

A. Statement of Vision and Goals

1. Vision

Women's Studies was established in 1977 as a program and became the new Institute for Women's Studies (IWS) in 2004. IWS provides a feminist interdisciplinary perspective on women and gender. Administratively within the Franklin College of Arts and Sciences, IWS cooperates with departments of all schools and colleges of the University in developing teaching, research, and service. Traditional academic disciplines have devoted little systematic attention to issues of gender, race, class, and sexuality. Feminist scholars have contributed to the reinterpretation of existing data and to the presentation of new knowledge about the diversity of women's experiences in a global and multicultural context.

2. Goals

GOAL 1: Continue to establish the Institute for Women's Studies as a nationally recognized model for interdisciplinary and multidisciplinary research and teaching.

GOAL 2: Add core faculty in targeted areas that build on our strengths, develop new areas of research and teaching, and meet student demand for courses.

GOAL 3: Continue to build and enhance our research identity in the Institute for Women's Studies, both within the core program and among gender researchers across campus.

GOAL 4: Facilitate faculty and student research on women and gender through increased resources for researchers.

GOAL 5: Continue to help lead the University of Georgia in becoming a diverse, multicultural university for the 21st century. IWS continues the historical legacy of women's education in the state. The Institute has, for years, studied intersections of gender, race, class, and sexuality in its focus on women, in all their diversity. Thus, the Institute can tie together the university's focus on diversity in these areas. Multicultural faculty, students, curricula, and research create a rich learning environment. The Institute will continue to support a learning environment that promotes and respects diverse perspectives and international activities and will increase the visibility of diversity research and teaching at the university.

GOAL 6: Facilitate outreach activities to the university and local community.

GOAL 7: Continue to increase the size and quality of the undergraduate and graduate academic programs.

3. External Factors

Location at edge of campus, far from most of the core and affiliate faculty on north campus.

Budget cuts that led to the loss of a faculty line, other unfilled lines.

Increased student demands for courses, especially at the undergraduate level in courses that meet the diversity and social science requirements.

Because IWS faculty appointments are split with a disciplinary department, faculty can contribute only half of their service time to building IWS.

4. Program Priorities

1. Appropriate, centrally located space.
2. Faculty lines: Replacements plus two new lines.
3. Increased teaching and operating budgets in order to increase the number of students taught and the variety in our course offerings.

B. Institutional-Level Performance Measures

The methods described below will be used to annually measure demand, quality, productivity and impact:

a. Demand

Measures: Number of student credit hours; number of majors, minors, and certificate students; number of degrees conferred.

b. Quality

Assessments (undergraduate): performance on an exam given to seniors, an exit interview

Assessments (graduate): exit interview, program evaluation by students

Key outcomes (undergrad and grad): student knowledge interpretation, and application of key concepts, methods, and theories in women's studies.

c. Productivity

a. Faculty

- teaching awards; development of new courses.
- Research: Number and quality (e.g., peer reviewed; journals with high rejection rates; excellent presses) of publications; internal and, especially, external grant proposals submitted or Teaching: Number of student credit hours per FTE; student course evaluations; obtained; citation rates; conference presentations; awards.
- Service: Editorial boards; editorships; service awards; positions in professional organizations; number and importance of committees and outreach activities.

b. Students: number of A.B. degrees awarded, honors, and awards, number of students involved in research. Increase numbers by 3-5 students each year, if adequate funding (e.g., faculty lines) is provided.

c. Benefits to community, state, region, nation, global community: increase awareness, understanding, and valuing of diversity.

d. Impact

The impact on the University's three strategic goals will be measured and monitored as follows:

1. Building New Learning Environment
Degree of diversity in courses and sponsored events; number and quality of initiatives with other academic units.
2. Research Investments
Sufficient funds for faculty travel to research sites and conferences will increase research productivity.
3. Competing in a Global Economy
Amount of international material in our courses; number of faculty engaging in international research or attending conferences abroad.

Contributions to enhancing diversity will be measured and monitored as follows:

number of courses and events focused on diversity; efforts to recruit minority faculty and students; number of minority faculty and students.

C. Individually selected performance measures

Goal #1 Continue to establish the Institute for Women's Studies as a nationally recognized model for interdisciplinary and multidisciplinary research and teaching.

Objectives:

1. Move to centrally located space in order to increase the visibility and accessibility of IWS to faculty and students across the university and become a central meeting place for the incubation of interdisciplinary and multidisciplinary research and teaching. Such a location is essential for increasing the coherence of the women's studies academic community across campus. The current space at the edge of campus, out of walking distance and with a poor parking and bus situation, cannot serve this role as a site for interdisciplinary intellectual exchange. The presently occupied building is not on the master plan, so will be demolished. Appropriate space consisting of offices, 45-person and 20-person classrooms, and a small library for the IWS collection is essential for the future progress of the unit.

Key Performance Measure(s) (desired levels):

- Fall 2005 Move to new building
- Fall 2006 @1600/faculty member in travel; fund raising for Visiting Professorship
- Fall 2007 \$1700 “
- Fall 2008 \$1800; searching for Visiting Professor
- Fall 2009 \$1900; Visiting Professor on campus “

Goal #2 Add core faculty in targeted areas of research and teaching, meet student demand for courses.

Objectives:

1. Replace faculty lost due to budget cuts and other circumstances during the last two years. The number of budgeted core faculty has decreased from 9 (4.5 EFT) to 7 (3.5 EFT) since 2002, and an additional faculty member in her seventh year did not apply for tenure and thus was lost in 2005. This involves a 33% loss in faculty since 2002. Recapturing these lines is critical to our continued success.

2. Beyond recouping these losses, grow by two faculty members (1.0 EFT) in key areas that are central in Women's Studies scholarship and would serve as a bridge to strong programs at UGA. IWS must provide more systematic coverage of crucial disciplines and subjects currently unavailable to its students, for example, social policy, women and politics, gender and geography, and cultural anthropology.
3. An Endowed Professorship, from private giving, would provide intellectual leadership to enhance scholarship across the university, and a Franklin Fellow would infuse the program with new research directions as well as contribute to the IWS teaching mission. [2000 BOR review recommended that we "diversify the program in terms of the faculty interests, perspectives, and theoretical approaches."]

Key Performance Measure(s) (desired levels):

- Fall 2005 1 new faculty member
- Fall 2006 1 new faculty member; 1 Franklin Fellow
- Fall 2007 " "
- Fall 2008 " "
- Fall 2009 " "

Goal #3: Continue to build and enhance our research identity in the Institute for Women's Studies, both within the core program and among gender researches across campus.

Objectives:

1. Increase communication among the core faculty and affiliated faculty. This on-line guide also will showcase the university's extensive and unique research to an international community of scholars and stimulate fundraising for specific projects of interest to potential donors. A regular on-line research bulletin will disseminate faculty research and enhance collaborative research, as well as connect students with appropriate research mentors. [The 2000 BOR review recommended that Women's Studies "bring in feminist scholars at UGA not currently/actively involved in WSP.]

Key Performance Measure(s) (desired level):

- Fall 2005 Have a retreat to establish program identity; number of affiliates participating in activities; number of activities
- Fall 2006 Increase latter two by 5%
- Fall 2007 " "
- Fall 2008 " "
- Fall 2009 " "

Goal #4 Continue to help lead the University of Georgia in becoming a diverse, multicultural university for the 21st century

Objectives:

1. Improve and Expand teaching multicultural material.
2. Actively recruit faculty and students of color to achieve a critical mass.

Key Performance Measure(s):

- Fall 2005 Start website on diversity for instruction ; assess diversity
- Fall 2006 Complete website; increase diversity of faculty and students by 5%
- Fall 2007 Increase diversity of faculty and students by 5%

- Fall 2008 “
- Fall 2009 “

Goal #5 Facilitate outreach activities to the university and local community.

1. Support attempts in the university community to establish a Women’s Center for student networking and personal growth in areas related to women’s studies. IWS can provide the academic dimension to such activities and connect students with appropriate resources on campus, whether academic, administrative, medical, psychological, professional, political, or legal. This Center could provide an opportunity for the graduate student and other to work with students in areas of mutual concern such as peer sexuality education, homophobia, safety on campus, and substance abuse information.

Key Performance Measure(s): Number of outreach activities each year; year that a Women’s Center is established.

Goal #6 Continue to increase the size and quality of the undergraduate and graduate academic programs.

1. Increase the visibility of these programs on campus, especially among undergraduate students who may be unaware of academic options in IWS.
2. Increase communication and collaboration among the certificate graduate students as part of UGA’s teaching of interdisciplinary skills for the future workforce. [BOR review recommended that we “promote a cohesive cohort experience for graduate students.”]
3. Continue to fine-tune the undergraduate and graduate curricula, in light of assessment results and the areas of expertise of new faculty. Increased student research with faculty is desirable.
4. Increase the funds for part-time faculty (graduate students and adjuncts) so that a) additional sections of introductory classes can be taught in order to meet enrollment pressures, and b) affiliate faculty in various departments can be brought out to teach women’s studies courses. The latter also will contribute to goal #1.
5. Update our electronic classroom and computers.
6. Explore the demand and feasibility of a Master’s degree, perhaps as a joint M. A. with several targeted departments, or a Ph.D. interdisciplinary concentration in women’s studies.

Key Performance Measure(s): Increase student numbers in each program by 5% per year, if replaced faculty lines permit this increase...