

**UNIVERSITY OF WINDSOR**  
**UNIVERSITY PROGRAM REVIEW (UPR)**  
**REPORT ON: Womens and Gender Studies**  
**UNDERGRADUATE PROGRAMS**  
 May 2021

**EXECUTIVE SUMMARY**

**Review Preparation**

In preparing this document, the Program Development Committee reviewed the following: Women’s and Gender Studies Self-Study (SS) (2018/2019), the report of the external reviewers (ER) (January 2021), the response from the Director of Women’s and Gender Studies (D-WGS) (February 2021), and the response from the Dean (DR) (March 2021) to the above material. The external reviewers were: Dr. Ann Braithwaite, Diversity and Social Justice Studies, University of Prince Edward Island; Dr. Sal Renshaw, Gender Equality and Social Justice, Nipissing University; and Dr. Nancy McNevin, Kinesiology, University of Windsor.

**Undergraduate Programs**

Women’s and Gender Studies offers a General Bachelor of Arts in Women’s and Gender Studies, an Honours Bachelor of Arts in Women’s and Gender Studies, and a Certificate in Women’s and Gender Studies. Students also have the option of Combining their Honours Women’s and Gender Studies with a major from another discipline or of pursuing a defined pathway for the Honours Women’s and Gender Studies when taken with Criminology.

Women’s and Gender Studies also collaborates with other departments on campus to offer an Honours Bachelor of Commerce in Business Administration and Women’s and Gender Studies (with/without thesis), and an Honours Bachelor of Social Work and Women’s and Gender Studies.

The program area offers a Minor in Women’s and Gender Studies, as well as Major and Minor Concentrations for the Bachelor of Interdisciplinary Arts and Science. The program area also administers the Certificate in Work and Employment Issues, the Minor in Work and Employment Issues, and the Minor in Social Justice.

**Enrolments**

**Undergraduate**

	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020
<b>Full-Time</b>	47	42.5	37.5	33	27
<b>Part-Time</b>	15.5	9	7.5	15	12

**Human Resources**

**Faculty/Instructors**

Tenure/tenure-track faculty	3.5 (including the Director)
Limited-term appointments	2
Sessional lecturers	0.6

**Full/Part-Time Staff**

Secretary	1
-----------	---

## FINAL ASSESSMENT REPORT (with Implementation Plan)

### Significant Strengths of the Programs

The External Reviewers noted that Women's and Gender Studies (WGS) has highly qualified and dedicated faculty members, with strong research records. (ER, p. 15) "Faculty are dedicated and passionate about the field and their work within it, and this was true no matter the kind of appointment they had or what percentage of their work was within WGS. Administrators overwhelmingly recognized the program's innovative programming--and everyone referenced especially the Walls to Bridges and the Bringing in the Bystander programs as the kind of innovations that reflect and add to the University's values and strategic vision." (ER, p. 3, 4, 5) The area is commended for its innovative leveraging of University resources to develop and support programming. WGS focus on student learning and the student experience is evidenced through its many and varied uses of high impact practices and experiential learning opportunities throughout its courses. (ER, p.9, 10)

The External Reviewers argue that a particular strength and unique contribution of WGS is that it provides "an analytical *lens* through which contemporary and urgent questions of the world are addressed, more than a set of specific contents and topics that comprise its focus. Through a complex theorizing of identity and power, WGS is an approach to knowledge and knowledge production more than it is a particular set of knowledges about those identity categories." (ER, p. 6)

### Opportunities for Program Improvement/Enhancements

The External Reviewers noted that "the program is also at challenging crossroads right now, where its sustainability in its current form is under much question to us; recent retirements and other losses, its status as a program rather than an AAU, and its reliance on a large amount of precarious labour to deliver its curriculum are all major issues facing not just its capacity to offer its program, but its ability to plan for its future." (ER, p. 3, 4, 11, 15)

While noting the need for curriculum revisions, with a view to streamlining course offerings and given the turnover in faculty, the External Reviewers also encouraged more visibility for the Social Justice Minor and the Work and Employment Minor and Certificate, as well as closer connections with Disabilities Studies, "a field of massive growth in WGS right now." (ER, p. 13) They argued that WGS "has clearly identified itself as a site of "praxis"; why not make this focus its visible brand, and highlight the many ways it does that in name, curriculum, and programming that brings what it already has together under one umbrella." (ER, p. 14)

These and other opportunities for program improvements are captured in the recommendations listed below.

## IMPLEMENTATION PLAN

### Recommendations (in priority order)

*(Final recommendations arrived at by the Program Development Committee, following a review and assessment of the External Reviewers report, the response from the Department Head, and the Dean's response.)*

**Recommendation 1:** That the program undergo an extensive curriculum review process with several aims:

- i) to reduce the number of courses in its curriculum and eliminate those it no longer offers regularly;
- ii) to reduce the number of core/required courses for its many programs and eliminate some of the control over scaffolding and student trajectories through the degree;
- iii) to identify and articulate the specifics of the WGS *lens* at Windsor, and work with faculty to ensure those be woven throughout the (now streamlined) curriculum;
- iv) to revise, as appropriate, existing program and course learning outcomes, and submit learning outcomes for the program's Combined BA Honours in Women's and Gender Studies, its Combined Honours Women's and Gender Studies when taken with Criminology, and all of its undergraduate courses, through the required university internal approval process.\*

v) to revise calendar and course names and descriptions in accordance with the above steps.

*\*[PDC notes that program learning outcomes have been submitted for most of the area's programs, and for 29 of its 37 courses. PDC also commends the area for developing curriculum maps for its current programs which it undertook during its recent self-study. As it moves forward with its curriculum review and renewal exercise, the area is asked to use the CUMA database for curriculum mapping, if it is not already doing so. PDC notes that all approved program and course learning outcomes are uploaded in this database making the mapping exercise more seamless.]*

**Agents:** Director, faculty members, CTL

**Completion by:** Fall 2024

**Recommendation 2:** That the program work with the Dean to ensure that faculty members always be given space that is theirs alone, and that adequate space (not shared space between instructors and students) be made available for sessional instructors and lecturers to enable private consultations between instructors and their students.

**Agents:** Director, Dean of FAHSS

**Completion by:** Fall 2024

**Recommendation 3:** That the program make a case to the Dean for the following additional faculty resources:

1) converting the existing three-year LTA position to a tenure/permanence-track position.

2) Cross-appointment strategy: if the path to enrolment stability and, potentially to growth, for WGS continues to rely on arranging combined majors with other AAUs, then the focus of these should also include a number of dedicated cross-appointments, with a minimum of a 50% teaching commitment (and with some additional, and possibly variable service obligation)

**Agents:** Director, Dean

**Completion by:** Fall 2022

**Recommendation 4:** That the issue of Women's and Gender Studies' program structure and status at the University be addressed quickly, either as an AAU, or as part of an AAU.

**Agents:** Director, Dean, Provost

**Completion by:** Fall 2022