

Program Performance Review: Culmination Meeting Memo Women and Gender Studies

The 2012-2013 Program Performance Review (PPR) process for the Women and Gender Studies Program concluded with a culmination meeting on August 22, 2014.

During the meeting, the program was commended for the significant progress made since the last PPR, which includes:

1. The program changed their name to Women and Gender Studies in 2010-11 and created a Queer Studies minor in 2012.
2. The program has evolved from a woman-focused identity-based program to a broader field of knowledge production and activism including gender and sexuality issues that is consistent with national trends in women's and gender studies.
3. The program has experienced steady growth and met University FTES targets.
4. The program is becoming a leader in cross-discipline collaboration for the campus.
5. The program designed a rubric to determine student learning outcomes and level of mastery that has guided curricular and assessment decisions over the past five years.

The major recommendations and concerns raised through the PPR process were discussed. Suggestions on how to address them were provided:

1. Develop plans to increase number of majors:
 - a. The program's revised advising structure and outreach effort to undeclared students are excellent, and should be continued.
 - b. The college will help the program by reaching out to community colleges to draw in more students.
2. Postpone creation of graduate certificate program until after curriculum is overhauled and FTES generated is not so fully dependent on high-enrollment GE courses:
 - a. The university will announce course change approval on Sep.3, which supports the program's curriculum revamping effort.
 - b. The program will wait until the curriculum is revised and see how the 2 new faculty are doing before proceeding with the graduate certificate idea.
3. Funds to support faculty scholarship:
 - a. The program is suggested to work with the Office of Research (e.g. the "Fund my research" program) to seek support for faculty scholarship.
4. Funds to create promotional materials for fundraising efforts:
 - a. The program will work with the college to update old "view sheets" as a way to increase majors.
 - b. The program will work with an identified potential donor to promote fundraising efforts.
5. Funds for a conference/colloquium series:
 - a. The program will seek venues to increase the program's visibility on campus (e.g. interdisciplinary conferences and events), drawing upon its long list of affiliated faculty from multiple disciplines.
 - b. The program will seek funding sources such as ASI and the college's inter-departmental proposal request to fund such events.

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- c. The program is recommended to take advantage of the library and international programs to disseminate work and increase visibility
6. Increase impact on campus through collaboration with Student Affairs:
 - a. The college will collaborate with Student Affairs to establish “themed floors” in student dorms, incorporating Women and Gender Studies as a theme.
 - b. The college and the program will explore other needs on campus that could raise awareness of Women and Gender Studies as an academic entity.
7. Develop alumni database:
 - a. The program will improve the current alumni database.
 - b. The program will explore ways to raise funds from alumni.
 - c. The program is suggested to start an advisory board or revitalize the program council to help with outreach and fundraising.
8. Increase space allocation:
 - a. The current faculty and student space is very nice and adequate, but may not be enough when additional hiring takes place. The college and the university will address this issue as it arises.
 - b. The classroom space could limit the program from meeting target enrolment. It is suggested that the program could consider having classes on Friday or Saturday (e.g. Wed/Fri classes, Thur/Sat classes) to help alleviate the issue.
9. The Program will work to employ well qualified PTF and work to guide PTF toward professional opportunities that will help them maintain and grow their currency in the discipline.