

WOMEN'S STUDIES STRATEGIC PLANNING
JANUARY 26, 2013, 8:30 am – 3:30 pm
The Wolfsonian Museum, 1001 Washington Ave., Miami Beach

Minutes

Session I.

Opening Remarks were made by Dr. Yesim Darici, Women's Studies Center (WSC) Director. She welcomed the faculty and reported the good news that enrollments have been steadily climbing in our Women's Studies courses.

- **Enrollments:** Students planning a baccalaureate and/or certificate with Women's Studies have also grown. Dr. Stephens brought in six additional graduate students last semester alone.
- **The name change** for the Center is scheduled to be discussed at the Center meeting the end of Spring Semester, 2013. Once the WSC Voting Body has voted on the new name, it will be presented to the CAS Council of Chairs and then go to the Provost for final approval.
- **New Certificate opportunity:** Women's Studies Center has been approached with the opportunity to develop a new certificate in Diversity. The FIU Diversity Initiative is supportive of placement of this certificate in WSC.
- **A Student Handbook** is currently being developed to help students move through our programs in a more expedient manner.
- **Faculty Travel Awards** of \$300.00-350.00 per person/per year will be made available on a first come basis since funding is limited. This funding may be used for any gender related conference or meeting travel.
- **Nominations for Awards:** Faculty Senate Awards are all coming up. We need to nominate more of our faculty to increase the visibility of the WSC.
- **Memberships:** NWSS, AAUW, SEWSA Institutional Memberships where purchased/renewed.

Dr. Suzanna Rose welcomed everyone from the College of Arts and Sciences. She emphasized how important the WSC and its students are to the future of SISH and her commitment to equality.

- **Anniversary of WSC:** She pointed out the opportunity to showcase the importance of Women's Studies as we commemorate the anniversary. We need to think about what we could do to celebrate the 30 year anniversary of the WSC at FIU.
- **WS Focus on Academics:** to be safe in the future, WS must produce 10 graduates per year. That would end much of its vulnerability. Acquiring more grants will also increase the position of WSC academically. Faculty working across disciplines on NSF projects will also increase visibility.
- **Suzanna challenged the faculty to develop a vision** for the future of Women's Studies (for the next 5-10 years).

Session II.

Faculty self-Introductions explored ways faculty have made a difference in the struggle for gender equality or something they've struggled to overcome. Some have been in this struggle longer than others. They shared stories of how they have worked personally and professionally to support gender equity. This session brought us together as one community that cares deeply about advancing equality across gender and sexuality and increasing opportunities for women and other disparate groups.

Session III.

Brainstormed the major challenges and opportunities currently facing Women's Studies.

Challenges for the WSC identified were:

- How students are counted (ie. as double majors) Panthersoft system does not count second majors
- LGBT is growing but needs the name changed
- Need more faculty advocacy and faculty development
- Administrative positions have been filled without an open call process
- Some areas are entirely run by male administrators and women are not included in the decision making
- More than mentoring: identifying career path issues for women
- Changes in UC core requirements
- Students question why Queer studies or LGBT studies is in Women's Studies

Strengths and Opportunities that were identified were:

- Work with sponsored research to identify funding opportunities
- Enlist our students in speaking on behalf of WSC
- Develop more seminars and opportunities for faculty to develop
- Revive the donor board. Look for donors as speakers
- Create more student/faculty activism around equity issues
- Find where important women are being brought to South Florida and co-sponsor.
- We need to develop more of a sense of identity as faculty and as a program.
- We need to identify and nominate more women for honorary degrees.
- Reach out to Miami-Dade schools and speak to high school students about Women's Studies
- Develop more transgender awareness.
- Invite more joint projects with the student Women's Center. (Invite Bronwen to our meetings)
- External funding
- Form Technology committee
- The curriculum change will make it easier for students to graduate in 4 yrs.
- Students need to be encouraged to declare certificate or degree in office of registrar
- Class visits are very effective to promote courses
- Advocacy for faculty and mentoring program "organic" within the center, seminars, exchange of information about sources for funding, updates, support system for faculty

- Faculty development: works in progress series, how to build connections, Negotiate between women's studies and other departments
- Develop sense of identity to promote the center
- Program visibility –women's writing group
- Nominate more people for honorary degrees
- Revive the donor board - look for new donors for speakers
- Community engagement - bringing the community to FIU/WS center
- Provide workshops to high school teachers to teach them about gender studies
- Visit and audit other classes – blogs about classes and reading lists
- Form a “Gender watch”
- Engage faculty and students in debates and activism , involve the Women 's Center on campus with our center
- WSSA and WSGSA - get more members and get them more involved
- Create attractive videos of our students talking about their experiences in our academic program - to be used for online teaching, class promotion
- Skype meetings, live chats about topics in women's studies, Twitter acct., update the WS Facebook page

Session IV.

Identified 4 top priority goal areas and broke into strategic planning sub-groups:

1. Enrollment, Recruitment and Retention
2. Program Development: Curricula and course development
3. Faculty Development and Developing “Women's Studies Identity”
4. Community Engagement

Session V.

Groups report back

Goal 1: Increase Enrollment, Recruitment and Retention

Dionne Stephens, Yesim Darici, Judith Stiehm, Andrew Strycharski

- a) **AFFILIATED/ CORE CURRICULUM FACULTY**
 - Will develop a talking points sheet & Program course sheet (Dionne & Mileidy)
 - Will develop a program promotion flyer for large departments (revise Psych; volunteer each program)
 - Produce a video for the WS program (Andrew & Dionne w English Digital Media)
- b) **COURSE SCHEDULING**
 - Make sure courses are scheduled during key/ popular time slots (Yesim)
- c) **HIGH SCHOOLS**
 - Contact in school district offices to put courses on teacher course certification rotation
 - Contact FIU recruitment officers/advisors making them aware of program

- d) CAMPUS
 - Build relationships with Women's Athletics (Yesim)
 - Connect with PanHellenic & student groups (WS Student groups)
- e) SEXY CROSS LISTED COURSES
 - Keep watch overstate curriculum changes and how they impact our program(Yesim)
 - Create sexy courses that have two sections; traditional/ WST codes (all faculty)
- f) DEVELOP A STATEWIDE WS DIRECTOR LISTSERV (Yesim)
- g) GUARDIAN ANGELS
 - Form a WS group that will check university doing or what they should be doing & email alerts if not
 - Note to the merry-making group (Guardian Angels): address issues of opportunity for advancement for women in the administration.
- h) MEDIA
 - Create contacts with Miami Herald; university listens and raises profile
 - Create a Media Panel with Herald, NPR & Latina reps (Yesim)

Goal 2: Develop Program Identity: Curricula and course development Strategies

Steven Blevins [srblevins@me.com], Dawn Addy, Meri-Jane Rochelson, Tometro Hopkins

- a) DEVELOP BETTER PROGRAM IDENTITY
 - Name change is a priority--consensus around Women, Gender and Sexuality Studies
- b) PROGRAM STRUCTURE CHANGES
 - Have the curriculum committee address the catalog listings: Contact departments and see if classes are still offered, what kind of revisions depart might want to see with how they are represented and what faculty are working in the area.
 - Identify programs with enough flexibility in requirements that they would be conducive to certificates
 - Contact Carmen Lomando, advisors forum, to discuss presenting to the group
- c) TRAIN THE TRAINERS
 - Develop Speakers bureau of students to go out to events and classes to talk about the programs
- d) 30TH ANNIVERSARY CELEBRATION OF WOMEN'S STUDIES
 - Check on possibility of library exhibit on the 30th anniversary of WS: Contact Althea 'Vicki' Silvera in Special archives. Check on availability of 2nd floor library display space. Cases that honor prior directors. Link to community--cases on women's studies activism, local feminist activism, women's labor
 - Research Digital archives for WSC history
 - Video oral histories of founding faculty

e) CERTIFICATE IN DIVERSITY

- Need to investigate the impact of the certificate on the program
- If we pursue a diversity certificate, we would need to take ownership and control of the curriculum
- Require a class in women's studies and LGBTIQ studies as well as classes in other departments and programs with significant cultural diversity component
- Question of taking classes on other cultures but the need to also study one's own culture critically.

Goal 3: Faculty Development and Increasing Women's Studies Identity and Visibility

Maya Boutaghou, Lynne Barrett, Mari Lou Pfeiffer, Suzanne Koptur

a) FACULTY DEVELOPMENT

- One core faculty takes the head of series
- One affiliated or core organizes each event
- Presentations: Once or twice a year (once a semester)
- Get students involved in the organization, eventually the recording, posting of the event (etc) (when discussion is not too personal for such posting)
- Have presentations accessible from both campuses and try for access from home/elsewhere via Skype or other.
- 3-Topics suggested for workshop or seminar:
 - 1) Inviting publishers specialized in Women and Gender (ex Feminist Press)
 - 2) Negotiation (pay/assignment/etc.)
 - 3) Time management-Questions of how to balance teaching/research/service, for both untenured and for associate professors. Another related topic: (panel?) work & family (motherhood/parenthood/also dealing with older parents)

b) VISABILITY THROUGH PUBLICITY: How to make sure people inside/outside the u. know about achievements, activities. This might be a seminar, one time, but relatedly, media info.

c) INSIDE STRATEGIES

- Administration position mentoring
- Application for Grants
- Visibility of WS faculty inside/outside FIU: (Also came up under Group 1's discussion, so perhaps their list and this should be merged)
- Faculty access to list of contacts of those within FIU, responsible for showcasing faculty achievements, activities (for ex: interesting student projects): who to let know/responsible for announcements/websites/news in schools, colleges, FIU Magazine, Media Relations. (If inappropriate for website, this could be updated each year and sent to all WS Affiliated faculty via email.)
- Increase University Awards for Women (nominating by WS and/or encourage the Departments to nominate Women)
- Be in touch with WST Alumni (including use of Facebook page)

- Newsletter (incl. focus on different WS person each time, to help people know each other and what people are doing)

d) OUTSIDE STRATEGIES

- Encourage WS faculty to put their areas of interest on the Media Relations list, for press inquiries.
- WS program should work to have list of local media contacts who cover education and other WS-related issues (available to faculty on request came up in discussion-problems with having on website). Also should foster relationships with these local media contacts, invite to events, etc. Also send information about events to New Times Calendar, WLRN community calendar, etc.

e) DEVELOP COMMUNITY IDENTIFYING WITH WOMEN'S STUDIES

- 3-Identities or how to show our identities and our diversity
- Name and vision
- Better visibility of the Affiliated faculty on WST website (picture collage, bios).
- Also use these on the Facebook page (rename it) and encourage affiliated faculty, students, and alumni to like it to stay connected.
- Revise and rename Women of Distinction Series, take advantage of FIU guest speaker and bring them to our Department, or be a part of the event on campus. Take advantage of authors coming to Books and Books or other suitable events in the community/use as place for WS people to meet up.

Goal 4: Increase Community Engagement, Internships and International Programs

Laurie Shrage, Tara Kay, Joyce Peterson, Rosa Henriquez

a) INTERNSHIPS

- Career placement and advocacy in career development office
- Stipends for paid internships

b) COMMUNITY SERVICE

- Need representation in the Miami-Dade School system. PEU continuing education units. Contact Gisela Casines. Tara Kai has names for district contacts.

c) FUNDRAISING

- Develop fundraising campaign for an endowed chair
- Contact sponsored funding for ideas to help faculty get funding
- Find agencies or foundations funding our issues and possibly general assistance
- Develop grant writing (find grant writer)

d) MEDIA

- Develop gender sensitivity in media
- Develop gender studies internship with ad agencies

e) WS EVENTS

- Get our events on Miami New Times events calendar

f) INTERNATIONAL ISSUES

- Promote and develop study abroad programs
- Develop on-line programs with other countries
- Got after USAID funding for student scholarships (Turkey, France, Tunisia)

Session VI.

Discussed and reviewed proposed by-laws changes. Dr. Addy walked the group through the proposed changes. The faculty discussed at length how to streamline the by-laws. They agreed to move the mission statement out of the by-laws. All deletions were approved as well.

Faculty stressed the importance of being inclusive as we define who gets to vote on WSC issues. They voiced concerns at having to re-qualify each year. They believe the term “faculty Advisory Board” is confusing. They decided that the Voting Body should be called just that, “the Voting Body.” So they decided that Voting Body members should qualify by two of the listed criteria and that Affiliated Faculty need only meet one of those requirements.

Other changes clarified distinctions necessary for Centers versus

The faculty agreed with adding service language including national and international service.

They approved the addition of promotion language to include instructors.

However, they requested that all personnel language should be placed in a separate document, Women’s Studies Center Personnel Policies. It should be noted that these policies will not require a vote to change as needed in the future.

The table of contents was re-numbered and sections were re-numbered.

Finally, the faculty agreed that once the name is changed from Women’s Studies Center, that name change should be immediately incorporated into the by-laws as appropriate but will not require another vote to change the by-laws.

It was recommended that the changes be re-typed and presented to all WS faculty for a vote.

Session VII.

Evaluation

Evaluation s were distributed and collected from all participating faculty.