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www.sfu.ca/vpacademic**MEMORANDUM**

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**ATTENTION** Senate **DATE** October 16, 2013  
**FROM** Jon Driver, Vice-President, Academic and Provost, and Chair, SCUP **PAGES** 1/1  
**RE:** Faculty of Arts and Social Sciences: External Review Update for the Department of Gender, Sexuality, and Women's Studies (SCUP 13-47)

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At its September 25, 2013 meeting, SCUP reviewed the External Review Update Report for the Department of Gender, Sexuality, and Women's Studies within the Faculty of Arts and Social Sciences. The report is attached for the information of Senate.

c: G. Myers

A handwritten signature in black ink, appearing to be 'Jon Driver', written in a cursive style.



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**MEMORANDUM**

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<b>ATTENTION</b>	Jon Driver, Chair, SCUP	<b>DATE</b>	September 17, 2013
<b>FROM</b>	Gord Myers, Associate Vice-President, Academic	<b>PAGES</b>	1/1
<b>CC</b>	W. Keough and J. Craig		
<b>RE:</b>	External Review Update for the Department of Gender, Sexuality, and Women's Studies		

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*Gord Myers*

The External Review of the Department of Gender, Sexuality, and Women's Studies was undertaken in March 2009. According to the procedures established by SCUP, the Department is required to submit an update describing its progress in implementing the Action Plan, which was derived from the External Review report, in the fourth year following the start of the External Review process. Please find attached this update, together with a copy of the Action Plan approved by Senate.

Based on this midterm report, my assessment is that the Department of Gender, Sexuality, and Women's Studies has made substantial progress toward implementing the Action Plan, within the constraints imposed by its budget.



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## MEMORANDUM

TO: Glynn Nicholls, Director, Academic Planning and Budgeting  
FROM: Willeen Keough, Chair, Department of Gender, Sexuality, and Women's Studies  
CC: John Craig, Dean, Faculty of Arts and Social Sciences  
RE: Progress Report on Recommendations of External Review  
DATE: September 3, 2013

Further to your request of June 19, 2013, please find attached a Progress Report in relation to the recommendations of the last external review of the Department, which took place in March 2009. I have focused particularly on the items in the Action Plan that was approved by Senate on December 7, 2009, but if you should require further information, please do not hesitate to contact me.

Sincerely,

Willeen Keough, Chair  
Gender, Sexuality, and Women's Studies  
Telephone: 778-782-5526  
Email: gswschr@sfu.ca

## **Progress Report**

### **Actions Taken on Recommendations of External Review**

### **Department of Gender, Sexuality, and Women's Studies**

### **September 3, 2013**

The Department of Women's Studies underwent an External Review in March 2009. The following is a brief report on the Department's progress in relation to the recommendations that were endorsed in the Action Plan approved by the Senate in December 7, 2009.

1. Consolidate Gender and Women's Studies and streamline curriculum

The Department was pleased to effect a change that reflected the broadening range of our curriculum, and Senate approved the change in the Department's name to "Gender, Sexuality, and Women's Studies" on December 7, 2009. All necessary changes have been made in our constitution, on our website, and in our course number designations.

The undergraduate curriculum underwent a major overhaul, with renaming of courses and syllabi revisions to provide more streamlined and inclusive course offerings reflecting the name change. We also followed recommendations to re-name our introductory courses, repackaging them as "Sex Talk" and "Gender Talk" in order to provide broader interdisciplinary appeal. Most changes appeared in the university calendar by Fall 2010, although we continue to revisit our offerings and revise them when appropriate. We are currently standardizing our Joint Major requirements, and this work will be completed by the time of the next external review. We have eliminated prerequisites for eleven courses to enable our majors and minors to move more efficiently through their programs. Generally, the demand for our undergraduate courses is extremely strong, with full courses and long waiting lists. Our enrolments have grown since the external review (see attached Schedule A), but we are limited in our ability to grow further by enrolment caps and delayed faculty renewal.

The graduate curriculum was also revised to reflect the consolidation of areas, and these changes were accepted by the FASS Graduate Curriculum Committee in Fall 2011. In addition, we have streamlined our MA program from three options to two (course intensive and thesis), maintaining some flexibility for candidates within the reality of reduced faculty numbers. Maintaining the course-intensive option has been challenging in the face of restricted hiring at SFU, but we continue to find creative ways around this difficulty (see sec. 2, 3, 5, and 6, below). We are currently revising our PhD program in an attempt to move students more efficiently through their comprehensive fields and thesis prospectus defences. With increased numbers of Associate Faculty members (see 5, below), we are much better positioned to create PhD supervisory committees that will help us grow our doctoral program.

2. Allocate two new full-time faculty lines

GSWS has pushed for the hiring of additional full-time faculty since the External Review, with well-substantiated letters of request, but we have been denied new positions because of budgetary constraints. Ironically, by eliminating a number of prerequisites for our courses, we have mitigated against the one most compelling case for new hires in the current financial situation: roadblocks in the program.

While all departments have suffered during this period of fiscal restraint, our small Department faces many challenges in providing courses and fulfilling service commitments, given the recent retirements of Marilyn McDonald and Mary Lynn Stewart and the modified contracts of two other senior faculty members, Marjorie Griffin Cohen and Jacqueline Levitin, both of whom are joint appointees. The external reviewers in 2009 were concerned that no new faculty members had been hired since 2004; this situation has not changed, so we have no junior faculty members. We have been in close communication with the Dean's Office in finding ways to mitigate our losses, including a further secondment of an associate faculty member to fill the Chair's position and the joint appointment of Jennifer Marchbank (Surrey Campus). We have increased the number of Associate Faculty members (see 5, below) and have carved a one-time-only second Ruth Wynn Woodward position out of a combination of endowment funds and our SI budget (see 6, below). We have also created distance education versions of popular courses (two have been completed with a third in development). However, with faculty resources stretched, the end of the current Chair's secondment at the end of 2014/15, and the fact that three core faculty members will be in a position to take study leave in 2014/15 and 2015/16, there is little doubt that the Department will come under extreme stress in terms of teaching and service commitments in the very near future.

3. Reinstate graduate admissions

Graduate admissions were fully reinstated at both MA and PhD levels in 2010. We are working with Associate Faculty to provide more course offerings and supervision for our graduate students. Our largest challenge at this stage is providing competitive funding. Our graduate cohort, which has hovered in the low 20s in recent years, has started to decline, and this year's intake was low; many of the most promising applicants were quickly snatched up by universities with deeper pockets who offered higher funding that was not attached to TA/TM responsibilities. While TA/TM positions can help students with their professional development, most students realize that "free" funding will move them through their programs faster.

4. Improve visibility of community outreach

GSWS has made significant strides in improving its profile within the university and in the broader community. We have redesigned our website to make it more accessible and engaging. News items about faculty and student research, awards, and community projects are updated regularly, and all current and future public talks, conferences, and community outreach events are posted on the entry page. We also post significant events and accomplishments on the FASS website and advertise events on SFU's public calendar. We maintain extensive list-serves that enable us to reach GSWS departments and programs across Canada, all current and former students, donors, and relevant community groups in the Lower Mainland area. We continue to produce an annual newsletter as a more permanent record of the Department's accomplishments. Several faculty members also maintain open blogs about their activities. Faculty member Lara Campbell co-founded and continues to co-manage Herstory Café, a monthly colloquium on women's history that is open to the general public and extremely popular.

And we encourage faculty and students to engage with media on relevant news items; indeed, Marjorie Griffin Cohen and Catherine Murray have recently been recognized as two of SFU's most significant "public intellectuals" by President Petter.

5. Develop associates

GSWS has increased its Associate Faculty members to nineteen, representing four faculties and ten disciplinary fields (see attached Schedule B). Our Associates have been extremely generous in contributing to graduate student supervision and service on departmental committees. They are also welcome to attend all our departmental meetings and events, and they have become much-valued colleagues in the academic and social life of the department. Cognate graduate courses offered by Associate Faculty in their home departments help us to sustain our MA course-intensive option. We have also experimented with having Associate Faculty teach undergraduate courses for us, although time buy-outs for continuing faculty can be more expensive than our limited budgets permit.

6. Integrate Ruth Wynn Woodward Chair. Increase flexibility. Earmark Chair's Research Mandate.

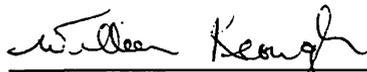
After exploring options for the nature of the RWW Chair (including models for hiring senior scholars, junior academics, and postdoctoral fellows), GSWS has decided to continue recent practice of hiring a junior academic whom we feel is a 'rising star' in the area of gender, sexuality, and women's studies. The position is fully integrated into our Department's work in terms of research, teaching, and community outreach. Yet there is sufficient flexibility to enable the Chair to pursue an individual research agenda and teach to research strengths as well provide core teaching for the Department. Community outreach is a central part of the Chair's activities, and GSWS ensures that this work fully supported through reduced teaching loads and limited service commitments. We also advertise RWW activities to the fullest extent possible (as per section 4); public events attract large, engaged audiences.

This past academic year, we advertised the RWW Chair as a two-year position and received tremendous response from some 40 applicants---most of them of a very high caliber indeed. The first- and second-ranked candidates were of such exceptional quality in terms of research, teaching, and community outreach experience that we approached the FASS Dean to help us create positions for both for the next two years, creating the necessary funding from the endowment and our TA/TM/SI budget. Dr. Tiffany Muller Myrdahl has been appointed RWW Chair and will be focusing her research and community outreach on LGBTQ social geographies, safety, and place-making, particularly in suburban/exurban spaces such as Langley and Surrey. Her research approach is participatory. She hopes to produce activities and outcomes that are meaningful to the communities—e.g., building an archive of oral history, creating a project blog and other social media presence, and working with local artists to create performances and art installations based on participatory mapping, Photovoice, and DoDo Lab. Dr. Lucas Crawford will join us as our RWW Lecturer. Although the normal workload for a lecturer is eight courses per year, we will off-set three courses per year by having him create various moments of community engagement (academic and public) that would align the appointment more closely with the terms of the RWW Endowment. He will also continue his research and writing on fat affect and transgender architecture, which argues that gender normativity and slenderness are both bodily regimes that are mutually re-enforcing. He is anxious to take part in anti-bullying campaigns in local schools. He is also a poet and performer, and he envisions his outreach in terms of "queer bodies" performances, poetry readings, and poetry slams, combining high-profile

headliners and local emerging talent. Both Dr. Muller Myrdahl and Dr. Crawford have been making arrangements to work with local community groups, and both are interested in organizing international conferences in their areas of specialization.

We are very excited to have these two talented young scholars with us for the next two years. Their research, teaching, and community engagement will further strengthen the gender and sexuality components of our mandate. Their work, quite rigorous in its individual components, also dovetails quite well in many respects and will also mesh well with the interests of a number of Faculty and Associate Faculty members. We anticipate that their efforts will contribute significantly to the Department's and the University's profile locally, nationally, and internationally.

This progress report has covered the specific elements of the Action Plan of 2009, but I would be happy to provide any further information required. In closing, I would just like to say that, despite challenges, GSWS remains an extremely productive Department with excellent researchers, strong teachers, and a profound commitment to community engagement (some of which is unheralded because of the nature of the community groups with whom we work). The Department has taken on board the recommendations of the External Reviewers and has dealt with all but one of the items in the Action Plan. That outstanding issue is, of course, the two full-time faculty positions. We have managed to create some short-term solutions but look forward to the fulfillment of this recommendation by the administration in the near future.



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Willeen Keough, Chair  
Department of Gender, Sexuality, and  
Women's Studies



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Date

## Schedule A

### Course Enrollments

Year	Term	Term #	# Enrolled	
			Ugrad	Grad
2008	Fall	1087	386	32
2009	Spring	1091	405	31
2009	Summer	1094	125	18
2009	Fall	1097	400	17
2010	Spring	1101	392	18
2010	Summer	1104	153	10
2010	Fall	1107	428	20
2011	Spring	1111	426	29
2011	Summer	1114	163	15
2011	Fall	1117	524	22
2012	Spring	1121	530	26
2012	Summer	1124	182	12
2012	Fall	1127	438	28
2013	Spring	1131	413	24
2013	Summer	1134	197	12

## STUDENTS BY FISCAL YEAR

1. Annualized Activity FTE (AFTE) Enrollment	2007/08	2008/09	2009/10	2010/11	2011/12
Undergraduate AFTE	87.67	103.80	100.23	116.03	143.27
Graduate AFTE	18.00	16.83	14.50	11.17	13.17
<b>Total AFTE Enrollment</b>	<b>106</b>	<b>121</b>	<b>115</b>	<b>127</b>	<b>156</b>
Total Weighted Activity FTE (WAFTE) Enrollment	185	200	183	200	245
Distance Ed. AFTE's as a % of Total AFTE's	14.2%	12.1%	13.5%	11.6%	10.0%

2. Majors & Minors	2007/08	2008/09	2009/10	2010/11	2011/12
Majors (Approved)	40	48	46	42	43
Minors (Approved)	38	36	38	55	54
<b>Total Approved Majors &amp; Minors</b>	<b>78</b>	<b>84</b>	<b>84</b>	<b>97</b>	<b>97</b>

The numbers represent unique headcounts for the full fiscal year.

3. Annualized Graduate Headcount	2007/08	2008/09	2009/10	2010/11	2011/12
PhD - Total	10.17	9.00	10.00	9.67	10.67
Full Students	6.50	4.33	5.00	2.67	4.67
Continuing Students	3.00	4.33	4.67	6.67	4.67
Credit Program Students	-	-	-	-	-
On Leave	0.67	0.33	0.33	0.33	1.33
Masters - Total	12.83	11.33	9.00	6.00	8.33
Full Students	7.50	9.33	7.00	5.00	5.67
Continuing Students	5.00	2.00	0.33	0.33	1.00
Credit Program Students	-	-	-	-	-
On Leave	0.33	-	1.67	0.67	1.67
Graduate Diploma	-	-	-	-	-
Qualifying	-	-	-	-	-
Special	-	-	-	-	-
Exchange	-	-	-	-	-
<b>Total Graduate Headcount</b>	<b>23.00</b>	<b>20.33</b>	<b>19.00</b>	<b>15.67</b>	<b>19.00</b>

The numbers represent annualized headcounts. Sum of grad. Students in summer, fall, & spring semesters (i.e. the fiscal year) divided by three.

## **Schedule B**

### **Associate Members**

Ellen Balka, Professor, Communications

Moninder Bubber, Liaison Librarian

Brian Burtch, Professor, Criminology

Elise Chénier, Associate Professor, History

Dara Culhane, Associate Professor, Anthropology

Peter Dickinson, Professor, English

Parin Dossa, Professor, Anthropology

Olena Hankivsky, Associate Professor, Public Policy Program

Genevieve Fuji Johnson, Associate Professor, Political Science

Kirsten McAllister, Associate Professor, School of Communications

Marina Morrow, Faculty of Health Sciences Associate Professor

Catherine Murray, Professor, Communications

Cindy Patton, Professor & Canada Research Chair, Sociology/Anthropology

Deanna Reder, Assistant Professor, English

Diana Solomon, Assistant Professor, English

Özlem Sensoy, Associate Professor, Faculty of Education

Lisa Shapiro, Associate Professor, Philosophy

Jennifer Spear, Associate Professor, History

Ann Travers, Associate Professor, Sociology

## EXTERNAL REVIEW – ACTION PLAN

October 13, 2009

<b>Unit under review</b> Women's Studies .....	<b>Date of Review Site visit</b> Report April 6, 2009 .....	<b>Responsible Unit person,</b> Catherine Murray, Chair .....	<b>Faculty Dean</b> Lesley Cormack, Dean FASS .....
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**Note:** It is *not* expected that every Recommendation made by the Review Team needs to be included here. The major thrusts of the Report should be identified. Some consolidation of the Recommendations may be possible while other Recommendations of lesser importance may be excluded.

External Review Recommendation	Unit's response notes/Comments (if any)	Action to be taken	Resource implications (if any)	Expected completion date
1 Consolidate Gender and Women's Studies(S.1.1.1) and streamline curriculum ( S. 1.2.3& 4 &6).	Yes	Application to Change Name to Gender, Sexuality and Women's Studies. Memo to Dean, September 25, 2009. Undergraduate curriculum review underway.	None.	Spring Semester
2 Allocate two new full time faculty lines. ( S.1.21)	Requests tabled under current budget year.	Demonstrate total enrollment increase ( target +20%)and return to make the case in the next fiscal year for the first position as retirements increase.	Tabled	2010-2011 to be revisited

<b>3 Reinstate Graduate admissions (S.1.2.2)</b>	<b>Yes</b>	<b>Underway</b>	<b>Sustainable. No net new impacts since leaves returning.</b>	<b>Fall 2010</b>
<b>4 Improve Visibility of Community Outreach (S.1.2.5 &amp;6/ S.1.3.1)</b>	<b>Yes</b>	<b>Underway. FASS is also collaborating on communication strategy.</b>	<b>None.</b>	<b>Ongoing.</b>
<b>5 Develop Associates (S.2.1.2&amp;3)</b>	<b>Yes, but cap at 18</b>	<b>Underway. Especially to build breadth on gender and sexuality.</b>	<b>Some. Incentive/Service Framework will be accommodated under current endowment</b>	<b>Fall 2010</b>
<b>6. Integrate Ruth Wynn Woodward Chair. Increase Flexibility.(S. 2.2.3). Earmark Chair's Research Mandate.</b>	<b>Constrained by Terms of Reference for Endowment. Reject Women's Studies Identity Idea.</b>	<b>Continuing AP4 position matched by SFU is suspended for next academic year.</b>	<b>Interim 8 month or Post Doc Position, but will work with Dean to reestablish continuing position by 2011-2012.</b>	<b>Fall 2011.</b>

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The above action plan has been considered by the Unit under review and ratified May 27, 2009. It has been discussed and agreed to by the Dean.

<b>Unit Leader (signed)</b>	<b>Date</b>
Name .....Catherine Murray ..... Chair Women's Studies .....	October 13, 2009 Based on Executive Summary of Full Response, dated June 2009 and reply September 25,2009

**Dean's comments and endorsement of the Action Plan :**

""( Abstracts From Memo of September 17, 2009)

I am in complete agreement with the Department in their move to reform their undergraduate curricula and to work to consolidate the Women's Studies and Gender Studies streams. I think the Department has taken the recommendations seriously and is working to improve their undergraduate and graduate programs as well as their relationship within and outside the university. I especially agree with the recommendation that they look for further associate members and I will work with them to improve the ways in which such cross-departmental teaching is 'counted' in the SFU System.

At the heart of the report...sits funding. ... While I have arranged a three year secondment to the program to fill the Chair position(2009-2012) it is not possible in the current budget situation to consider any new hires at the moment.... I urge the Department to increase its teaching per faculty member, as well as to ensure these statistics represent the true picture. In order to argue for future hires, the Department will need to be seen to be a place of strong student demand, as well as the excellent scholarship already undertaken. I also undertake to work together with Women's Studies on the funding of the Ruth Win Woodward Chair to ensure its continued viability....

<b>Faculty Dean</b>	<b>Date</b>
..... .....	26 Oct/09 .....