

## Women's and Gender Studies Program Five Year Plan (2015-2020)

### Guiding principles

- Increasing the integration among various facets of the program.
- Increasing awareness and visibility of feminist knowledge-production and organizing for change in the university, community, and region.
- Attending to the messiness, complexity, and difficulty of historical, contemporary, and shifting dynamics of power and privilege and implementing more ethical (and less harmful) ways of engaging the world.
- Making the program more inclusive and diverse.

### Specific goals

- Program structure and staffing
  - Consider changing the program to Women's, Gender, and Sexuality studies and creating a minor in LGBTQ studies
  - Increase the presence of and support for faculty and staff of color in the program
  - Changing the terms of cross appointment to clarify expectations
  - Have 3-4 courses per year in WGS taught by cross-appointed faculty
  - Create a tenure-stream position off of the current lecturer line
  - Hire at least one additional tenure-stream faculty member in addition to the one off the lecturer line
  - Hire an additional staff person
  - Create an Internship Coordinator position to oversee internships at the undergraduate and graduate level in order to increase their intellectual coherence
  - Revise governance documents – Instrument of Governance, Tenure and Promotion Guidelines, Workload Guidelines
- Graduate studies
  - Increase MA enrollment to 20
  - Increase the funds available for MA students (in terms of assistantships, fundraising, and teaching in the program)
  - Create an accelerated BA to MA program
  - Workshop MA theses topics in spring of first year, and better support students in developing their writing
  - Develop a process of teacher-training for WGS MA and graduate certificate students
  - Increase the number of WGS-numbered courses offered at the graduate level
  - Develop a marketing plan for the MA
- Undergraduate studies
  - Increase the number of majors to 100
  - Make students aware of the program earlier in their college careers (including through establishing a 100-level course)

- Increase connections with community colleges (so as to increase numbers of transfer students joining the program)
- Increase opportunities for WGS students to engage with each other outside the classroom

- Relations with those outside the program/university

- Mount a fundraising campaign
- Developing a multi-year fundraising plan (which will include increasing the endowment)
- Create a WGS regional network with departments and programs in the Triad and Triangle
- Increase outreach to local non-academic organizations (including through internships, partnerships for programming, and work with WGS courses)

- Programming

- Mounting themed symposia or conference at least once every 3 years
- Bringing in at least two external speakers per year
- Create programming guidelines