

UNIVERSITY OF WINDSOR
UNIVERSITY PROGRAM REVIEW (UPR)
REPORT ON: WOMEN'S STUDIES
UNDERGRADUATE PROGRAMS
 March 2015

EXECUTIVE SUMMARY

Review Preparation

In preparing this document, the Program Development Committee reviewed the following: Women's Studies Self-Study (SS) (2012/13), the report of the external reviewers (ER) (January 2014), and the response from the Director (May 2014), and the response from the Dean (June 2014) to the above material. The external reviewers were: Dr. Annalee Lepp, Chair and Associate Professor, Department of Women's Studies, University of Victoria; Dr. Si Transken, Associate Professor, School of Social Work, University of Northern British Columbia; and, Dr. Marijke Taks, Professor, Faculty of Human Kinetics, University of Windsor.

Undergraduate Programs

The program area offers a Bachelor of Arts (General) in Women's Studies, a Bachelor of Arts (Honours) in Women's Studies, and, in collaboration with the School of Social Work, a Combined Honours Bachelor of Social Work and Women's Studies. Students also have the option of combining their Honours Women's Studies major with a major from another discipline.

The program area also offers a Certificate in Women's Studies, a Minor in Women's Studies, as well as Major and Minor Concentrations for the Bachelor of Arts and Science.

Enrolments

Undergraduate

	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014
Full-Time	87.5	87	80.5	72	65.7
Part-Time	15.5	16.5	16	9	13

Human Resources

Faculty/Instructors

Director	1
Sessional Lecturers (continuous 8 month positions)	2.5
AAS as Learning Specialist	1

Full/Part-time Staff

Secretary	1
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FINAL ASSESSMENT REPORT (with Implementation Plan)

Significant Strengths of the Programs

"The following provides a summary of the strengths of the Women's Studies BA and BSW in Social Work and Women's Studies programs:

- Strong and consultative leadership and governance structures, demonstrated commitment to transparent and

collegial decision-making, and highly efficient use of available financial and limited faculty resources.

- Appointment and affiliation of highly qualified tenure track and tenured faculty members and sessional lecturers/instructors in the BA in Women's Studies and BSW in Social Work and Women's Studies programs, with strong records of scholarly publication and/or success in obtaining research grants appropriate to their career stage.
- Demonstrated dedication of faculty members and sessional lecturers/instructors to the success, growth, and development of both programs, which involves very significant levels of service given the size and complexity of the Women's Studies programs and the limited number of regular faculty appointed to the Women's Studies program.
- Well developed and coherent interdisciplinary Women's Studies BA and BSW in Social Work and Women's Studies programs, with high student demand as measured by student enrolments and the number of (double) majors.
- Development of strong, appropriate, and clear learning outcomes at the program as well as year and course levels, which are consistent with the University of Windsor's mission and strategic plan and the Faculty of Arts and Social Sciences academic plan. Emphasis on disciplinary knowledge acquisition, academic rigor, and feminist and social justice content; engaged and applied learning; the unity of theory and practice; and the development of academic, practical, and life skills.
- Highly systematized, collaborative, and responsive approach to multi/interdisciplinary program development, course approval and revision, and mentorship of sessional lecturers and instructors.
- Development of a very strong student-centred approach and engaged pedagogical approaches, demonstrated teaching effectiveness and commitment to excellence in instruction, and the achievement of a high degree of student satisfaction with and engagement in both programs.
- Demonstrated leadership in the creation of the unique and timely university initiative, the Bystander Initiative.
- Development of very strong community links and partnerships, through the impressive and active Friends of Women's Studies group that organizes the Distinguished Visitor in Women's Studies program, the support of annual community events, the broad dissemination of the program's newsletter across campus and in the community, the volunteer activities of Women's Studies faculty and students, and the Social Work placements of Social Work-Women's Studies majors." (ER, pp.18-19)

Opportunities for Program Improvement/Enhancements

Women's Studies' assessment of areas for improvement include focusing on strengthening third and fourth year students' writing skills, building greater student buy-in to the 400-level courses, identifying more tenure/tenure-track faculty (from designated groups) to affiliate and teach in the program, and increasing humanities content in its programs. (SS, p.98) The development of a strategic plan will guide Women's Studies efforts regarding future program development and/or re-structuring, and determine future directions and priorities.

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 Director's response and the Dean's response.)

Program Mission

Recommendation 1: Given the recent inclusion of courses in the field of masculinities studies and with an eye to building a more gender diverse student cohort, initiate a process to undertake a name change to Women's and Gender Studies and to revise the program's mission statement.

Agents: Director, Dean of FAHSS

Completion by: Fall 2015

Program Structure and Curriculum

Recommendation 2: That the area review its curriculum with a view to:

- Strengthening the focus on intersectionality in upper level required courses, with a particular focus on sexuality, trans studies, dis/ability, racialization, colonialism, neo-colonial realities, and Indigenous issues.

- Developing an optional Women's Studies practicum placement for majors, if feasible.
- Developing a senior research project/directed reading course for those students who may wish to go on to graduate school.
- Enhancing, where appropriate, the Humanities content in required courses, through the further incorporation of a diversity of relevant textual and other materials.
- Considering strategies to balance students' intellectual needs in required 400-level Social Work seminars, as feasible.

Agents: Director, Advisory Committee, Director of Social Work

Completion by: Fall 2018

Recruitment

Recommendation 3: That the program area build on existing recruitment and retention efforts, particularly with a view to attracting more students to the university and directly into its programs.

Agents: Director, Advisory Committee, Dean of FAHSS, Office of Recruitment and Liaison

Completion by: Biennial Report

Governance and Sustainability

Recommendation 4: Work with the Dean to develop a strategic plan for the area, to respond to the teaching, resource and space needs of the program area and to guide future program development and/or streamlining. The strategic plan should include at minimum:

- The development of strategies to address the high service demands of administering and coordinating the programs. This could involve streamlining some committee structures, and developing relevant policies to enhance efficiency in decision-making.
- The development of a succession plan for the position of Director should be a key priority. A hiring plan, linked to program growth and activities, should also be developed in the event that resources become available.
- An exploration of patterns of student demand with respect to double majors and the resource feasibility of strategically developing one or more additional collaborative programs, with particular attention to program and faculty buy-in and administrative and service demands.
- The development of a plan to ensure stability, sustainability, and growth of the Bystander Initiative.

Agents: Director, Advisory Committee, Dean of FAHSS

Completion by: Fall 2016

Awards and Outreach

Recommendation 5: Increase awareness and visibility of Women's Studies undergraduate awards (monetary and non-monetary) and celebrate award winners, as appropriate.

Agents: Director, Advisory Committee

Completion by: Fall 2016

Learning Outcomes

Recommendation 6: That the Department submit learning outcomes and assessment methods for each of its courses that clearly correspond to the University's stated "Characteristics of a University of Windsor Graduate".

Agents: Advisory Committee, Director, CTL, Vice-Provost, Teaching and Learning

Completion by: Fall 2016