched an initiative that links community-engaged research with community-engaged learning in the classroom. Part of this effort consisted of recruiting a community-engaged learning coordinator to work with faculty to enhance community-engaged learning in their courses. A significant part of this activity involves advancing faculty members' established research partnerships in relevant communities.

During the preparation of the letter of intent for the Canada First Research Excellence Fund competition in the fall of 2015, it became apparent that a number of faculty in Social Sciences shared with colleagues in the Faculty of Science significant interests in oceans, climate, and coastal environments. The Deans of Social Sciences and of Science have begun work on the development of a jointly supported speakers' series on this general topic. The intent of the series is to foster collaboration between these subgroups of researchers and to encourage synergies that may lead to new and productive collaborations. It is anticipated that such a group may be able to take advantage of future funding initiatives related to this crucial topic.

#### Priority: Further research excellence through strategic investments

In an effort to raise the research profile of the Faculty and to encourage increased participation and success in research-related activity, a new Associate Dean position (0.5 FTE) has been created to help develop and implement policy regarding research and graduate studies in the Faculty. The Associate Dean works closely with the Faculty's research and scholarship

coordinator to generate and support research-related initiatives in the Faculty.

One of the approaches to enhancing research activity proposed in the Strategic Research Plan is to create a system of grants facilitation and management across Faculties. The Faculty of Social Sciences has been engaged in this activity for some time and it benefits substantially from having a research and scholarship coordinator who facilitates the development of research grant proposals. A coordinated system of internal grant reviewing is being established to provide applicants with the opportunity to have their draft proposals reviewed by colleagues, and particularly by colleagues with relevant grant panel experience when possible. Faculty members with knowledge of tri-agency grant competitions regularly participate in information sessions that offer guidance to applicants regarding critical features of proposals and insights into how proposals are evaluated by review panels. Modifications to incentives are also being considered as a way to encourage more involvement by faculty members in efforts to secure external support for their research activities (see the section below on Supporting research success). These activities are supported by the Faculty's research and scholarship coordinator who also constructs and distributes a monthly newsletter featuring accomplishments of Faculty researchers and providing information on funding opportunities for researchers. The Dean's office also offers modest financial support to faculty members who are preparing external grant applications.

In addition to supporting grant proposal activity by individual faculty members, the Dean's office also encourages and supports collaborative research activity. Two recent examples illustrate these efforts. First, a new collaboration between Social Sciences and the Faculty of Science, particularly the Department of Geography and the School of Earth and Ocean Sciences has been supported by the Dean's office which has helped coordinate efforts involving these two units and Oceans Network Canada to develop a proposal for a new Canada Excellence Research Chair. This proposal is one of two that UVic will forward to Ottawa for the national competition in May 2017. Second, efforts by faculty in the School of Environmental Studies to make UVic a major partner with the University of Alberta in a proposal for the Networks of Centres of Excellence program has been supported financially and by coordination efforts through the Dean's office. This work led to additional support from the office of the Vice-President Research and a letter of intent is to be submitted in August 2017.

#### Priority: Concentrate resources in areas with demonstrated or strong potential foreexcellence

A critical implication of this priority item is that it establishes a strong constraint on the allocation of a variety of resources, such as space, infrastructure, and research chair opportunities. Proposals from units regarding resources such as CRC opportunities will be situated in an explanation of how proposed appointment would fit with the Faculty's strengths and priorities, as set out in its research plan and with the Strategic Research Plan. Fortunately, the Faculty of Social Sciences makes active contributions to six of the eight areas of dynamic research capability identified in the Strategic Research Plan: creativity and culture; environment, climate, and energy; global studies and social justice; health and life sciences; indigenous research; and ocean science and technology. This broad range of domains provides ample opportunity for units within Social Sciences to identify and develop areas of strength that can help to define and justify resource requests.

## Areas of strength and future development

Each of the units in Social Sciences has identified areas of strength that help to define the character of the unit, as well as domains that they wish to improve or launch as new directions. These descriptions provide signposts to be considered when making recommendations regarding resource allocations.

### Anthropology

Despite the methodological and topical diversity of our anthropological research, our work is inherently collaborative, field-based and community-engaged. Researchers are active locally and internationally, including in Canada, in the Galápagos, Cuba, Ghana, Indonesia, Kenya, Melanesia, Philippines, and Singapore. Our research is commonly multidisciplinary, team-based and often involves logistical challenges. It is responsive to the needs of Indigenous communities and increasingly grounded in diverse digital methods. The various projects in which our 16 research faculty engage are unified by cross-cutting methodologies, a number of which are supported by the department's laboratory facilities. Several faculty have been Fellows at the Centre for Studies in Religion and Society over the years, and several faculty connect through their research with either the Centre for Asia-Pacific Initiatives or the Centre for Addictions Research.

### Areas of strength

#### (a) Evolution and ecology

- *Historical ecology*: Includes research on human-environment relations on the Pacific NW Coast and human landscape transformation in the Galápagos Archipelago.
- *Life histories of humans and their ancestors*, inclusive of biological and cognitive processes; current and future projects centre on the growth and development of Neanderthal and early modern human children; technologies and their effects on lifeways and well-being; skeletal responses in humans from diverse cultural and ecological environments to stressors encountered through life.

#### (b) Visual anthropology and materiality

- *Creative practices & knowledge-making*: includes a focus on communities of practice investigated through the cave art of Ice Age peoples in Europe and the craft practices of rural West Africans over the last millennium; experimental archaeology and 3-D visualization as a research tool; film-making and sound experiments; and Visiting Artist Program that provides sustained engagement for students with Salish artists and Elders in hands-on knowledge-making and -sustaining practice.
  - *Reconciliation and repatriation*: locally in relation to childrens' art from Residential Schools and internationally in relation to digital heritage resources (Canada; Ghana).
- Circulations, materiality and memory work*: Effects of digital media and technologies on the circulations of music; materiality as a site of improvisational practice in changing circumstances (Cuba, West Africa).

## (c) Inequality, culture, health

- *Cultural economies*: international and domestic research to understand the ways in which cultural values and norms inflect economic action, innovation, and entrepreneurship. Seeks to understand how human life is transformed through new assemblages of economy and culture, the persistence of poverty, and new forms and axes of inequality with foci in Canada and internationally.
- *Risk, health, and inequality*: HIV/AIDS and health care, cultural responses to health care, in international context. Faculty also are engaged in studies of sexually transmitted infections and harms from substance use among Canadians. (Canada; Indonesia; Kenya; Melanesia; Philippines; Singapore).

## (d) Space, knowledge, power

- *Globalization past and present*: examines the economic, cultural and ecological connections that stretch beyond national boundaries, the creation of new economic spaces through cultural norms, and the ways in which human life is transformed through new political economic configurations, with studies centred in Asia, Africa and the Americas. Research centred on the Galápagos explores the ecological implications of globalization in relation to colonization of isolated insular ecosystems.
- *Colonialism past and present*: through ongoing community-engaged mapping with First Nations communities locally; archaeological studies of colonial processes internationally (Ghana; the Galápagos).
- *Land, relational ontologies and power*: includes digital mapping as a knowledge-making and –enhancing tool for community-based knowledge. Galápagos as a setting for the interplay of older feudal patronage and as a newer Pacific gateway of modernization through export economy. (Canada; the Galápagos).
- *Citizenship, mobility, transnational networks*: migration and family; reproduction and family. Asian migration in the context of globalization and changes in family relationships, child.

*Improvement and growth*

Biological anthropology focused on living populations and expertise in the *topics of growth and development, health and nutrition* will contribute to existing research strength in the areas of *Human Life Histories* and *Risk, Health and Inequality*, thereby building strength in Evolution and Ecology, and in Inequality, Culture, Health.

Indigenous anthropology focused on ongoing colonialism and its effects, land and human rights and broader issues of knowledge production processes and collaborative community-engaged research will strengthen our existing profile in research centred on *Reconciliation and Repatriation, Colonialism Past and Present* and *Land, Relational Ontologies and Power*, thereby building strength in Visual Anthropology and Materiality and in Space, Place, Knowledge and Power.

Areas to grow:

- Historical ecology
- Ethnographic mapping and other digital applications (e.g. in archaeology and heritage studies)

Possible new directions:

- We see scope for contributing to Truth and Reconciliation Commission (TRC) recommendations through research- and collections-based teaching.
- We see scope for enhancing and expanding connections with Indigenous communities on Vancouver Island with the benefit of generating community-driven research and providing experiential learning opportunities for our students.
- Initiating sexual health education programs among UVic students could involve anthropologist students and provide experiential learning.

## Economics

The department currently consists of twenty-two research faculty, one of whom is a CRC, and three teaching faculty. All research faculty have active research programs though performance varies across individuals and through time. We have a number of faculty members also participating in research centres, specifically the Institute for Integrated Energy Systems (IESVic) and the Pacific Institute for Climate Solutions (PICS), or with interdisciplinary groups such as European Studies and the European Union Centre of Excellence. Our teaching faculty have also contributed to the department's scholarly research. Much of the research focus of the department concerns the development or assessment of economic policy across a wide range of social and economic concerns. Research in the department has a wide geographical and historical focus, examining current and historical economic issues within Canada as well as globally.

### *Areas of strength*

#### (a) Econometrics (theory, applied, computational)

Econometrics refers to the development and use of quantitative methods for economic modelling, including the development and use of computational methods. Many of our faculty are active in the use of econometric methods to address a wide range of issues, some of which are highlighted below. We also have a number of faculty who make contributions to econometric theory and statistics, notable recent examples include issues of bias arising in maximum likelihood estimation and extensions of regression discontinuity modeling – popular for analyzing the effects of policies – to situations where treatment assignment is not fully observable. We also have faculty actively engaged in computer modeling, most notably recent research on computer modeling of dynamic stochastic models of job loss risk in labour markets. Theoretical modeling increasingly relies on computational methods given the complexity of environments being considered.

#### (b) Environment and resource economics (climate, energy, pollution)

Environmental economics concerns the application of economic principles to environmental problems and their integration into economic models, either at the local level such as pollution, or at the global level such as climate change. Resource economics considers the use and management of natural resources. Much of this research involves our CRC in Environmental Studies and Climate as well as a large group of graduate students under his direction. Recent work includes: NSERC funded research on renewable energy sources and energy systems modeling; and the use financial derivatives in primary sectors industries to improve adaptation to climate events. Other faculty in the department also use theoretical models to examine global

issues around adaptation to climate change. In terms of resource economics, recent examples include economic consequences for fisheries and aquaculture of marine disease.

(c) Global issues (international, development, macro, inequality, growth)

Many aspects of economic theory and policy apply at the global level, involving the interactions and interdependence of economies at both the microeconomic and macroeconomic level. This is a very broad category of research including issues of economic development, global and local inequality, and economic growth. Recent examples include: education issues – including gender roles and the effects of child labour on education outcomes – in developing countries; estimation and assessment of monetary policy methods in small open economies; and use of product cycle models to investigate offshoring in global value chains.

(d) Public policy and health (labour, family, financial institutions, competition, history, indigenous)

A broad category of research covering many facets of public policy and social issues, including health care and outcomes, labour markets, families, the behaviour and regulation of financial institutions, competition and market structures, economic history, and indigenous economic issues. Much of this work, though not exclusively, is empirical using microeconomic data such as is available from Statistics Canada RDC program. Some recent work in the department examines the interplay between institutions and human development – education, health, and labour market outcomes – of indigenous peoples in Canada and the United States. Other examples include labour market issues such as university faculty salaries, equal pay, and academic excellence; self-employment and retirement; family economics and within household bargaining; and alcohol and tobacco pricing and the implications for health outcomes.

(e) Experimental economics

Experimental economics uses laboratory environments to evaluate and assess observed economic behaviour in a controlled environment. Recent work in this regard has examined bidding methods in auctions in a laboratory environment to assist with understanding auction sales of public forest lands.

### *Improvement and growth*

Areas in which to improve:

- Raise the department's research profile in Canada and internationally.
- Better disseminate the full extent of the department's research activities.
- Work with the university and Statistics Canada to improve the Research Data Centre facility on campus.

Areas in which to grow:

- The department has a strong resource and environmental economics group – involving computational and theoretical modeling as well as experimental methods – that could be further developed as a core research program for the department.
- Computational methods in economics is becoming increasingly important across many sub-disciplines, for example resource economics, macroeconomics, and financial economics. There is

scope to build on some existing capacity in this regard. Moreover, this would provide capacity attractive to graduate students.

- Much of the research in the department employs applied micro-econometric methods; for example, labour, health, indigenous studies, industrial organization, and economic history. Extending capacity in this direction – possibly across a wide range of sub-disciplines – is potentially beneficial as there are many synergies arising from the common empirical methods. Again, this would further capacity that is attractive to graduate students.
- There is some existing capacity for research using time series econometric methods – used extensively in financial economics and macroeconomics – and further extending this would provide additional synergies as well as attracting graduate students.

Possible new directions:

There are important sub-disciplines in which we have some capacity and extending these would broaden our research focus, in particular sub-disciplines such as behavioural economics, law and economics, and regional economics.

## Environmental Studies

All flourishing human societies depend on the vitality of biophysical systems, and the fundamental challenge of our time is to transform our societies so that they recognize, understand and respect this dependence. Over its four-decade history, the School of Environmental Studies has sought to produce and share robust, action-oriented knowledge in pursuit of solutions to environmental challenges. Our thirteen faculty members pursue scholarship that adapts and integrates traditional methods to produce research that embraces the complexity of contemporary problems relating to humans and our environments and informs solutions to them.

We do our work alongside two additional and critical responsibilities that directly align with UVic's priorities. First, we are committed to interdisciplinary scholarship. Working at the interstices of traditional academic disciplines is essential to addressing some of the most relevant research questions around the challenges societies face today. Natural and social sciences, humanities and education are intermingled. We collaborate on projects that require multiple skills and approaches, and often tackle and deliver on ambitious research projects applying more than one approach. This commitment is expressed in part through faculty participation in a variety of research centres on campus, such as the Institute for Integrated Energy Systems, Pacific Institute for Climate Solutions, Centre for Global Studies, and programs such as the Cultural, Social, and Political Thought program, Social Justice Studies, Human Dimensions of Climate Change, and the Environmental Law Centre. Second, much of our research involves community-engaged scholarship, and aims to make a practical difference, whether in understanding resilience strategies for rapid climate change in northern, mountain, and coastal environments, working alongside First Nations to empower traditional knowledge, developing a tool for fair assessment of the impact of global aquaculture, or understanding how a community can respond more effectively to major industrial development. Although many of our researchers have a primary focus in Western Canada, most also conduct research at other scales and in other regions. These projects necessarily draw on multiple approaches, and involve partnerships, long-term collaborations, and a commitment to constructive change, leading to transformative

research.

### *Areas of strength*

#### (a) Ecological restoration

Our ecological restoration research identifies restoration strategies and options that are ecologically and socially viable, tracks ecological (e.g., invasive species) and environmental changes (e.g., climate change), and seeks to understand ecosystem functions in the context of social-ecological systems. Key research questions include: How do we intervene responsibly in ecosystems undergoing rapid change? How do we restore ecosystem function (e.g., connectivity, invasive species, ecological memory, and ecosystem thresholds)? How are patterns and structure of ecological communities changing? How are ecological and social sustainability linked?

#### (b) Ethnoecology

Our ethnoecology research seeks to understand and integrate the needs, desires and knowledge of Indigenous and other long-resident peoples into responsible actions to support a flourishing world. Our research respectfully and collaboratively partners with Indigenous communities to establish long-term research relationships to understand, and seek solutions to environmental issues that are priorities for those communities. Focal areas include integrating traditional and scientific knowledge systems in resource management of marine and terrestrial systems in British Columbia and elsewhere, revitalizing culturally important food systems, addressing environmental change in the western Canadian Arctic, and using a deep historical (e.g., archaeological) perspective to understand and revitalize Indigenous stewardship.

#### (c) Political ecology

Our research in political ecology explores the political, historical, economic and social dynamics of ecological change at a diversity of scales, from global engagement (e.g., processes and politics of valuing ecosystem services globally), through regional struggles over development (e.g., shale gas in British Columbia) and the efforts by local communities to build alternative development paths (e.g., alternative organizational forms for sustainability), to the role of practices of mindfulness and ‘integral ecology’ in stimulating system-scale changes, to social-environmental dynamics. Research themes include: social movement politics; social system change dynamics, the emergence of the social economy and law as a sustainability strategies (e.g., cooperatives, joint decision-making); the socio-political challenges of transforming our energy systems to mitigate climate change; the value of wilderness for psychological well-being.

There are also several themes that run across these three streams, including a focus on interlinked socio-ecological systems, and strengths in mountain research, energy, and coastal and marine ecosystems.

### *Improvement and growth*

Areas in which to improve:

We currently face two substantial challenges that impede our research: (a) the School is spread across three different sites (more than 2 kms apart), which limits our ability to collaborate internally on both research and curricular innovation, and (b) our lab facilities are inadequate to

fully support the research we wish to pursue. Improvement requires facilities that allow us to better support graduate students, appropriately store and work with existing research collections and develop new ones, host postdoctoral and visiting researchers, and collaborate both internally and externally.

Areas in which to grow:

We are not interested in growth *per se* in the School, but only in increasing our capacities (as per the previous point) to address the compelling challenges we face (see below). Our most urgent needs in this regard are improved research and collaborative facilities to catalyze existing strengths, and the addition of one faculty member in the area of Political Ecology, where we have recently lost capacity.

Possible new directions:

As witnessed by recent political events, it is not always easy to predict the most important and compelling research trajectories that will arise. Thus our aim in the School is to support faculty members to “follow their noses”: we want faculty to be nimble in responding to questions that arise from community and research partnerships, and to have the capacity to do this without sacrificing their longer-term research programs. This approach has led to some of our most impactful research, and we are well-poised to make contributions to many emerging areas, for example in how food, energy, legal, and economic systems should adapt to mitigate the effects of climate change, and the contributions of Indigenous and local community capacities in addressing compelling environmental challenges.

## Geography

The Department of Geography has 18 research stream faculty members whose research interests range from the humanities to the physical sciences. Its research activities tend to be interdisciplinary and generally involve the integration of human and physical/environmental systems. This work broadly observes place-based understanding of human governance and how humans interact with the natural environment, through observational studies (e.g. mapping and remote sensing) and natural systems studies (most of the physical and ecological studies). In this context geographers study how political decision making and resource management takes place, how environmental change impacts affect society, and how humans modify the natural system through observational studies and more theoretical approaches. Presently there is a mix of interactions between laboratories, and the hope is that in the future collaborations will be further enhanced.

### *Areas of strength*

Broadly viewed, the Department of Geography includes three major research themes, each with accompanying research on spatial analysis and earth observations.

#### (a) Physical geography

Research in the area of physical geography is primarily focussed on climate and earth surface processes, and how these are affected by, and affect, society. Three departmental laboratories are dedicated to this work, including: the Tree Ring laboratory which focusses on using tree ring

data to study environmental reconstruction related to variety of processes (e.g. glaciation, climate variability, etc.) over the last few millennia; The Weather and Climate laboratory with a focus on extreme weather events and their impacts on communities in the Arctic and simulation of human activities in global earth system models. The Environment and Climate Change Canada Water and Climate Impacts Research Centre housed near Geography provides strong links on research related to climate and water resource studies. A closely related laboratory with a primary focus on observation of snow and ice is the Ice Covered Ecosystems Remote Sensing Laboratory, which uses a variety of remote sensing techniques to observe change in snow and ice covered regions, including sea ice, to better understand and measure climate change processes related to the cryosphere.

#### (b) Ecological studies

Research in ecological studies aims to better understand human interactions with ecological processes and the human impact on ecological systems. Three laboratories focus on environmental processes: the Applied Conservation Laboratory; the Marine Protected Areas Research Group; and the Landscape and Wildlife Ecology laboratory. Their work examines aspects of ecological disturbance and the role of human activities on various ecosystems. In addition, two laboratories are developing methodologies in support of ecological observation and decision making. The SPECTRAL laboratory uses remote sensing technologies to monitor and observe biophysical processes in ocean environments, and the Coastal and Oceans Resources Analysis laboratory aims to foster better coastal management strategies and to develop collaborative geographic information and visualization technologies to facilitate such decision making. In addition, the Water, Innovation, and Global Governance Laboratory housed in the Centre for Global Studies works to improve community-based decision making in the context of water resources and watershed management.

#### (c) Human environment

Department of Geography research within the realm of human environment began with evaluating human decision making and facilitating decision making processes, and with the Community Mapping co-laboratory (currently without a faculty lead), but has expanded to include the work of the Community-based Research Laboratory which uses community-based methodologies to assess the physical and social impacts of waste streams on a variety of communities, with an emphasis on the Global South. Similarly, a community approach is used by the Bolivia Project which looks at community impacts and sustainability of small-scale fisheries in terms of food security and poverty reduction in Bolivia, and impacts of aquaculture on BC communities. Geography also includes a focus on community health through collaborative work with the Institute on Aging and Lifelong Health, looking at long-term care for the elderly, with an emphasis on dementia patients in rural communities, and through a CRC holder in Social Determinants of Community Health, with a research emphasis on health outcomes in remote aboriginal and non-aboriginal communities. Finally, the Critical Geographies Research laboratory examines the historical geography of cities, conducts cultural landscape studies, generates critical theories of mapping, and examines the politics of place, and the geography of violence, neoliberalism, and anarchistic geography especially in the context of violence with an emphasis on such processes in Cambodia.

### *Improvement and growth*

#### Areas to improve:

The primary area to improve is in rebuilding the Geographical Information Science and Geomorphology programs. The hiring now underway will be a good step forward. The Geographical Information Science area could use further support.

#### Areas in which to grow:

- Climate and weather related research: Combining these systematic studies with geographical information systems and mapping technologies provides tremendous potential for developing a climate impacts component to the Geography program, one that would closely work with activities in the School of Earth and Ocean Science, the Pacific Institute for Climate Solutions, and the Pacific Climate Impacts Consortium, as well as other campus-wide efforts related to ocean and climate studies.
- Community mapping and community decision making research: This research can be applied to many environmental questions and is closely related to the climate impacts research topic.
- Both of the above areas could be greatly enhanced by adding strength to the department's geographical information systems and visualization capabilities.

#### Possible new directions:

New directions could include better collaboration with computer science on visualization and digital data gathering and analysis topics, further efforts to expand our community-based research programs, and additional support in the area of environmental reconstruction work (e.g., isotope analysis or other methods complementary to the tree ring laboratory work).

### Political Science

The Political Science Department has 17 research faculty. This includes two faculty members who are cross-listed with the Department of History, one CRC (in Technology and Society), and one Centre for Asia-Pacific Initiatives Research Chair. Research in Political Science is conducted through a variety of different approaches including sole-investigative, collaborative, field-based, and community-engaged methods. Our research is methodologically diverse but most members of the department conduct theoretical and/or policy-focused research focusing on state and non-state actors. The Department has a strong group of scholars interested in political theory whose work focuses mainly on Anglo-American/European political thinkers of the 20th and 21st Centuries. The department also has a strong Comparative and Canadian group whose research is field-based and conducted in Ottawa, in Indigenous communities in Canada and the United States, Africa (especially South Africa), Latin America (mainly Chile and Argentina), the United Kingdom, China, Japan, and Europe. Faculty who engage in interdisciplinary research have especially close ties with the Departments of History and Sociology and the Faculty of Law.

The Department has close ties with the following research centres and university-wide initiatives: (i) Centre for Global Studies, (ii) Centre for Asia-Pacific Initiatives, (iii) Consortium

on Democratic Constitutionalism, (iv) Cultural Social and Political Thought, (v) European Union Centre for Excellence, and (vi) Jean Monnet Centre for Excellence.

#### Areas of strength

##### (a) Indigenous politics and state relations

In this research area of strength, we have especially strong resources – i.e. faculty members, graduate students, active projects, and networks within the university with other faculties (Law, Human and Social Development), and with other universities in Canada and the United States. This research concentration is based in Political Science, Law, and the Indigenous Governance Program, and is significantly larger at UVic than in most other Canadian universities of a similar size. Currently, we have one regular faculty member who teaches indigenous politics, but other faculty who conduct research on related issues including transitional justice and reconciliation, environmental politics, and constitutionalism. The Department includes cross-listed and adjunct faculty located in the Indigenous Governance Program and in the Faculty of Law. The Department supports extensive research programs in this domain including a Graduate Certificate Program in Indigenous Nationhood with Law and Indigenous Governance.

##### (b) Critical political theory

A traditional strength of the Department and a leading basis for the Department's academic reputation in Canada and Britain is political theory. The group includes faculty and graduate students associated with the interdisciplinary Cultural, Social, and Political Thought graduate program. The group benefits from the research infrastructure of this program, which brings faculty and students together from several departments in the Humanities and Social Sciences, and holds colloquia and annual conferences. The group has benefited from the resources of the CRC in Technology and Society (which ends June 30, 2017). This cohort attracts a larger number of graduate students to Political Science at UVic than any other subfield in the Department.

##### (c) Global studies

Several scholars seek to expand the Department's offerings in Global Studies for good reason. This is a growing and important strength. They seek to both expand graduate and research programming and strengthen connections to scholars doing research on international and transnational politics including immigration, transnational law, transnational labour, and environmental issues at the global level. The European Politics group is an especially strong sub-cohort of this group. It includes an active group of faculty, postdoctoral fellows and visiting researchers. It benefits from overlapping research interests and resources from the Centre for Global Studies, the European Union Centre for Excellence, and the Jean Monnet Centre of Excellence. Colleagues who do research on the Politics of the Global South are a second strong sub-cohort of this group. They are pursuing research projects on focusing in China, Latin America, Africa, and India. These faculty pursue research programs about immigration and borders, labour migration, international trade, democratization and protest, post-colonial politics, among other topics.

### *Improvement and growth*

#### Areas in which to improve:

The Department has a reputation as one of the leading places to study political theory in the country. But in the last few years, two theorists have retired and two more have entered phased-in retirement. In light of these developments, we will re-evaluate our offerings.

#### Areas in which to grow:

- Indigenous politics is both a key strength and unique asset of Political Science. With the launch of the Indigenous Nationhood Certificate program in September 2017, we anticipate increased student demand and an opportunity to build this research focus. This is an area where significant opportunities exist, especially today, to meet university and department strategic aims and to advance the university's commitment to the objectives of the TRC. Political Science is a good place to build intellectual community for students doing work in this area as we already have faculty and students working in the area.
- We want to deepen our expertise in global political change with a possible focus on security, migration, climate change, global health politics. Our hope is to develop an MA program in Global Studies in the coming two years that would include international internships and field schools and MA programs with an international study component. The potential for growth is enormous here and the deficit is worth addressing not only because Political Science, as a discipline, is uniquely placed to be a key innovator in curricula and program development that addresses the internationalization agenda, but also because of resources already in the Department, including dynamic and enthusiastic faculty, a new International Development minor, excellent connections with the Centre for Global Studies, and nascent initiatives (internships and new MA programs) that aim to provide students with international opportunities and experiential learning.

#### Possible new directions:

Political Science students are amongst the strongest subscribers to the co-op program because they are keen to gain on-the-ground experience in public engagement and policy-making processes. But, since 2012, only sessional instructors and postdoctoral fellows have taught or researched in the area of public policy and community engagement. Our aim is to tap into the synergy between "community-engaged research" innovations, existing Departmental strengths, and ties with government and civic society organizations in Victoria. Our aspiration is to enhance our strengths in the study of social activism, international development, local governance, media and political change, Indigenous community politics, and research methods.

### Psychology

The Department of Psychology currently consists of 31 research faculty, one of whom is a CRC, and four teaching faculty. Research in our department is methodologically diverse, ranging from rigorously controlled experimental studies to more qualitatively oriented research constructed in collaboration with community partners and policy makers. Most research is conducted locally, but numerous researchers have international collaborations with colleagues in the United States,

Central America, South America, Europe, and Australia. Most research in our department is aligned with our four larger program areas.

- (i) Clinical psychology: examines determinants of both psychological distress and psychological health.
- (ii) Cognition and brain sciences: examines basic cognitive processes and the relationship between structures and activity in the brain and psychological functioning.
- (iii) Lifespan development: enhances our understanding of how individuals change and grow, and the different factors that influence this process.
- (iv) Social psychology: examines individuals' cognitions, motivations, feelings, and behaviors in self-reflection and interaction with others.

The Department of Psychology is closely affiliated with research centres on campus. Faculty work closely with the Institute on Aging and Lifelong Health, the Centre for Addictions Research, and the Centre for Youth and Society. The current directors of all three of these research centres are appointed to regular faculty positions in the Department of Psychology. Faculty members affiliated with the Institute on Aging and Lifelong Health conduct rigorous basic and applied research that adds to the body of knowledge on aging and health. Faculty members affiliated with the Centre for Addictions Research conduct research on the impact of alcohol and other drug policies in British Columbia, Canada, and internationally on patterns of use and related morbidity and mortality. Faculty affiliated with the Centre for Youth and Society conduct research on processes and factors that promote and hinder youth well-being.

### *Areas of strength*

#### (a) Health-related research

Health-related research emerges as a research focus across programs in the Department of Psychology and is a rich and multifaceted domain. The department makes a major contribution to UVic's excellence in health and life sciences. To provide a few examples from different programs, faculty in clinical psychology examine assessment, treatment, and prevention of neuropsychological conditions, substance abuse, and interpersonal problems (e.g., interpersonal violence, self harm); faculty in cognition and brain sciences examine cognitive processes underlying developmental disorders and addiction; faculty in the lifespan development area design programs to prevent peer victimization and to support Indigenous youth health, and direct international research on lifelong influences on cognitive and physical functioning; and faculty in social psychology study the health consequences of social exclusion and the role of self-regulation in psychological well-being. Researchers from different programs bring their unique perspective to the study of health-related issues.

#### (b) Basic research

Several faculty members across programs focus on basic cognitive mechanisms such as perception, action, control processes, decision making, and memory in typical and atypical populations, how they are related to the brain and how they can be computationally modeled.

#### (c) Aging

Faculty members from the clinical and lifespan programs conduct research on a variety of aspects of aging (e.g., cognitive decline, early diagnosis and trajectory of dementia, and everyday

competencies in older adults such as financial planning and driving). Faculty working in this area use sophisticated designs, neuroimaging technology, and cutting edge quantitative methods (e.g., multilevel modeling for longitudinal designs, intra-individual variability analysis).

(d) Interpersonal relations and family processes

Faculty members from the clinical, social, and lifespan programs investigate interpersonal relations (e.g., social relations, intimate relations, partner violence, and sexual health) and family processes (e.g., family transitions, family relationship dynamics following immigration, and parent-child interactions) and how these are related to identity, well-being and psychological adjustment.

(e) Environmental psychology

Faculty members from different programs study topics related to environmental psychology (e.g., barriers to taking action against climate change, eco-friendly lifestyle, nature-based education), contributing to UVic's capabilities in research with respect to the environment and sustainability. One of our faculty members is cross-listed with the School of Environmental Studies.

*Improvement and growth*

Areas in which to improve:

- Stronger connection to community and more community-based research.
- Better recognition of and support for different methodological approaches.

Areas in which to grow:

- Indigenous issues in psychology, particularly in health psychology.
- Brain imaging research with better access to magnetic resonance imaging (MRI) facilities, including functional MRI and diffusion-weighted imaging.

Possible new directions:

- Collaborations among faculty to embark on research on social and environmental justice.

## Sociology

The Department of Sociology has 16 research-stream faculty members, all of whom are actively engaged in research, and one teaching professor. The strength of sociology as a discipline is found in its diverse empirical, theoretical, and methodological approaches. Members of the Department of Sociology engage in theoretical, field-based, community-engaged, interdisciplinary, and policy-focused research.

Research-oriented faculty investigate a wide range of substantive issues: social networks, corporate power, surveillance, institutional corruption, food systems, climate change, aging, population health and the social determinants of health, illness experience, family relationships, masculinities, transgender, protest politics, and sex work. They use diverse methodologies, theories, and investigation strategies.

### *Areas of strength*

Research in the department falls into several broad areas: health and aging, climate and environment, crime and deviance, political sociology and social movements, sexualities and gender, families and demography, social justice, corporate mapping, transgender, and vulnerable populations. Importantly, these key areas of strength involve collaboration among several regular tenured faculty as well as with several emeritus and adjunct members of the department. Moreover, projects carried out in these areas involve interdisciplinary, collaborative and community-based research employing qualitative, quantitative, as well as mixed methodologies. The Department of Sociology's strengths are highly compatible with the areas of dynamic research capability identified in the University's Strategic Research Plan. We excel in at least four of the areas: creativity and culture; environment, climate, and energy; global studies and social justice; and health and life sciences. Our emerging priorities are indexed to a fifth dynamic area: Indigenous research.

Generally speaking, the department (in all of its documents and policies) remains committed to theoretical, methodological, and substantive eclecticism. Moreover, we are deeply committed to linking teaching and research.

In addition to general areas of research and featured projects, nearly all faculty members actively participate in one or more of the following research centres/programs: the Institute on Aging and Lifelong Health, the Centre for Addictions Research, the Centre for Global Studies, Statistics Canada's Inter-University Research Data Centre, the Social Justice Studies program, Human Dimensions of Climate Change, the Cultural Social and Political Thought program, and the Chair in Transgender Studies.

### *Improvement and growth*

Areas in which to improve:

- Environment and climate change is a recurring area of interest.

Areas in which to grow:

- Media, crime, environment/climate.

Possible new directions:

- The Department is working toward setting priorities for future development.

### *Supporting research success*

The Faculty of Social Sciences is developing a number of tools intended to support and encourage sustained scholarly activity among academic staff.

### *Improving success at obtaining external support for research*

The Faculty established a new position of Associate Dean, Research and Graduate Studies, in 2015 and also employs a research and scholarships coordinator. Both contribute to the internal review of grant proposals and make suggestions to applicants for improvements. These suggestions target not only technical components such as budgets and budget justifications, but also the extent to which the description of the proposed work fits the criteria for the program to which the proposal is directed. In addition, when draft versions of applications are received sufficiently far in advance of the application deadline, the Dean's office seeks out, with the applicant's permission, a faculty member who has some familiarity with the application's domain to provide an internal review of the proposal. Whenever possible, colleagues with experience on a grant panel for the agency in question are recruited for this task. The objective of these internal reviews is to strength proposals that go forward for consideration by funding agencies by improving their clarity, accuracy, and completeness. All faculty members have access to funds provided by the Dean's office to support the development of research grant proposals. The Dean's office is committed to encouraging faculty members to seek external support for their work. One strategy being implemented in this regard is to contact faculty members who have not recently obtained or applied for research funding to encourage them to do so and to work with them to identify potential funding sources. In addition to supporting research activity, external funding is a critical source of support for graduate students and all faculty are encouraged to engage in efforts to secure external funding.

### Applications to the Canada Foundation for Innovation

To strengthen applications for CFI funding, the Dean's office encourages applicants to include in their proposals a discussion of how the planned facilities will benefit not only the applicants' research, but also the scholarly activities of other colleagues and collaborators. Proposals are also to explain how the facilities fit with the University's Strategic Research Plan and the Faculty Research Plan, in addition to the relevant academic unit's priorities as articulated in the Enhanced Planning Tools. This information will help make clear the full impact and benefit that requested facilities will have on the local research environment.

### Maintaining research-oriented web sites

Faculty members are encouraged to keep information on their department-related web sites and personal research web sites up-to-date. These sites likely are a primary information source for potential graduate students and postdoctoral fellows who are seeking ideal supervisors under whose direction they wish to work. Sites that present current and useful information not only are the most helpful ones, but they convey an impression of professionalism and dedication that will be attractive to those wishing to study here. In addition, it is becoming clear that those who evaluate grant proposals make use of web-based information to help assess the accomplishments and impact of applicants. One readily available tool that assessors are likely to turn to when evaluating an applicant's visibility in the field is Google Scholar. Researchers who have taken the time to create a profile on Google Scholar make readily available to the public information about the citations to work they have published. This profile indicates how frequently each published work has been cited, how many citations the researcher's entire body of work has received, and other related information as well. The Dean's office encourages faculty members to create a Google Scholar profile and thereby assist anyone wishing to learn about a researcher's

activity and impact.

## Workload substitution

Raising the research profile of the Faculty can be achieved through a number of different mechanisms. One approach is to engage in service to the field through editorships of high-profile journals and membership on grant review panels, particularly for national or international agencies. To encourage faculty to accept invitations to participate in these activities, the Dean's office is willing to consider some form of reduced teaching contribution on a case-by-case basis, taking into account the workload associated with the proposed activity.

Although one of the goals of the Dean's office is to encourage all research faculty to be fully engaged scholars, it is recognized that different faculty at different career stages may experience either a temporary or long-term downturn in their research activity. In cases where a faculty member does not maintain the expected standard of scholarly contributions, there are likely to be implications for the merit review process. A possible solution to this problem is to adjust the faculty member's workload so that the research component is decreased and the teaching or other contributions component is increased on a temporary basis. It should be emphasized that adjustments of this nature would be considered temporary and would revert to the standard workload distribution at such time as the faculty member's research activity is on a trajectory toward meeting the expected standard.

Many aspects of scholarly activity in the Social Sciences require external funding to support essential components of a research program such as stipends for students, salaries for assistants, travel, acquisition of equipment, and so on. Sources of funding available to researchers are typically managed through competitions at provincial, national, and even international levels. The competitiveness of researchers applying for funds to support their work often depends at least in part on their productivity as assessed by published work. In the Faculty of Social Sciences, the competitiveness of its faculty members on the national level is challenged by the relative teaching loads associated with Social Sciences units in various universities across the country. There are a number of Social Sciences departments in other universities that assign faculty members lower teaching loads than the standard nominal load at UVic. There are mechanisms that could be put into place that would help level this playing field, specifically for researchers who have demonstrated the ability to compete for grant funding at the national level.

Academic units may be in a position to identify researchers whose research activity could benefit from some streamlining of their teaching assignments. For example, teaching multiple sections of the same course to reduce the number of preparations needed, scheduling of lecture-based courses to support research activities that make specific demands on work schedules, exercising summer teaching options to free fall or winter terms for research in cases where this would be beneficial. One guiding principle that units should keep in mind is that as long as their academic programs are not jeopardized and the goal of maintaining current enrolment levels is not put at risk, it may be possible to reduce the number of course sections delivered by a unit. The Dean's office welcomes new ideas that units may develop that would enable teaching modifications for faculty members with active research programs while at the same time maintaining enrolment

targets and the integrity of academic programs.

### Celebrating and increasing research success

The Faculty of Social Sciences recognizes research success among senior and junior faculty members through annual research awards in both categories. The Dean's office actively participates in the development of nominations of faculty members for university and national awards recognizing research achievements. In 2017, the Dean's office introduced a Lansdowne Scholar program whereby one established and one early-career faculty member from the Faculty is selected for a special three-year appointment as a Lansdowne Scholar. Each of these appointments is supported by a one-course reduction in teaching and by an annual financial stipend to be used for research purposes. These appointments are intended to recognize and accelerate the research accomplishments of faculty members who have made especially strong contributions to their disciplines and who have become or are likely to become international leaders in their field. The Dean's office also administers a fund to support the Lansdowne visiting professors for short-term stays at the University and a fund to support locally organized research conferences that span a wide range of objectives.