

FY11 Budget/Planning Narrative

The Women's and Gender Studies Program

Illinois State University

A strong and viable Women's and Gender Studies program is essential to the mission of providing a quality undergraduate education, particularly at an institution at the forefront of undergraduate instruction. The Women's and Gender Studies minor and the graduate certificate enhance any undergraduate major and graduate concentration by integrating a working knowledge of gender and its intersections with the student's field(s) of study. The Women's and Gender Studies Program employs gender, race, ability, sexuality, class/caste, nationality, and ethnicity as analytical categories to focus on women's contributions to society and to examine the gendered implications of political, economic, social, and cultural processes in the United States and around the world. Women's and Gender Studies is among a handful of programs and departments on the ISU campus that has an active commitment to diversity in faculty research, programming and instruction. The knowledge base offered by our program actively prepares our graduates to make lasting contributions to our increasingly diverse society and global workforce.

The Women's and Gender Studies Strategic Planning Process: Strategic Planning for the WGS Program has historically been done through a series of informal faculty retreats and discussion groups.

Review of WGS Strategic Plan for 2006-2010: The faculty and staff of the Women's and Gender Studies Program spent the past five years collectively reinventing the Program. During a series of four retreats we examined questions such as: Who are our stakeholders? What do we want the program to look like in five years? What are the strengths of the Program? What are the obstacles to our success? How would we use additional funds? How can the program feed, support and energize faculty and students? Answering these questions helped us to craft a new mission and vision, and with it, a plan to reform and update curriculum; to maintain diverse extracurricular programming; to cultivate alumni and donors; to broaden campus and community visibility; to recruit and retain core and affiliated faculty; and to facilitate program staff development and support.

As a result, the WGS Program has become the model for interdisciplinary minors on campus. We've exceeded the our 2006-2010 strategic plan goals: We have a stronger and more dedicated faculty, greater campus visibility, an updated curriculum, and steady enrollments in the minor and certificate program. These were low-cost and time-intensive builds. We accomplished a great deal on a very limited budget. We had hoped to get additional tenure-track lines as a result of our efforts; however, an uncertain state budget climate means that the funds needed for additional lines never materialized. As a result the WGS Program faculty must turn our attentions toward reinforcing our successes, supporting our faculty, and continuing to grow the minor and graduate certificate.

Goals and Strategic Directions for 2010-2015: Women's and Gender Studies Program's Strategic Plan for 2010-2015 is consistent with and supports the internal goals set by our core and affiliated faculty in the first strategic plan, the University's goals outlined in *Educating Illinois 2008-2014: Priorities for Illinois' First Public University*, and the *College of Arts and Science's Strategic Plan 2010-2015*. Our second strategic plan was shaped by faculty discussions during the Spring 2010 WGS faculty retreat. Over the summer the director drafted a second plan that was circulated and discussed at the fall faculty meeting. The director revised the draft in response to faculty input, and the draft was circulated for another round of comments.

In spring 2010 the WGS Program sent out a survey to fifty-five core and affiliated faculty. We received twenty-two replies [See Appendix One: Survey Results]. On April 9, 2010 twenty-five of the core and affiliated faculty met to discuss the survey results and to chart future goals for the program. During the fall 2010 semester the WGS Program hosted two opportunities for faculty input on the strategic plan drafted by the director over the summer.

WGS will continue to focus our resources and attention on strategic goals that address the pressing challenges that Illinois State University and the discipline will face over the next five years. These challenges relate to changing student demographics in the state (and nation), resource availability, advances in technology, and new trends in Women's and Gender Studies. As a faculty we need to work smarter not harder. We need to be smarter about growing student enrollment in the minor, certificate, and the new WGS concentration in Social Work. We need more voices to weigh in on the problem of faculty responsibility and accountability. We need to reconsider ways of motivating WGS faculty to regularly make time to promote the program in their home departments, classes, and communities. We need more faculty to "do one thing" for Women's and Gender Studies. The goals and strategies below are designed to specifically address these challenges.

The following budget narrative lists our recent accomplishments, planning goals, and needs for the upcoming fiscal year. Our accomplishments, objectives, and resource requests are consistent with and support both the internal goals set by our affiliated faculty in the *WGS Program's Strategic Plan for 2010-2015*, and in the University's Goals outline in *Educating Illinois*, and the *College of Arts and Sciences Strategic Plan 2010-2015*.

I. ACCOMPLISHMENTS AND PRODUCTIVITY FY11:

We achieved our objectives through collaborative work with other departments and programs, efficient use of our base operating budget, internal grants, volunteer labor, the kindness of strangers, out-of-cycle funding from the College, two internal grants, and agency funds. What follows is a summary of our progress for past fiscal year.

Strategic Focus One: Facilitated Academic Excellence by Maintaining a Strong WGS Curriculum. We continue to review and reform our existing curriculum in ways that are consistent with the WGS mission and vision, and that reflect current trends in the discipline.

Goal One: Develop and Maintain Rigorous Academic Curriculum [CAS 1.1.1-3, 1.2.4,4.1.1, Educating Illinois 1.5, 1.6.2]

- **New Courses Added to WGS Minor and Certificate:** SOC 341: Sociology of the Body; WGS 391.01 Gender and Sex in the Latina/o Experience; ECO 230: Economics of Difference: Gender, Ethnicity and Beyond; and, WGS 392: Queering Gender Studies.
- **Maintained our support of the Latin American and Latina/o Studies Program** by offering sections of WGS 391 on Latina feminist topics, co-sponsorship of speakers, and co-hosting events.

Goal Two: Enhance Partnerships with Academic Departments [CAS 1.1.1, Educating Illinois 1.5]

- **Developed and Implemented WGS/Social Work Emphasis:** Four course concentration (WGS 120, SWK 392 + two WGS electives) on the books spring 2010. First student enrolled fall 2010.
- **WGS Concentration in Education:** Currently pursuing this.

Goal Three: Faculty Curricular Development [CAS 2.1.4, Educating Illinois 2.1, 1.6-1]

- New Core and Affiliated Faculty Recruited. Julie Jung [ENG]
- Identified new faculty to teach WGS 120: Delphine Fongang [ENG]
- Established WGS Curriculum Committee rotation

Goal Four: Investigate Distance Learning Possibilities [CAS 1.1.1, Educating Illinois 2.3]

- Offered one on-line section of WGS 120 (summer 2010). Instructor: Shelly DeBlasis

Strategic Focus Two: Continue to Grow the WGS Minor and Certificate [CAS 1.1.1-3, 1.2.4,4.1.1, Educating Illinois 1.5, 1.6.2]

Goal One: Increase Faculty Involvement in Promoting WGS Program, Minor and Certificate: [CAS 1]

- **Aggressively encouraged faculty to promote WGS minor** in their classrooms and departments by instituting a statement of WGS core and affiliated faculty duties and responsibilities and developing a WGS Program PowerPoint for classroom promotions.
- **Promoted the minor** through dorm programming, videos, and lectures. Two presentations in fall 2010 by Kass Fleisher and Raymond Clemons.

Goal Two: Academic Advising [CAS 1.2, Educating Illinois 1.3]

- Developing an advising Wiki for the minor and certificate.
- Work toward making WGS more visible at academic advising events.

Strategic Focus Three: Maintain High-Quality Diverse Extracurricular Programming. [Educating Illinois 1.6.1, 2.2-1]

Goal One: Maintain Support for Student Research and Learning: [CAS 1.4.2, Educating Illinois 1.5]

- **WGS Symposium:** Maintained a high-quality WGS Student Research Symposium by inviting internationally and nationally recognized keynote speakers, recruiting high quality student research projects, and mentoring student projects. This year we brought in Rickie Solinger's *Beggar's and Choosers* photo exhibit [over 800 attended]. Solinger also gave two lectures: "Ten Ways to Think about a Poor Woman," Milner Library [80 attended], and "Who Gets to Be a Mother in the U.S.: The Fallacy of Choice" [150+ attend].
- **WGS Art Gallery** offers students the opportunity to curate and hang their own exhibit. Students are extremely grateful for the chance to exhibit and discuss their work. Show this year included: Kayla Huetenberg's *Dirty Linens* [oil], Hayle Fisk's *Public Interaction* [photography], Greg Gordon, Angela Baldus, and Kayla Huetenberg's "3".
- **Maintain WGS Resource Center** and library for WGS, WMN and students in WGS classes. The Resource Center offers free internet access and printing.

Goal Two: Foster and Continue WGS Partnership with Student RSOs [CAS 4.1.1]

- **FLAME:** WGS continues to work with FLAME on Take Back the Night March against sexual violence, *The Vagina Monologues*, and the "It Effects Me" campaign for safe dating and sex.
- **MARS [Male Allies Responding to Sexual Violence]** co-sponsored Walk a Mile in her shoes as part of the international "Men's March to Stop Rape, Sexual Assault and Gender Violence.
- **PRIDE:** Co-sponsored "Gay? Fine by Me" t-shirt give away on the quad.
- **Women's Mentoring Network:** Continued our support for non-traditional aged women returning to ISU by hosting regular programming and social functions.

Goal Three: Maintain Partnerships with Community Groups: [CAS 4.1-2, Educating Illinois 3.3]

- **YWCA:** WGS maintains a strong relationship with the YWCA on community events such as It's Time to Talk, Take Back the Night, Women's Self-Defense Workshops, and Stepping Stones.
- **Service Learning Internships:** WGS offers internships with the YWCA Stepping Stones Program, Neville House, Planned Parenthood, McLean County Museum of History, and Habitat for Humanity.

Goal Four: Continue to Foster Partnerships with Campus Programs: [CAS 2.1, Educating Illinois, 3.2, 6.1]

- **WGS-International Studies Seminar Series** partnership brought in 4 speakers this year: Dr. Gina Psaki, "The Traffic in Talk about Women : Praise and Blame in Medieval French and Italian Literature"; Dr. Judy Roher, "Paradise Lost: Tales of Colonial Oppression in Hawai'i"; Dr. Alison Bailey, "Outsourcing Surrogate Motherhood to India."
- **Additional Co-sponsored Programs:** Gina Psaki, "Le Roman de Silence: The Maiden Knight Comes of Age" [with LLC], "Immigration Reform and the Plight of Bi-National Gay and Lesbian Couples" panel discussion.

Goal Five : Secure grants for campus extra-curricular programming. This year WGS secured one Fell Grant [\$2000] and a MECPACC grant [\$2000] for symposium programming.

Strategic Focus Four: Enhance Support for WGS Faculty: *Ensure the professional development, growth, and retention of WGS faculty through effective mentoring, networking, research, and teaching opportunities.*

Goal One: Continue Formal Support for WGS Faculty during DFSC Process [CAS 1.4]

- Continue writing letters of support for all WGS faculty requesting annual letters for their DFSC portfolios or for tenure and promotion.
- Encourage academic departments to count WGS service toward their service quota in home departments.

Goal Two: Establish Informal Faculty Support Measures: [CAS 4.1]

- **Supported core and affiliated faculty** wishing to host conferences on WGS themes via campus promotion of events and office support.
- **Created additional networking and informal mentoring opportunities** [coffees, potlucks, social gatherings, etc.].
- **Instituted Faculty Retreats:** The WGS core faculty now meets every semester. Affiliated faculty are welcome but not required to attend the two annual retreats.

- **Instituted Core and Affiliated Faculty Service Rotation.** Over the past five years, it's been difficult to get faculty to step-up to do service for the WGS program. This is because most feel that their WGS service is either not recognized or devalued by their home departments. In response our service discussion at the spring retreat, I've instituted a service rotation roster for the WGS program, curriculum, and scholarship review committees. The composition, duties, and time commitments for the committees were outlined and described in a faculty memo. The rotation was put into effect fall 2010.

Strategic Focus Five: Alumni and Donor Development: *Ensure the growth of the WGS Program through statewide friend and fund-raising, and alumni development.*

Goal One: Maintain and Grow Alumni Contacts [*Educating Illinois 3.2*]

- Continue to cultivate alumni contacts through annual *Alumni Matter* newsletter and quarterly emails with *Gender Matters* attached. Alumni Matter is sent out to over 100 WGS alums.
- Maintain the ISU-WGS Alumni Facebook Group.

Goal Two: Maintain Strong Relationships with Donors: [*Educating Illinois 3.2*]

- Maintain stewardship of Luellen Laurenti, Dorothy E. Lee Scholarship and Grant, and the Anne M. Semlak Memorial Scholarship. The Semlak Scholarship was endowed this year! I also secured \$1000 for the Dorothy E. Lee fund.

2. INTERNAL REALLOCATIONS AND REORGANIZATIONS IN FY11

Internal Reallocations and Reorganization in FY11: reallocations, reorganization of positions, operating funds, upgrades and new positions.

Summer Session Funding:	Only if extra CAS Gen Ed Funds available
Chase Advising [CAS]	\$2137.00
Foundation Funds*	
Variance	None
External Contracts	None
Tech Tuition allocations	None

* Foundation funds were used towards dispersement of Lee Grant, three scholarships, and printing.

2. How additional funds were used for enhancing accomplishments and productivity.

Item	Rationale	Cost
WGS 120.2	Buy Out Dr. Fongang	\$2100.00
WGS Symposium	CAS Co-sponsorship	\$500.00
Fell Trust	Mohanty-Honorarium	\$2000.00
History Dept.	Mohanty-Symposium	\$500.00
Philosophy	Mohanty-Symposium	\$100.00
Sage Trust	Mohanty-Honorarium	\$1500.00
MECCPAC	Symposium	\$2000.00
CAS	Install Network Jack	\$600.00
TOTAL		\$9300.00

3. Expected Remaining Expenditures of FY11: Below are the expected expenditures for this fiscal year. Dollars from Foundation that will be used in the spring 2011 and have been spent this semester are:

Dorothy E. Lee Scholarship for 2010-2011	\$1,200
Luellen Laurenti Scholarship for 2010-2011	\$1,000
Anne E. Semlak Scholarship for 2010-2011	\$1,200
Total for scholarships	\$3,400
Dr. Dorothy E. Lee Grant distribution for Fall 2010	\$1,594
Dr. Dorothy E. Lee Grant distribution expected for Spring 2011	\$1,450
Total for grants	\$3,044

WGS Symposium budget (expected expenses and cosponsors): Total Expenses expected for WGS Symposium are \$8,100. [next page.....]

Foundation funding from:		
	Fell Trust	\$2,000
	Sage Trust	\$1,500
	History	\$ 500
Total co-sponsor from Foundation account.		\$4,000
General Revenue Funds:	MECCPAC	\$2,000
	Philosophy	\$ 100
	CAS	\$ 500
	WGS	\$1,500
Total GR Funds		\$2,100

Personnel Needs:

Fall 2011:	Spring 2012
WGS 120.2-\$4,526 for NTT	WGS 120.2-\$4526 for NTT (There will possibly be a raise for 2011/2012 NTT members)
WGS 120.3-\$4,144.50 for NTT	WGS 490.1 \$4,000? T. Morn (Her salary is negotiated on a yearly basis with Sociology)

III. MAJOR OBJECTIVES FOR FY12

Please see *WGS Strategic Plan 2010-2015*.

IV. PROGRAM ENHANCEMENT REQUESTS

This year the WGS Program is asking for budget increases for programming, personnel, and equipment. **The list below is by category, priority summary follows.**

A. Personnel Needs:

(1) New Assistant Professor TT Line in WGS: We need a more stable means of staffing our WGS core and feeder courses. Currently Dr. Bailey is the only person who can teach PHI 246. Dr. Bailey and Dr. Toro-Morn are the only two faculty who can teach WGS 490. Our WGS 120 courses are taught by Dr. Chase and NTTs from English. We rarely have the buy out funds to have someone other than Dr. Chase or myself teach WGS 391. This makes our program very fragile. [*Educating Illinois* I.1, CAS Strategic Plan 1.1]. ***We are requesting \$54,000 for a permanent tenure-track line in WGS.***

(2) Funds to Staff WGS 120: We ask the college for additional funds to staff WGS 120 on a regular basis. If we hire Rhonda Nicol (\$4,000) for WGS 120 one semester and another GA for \$3,420, and Dr. Toro Morn for WGS 490 at \$4,000, will still fall short. ***We cannot grow our program unless we have permanent buyout funds to regularly staff our core courses. We are requesting an additional \$1,021.00 for buyouts.***

Fall 2011	Amount	Spring 2012	Amount	Summer	Amount
WGS 120.1/Chase	None	WGS 120.1/Chase	None	WGS 120.1	
WGS 120.2/NTT	\$4,526	WGS 120.2/NTT	\$4,526		
WGS 120.3/NTT	\$4,145	WGS 391/Bailey	None		
		WGS 490/T Morn	\$4,000*		
TOTAL	\$8,671	TOTAL	\$8,526**		

*The dollar amount is that which has been negotiated in the past for Dr. Toro-Morn, but is subject to re-negotiation of current cost.

**Total depends on the amount negotiated for Toro-Morn.

(3) Extend Assistant Director's Contract: For the past three years the College has funded a two-week contract extension for Dr. Chase so that she can finish advising, work on outreach activities, develop an advising Wiki, publish *Alumni Matter*, and advising activities in the fall. [*Educating Illinois* I.1, I.3 CAS Strategic Plan Focus 2]. ***We are requesting that Dr. Chase's contract be extended from 9 months to 9.5 months, so she can complete these duties. We are requesting for a permanent two-week extension to her contract for \$2137 per year.***

(4) Maintain Funds for Secretary: Rozel White is planning on retiring this October. We will have to hire an Office Support Specialist (formerly Secretary IV) her position. We would like to maintain Rozel's full amount of personnel dollars and line for this purpose. [About \$40,000-earmarking, not part of budget]

(5) Increase in Personnel Dollars for Student Workers: Increase monthly stipends for our UGA and GA positions to conform to new wage regulations for FY11. Last year we

fell \$330 short of meeting our spring UGA salary. ***[Educating Illinois, 1.1] We are requesting UGA: \$330 and GA: \$100.***

Position	Enhancement	Amount
Secretary IV	[Maintain position salary]	[\$40,000]* <i>earmark this</i>
Assistant Director	Two-week contract extension for advising	\$2137.00
UGA	Adjusted Pay increase	\$330.00
GA	Adjusted Pay Increase	\$100.00
TOTAL		\$2567.00

B. Programming:

(6) Women’s and Gender Studies Symposium: WGS has made a commitment to bringing in top-notch diverse speakers for its Student Research Symposium each year. Every year I fundraise between \$3000-\$6000 to book a keynote speaker for a three day campus visit, this takes tons of time it would be easier if I just had a budget. This year we’ve invited Chandra Mohanty to speak on postcolonial feminisms. *[Educating Illinois 1.3 , 6.1 CAS Strategic Plan 1.4, 1.8, 1.10, 4.3]. We are requesting a permanent annual \$2000 increase in our budget to cover the symposium costs.*

C. Commodities: New Computers and Print Budget

(7) Printing: The table below identifies the cost of printing jobs/supplies for the year. We have already spent \$1,504.75 for this year so far and will need an additional \$195 just to pay for the three Gender Matters issues. We have a total of \$1,300 for the year in our budget so we will be over budget \$399.75 just to cover the printing. We usually take monies from our other object lines to make up for the cost of printing. Since printing and commodities are in the same object line we have a total of \$1,829 for both for the year. We will need \$379.54 in commodities to pay for 3 toners for my printer yet this year due to the high cost, but each usually lasts almost a full year without heavy use. [The additional monies in the Commodities/Printing line are:

Printing including the 2 issues of GM in the spring 2011	\$1,699.75
Alumni Newsletter (printed in May)	\$ 210.00
General Commodities	\$ 150.00
Toner for printer HP3800 used by al	\$ 379.54
Total	\$2,439.29

We’ve used \$1,829.00 in printing for the current budget year. We need an additional \$ 610.00 to cover necessary commodities, toner for printer, and remaining print jobs.

This amount is actually what we would need in addition to our current budget per year to meet the minimum needs *[We are requesting an additional: \$610.00]*

(8) Upgrade GA and UGA Computers: Upgrades for our student workers are essential website maintenance, creation and dissemination of our electronic publications. [Educating Illinois 1.5-5] *[We are requesting two gently used computers.]*

(9) Replacement Computers: Upgrade WGS Resource Center Computers: Upgrades to our computer lab are justified in order to “enhance the college-wide technology infrastructure to support excellence in scholarship, teaching and learning. [Educating Illinois 1.5-5] *[We are requesting two gently used computers.]*

2 computers for GA and UGA	\$4800.00
2 computers for Resource Center	We'll take used ones
TOTAL	\$4800.00

D. Travel Budget Increase:

(10) The director regularly presents at two or three conferences per year. The assistant director regularly presents at one. We both attend the NWSA meetings each summer. This modest budget increase is supported by the *CAS Strategic Plan's* strategy “to support faculty research and creative activities” by “augmenting faculty travel funds available to departments.” [CAS Strategic Plan 1.3] *[We are requesting an additional \$1000 for travel]*

Summary:

College of Arts & Sciences Budget System

Women's and Gender Studies

	Budget Item	Description	Priority	Budget Category	Time frame	Amount
Edit Delete	Assistant Professor	Tenure-track hire at the assistant professor level	1	Tenure Track Personnel	Permanent	\$54,000.00
Edit Delete	Course Buy outs	Funds to fully buy out faculty to teach core classes for WGS	2	Contractual	Permanent	\$1,021.00
Edit Delete	AP Contract Extension	2 week extension for assistant director to complete additional advising work	3	Other Personnel (AP, etc.)	Permanent	\$2,137.00
Edit Delete	Printing Funds	Newsletters and promotional materials	4	Commodities	Permanent	\$610.00
Edit Delete	UGA Contact	Funds to cover short fall in UGA contract	5	Student Help	Permanent	\$330.00
Edit Delete	Graduate Assistant	funds to cover short fall for GA contract	6	Graduate Assistantship	Permanent	\$100.00
Edit Delete	Travel Budget	Increase to meet additional costs for travel	8	Travel	Temporary One Year	\$1,000.00
Edit Delete	Symposium	Funds for keynote	9	Miscellaneous	Temporary One Year	\$2,000.00