

Women & Gender Studies

Strategic Plan

2010-2015

Mission: Empowering students to challenge stereotypes about gender, to understand feminist and queer perspectives, and to work actively for diverse gender justice.

Vision: The Women and Gender Studies Program will be a community of excellent faculty and students who share a vision of diverse gender justice, providing a theory-based and broadly engaged curriculum that focuses on transforming the campus and the larger community. We will foster a learning environment where students are liberated from the oppression of gender stereotypes and are prepared to re-envision their individual and social environments and where faculty and students engage in rigorous scholarship as a foundation for teaching, learning, vocation, and civic life. WGS will be recognized as a nexus for feminist and gender issues for the campus and the West Michigan region.

Values: The Women and Gender Studies Program values:

- building communities that ensure gender justice
- excellence in teaching
- interdisciplinary approaches to teaching and research
- rigorous scholarship by faculty and students as a foundation for teaching, learning, vocation, and civic life

Goals:

1. The WGS Program will promote inclusiveness in its hiring, student recruitment, curriculum, and programming.
2. WGS will achieve departmental status with a more inclusive name—Women, Gender and Sexualities—that has at least 175 majors and minors.
3. Students in the WGS Program will routinely participate in high impact experiences (internships and service learning projects, research with faculty) as part of their professional development and their civic consciousness
4. WGS majors and minors in WGS will study abroad.
5. The Women and Gender Studies Program will seek active collaborations with GVSU departments and programs, and establish partnerships with external agencies and programs
6. The Women and Gender Studies Program will have a well established regional reputation for curriculum and scholarship.
7. WGS will establish a plan for ongoing assessment, including student learning outcomes, and for a unit self-study.

Additional Goal of the Women and Gender Studies Program: WGS will develop a colloquium that will invite scholars across the region to present scholarship.

Strategic Plan Grid 2015

University Objective	Brooks College Objective	Unit objective(s)	Unit Goal(s)	Metric	Baseline	Time-frame	Strategy(ies) Action(s)	Responsible Person/Group	Resources	Status
1.2 2.5	2.4 2.7	Goal 1: The WGS Program will promote inclusiveness in its hiring, curriculum, and programming.	<p>1.1 The WGS By 2015, 50% of faculty come from diverse backgrounds in relation to university goal of increasing presence from underrepresented groups (Latino, Native American, African American), LGBT, international and faculty with disabilities.</p> <p>1.2 WGS will embed inclusiveness in all core courses for the major and minor(s).</p> <p>1.3 By 2014, the WGS Program will have an LGBTQ minor.</p> <p>1.4 WGS will sponsor and co-sponsor inclusive programming in Brooks College and in collaboration with Student Affairs</p>	<p>1.1 Proportion of regular faculty from diverse backgrounds as measure of total faculty</p> <p>1.2 Inclusiveness will be represented by course objectives and assessment</p> <p>1.3. Number of courses offered in LGBTQ minor</p> <p>1.4 Number of inclusive programs</p>	<p>2010: 33% of faculty from diverse background</p> <p>% of courses with at least one objective</p> <p>2011 No minor exists</p> <p># programs 2009</p>	<p>2010-2015</p> <p>AY 2013-14</p> <p>AY 2011-12</p> <p>AY 2014-15</p>			<p>New hire AY 2012-13</p> <p>Faculty time</p> <p>Faculty time Additional CSSM FTLC grant</p> <p>Additional programming funds</p>	<p>To be requested</p> <p>New</p> <p>In process</p> <p>In process</p>

University Objective	Brooks College Objective	Unit objective(s)	Unit Goal(s)	Metric	Baseline	Time-frame	Strategy(ies) Action(s)	Responsible Person/Group	Resources	Status
	2.3 2.5	Goal 2: By 2015, WGS will achieve departmental status with a more inclusive name—Women, Gender, and Sexualities—that has at least 175 majors and minors.	2.1 The Women and Gender Studies Program will be renamed Women, Gender and Sexualities. 2.2 The WGS Program will have 175 majors and minors by 2015	Name change complete Number of majors and minors	Name in 2010 Fall 2011: Majors & minors = 105	2015 2015			Faculty time Faculty time	Not started Ongoing
1.10 3.4 3.5 3.6	1.4 2.2	Goal 3: Students in the WGS Program will routinely participate in high impact experiences (internships and service learning projects, research with faculty) as part of their professional development and their civic consciousness	3.1.By 2015- 75% of WGS graduates will have completed a high impact experience	Number of students graduating students completing high impact experience as % of graduates that year	To be determined	2011-15			Faculty time	Ongoing
2.5.2 3.5	2.8	Goal 4: Majors and minors in WGS will study abroad.	4.1 by 2015 30% of majors and minors will study abroad	Number of students annually who study abroad as proportion of all upper division students	To be determined				Faculty time	Ongoing

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	2.9 4.1	Goal 5: The Women and Gender Studies Program will seek active collaborations with GVSU departments and establish partnerships with external agencies and programs	5.1 WGS will collaborate with Health Professions to develop collaborations for students to add WGS courses to their program of study.	5.1 Students in Health Professions and Nursing will enroll in WGS courses.	To be determined	2015			Faculty time Publicity (existing CSSM)	Planning
			5.3. WGS will develop collaboration with Grand Rapids Community College to encourage transfer students and to facilitate transition for transfer students	5.3 Number of GRCC students who enroll in WGS courses	Number of WGS transfer students 2009-10	2013			Faculty time Publicity Grad Student	Planning and research
			5.4 WGS will collaborate with GVSU's Women's Center and Housing to develop a living learning community	5.4 Opening of the living learning center	2009	2014			Faculty time New programming funds	In process

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8.1	4.1 8.5	Goal 6: The Women and Gender Studies Program will have a well-established regional reputation for curriculum and scholarship.	6.1 Faculty will present scholarship at regional and national conferences, and will serve on regional and national committees.	Tally from Faculty Activity Reports	2009	AY 2010-2015				Ongoing
			6.2 Students will present scholarship at regional and national conferences, and will attend regional and national conferences.	Tally from personal contact, exit interviews, requests for funding	2009	AY 2010-2015				Ongoing
			6.3 WGS will develop a plan to have ongoing communication with its alumna.	No routine contact with alumna	2014	AY 2013-15			CSSM budget Grad student	In process
1.11 3.5 4.4	2.6 7.2 7.5 7.6	Goal 7: WGS will be involved in ongoing planning, assessment and self study.	7.1 by 2012 an assessment plan will be complete and data collection will be ongoing 7.2 by 2013 a program self study will be completed and data analyzed	Assessment report 2009 Last self-study 2002					Faculty time Faculty time	In process In process