

WOMEN'S AND GENDER STUDIES PROGRAM

FY15 Annual Report and FY16 Planning Narrative

Alison Bailey, Director

A strong and viable Women's and Gender Studies Program (WGS) is essential to the mission of providing a quality undergraduate education, particularly at a state institution at the forefront of undergraduate instruction. The WGS Program is the model interdisciplinary program on campus that reflects the core values outlined in *Educating Illinois* (2013-2018). Our current *Women's and Gender Studies Program's Strategic Plan for 2010-2015* is consistent with and supports our internal goals set by our core and affiliated faculty, the University's goals outlined in *Educating Illinois 2013-2018*, and the *College of Arts and Science's Strategic Plan 2010-2015*.

Introduction and Highlights: This document summarizes the Women's and Gender Studies Program's accomplishments for FY15, and its strategic goals and budget requests for the FY16 fiscal year.

The WGS Program continues to flourish. Last year we successfully hired Dr. Stacia Kock to serve as our new Assistant Director and Academic Advisor. Her presence in the advising community, contributions to the WGS Program, and outreach activities have already significantly increased our graduate certificate numbers and generated new interest in the program on campus. She has become a popular instructor and student advisor.

Thanks to the generosity and support of the College of Arts and Science, we were given the historic opportunity to partner with Sociology and Anthropology on a joint tenure-track search. We started planning for this position almost two years ago. A search committee was formed over the summer and we met this fall to sift through the 120 applications. We successfully completed 12 Skype interviews. We brought four candidates to campus and, at the time of this writing, we have extended an offer to our forth candidate. [*Education Illinois 2.3(b)*]

As soon as we make this hire, we will begin formalizing the Queer Studies Certificate. We've begun to offer two of the core courses that will be part of the certificate. This fall we piloted WGS 292. This spring we offered the next course in the sequence (WGS 392). Mandy Dartt (Office Manager) and Aric Faulkner (GA) have partnered with the Dean of Students Office, P.R.I.D.E. and the LGBTQAI Alumni Network to host ISU's first Lavender Graduation, a ceremony for LGBTQAI students, their friends, mentors, and family. We hope that this will generate additional interest in LGBTQAI curriculum on campus.

We continue to direct our resources and attention to those strategic goals that address the pressing challenges that Illinois State University and the discipline may face in the near future. These challenges relate to continuing to grow the WGS minor and graduate certificate program, developing a Queer Studies Certificate, and partnering with campus and community

organizations to provide classes, programs, and opportunities for students and the general public to engage the social issues related to gender (and its intersections).

Summarized below are the WGS Program’s curricular, programming and service contributions to the University and the Bloomington-Normal community. Since each WGS Program affiliated faculty member submits a separate scholarly productivity report to his or her home department, only the director’s scholarly productivity is reported here. The director’s year end report has also been submitted to the Philosophy Department.

**PART ONE:
ANNUAL REPORT AND ACCOUNTABILITY REPORTS**

1(a-b): ACCOMPLISHMENTS AND PRODUCTIVITY for FY15: We achieved our objectives through collaborative work with other departments and programs, efficient use of our base operating budget, variance funds, internal grants, student interns, out-of-cycle funding from the College, agency funds, and the generosity of our affiliate faculty. What follows is a summary of our progress for the past fiscal year.

WGS Strategic Focus One: Facilitated Academic Excellence by Maintaining a Strong WGS Curriculum. We continue to review, update, and polish our existing curriculum in ways that are consistent with the WGS mission and vision and also that reflect current student interests and needs.

WGS Goal One: Develop and Maintain a Rigorous Academic Curriculum
[CAS 1.1.1-3, 1.2.4, 4.1.1, *Educating Illinois*, I]

- **Increased enrollment and diversity in the WGS Minor and Certificate:** Our enrollments have increased significantly over past two years. I attribute this to the work Dr. Stacia Kock (our new academic advisor), regular classroom outreach activities, increased social media visibility, offering additional sections of WGS 120, and an increased interest in the certificate from students in the School of Social Work. ISU’s effort to recruit more students of color to campus is reflected in our class enrollments. Enrollment trends for the minor and the certificate are summarized below. [*Educating Illinois Goal One, CAS Strategic Plan 1 (b)*].

	2011	2012	Spring 2013	Fall 2013	Spring 2014	Fall 2014	Spring 2015
Minors	37	39	42	47	46	56	51
Graduate Certificate	8	10	10	23	26	26	25

- **Sustained WGS Outreach:** We continue to promote the WGS minor and certificate through social media, FLAME/PRIDE events and meetings, on-campus advertising, and classroom outreach before registration. Our exit interviews tell us that our “in-

class program pitches” and on-campus programming are the most effective means of recruitment. [Educating Illinois 2.1].

- **Increase Credit Hours Generated by WGS Curriculum:** The enrollment summary for WGS courses by credit hour production is summarized below:

Course	AY 12	AY 13	AY 14	Spring 2015	Credit Hours Generated
WGS 120	384	471	603	309	1767
WGS 292	--	--	48	--	48
WGS 391	36	21	0	48	105
WGS 392	21	--	33	42	96
WGS 390	--	6	6	3	18
WGS 400	15	42	30	12	99
WGS 490	15	21	21	36	93
	471	561	741	453	2,226 TOTAL

- **Independent Studies:** WGS Faculty supervised 1 undergraduate and 11 graduate independent studies this year. [Educating Illinois, II.3c]
- **Undergraduate:** (1) **Eliza Palumbo:** “Feminist Methodologies” WGS 390 [Dr. Alison Bailey].
- **Graduate:** (1) **Venise Keys:** “Habits of Survival” WGS 400 [Dr. Alison Bailey]. (2) **Katherine Stein:** “Material Histories: The Exploration of Ugly Girls in Young Adult Literature” WGS 400 [Dr. Roberta Trites]. (3) **Tommie Peckenpaugh:** “Trans* Community: Past, Present, and Future” WGS 400 [Dr. Chris Horvath]. (4) **Judi Khalilallah** “White Privilege – Does it Grant Same Levels of Advantages in HBCs? (*working title*)” WGS 400 [Dr. Stacia Kock]. (5) **Jayna Leipart Guttilla:** “Texts and Women’s Texualities: Early Modern Women and Corporeal Inscription” WGS 400 [Dr. Tara Lyons]. (6) **Cristy Tomaszewski:** “The Cycle of Substance Abuse from a Gendered Perspective” WGS 400 [Dr. Diane Zosky]. (7) **Jackie Vermaat:** “Sexual Risk Taking” WGS 400 [Dr. Marla Reese-Weber]. (8) **Ethel Koney:** “Migration Stories: A Qualitative Study African Immigrant Women in the Midwest” WGS 400 [Dr. Maura Toro-Morn]. (9) **Elizabeth Warden:** “Treating Trauma in Schools with Special Emphasis on Gender Issues” WGS 400 [Dr. Diane Zosky]. (10) **Cynthia Senefiawo-Amedoda:** “Decolonizing of Female Stereotypes Between Africans and African-Americans in Aidoo’s *The Dilemma of a Ghost*” WGS 400 [Dr. Anne Haugo]. (11) **Katherine Browne:** “Readings on Critical Pedagogy and Universal Design in Learning” WGS 400 [Dr. Cynthia Huff]

- **New Course Offerings for the WGS Minor and Certificate:** Two new electives were piloted for the minor. [*Educating Illinois, 2.1(b)*].
 - WGS 292: Introduction to LGBT Studies [Piloted: Dr. Chris Horvath]
 - GEO 331: Cultural Geography [Dr. Reecia Orzeck]
- **Distance Learning:** We continue to offer one on-line/hybrid section of WGS 120 each summer. This summer Dr. Kock will be teaching this section [*Educating Illinois, 1.3(b)*].

WGS Goal Two: Enhance Partnerships with Academic Departments [CAS 1.1.1, *Educating Illinois* 3.1. b-c, 3.3.b]

- **Grad Emphasis in Social Work Completes First Year:** The WGS Program has partnered with The School of Social Work to offer a 9-hour graduate concentration in Women’s and Gender Studies that counts toward the MSW degree. We now have seven social work students enrolled in the Certificate [*Educating Illinois, 3.1.b-c*].
- **Maintained support and collaborations with the Latin American and Latina/o Studies Program (LALS)** by offering a section of WGS 490 with 40% Latin American methodology and theory content. [*Educating Illinois, 3.1.b-c and 2.3.e*].

WGS Goal Three: Faculty Curricular Development [CAS 2.1.4, *Educating Illinois* 3.1c]

- **Recruited New Faculty:** The WGS CC reviewed and accepted four WGS affiliated faculty applications this year:
 - Gina Schouten [PHI]
 - Lea Cline [ART]
 - Tara Lyons [ENG]
 - Michelle Vought [MUS]
- **Piloted New Queer Theory Course:** In response to the Dean’s initiative, WGS faculty developed an introductory course on LGBTQ issues. WGS 292: Introduction to LGBT/Q Studies was offered for the first time this fall. Dr. Chris Horvath, a WGS core faculty member in the Philosophy Department, taught the class. Sixteen students enrolled. [*Educating Illinois 3.1b-c*].

WGS Strategic Focus Two: Continued to Grow the WGS Minor and Certificate [CAS 1.1.1-3, 1.2.4,4.1.1, *Educating Illinois* 1.1c]

WGS Goal One: Increased Faculty Involvement in Promoting the WGS Program, Minor and Certificate: [CAS 1, *Educating Illinois*, 2]

- **Continued Promotion of WGS minor and certificate** Faculty now regularly add information on the minor and certificate to their syllabi. They promote the minor in their course and in their departments and programs. We also sponsor classroom visits by the WGS GA to promote the Program. Each semester we reach out to our students to remind them of new courses, internships opportunities, events, and deadlines. We post reminders on the WGS Facebook page, through our faculty and student listservs, via email, and as banners on the WGS webpage
- **Meet and Greet Faculty Mixers:** We continue to hold a fall and spring faculty “Meet and Greets” in the community. [*Educating Illinois 2.3.e*]
- **WGS Advising Bulletin:** Our new advisor regularly nudges students via email and listservs with a well-timed advising bulletin.

WGS Goal Two: Academic Advising [*CAS 1.2 and Educating Illinois 1.5.d*]

- **Rethinking WGS Brochures and Independent Study and Internship Guidelines:** This fall Stacia Kock spent a great deal of time further clarifying and streamlining the guidelines and expectations for our service learning opportunities and independent study classes. The step-by-step process is clearer and the expectations for project narratives more rigorous. All material are available online.

WGS Strategic Focus Three: Maintain High-Quality Diverse Extracurricular Programming.

WGS Goal One: Maintained Support for Student Research, Creativity, and Learning: [*CAS 1.4.2, Educating Illinois 1.3.b-c*]

- **2014 WGS Symposium:** Maintained a high quality WGS Student Research Symposium by inviting an internationally recognized keynote speaker, recruiting high-quality student research presentations, and mentoring student projects. Dr. Susan Douglas delivered the keynote address “The Rise of Enlightened Sexism” to full house in the Bone Student Center. Last year we had two rooms for concurrent student panels. Thirty-five students gave research presentations. Another outstanding symposium is scheduled for April 17, 2015 with Dr. Jennifer Lisa Vest, mixed-race queer poet and performance artist, as our keynote speaker. In addition to her keynote, Dr. Vest will also be giving a poetry reading, class visits, and an interview on Poetry Radio.
- **WGS Art Gallery** offers WGS students working on BFA’s and MFA’s the opportunity to curate and hang their own exhibit. So far we’ve had two exhibits this year. [*Educating Illinois 1.5c-d*].
 - **“Pile, Pack, Adorn, Adjust,”** Jenelle Grosser, Mixed Media, November 2014
 - **“Habits of Survival,”** Venise Keys, Bookmaking and mixed media, January 2015.

- **Piloted Workshops to Promote Career and Internship Opportunities.** This year Stacia Kock, our new assistant director, conducted two workshops in the fall. [*CAS 1.4.2, Educating Illinois 1.5.c-d*]
 - **Life Beyond ISU: Post-Graduate Opportunities:** This workshop gave students helpful hints on how to apply to graduate school, suggested jobs for feminists, reviewed M.A. and Ph.D. programs in feminist studies, allowed students to talk with alumni via skype, and offered advice on cover letters and resumes. (15 October, 2014).
 - **Internship and Volunteer Expo.** This workshop presented students with a variety of internship opportunities in the community and beyond and shared strategies for connecting student interests in WGS to meaningful social justice work. (24 September, 2014)

- **Partnered with Student Affairs on Workshops to Promote Professional Skills.** This year, Mandy Dartt, our office manager, partnered with Diversity Advocacy and Career Services to conduct two all-day events. [*Educating Illinois 1.5.c-d*]
 - **Women's Leadership Conference.** This day-long workshop focused on leadership development and empowerment of women. Through small group activities, reflection and dialogue, participants were able to identify their leadership and communication style and identify strategies to combat obstacles and stereotypes. This event was co-sponsored with Diversity Advocacy. (21 March, 2014)
 - **Women's Career Conference.** This day-long workshop will focus on career goals, transferability of skills, The Holland Assessment and overcoming self-doubt and fear of failure. This workshop will better prepare student for life beyond ISU, through self-reflection and career planning. This event was co-sponsored with Diversity Advocacy and Career Services. (28 March, 2015)

- **Additional Co-sponsored Extracurricular Programs:** We also co-sponsored four additional events on campus and in the community. [*Educating Illinois, 3.2.b-c*]
 - **Tender Age: Forensic Proofs of Age and the Performance of Childhood in the Colonial Indian Courtroom,** Ishita Pande, Visiting Scholar. Co-sponsored with the Departments of History, Philosophy and English, 28 September 2014.
 - **MBLGTACC: Midwest Bisexual Lesbian Gay Transgender Ally College Conference.** Co-sponsored by the Provost's Office, Division of Student Affairs, the President's Office, Campus Dining Services, Campus PRIDE, University Housing Services, the Graduate School, University College and Health Wellness and Promotion. 13-15 February, 2015.

- **Laverne Cox**, Activist and Speaker. Co-sponsored with the Department of Sociology and Anthropology, Department of Psychology, School of Social Work, Association of Residence Halls, Student Government Association, Diversity Advocacy and The President's Office, 25 February 2015.
- **@Salon 2015**: Somali born Chicago-based poet, Ladan Osman, McLean County Arts Center. Co-sponsored with ISU Creative Writing Program, 21 March, 2015.

WGS Goal Two: Maintained WGS Partnerships with Student RSOs [CAS 4.1.1, *Educating Illinois* 1.5.d]

- **FLAME**: WGS continues co-sponsor and mentor students in FLAME on Take Back the Night March against sexual violence, *The Vagina Monologues*, and on-campus programming related to gender and its intersections with race, class, sexuality, etc.
- **Women's Mentoring Network**: Continued our support for non-traditional aged women returning to ISU by hosting once-a-semester social functions.

WGS Goal Three: Maintain Partnerships with Community Groups: [CAS 4.1-2, *Educating Illinois* 2.4.c, 1.5.c, 1.5d]

- **YWCA**: WGS maintains a strong relationship with the YWCA on community events such as It's Time to Talk, Take Back the Night, Girls B-U, the Anti-Racism Summit, and Stepping Stones Sexual Assault Awareness. This year Stacia Kock renewed our connections to the YWCA and we are now working with Dontae Latson the new director.
- **Service Learning Internships**: WGS offers internships with the YWCA Stepping Stones Program, Neville House, Girls B-U, Planned Parenthood, McLean County Museum of History, Habitat for Humanity, Children's Home and Aid and our newest internships with Labyrinth Outreach Services to Women and Save the Children! This summer Stacia Kock will be investigating opportunities in the Chicago area.

WGS Goal Four: Continue to Foster Partnerships with Campus Programs: [CAS 2.1, *Educating Illinois*, 3.2.b-c]

- **WGS- International Studies Seminar Series Speakers**: A change in leadership prevented us from working closely with the Seminar Series. We hope to partner with this series again in the fall.

WGS Goal Five: This year WGS secured two internal grants for the WGS student research symposium from Diversity Advocacy [MECCPAC] and the Sage Trust.

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

WGS Goal One: Continued Formal Support for WGS Faculty during DFSC Process [CAS 1.4, Educating Illinois 2.3.e]

- **Annual letters for all WGS faculty** requesting evidence of their contributions to WGS for their internal DFSC process.
- **Maintained networking and informal mentoring opportunities.** We held a fall and spring meet and greet. This community-building event also serves as a means of welcoming new faculty to the campus and educating them about our program.
- **Hired and Trained New Assistant Director:** Stacia Kock joined us in July. Mandy Dartt and I worked with her on training, resources, development and introducing her to the community. She rocks!

WGS Goal Two: Maintain Strong Relationships with Donors/Alumni: [Educating Illinois 3.2.c, 3.3.b, 4.3]

- **Ensured the growth of the WGS Program through statewide friend and fund-raising, and alumni development.** Continued to cultivate alumni contacts through annual *Alumni Matter* newsletter and new WGS graduation (1) *Alumni Matter* is sent out to over 250 WGS alums and highlights the accomplishments of our recent alums (2) WGS graduate recognition ceremony. This fall we had our first WGS student recognition ceremony. We met with students and bestowed upon them the WGS Minor Commemorative pin! (3) Mandy Dartt and Aric Faulkner are working with the Dean of Students Office, the LGBTQ Alumni Network and PRIDE to develop the first ever Lavender Graduation for spring 2015. Through these efforts we will cultivate new alumni friends and donors.
- **Anne Semlak Memorial Scholarship:** Partnered with the donor on a letter writing campaign. An additional \$1500 was added to the scholarship this year. The award will be given at both the WGS Symposium and the CAS awards event.
- **Luellen Laurenti Scholarship:** Dr. Laurenti contributed an additional \$1000 to the scholarship this year. We continue to pursue development opportunities with him.
- **Dorothy Lee Scholarship and Grant Fund:** Dorothy Lee passed away two years ago. We have worked successfully with the Development Office to sustain her fund.

Faculty Scholarly Productivity: The Director's line is the only T/TT line in the Program. Dr. Bailey's scholarly productivity is summarized below.

Publications:

- Bailey, A. (2014). In James H. Collier (Ed.), "The Unlevel Knowing Field: Engaging Dotson's Third-Order Epistemic Oppression" (vol. TBA, pp. 14 pages). *Social Epistemology*. Available: philpapers.org/rec/BAITUK
- Bailey, A. (2014). "Reconceiving Surrogacy: Toward a Reproductive Justice Account of Indian Surrogacy." In Sayantani DasGupta (Ed.), *Outsourcing Life: Globalization and Gestational Surrogacy in India*, ed. Sayantani DasGupta, Lanham, MD: Lexington Books, 2014 (pp. 26 pages). Available: <http://philpapers.org/rec/BAIRST> [Reprint]
- Bailey, A. (2014). "Navigating Epistemic Pushback in Feminist and Critical Race Philosophy Classes." *APA Newsletter on Feminism and Philosophy*, Fall 2014, 3-7. Available: c.ymcdn.com/sites/www.apaonline.org/resource/collection/D03EBDAB-82D7-4B28-B897-C050FDC1ACB4/FeminismV14n1.pdf
- Bailey, A. (2014). "White Talk as a Barrier to Understanding The Problem of Whiteness." In George Yancy (Ed.), *White Self-Criticality Beyond Anti-Racism: What Is It Like to Be a White Problem?* Lanham, MD: Lexington Books. Available: philpapers.org/rec/BAIWTay

Invited Public Talks:

- Bailey, A. "Reproductive Justice and Transnational Surrogacy," Paper, Panel, Presented, National Women's Studies Association, National Women's Studies Association, San Juan, Puerto Rico. Academic, International, Refereed, Published Elsewhere, Invited. (November 16, 2014).
- Bailey, A. "White Talk and Epistemic Closure," Paper, Conference, Presented, Society for Women in Philosophy, Central Division, Society for Women in Philosophy, Simpson College, Indianola, IA. Academic, Regional, Refereed, Presented. (October 11, 2014).
- Bailey, A. "White Talk and Epistemic Closure," Paper, Conference, Presented, North American Society for Social Philosophy, North American Society for Social Philosophy, Southern Oregon University, Ashland, OR. Academic, National, New Scholarship, Refereed, Presented. (July 19, 2014).
- Bailey, A. (Author) "A Reproductive Approach to Indian Surrogacy Work," Symposium, Seminar, Presented, Eastern Illinois Department of Philosophy. Academic, International, Refereed, Invited. (January 30, 2014).

Editorships held by Director:

- **Editorial Board**, “*Hypatia: A Journal of Feminist Philosophy*, (2013-).
- **Editorial Board**, *Philosophy of Race*, Lexington Books Series, (2013-).
- **Editor**, “Feminist Philosophy,” PhilPapers category co-editor w/ Ann Garry.
Available: <http://philpapers.org/browse/feminist-philosophy/>. (PhilPapers is the premier on-line database for publications in philosophy). (2010-)

1.1 INTERNAL REALLOCATIONS AND REORGANIZATIONS IN FY15:

- a. **Reallocations and Reorganizations:** Funds in the AP line were used to hire Dr. Stacia Kock, our permanent WGS Assistant Director and academic advisor.

Item	Source	Amount
Permanent Hire of WGS Assistant Director and Advisor	AP Line	\$53,004.00
TOTAL		\$53,004.00

- b. **Additional Funds:**

- **ENHANCEMENT FUNDS:**

1. Provost’s Office	Funds from The Graduate School via a Provost Disbursement	\$1,638.00
2. CAS Contribution	WGS 292 [\$3500] WGS 392 [\$5000]	\$8,500.00
3. Department Contribution	n/a	\$0.00
TOTAL		\$10,138.00

4. Describe how funds have helped to meet goals and priorities of the Program:

Enhancement funds from the College of Arts and Sciences allowed us to pilot WGS 292 in the Fall semester and to offer WGS 392 the following spring semester. Enhancement funds from The Graduate School were used to produce logo pins for our graduating students and also to redesign our brochures with University Marketing for the graduate certificate partnership with the School of Social Work.

5. Describe how funds have helped to meet the goals of *Educating Illinois*.

CAS enhancement funds were used to pilot and sustain courses for the future Queer Studies certificate. This goal is in line with Educating Illinois’ commitment to “enhancing and supporting rigorous and innovative undergraduate programs” [2.1b] and to “encouraging and rewarding interdisciplinary collaboration” [3.1.c]. The course sequence and syllabi were

the by-product of an interdisciplinary team of scholars. The courses are by necessity interdisciplinary.

Provost's enhancement funds (via The Graduate School) were used to for designing and producing WGS commemorative pins for our minor and certificate students to wear at graduation. The pins were presented to students at our first WGS student recognition ceremony in December. We used this event as an opportunity to cultivate a future relationship with our alumni [4.3.b] to conduct exit interviews, and to establish bragging rights for their future achievements in our *Alumni Matter* newsletter [3.2.c]. We also invite alumni to Skype into our career workshops each semester to share how their ISU experience helped them in their current positions.

6. Describe plans for sustainability beyond FY15: With regard to the research symposium, WGS plans to continue to apply for grants and funding from intramural sources to support the annual event. With regard to teaching funds, the new WGS/SOA joint hire is scheduled to cover WGS 292 (fall) and WGS 392 (spring). This salary line is built into the SOA budget. They will eventually also be teaching WGS120.

- **STRATEGIC BUDGET CARRYOVER FUNDS FY14/FY15:** WGS requested that \$4,433.98 from FY14 be carried over to FY15 for salary adjustments, moving and start-up costs for our new assistant director. The funds were used for salary adjustments and start-up costs. We were able to expend moving expenses with funds in the FY14 budget given that the move occurred prior to July 1, 2014. This allowed for leftover funds in the SBC that we were able to use toward travel expenses to the National Women's Studies Association annual conference.
- **STRATEGIC BUDGET CARRYOVER FUNDS FY15/FY16:** We request that \$7,000.00 from the FY15 Holding 'bucket' carry over to the FY16 Holding bucket, for salary adjustments, additional programming efforts and a faculty retreat to reassess our 2015-2020 Strategic Plan. [*Educating Illinois*, II.3f]. If necessary funds will be used to either increase or maintain our level of WGS 120 course offerings.
- **VARIANCE DOLLARS:** none
- **TECHNOLOGY TUITION DOLLARS:** none
- **INSTRUCTIONAL CAPACITY DOLLARS:** WGS received \$9,900.00 in Gen Ed/IC funds this year. We used these funds to pay Dr. Rhonda Nicol [\$4,950.00 per course] to teach two sections of WGS 120 [Spring and Fall].

- **SUMMER SESSION FUNDING:** WGS 120: online offering. \$4,416.00 has been approved through FCR funding.
- **EXTERNAL FUNDING:**

Sage Trust/Provost Office	\$2,000.00
MECCPAC	\$2,000.00
History Department	\$1,000.00
Total	\$5,000.00

External funding from all sources will be used to host the 20th Annual Women’s and Gender Studies Symposium. Our annual symposium offers students the opportunity to present their work in a public forum.

- **FOUNDATION FUNDS:**

Women’s Mentoring Network	
Dorothy E. Lee Scholarship	\$1,000.00
Dorothy E. Lee Grant (Allocated)	\$3,800.00
Anne Semlak Memorial Scholarship (Allocated)	\$2,000.00
Luellen Laurenti Scholarship (Allocated)	\$2,000.00

- **EXTERNAL CONTRACTS:** RK Dixon Copier: \$659.40
- **OTHER SPECIAL FUNDS PROVIDED WITH GENERAL REVENUE DOLLARS:** none

1.2 ACCOUNTABILITY REPORTS:

- a) **Instructional Capacity Accountability Report:** WGS will submit their accountability report to the College by the July 1, 2015 deadline.
- b) **Supplemental Travel for Field Supervision Accountability Report:** none.

PART TWO: PLANNING NARRATIVE

2.1. MAJOR OBJECTIVES FOR FY16: Last year marked the end of our second WGS strategic plan. This year, the WGS curriculum committee voted to wait until our new assistant director had completed her first year here, and the new SOA-WGS position was successfully filled before planning for our 2015-2020 plan. Our Program objectives for FY16 are directed at formally establishing and growing the Queer Studies Certificate, maintaining our high-

quality interdisciplinary programing, and exploring the possibility of offering a WGS major in the next five years. Our major objectives for FY 16 include:

Begin the WGS strategic plan for 2015-2020. Our direction will take into consideration the strengths our both our new WGS-SOA hire and assistant director, student interests and national trends in the discipline. Areas of focus will include: (1) formally establishing a 12-credit queer studies certificate, (2) exploring the possibility of a WGS major, (3) increasing student interest in service learning, (4) expanding mentoring, skills, and career, workshops, (5) encouraging WGS faculty work with their departments to expand interdisciplinary courses for the Program.

- (1) Formalize the Queer Studies/Theory Sequence:** In fall 2014 Dr. Chris Horvath [PHI/BIO] piloted our Introduction to LGBTQ Studies course. A successful WGS-SOA hire will allow us to formalize this sequence.
- (2) Explore the possibility of a WGS Major:** Having a new assistant director and new WGS-SOA faculty member puts us in a place to offer a WGS major. In the past a shortage of faculty and irregular course offerings have prevented us from considering this possibility.
- (3) Expand and Solidify WGS Internships.** Students have not taken advantage of the internship possibilities in the community. We started offering internship workshops this year. I'd like us to work more closely with local organizations and to identify internships in the Chicago area since many of our students can take advantage of these opportunities during the summer months. This year Dr. Kock reinvigorated our internship opportunities for the minor. Next year we hope to expand these opportunities by establishing relationships with Chicago organizations.
- (4) Expand Student Mentoring, Career, and Skills Workshops:** Dr. Stacia Kock brings a great deal of talent and student affairs experience to her position. This year we offered two workshops for students on internships and getting into graduate school. Next year we hope to expand these opportunities and offer additional support for the Women's Mentoring Network.
- (5) Encourage WGS faculty work with their departments to expand interdisciplinary courses for the Program.** One obstacle to having a major has been the fact that WGS electives have not been offered regularly. Another is that WGS faculty often teach courses like "Social Movements" that are also taught by non-WGS faculty, and so they don't count. More than a few WGS faculty are interested in developing courses in their departments for the major.
- (6) Grow WGS Art Gallery Opportunity:** This fall we re-initiated the WGS Art Gallery. Our minors and graduate students in the fine arts report that this opportunity to curate their own show in the Rachel Cooper Gallery is a remarkable chance to

publically present their work. This year we hosted two shows. We hope to be up to four shows next year.

2.2 PERSONNEL REQUESTS: New Tenure Track Faculty Request (PERS 936A): None.

2.3 PERSONNEL REQUESTS: New Tenure Track Faculty Other – Non-reappointment, tenure denial, or death (PERS 936B): None.

2.4 STRATEGIC BUDGET CARRYOVER (SBC) REQUESTS:

- **STRATEGIC BUDGET CARRYOVER (SBC) REQUESTS:** We request that \$7,000.00 from the FY15 Holding 'bucket' carry over to the FY16 Holding bucket, for one or more of the following: salary adjustments, additional programming efforts related to the minor, promotion of the new Queer Studies certificate, and to cover the costs of a faculty retreat to discuss our *WGS Strategic Plan, 2015-2020*. Should we fail to be awarded general education instructional capacity funds for next year, then these funds would be re-directed to hire someone to teach a section of WGS 120.

- **STRATEGIC BUDGET CARRYOVER SUPPLEMENTED BY PROVOST ENHANCEMENT:**

2.5 TEMPORARY/PERMANENT ENHANCEMENT FUND REQUESTS:

- **TEMPORARY ENHANCEMENT FUND REQUESTS:**
 - a) **Student Teacher Supervision Travel:** [None].
 - b) **Student Teacher Supervision Salaries:** [None].
 - c) **Internship Travel.** [None].
 - d) **Instructional Travel:** [None].
 - e) **Instructional Capacity for Gen Ed:** WGS requests that \$14,200.00 be set aside to cover buyouts for three of our existing sections of WGS 120. Two are regularly taught by Dr. Rhonda Nicol [2 x \$4950.00], and we may need to hire a Ph.D. student to teach the remaining section [\$4300.00]. This request will be outlined in the "Productivity Report & Instructional Request" as well.

- **PERMANENT ENHANCEMENT FUND REQUESTS:** The WGS Program formally requests the following funds for permanent enhancement:
 - **Women's Mentoring Network. Mini-Conference:** The Women's Mentoring Network use to be dozens of women strong. We had an annual conference for non-traditional age women returning to ISU that drew over 100 attendees. The conference created a much-needed support network for women returning to college. They learned study strategies, budgeting skills, childcare resources, and a variety of resources that ISU offers. We'd like to take a step toward reviving this event, by offering a mini-conference. The half-day

conference will happen early in the fall semester. Mandy Dartt (WGS Office Manager), a non-traditional age student about to complete her degree in College Student Personnel Administration, has an interest in reviving this. [Request: \$1500].

- **Professional WGS Brochures:** For the last eight years we've been printing our WGS brochures in house to save costs. Now that we have re-branded our image and have a stronger advising and recruitment practices, we are requesting additional funds to design and print more professional brochures [\$500].
- **Queer Studies Certificate Kick-Off Event and Promotional Funds:** Our new WGS-SOA faculty hire will be on campus this fall. At that time we'd like to begin piecing together the queer studies curriculum and promoting it. We are requesting funds to cover kick-off event (invited speaker or film), brochures and 11x17 posters [\$1000].