



OFFICE OF PLANNING AND BUDGET

TO: Planning and Budget Committee

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DATE: May 10, 2005

AGENDA ITEM: 13

**Appendix “Q” to
Report Number 136 of
the Academic Board
(June 2, 2005)**

ITEM IDENTIFICATION:

Proposal to change the name of the Institute of Women’s Studies and Gender Studies to the Women and Gender Studies Institute in the Faculty of Arts & Science and change its status from EDU-2 to EDU-1.

JURISDICTIONAL INFORMATION:

Excerpt from the terms of reference for the Planning and Budget Committee:

4.4.2. The Committee advises the Academic Board on the planning and resource implications of plans and proposals to establish, disestablish or significantly restructure academic programs. Those implications might include significant planning and budgetary changes within the division or significant effects on other divisions, the University as a whole and the public.

HIGHLIGHTS:

The Institute is currently located in New College as an EDU-2 unit. It supports an interdisciplinary undergraduate program, a collaborative graduate program involving 26 graduate units across nine faculties, and interdisciplinary research in women and gender-based studies. In addition to the change in name from the Institute in Women’s Studies to the Women and Gender Studies Institute, it is proposed that the Institute move from an EDU-type 2 to an EDU-type 1 unit. This change in status will enable the Institute to act as a home for tenure-stream academic positions and to enter direct reporting relationship with the Dean of Arts and Science.

The current Institute has outgrown its current institutional framework and the proposed change is part of the plan for the successful growth of the Institute. It has undergone a rapid and multi-faceted development since its founding in 1999, exceeding the goals of its original mandate. The Institute requires an institutional structure that will effectively support the efficient and successful implementation of its current mission and goals. These goals include securing a substantial and multi-year research fund and mounting of a free-standing MA program.

New College has indicated its support for the Institute’s move to an EDU-1 type unit. The proposal was approved by the Faculty of Arts & Science Council and General Committee on April 4, 2005.

FINANCIAL AND/OR PLANNING IMPLICATIONS:

Budgetary allocations to the Institute will be made by the Faculty of Arts and Science and will no longer flow through New College. There are no changes to central budget allocations.

The Institute will continue to be located in Wilson Hall at New College. The change in status to EDU 1 does not require additional space allocations. An agreement signed by both parties sets out the terms of the continuing partnership.

RECOMMENDATION:

Be It Recommended to the Academic Board:

1. THAT the name of the Institute of Women’s Studies and Gender Studies be changed to the Women and Gender Studies Institute effective July 1, 2005, and
2. THAT the unit move from an EDU-2 to EDU-1 unit.

The New Institute for Women's Studies and Gender Studies

Summary

In its response to the academic plan submitted by the Institute for Women's Studies and Gender Studies (IWSGS) in the framework of the Provostial document *Stepping Up*, the planning committee of the Faculty of Arts and Science proposed that IWSGS be transformed from an Extra-Departmental Unit (EDU) Type 2 to an EDU Type 1. The effect of this transformation will be for IWSGS to act as a home for tenure-stream academic positions and to enter a direct reporting relationship with the Dean of the Faculty of Arts and Science. The IWSGS operating budget will no longer flow through New College and the Director of IWSGS will no longer report to the Principal of New College. Instead, a new bilateral partnership between IWSGS and New College will govern their future relationship. As demonstrated in the IWSGS's response to the provostial *Stepping Up* document, the IWSGS has undergone rapid and multi-faceted development since its founding in 1999, exceeding the goals of its original mandate. The IWSGS consequently requires an institutional structure that will effectively support the efficient and successful implementation of its current mission and goals.

The Institute has now set out its primary research and curricular commitments so as to locate them in the emergent, interdisciplinary field of transnational women and gender studies. It intends to build on an already established reputation to take the lead both nationally and internationally in fostering teaching, research and community-based knowledge in transnational women and gender studies. To this end, the IWSGS plans to secure a substantial, multi-year research fund that will enable it to initiate research, innovate

pedagogy, attract eminent scholars and post-doctoral students, and build lively intellectual communities within the university, in the city of Toronto, across Canada, and internationally. The IWSGS is also poised to mount a free-standing MA Program, a move which will give impetus to the building of a research community. At the same time, the IWSGS will continue its commitments to active networking and collaboration with women's studies programs at UTM and UTSC, with other centres and institutes, as well as graduate and undergraduate student groups.

The existing institutional structure is unwieldy with respect to the management of research grants, MA student funding, the Visiting Scholars Program and the planned increase in scholarly activities. Nor does it allow for appointments of faculty fully dedicated to the realisation of priority directions in transnational feminist scholarship. In other words, the IWSGS has outgrown its current institutional framework which is now hampering its "stepping up" to the next level. The transformation into a type 1 EDU will essentially confer the status of a department to the existing unit. Accordingly, it is proposed that the new unit be named "Women and Gender Studies Institute"; that the Director report directly to the Dean of the Faculty of Arts and Science; that the percentage of Director's appointment be increased from 50% to 80%; that a restructuring of administrative support staff in IWSGS take place; and that the base operating budget be increased modestly to reflect the new operating structure and the aspirations of the Institute during the *Stepping Up* period.

1. THE PROPOSED TRANSFORMATION OF THE INSTITUTE FOR WOMEN'S STUDIES AND GENDER STUDIES

1.1. The Institute for Women's Studies and Gender Studies: Recent History

Women's Studies has existed in the University of Toronto as an interdisciplinary endeavour since 1971, and became a New College program in 1975. But it was not until January 1, 1999, that, following a Provostial Review of Women's Studies at the University of Toronto, an Institute for Women's Studies and Gender Studies was formed at New College, in order to bring together the undergraduate program, a graduate collaborative program, and co-ordinating function for research in Women's Studies throughout the University. The report of the Provostial Review Committee gave the Institute the following mandate:

- 1) *Where appropriate, to provide direction for academic programs, research, and publication in women's studies and gender studies at the University of Toronto; and*
- 2) *To provide a centre for information, exchange and support for activities on women's studies and gender studies through the campuses and faculties of the University of Toronto.*

The IWSGS has made significant progress in realizing this mandate and in achieving the goals set out in response to the 1999 Provostial planning document, *Raising our Sights*. These were to "provide undergraduate and graduate programs in Women's Studies that will become the best in the world" and to create an internationally renowned research centre for interdisciplinary scholarship on gender at the University of Toronto. In the 2004 Academic Plan prepared for *Stepping Up*, the IWSGS undertook to consolidate its achievements as a central locus for, and leading contributor to innovative research and pedagogy in women and

gender studies, in Canada and internationally. More specifically, the IWSGS committed to building on its existing strengths in transnational and postcolonial women and gender studies. The IWSGS has been at the forefront of this emergent interdisciplinary scholarship, organizing and hosting a high profile series of academic events on the theme of *Transnationality and Gender*. These include the successful public lecture series that ran through 2002-2003 and an ongoing workshop that highlights the transnational feminist scholarship taking place across the disciplines in this university and from other campuses. The Institute now attracts scholars of transnational women and gender studies, from across Canada and internationally.

Another significant achievement has been the acceptance of a proposal for an MA Program. Faculty members spent considerable time over the past five years in developing this innovative Program, which, like the Undergraduate Program, is being formulated within a transnational frame and designed to emphasise pedagogical excellence. The IWSGS has also been building links and collaborations with local and international community groups through, for example, its undergraduate practicum course and co-sponsored public events and conferences.

These developments, along with the current plan to significantly raise its research profile, have confirmed what became apparent with the IWSGS' exponential development in recent years. The Institute has outgrown its founding institutional framework. In order to realize its goals, to be an effective research and teaching

unit and an internationally recognized site for transnational women and gender studies, the IWSGS not only has to augment its faculty complement, but also significantly to expand its administrative capacity. The efficient management of large research grants, the administration of the Collaborative and free-standing MA Programs, and the organisation of its various scholarly initiatives, necessitates the increase of administrative capacity and the conferral of new

institutional powers. In the academic plan, the IWSGS proposed the following steps: the granting of the right to make and hold tenured and tenure-track appointments, and the establishment of a direct reporting relationship with the Dean of Faculty of Arts and Science. The Faculty of Arts and Science responded to this proposal by supporting the transformation of IWSGS from an Extra-Departmental Unit (EDU) type 2 into an EDU type 1.

2. The New Institute for Women's Studies and Gender Studies:

2.1. Intellectual Mission

Building on its existing strengths, the unit will become a leading national and international locus for research and teaching in the emergent interdisciplinary field of transnational women and gender studies.

2.2. Vision

The unit's goal is to build its international reputation for excellence in feminist research and teaching with a specific focus on transnational and postcolonial gender studies. The IWSGS is envisaged as a nexus for intellectual activity around this focus – within the university, across Canada, and internationally. The Institute will bring together local and visiting scholars and students from diverse disciplinary backgrounds to create a stimulating environment for the exchange of ideas and the elaboration of new research.

2.3. Priorities

1. To build research capacity and foster a women and gender-based research community

A major priority is to secure a substantial, multi-year research fund. This will allow the unit to initiate innovative research, attract renowned scholars and post-doctoral students, build a community of graduate students and develop research capacity in general. The process of obtaining such funding will require an immediate allocation of resources, including faculty time and labour. Once secured, however, such major funding will promote the housing and generation of more research projects. It will also enable the occasional release from teaching of the unit's current scholars so that they might develop and expand their research areas.

2. To transform curriculum and pedagogy to reflect the global context of contemporary women's studies

While the curriculum and pedagogy of women and gender studies at the University have long exemplified the principles of equity and diversity (now central to *Stepping Up*), over recent years IWSGS has been working to reformulate the undergraduate program, and develop the MA proposal, from a transnational perspective. This approach fosters students' understanding of the Canadian experience as the outcome of historically and geographically situated processes. It addresses women's diverse experiences and agency across a variety of locations within the processes of globalisation, taking into account the practical and policy implications of these developments.

3. To build outreach and collaboration with local community and international organisations

IWSGS scholarship and organizational initiatives address the location of the U of T within this culturally diverse, economically disparate and socially complex city and nation, as well as within the broader global context. The Institute will continue to foster a strong student community with academic and practical ties to local communities through various partnerships, the senior practicum course, and initiatives such as the Community Knowledge Alliance (see below). The intent is to extend its outreach to international women's advocacy and policy organisations and to expand the number of collaborative research projects and exchanges.

3. The New Institute for Women's Studies and Gender Studies: Description of Teaching and Research Programs

3.1. Undergraduate Program

The Undergraduate Program provides an interdisciplinary and culturally inclusive approach to gender that seeks to inform and transform traditional knowledge while providing a physical and intellectual space for anti-racist feminist scholarship. The program offers integrated interdisciplinary courses that reflect the research of our core and cross-listed faculty as well as the most current national and international women's studies scholarship (see Appendix 1 for a list of our core faculty members). In line with our academic priorities of 'transnationalising' the curriculum our introductory survey course and its accompanying website were redesigned two years ago. A new 200-level theory course will be offered in 2005-06; this course was specifically developed to ground the students in

an historical and global approach.

The Undergraduate Program has grown steadily over the past six years. In 1999/2000 there were 90 majors, 87 minors, 13 specialists. In 2003/2004 there were 131 majors, 177 minors and 32 specialists (see Appendix 2 for Enrolment figures). Core courses now fill up quickly; many students cannot get into courses needed to fulfill their program requirements. Both a summer session and an evening session of the introductory course have been added in recent years to accommodate demand. To optimize course offerings at upper levels, the unit has twinned some 400-level undergraduate courses with graduate course offered at OISE.

IWSGS commitment to excellence in pedagogy has been acknowledged in

ug program
- growth in demand

consistently high student evaluations of the teaching in its core courses. In a recent IWSGS survey, undergraduate students recorded appreciation for the innovative teaching styles and assignments in women's studies courses. The Institute remains committed to the small group tutorial format as the most effective learning context, one which also gives invaluable training to our graduate students. Since 1999, faculty members have been of the Ontario Confederation of University Faculty Associations (OCUFA) and Association of Part-Time University Students (APUS) Teaching Awards, and are regularly singled out for special mention by name in the *Maclean's* University Guide. Faculty members have also been recognised internationally for feminist pedagogy. Recently the IWSGS collaborated with several leading universities in China to organize a Summer Institute on Feminist Pedagogy and Women's Studies Curriculum Development in 2002. Along with some of its partners, it participated in a pedagogy and training project at the University of Costa Rica. Connections around feminist pedagogy have recently been forged with other international partners, including the American University in Cairo.

The Institute is working actively to build a strong and inviting student community in the women and gender studies undergraduate programs on all campuses. Students are offered a wide range of support services through annual events such as *Careers* and *Going to Graduate School* workshops and community and research seminars, as well as a colloquium for students in the Advanced Research Seminar. An extensive "work-study" program contributes to the experience of our students, both work-related and social, as they learn research and organizing skills, and participate in IWSGS events. Beyond these work opportunities, IWSGS offers some scholarships, grants and prizes but we acknowledge the persistent need of many of our students. There are undergraduate student organizations at all three campuses which are active in mounting social and educational events

for the student community.

No approvals are needed for the undergraduate program, since Women's Studies programs have been offered at the University of Toronto for over thirty years, mainly through New College in the Faculty of Arts and Science.

3.2. Graduate Programs

1. *Graduate Collaborative Program in Women's Studies*

Twenty-six graduate units across nine faculties from the Humanities, Social Sciences, and Life Sciences participate in the Graduate Collaborative Program in Women's Studies (GCWS) at the University of Toronto (see Appendix 3). While the collaborating units contribute courses and provide facilities and supervision for graduate research, the program is administered by the current IWSGS. Students apply to one of the collaborating units as their home department and the GCWS provides a formal educational context for the purpose of interdisciplinary research in women's and gender studies and advanced feminist scholarship. The program is offered at the master's and doctoral levels, with a core course and cross-listed course requirements at each level. Students in the Graduate Collaborative Program require JPW 2118H (Philosophical Foundations of Women's Studies) which addresses philosophical questions raised by interdisciplinary scholarship in women's studies, the use of feminist methodologies in particular disciplines and knowledge paradigms generated by feminist scholarship. At the Ph.D. level, a research seminar course, JPW 3000H (Advanced Research Seminar in Women's Studies), is required. The GCWS provides a central coordinating structure to facilitate and disseminate women's studies research through graduate student research symposia, lectures,

circulation and discussion of work-in-progress, conferences, and publications. GCWS fosters an integrated research community in women's studies and gender studies at the University of Toronto.

2. M.A. Proposal

With the support of the School of Graduate Studies and the Faculty of Arts and Science, the IWSGS has developed a proposal for a Master's degree program in Women and Gender Studies to submit to the Ontario Council of Graduate Studies for approval to mount it in 2006-2007.

Admission to the proposed M.A. Program in Women and Gender Studies will be based on the completion of a four-year University of Toronto Bachelor's degree, or its equivalent, in Women's Studies and Gender Studies with at least a B+ standing (final year average). The program will require students to complete 5.0 FCE's (full course equivalents), of which 3.0 FCE's will be "core" Women's Studies and Gender Studies courses, 1.0 FCE will be made up of elective courses that students choose from the University of Toronto Graduate Calendar, and 1.0 FCE will be the M.A. Research Paper.

The M.A. Program in Women and Gender Studies will be distinguished from the GCWS in several ways:

- The home department will be IWSGS rather than another academic unit and students will apply directly to the new institute for admission to the M.A. program
- The program will require extensive background training in Women's Studies and Gender Studies rather than the one related course required for admission to the GCWS.
- The program will focus exclusively on the intersectional analysis of gender.

3.3. RESEARCH GOALS

IWSGS's primary goal is to build and intensify its research capacity and to foster a women and gender-based research community. The intent is to facilitate both interdisciplinary and transnational research, and to build the infrastructure necessary to support feminist research across the university.

To that end, the Institute intends to secure a substantial, multi-year research fund in order to ensure that it can attract the best scholars and post-doctoral students, initiate innovative research programs, support existing research projects, and build a community of academic scholars and graduate students. To secure such funding, an immediate influx of additional resources is needed, including release time for faculty. Once secured, however, such major funding will enable the housing and generation of more research projects in the Institute.

In the last five years, 15 core faculty members of the existing unit have received an impressive number of grants, including fourteen SSHRC Standard Research Grants and another thirteen grants in the category of SSHRC Institutional Grants (SIG), Aid to Scholarly Publishing, and Aid to Occasional Research Conferences and International Congress in Canada. The Institute's faculty members have also been collaborating in large SSHRC-funded research grants such as New Approaches to Lifelong Learning (NALL) and Initiative in New Economy (INE). Faculty members have received funds from the Canadian Institute of Health Research (CIHR), the Centre of Excellence for Research on Immigrant and Refugee Settlement (CERIS) and the Canadian Foundation for AIDS Research (CANFAR). Faculty research has also been funded by reputable international institutions, including the Global Fund For Women, National Science

Foundation, Alexander von Humboldt-Stiftung Research Fellowships, Mellon, the Bora Laskin National Fellowship in Human Rights Research and the Jean Monnet Fellowship at the European University Institute in Florence. These successes demonstrate the international recognition accorded to the faculty's research. This research has led to important connections with Humboldt University in Berlin and the American University in Cairo. The IWSGS is in the process of forging new relationships with such peer universities as UC Berkeley, UCLA, Duke, and New York University.

Faculty members have strong publication records both within women and gender studies and in their respective disciplinary fields. They have published in renowned national journals – such as the Canadian Women's Studies/les cahiers de la femme, Canadian Journal of Sociology and Canadian Public Policy as well as in international journals such as Women's Studies International Forum, Feminist Studies, Journal of Linguistic Anthropology, Harvard Human Rights Journal, and Gender and Society. IWSGS faculty have given papers in venues not only in Canada and the United States but also in Japan, China, Germany, Haiti, Barbados, Wales, Ireland, Netherlands, Turkey, England, Egypt, Sweden, South Africa and Jamaica.

3.4. Other Scholarly Initiatives

Community-University Knowledge Alliance

IWSGS is committed to fostering links with community groups, organizations and practitioners who are engaged in gender-applied service, advocacy, and policy. It aims to further develop links with the many relevant communities beyond the university, in keeping with the direction given by *Stepping Up*. The *Community-University Knowledge Alliance* is aimed at strengthening both the intellectual and practical ties between feminist scholars and feminist practitioners in the broader community (see Appendix 4 for the list of events).

The Institute is committed to organizing four annual events – the exact nature of which are decided in consultation with students, faculty, and staff – which involve communities with a specific interest in gender relations. Priority is given to communities which traditionally have been excluded from access to, and participation in, university-based activities. These include, among others, communities working with or representing Aboriginal women, women of colour, working class women, women with disabilities, refugee and immigrant women, lesbians, queer women and transgendered people. The four annual events are divided among the three women's studies programs on campuses of the University of Toronto at St. George, the University of Toronto at Mississauga, and the University of Toronto at Scarborough as a way of enhancing collaboration among them.

Talks, lectures and conferences.

The IWSGS collaborated with over twenty departments and offices around the university in presenting a public lecture series in 2002-2003, titled *Theorizing Transnationality, Gender and Citizenship*. The series is continuing with a reduced number of lectures and the addition of

a more informal workshop. This project has brought leading international scholars to the University of Toronto and catalyzed an informal cross-university research network, encouraging connections between IWSGS-based scholars and those in other disciplines at this university working with the same transnational orientation.

The Institute hosted the Canadian Women's Studies Conference in 2002, as well as a major international conference on Feminist Utopias in 2000 the proceedings of which were later published in book form. At a more local level, IWSGS has, over the past 5 years, hosted both a monthly speakers' series and various *ad hoc* talks by local and visiting scholars on a wide range of topics. These have drawn student and faculty audiences from units across campus. A dynamic institutional base has been established for research, teaching, and thriving intellectual exchange in women and gender studies, drawing inquiries internationally from interested graduate

students, independent scholars, institutional researchers and scholars, professors and researchers.

International Visiting Scholar Program

The Institute has been bringing together distinguished scholars from a multiplicity of disciplinary, social and international locations. In 2003 it offered its first official appointment for a funded Visiting Scholar Program. The Call for Applications drew great attention internationally even though it was posted on the unit's website for only three months and not advertised anywhere else (see Appendix 5 for the applicants 2004-2005).

IWSGS has requested funding to expand this program, thereby increasing the prospects for international collaboration among new and independent scholars.

4. GOVERNANCE OF THE INSTITUTE FOR WOMEN'S STUDIES AND GENDER STUDIES

The new unit will continue much of its current governance practice, evidence of which can be found in the extensive consultative approach used in the preparation of our response to the *Stepping Up* document. The overarching principles of respect, transparency, and participatory decision-making will continue to frame the governance process. The executive function of the Institute derives from a two-hour weekly meeting of the Administrative Team. This team comprises the Director, the Administrative Assistant, the Undergraduate Coordinator and the Graduate Coordinator. The agenda of the meeting is distributed to faculty members and the other staff members and the meeting is open to their participation. The Director also holds monthly meetings with the staff members. Monthly meetings of the administrative team and core faculty members decide matters related to programs and policy. This participatory, transparent, and democratic

model has contributed tremendously to a culture of trust, commitment, and sharing, which in turn has greatly facilitated the smooth managing of a complex administrative unit. It is also recognized, however, that the new unit will be responsible for developing new administrative and governance policies and practices in keeping with those outlined in the Memorandum of Agreement.

One of the mandates of the IWSGS as EDU Type 1 will be to continue its networking and collaboration with women's studies programs at the UTM and UTSC, other centres, institutes, graduate and undergraduate students, and other groups on campus. The current IWSGS Advisory Board represents this group; it meets twice in each academic year, an arrangement that is presumed will continue (organizational chart is attached).

4.1. Title of the Institute and the Position of the Director

The unit proposes that:

- (1) its name be changed to The Women and Gender Studies Institute;
 - (2) the percentage of the Director's appointment be increased from 50% to 80%; and
 - (3) the Director report directly to the Dean of Arts and Science.
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4.2. Partnership with New College


The relationship between the existing unit and New College has been an extremely supportive and propitious one that has contributed significantly to the Institute's growth and achievements. With strong intellectual affinities to other New College programs (such as Equity Studies, South Asian Studies, African Studies and Caribbean Studies), the location of the Institute within the College has reinforced the interdisciplinarity and transnational perspective of our programs. A number of IWSGS faculty and visiting scholars have formal or informal connections with these programs. Many of its students "double major" in New College programs and many recruits to Women's Studies programs come via Equity Studies. These shared interests and overlapping scholarly communities promote mutual support for program- and college-based extra-curricular events as well as the building of a more integrated student experience.

In addition, IWSGS has had productive and mutually supportive relationships with New College's learning resources. The Ivey Library has developed an extensive Women's Studies collection which is an invaluable resource to our research. The Writing Centre works intensively with women's studies students and with faculty,

assisting in assignment design and providing writing tutoring and workshops. The Writing Centre's tutors have significant expertise in teaching the kinds of analytic skills that are central to the interdisciplinary pedagogy and learning that characterises women and gender studies.

New College has provided the facilities occupied by the faculty, staff and student organizations of IWSGS, upgrading office space and providing a special lounge area. New College has also provided financial services, HR services, computing support, advancement support, along with access to occasional funds (surplus transfers from self-funding programs and ancillary services, or undirected donations to New College).

A memorandum of agreement will be drawn up between New College and IWSGS that describes the relative obligations of each unit with respect to a number of item and the amount of the current base operating budget of New College to be transferred to IWSGS when it becomes an EDU Type 1 (See Appendix 6).



4.3. Staff Restructuring

The shift to becoming an EDU Type 1 in conjunction with the expansion of our research undertakings will necessitate an increase in funds and resources. The work load of staff will also be significantly increased by administering research grants and accounts (currently done by New College), the MA Program, arranging visiting scholarship programs as well as processing forms of financial support for undergraduate, graduate and post-graduate students. The new unit will require the University's support in securing adequate staff

resources. At present we have one Administrator (100%, AA1, continuing); one Programs Assistant (100%, Secretary 2, continuing) and one Secretary to the Director (60%, Secretary 1, funded on an OTO basis from soft money provided by New College). We will need to re-structure our staffing to include: a Business Officer, (100%, level to be determined) a Programs Administrator (100%, AA1) and a Secretary (60%, Secretary 1, continuing).

4.4. Faculty Appointments

IWSGS has a current faculty complement of 6.0 FTE, consisting for the most part of cross-appointed tenured faculty whose primary appointment is in another unit (usually a department).

Base funding was provided for a 0.50 Director's position as part of the "Raising Our Sights" academic plan. Base funding for release time for the Graduate Co-ordinator was transferred by SGS to IWSGS at the time of the establishment of the Institute.

The new status will, of course, have implications for faculty appointments. Responsibility for all current appointments or cross-appointments to IWSGS held by New College will be transferred to IWSGS as of July 1, 2005, without any other changes in the terms

and conditions of those appointments, and in accordance with the policies and practices of the University of Toronto and the Faculty of Arts and Science. This will give IWSGS responsibility for tenure and promotion for all appointments in excess of 50%, as well as PTR awards for the percentage of the appointment held in IWSGS. This transfer will be conducted without prejudice to any future sharing arrangements that may be negotiated by New College and IWSGS in the future.

4.5. Establishment

As stated above, the Institute for Women's Studies and Gender Studies has been an EDU Type 2 since its founding in 1999. It is significantly integrated in the University of Toronto's academic goals and institutional structure.

IWSGS currently has a number of formal partnerships with research centres that enrich students' experiences and provide a formal educational context for the purpose of interdisciplinary research in women and gender studies. These partners, all of which are formally part of the University of Toronto, currently include:

- Centre for Girl's and Women's Health and Physical Activity
- Centre for Integrative Anti-racism Studies
- Centre for Research on Women's Health
- Centre for Women's Studies in Education
- Equity Studies Program
- Sexual Diversity Studies
- Women's Mental Health Program

The Institute is also a partner in the Social Justice Research Cluster and the Equity and Diversity Research Cluster both of which have has appointed Canada Research Chairs.

The Graduate Collaborative Program in Women's Studies (GCWS) has developed working relationships with many academic units since its inception in 1994, now having formal agreements with 26 academic units. By virtue of this arrangement with the Collaborative Program, each of these academic units commits spaces in courses and faculty time to Women and Gender Studies. For a full listing of participating units in the GCWS see Appendix 3.








4.6. Space

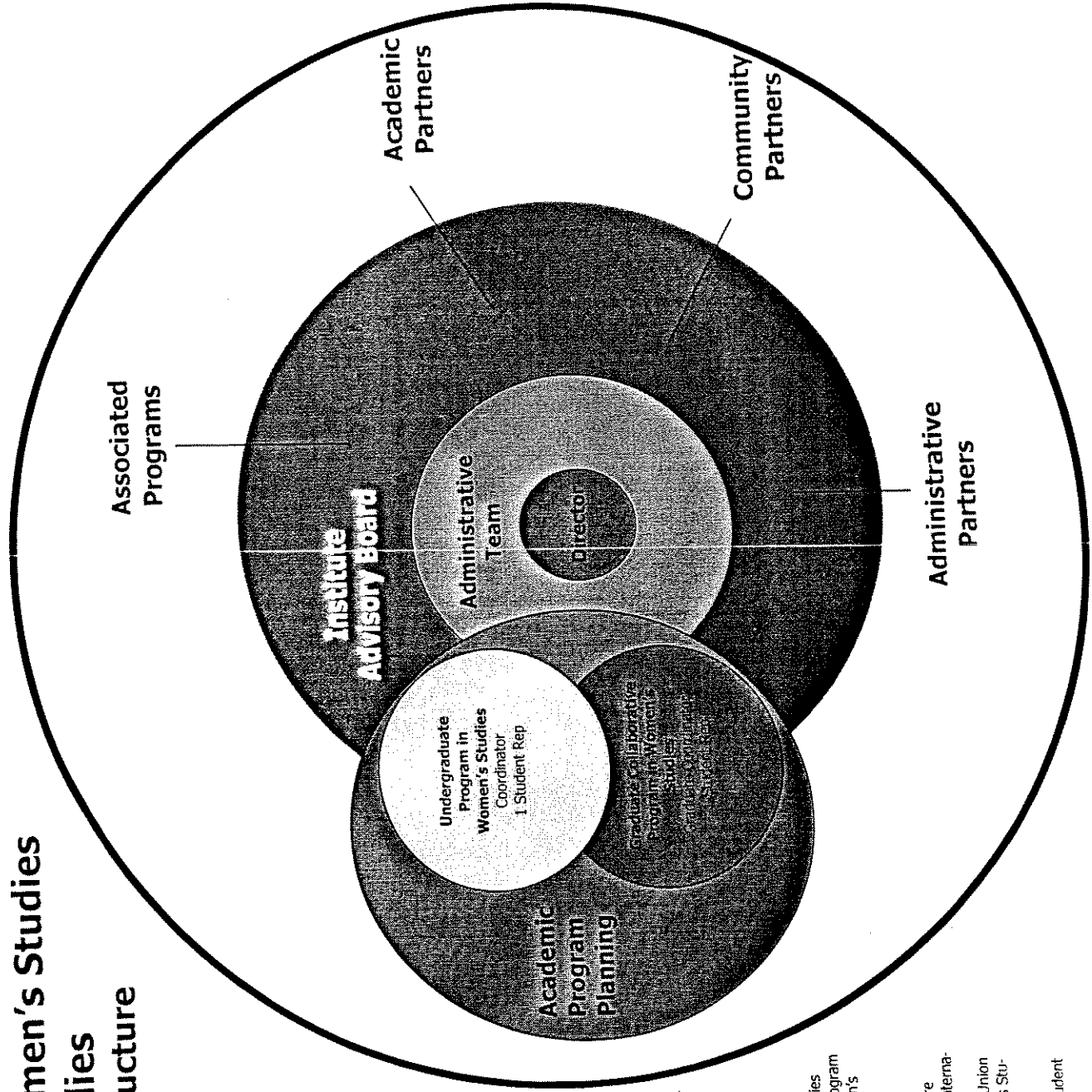
The Institute for Women's Studies and Gender Studies is located in Wilson Hall at New College. The change of the status of IWSGS to EDU 1 does not require additional space allocation.

4.7. Time Line

2004	April	Submission of the IWSGS <i>Stepping Up</i> Academic Plan to the Faculty of Arts and Science
2004	October	Receiving the Faculty of Arts and Science Planning Committee recommendations regarding the Status Change of IWSGS Type 2 to EDU Type 1
2004	November - December	Establishing the Working Committee to draft the proposal for EDU Type 1
2004-2005	November - March	Meeting with the Principal of New College to develop the IWSGS - New College Partnership
2005	February 4	Special meeting of IWSGS Core Faculty to review the draft proposal
2005	February 25	Meeting with Vice-Dean Ann Lancashire
2005	March 3	Meeting with Vice-Dean Jonathan Freedman
2005	March 7	Meeting of the Priority, Planning and Budget Committee of New College. Unanimously accepted, 'in principle,' the draft proposal
2005	March 24	New College Council
2005	April 4	Faculty of Arts and Science Joint Meeting of the Faculty Council and General Committee

Institute for Women's Studies and Gender Studies Organizational Structure March 2005

-  Director
-  Undergraduate Program in Women's Studies
-  Graduate Collaborative Program in Women's Studies
-  Administrative Team
 - 1. Director
 - 2. Undergraduate Coordinator
 - 3. Graduate Coordinator
 - 4. Administrator
-  Academic Programs Planning
-  Associated Programs
 - 1. Women's Studies/Gender Program at UTM
 - 2. Women's Studies Program at UTS
-  IWSGS Advisory Board
 - 1. Black Faculty Caucus
 - 2. Centre for Integrative Anti-Racism Studies at OISE/UT
 - 3. Centre for Research in Women's Health
 - 4. Equity Studies
 - 5. Sexual Diversity Studies
 - 6. UT Scarborough Women's Studies
 - 7. UT Erindale Women's Studies
 - 8. Women's Mental Health Program
 - 9. OISE/UT Centre for Women's Studies in Education
 - 10. Faculty of Social Work
 - 11. Status of Women Office
 - 12. Toronto Women's Bookstore
 - 13. Women & Environments International Magazine
 - 14. Women's Studies Student Union
 - 15. Graduate Women's Studies Student Association
 - 16. UTM Women's Centre
 - 17. UTSC Women's Studies Student Representative



APPENDIX 1

IWSGS Core Faculty Members

Name	Percentage Appointment (IWSGS)	Home Unit
Jacqui Alexander	100%	Institute for Women's Studies and Gender Studies
Kay Armatage	33%	Cinema Studies
Alison Keith	25%	Classics
June Larkin	100%	Institute for Women's Studies and Gender Studies and New College
Bonnie McElhinny	40%	Anthropology
Shahrzad Mojab	50%	Adult Education and Counselling Psychology (OISE/UT)
Kathryn Morgan	66%	Philosophy
Michelle Murphy	40%	History
Jennifer Nedelsky	20%	Political Science, Law
Mary Nyquist	33%	English
Kerry Rittich	33%	Law
Judith Taylor	40%	Sociology
Alissa Trotz	49%	Sociology and Equity Studies in Education (OISE/UT)

APPENDIX 2
Institute for Women's Studies & Gender Studies
University of Toronto

Undergraduate Program in Women's Studies & Gender Studies
NOVEMBER 1 ENROLMENT FIGURES, FALL 1999 – FALL 2004

Program Of Study	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005
Specialist	13	15	15	23	22	27
Major	90	102	12	123	131	159
Minor	87	91	106	160	177	180

Graduate Collaborative Program in Women's Studies
ENROLMENT FIGURES, 1999-2005

DEGREE	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005
Master's	33	40	39	34	32	37
Doctoral	44	59	49	54	57	61
TOTAL	77	99	88	88	89	98

APPENDIX 3
University Of Toronto Units Participating in the
Graduate Collaborative Program

1. Adult Education and Counselling Psychology (OISE/UT)
2. Anthropology
3. Centre for Comparative Literature
4. Criminology
5. Curriculum, Teaching and Learning (OISE/UT)
6. Graduate Centre for Study of Drama
7. English
8. Exercise Sciences, Physical Education and Health
9. French
10. Geography
11. Health Policy, Management and Evaluation
12. History
13. Faculty of Information Studies
14. Faculty of Law
15. Medieval Studies
16. Near and Middle Eastern Civilizations
17. Nursing
18. Philosophy
19. Political Science
20. Public Health Sciences
21. Centre for the Study of Religion
22. Faculty of Social Work
23. Sociology
24. Sociology and Equity Studies in Education (OISE/UT)
25. Spanish and Portuguese
26. Theory and Policy Studies (OISE/UT)

APPENDIX 4
Institute for Women's Studies and Gender Studies
Community Knowledge Alliance Events
2003-Present

December 4, 2003	Afghan Women Organizing Lecture and Panel Discussion with Adeena Niazi (Afghan Women's Organization) and Maliha Chisthi (OISE/UT)
March 8, 2004	"Creating to Shift the Paradigm" - Public Lecture by Michelle St. John of the Turtle Gals Performing Ensemble
March 9, 2004	Newcomers and Healthcare Occupations Conference (University of Toronto at Mississauga)
March 25, 2004	Toronto Based Community Organizations Symposium
June 1, 2004	Deaf and Hard of Hearing Writer's Course (Toronto Women's Bookstore)
January 21, 2005	Sexual Diversity Studies Citizenship Award
January 20, 2005	Prisoners Justice Film Festival (University of Toronto's Social Justice Cluster)
February 4, 2005	Mother-Daughter Relationships throughout the Diaspora Symposium (Undergraduate Program in Women's Studies at UT Scarborough)
February 11, 2005	Mpenzi: Black Women's International Film and Video Festival
March 1, 2005	Written in Colour - People of Colour and Native People in Publishing Symposium (Toronto Women's Bookstore)

APPENDIX 5
Visiting Scholar Applications for 2004-05

Dates	Name	University/ Proposal	Location	Awarded
Sept 2004 – Sept 2006	Sarmishtha ADHYA	“Incense on Holy Altar”	India	
January 2005 – May 2005	Fabienne BAIDER	Exclusion Policies, ethnocentric attitudes and domination discourse: The case of English and Greek newspapers in Cyprus	Cyprus	\$1000
Sept 2004 – April 2005	Ishara MAHAT	Women & Development in Nepal	New Zealand	\$1000
Sept 2004 – Oct 2004	Lilian N. NDANGAM	Gender & the News about Female Sexual Offending: A comparative content analysis of the Amy Gehring Case in UK & Cdn newspapers	Missouri - USA	
Aug 2004 – Jan 2005	Zoe NEWMAN	Saving the Inner City: The story of lofts, gentrification and white middle class identity	Toronto	
May 2004 – Sept 2005	Jo Ann ORAVEC	Women in math, engineering, science & tech – computing, home & family & privacy issues.	U of Wisconsin-Whitewater, USA	
Sept 2004 – April 2005	Mahdi TOURAGE	Gender & subjectivity in medieval Muslim societies	Toronto	

Visiting Scholar Applications for 2005-06

Dates	Name	University/ Proposal	Location	Eligibility/ Notes	Rank/ Award
Sept 2005 – April 2006	Mariam Hassen FATH	<ul style="list-style-type: none"> CIDA's role in Women's Development Projects in Egypt and how to improve it Middle East Development Beijing achievements & expectations in Egypt 	Alexandria, Egypt	No PhD, No formal proposal	
Jan 2006 -- April 2006	Asma Akter JAHAN	Violence Against Women in Bangladesh: Legal System and Functions of Law-Enforcing Agencies	Dhaka, Bangladesh	PhD still in progress	
Sept 2005 – April 2006	Neelu KANG	Violence Against Punjabi Women in Canada	Chandigarh, India		\$2000
2005 – 2006	Yanghee KIM	A Survey of Korean Women in the Korean I.T. Industry	Seoul, S. Korea	no PhD, Journalist	
Sept 2005 – April 2006	Nicola MOONEY	Aspiration, Reunification and Transformation: Gender, Modernity and Identity in Indian-Canadian Jat Sikh Marriages	Currently at Mount Allison University (New Brunswick), Permanent Address in Toronto	PhD from UT Anthropology	
Jan 2005 – Jan 2006	Juhee PARK	Role Gratification and Role Strain of American Married Women Graduate Students and East Asian Women Graduate Students	Kyunggi-Do Sung-Nam City, S. Korea		
Sept 2005 -- June 2006	Sook Hee PARK	Linguistic Gender and Occupational Status: A Genealogy: Builds on prior study entitled: "A la recherche du feminin perdu: la feminisation en francais (In Search of lost feminine forms: Feminisation in French)"	Jinhae, Kyungnam, S. Korea		\$2000
2005 (Jan – Dec?)	Sun Ok PARK	Study of the Policy of Gender Based Analysis Operated by Status of Women Canada	Seoul, S. Korea	No CV or formal proposal	

APPENDIX 6 NEW COLLEGE BUDGET TRANSFER TO IWSGS

The following arrangements are proposed so that IWSGS can continue to function within New College. These are proposed for inclusion in a Memorandum of Agreement to be signed by both parties and to take effect on July 1, 2005. Items funded by Arts & Science on an OTO basis are not included in the budget transfer calculations, since the decisions concerning them lie outside the scope of this agreement.

1. The annual budget for the following items will be transferred from New College base budget to a new IWSGS base budget as of May 01, 2005, to the extent that these are indicated in the accompanying schedule:
 - a. Base salary and benefits costs for full-time and cross-appointed faculty in IWSGS, administrative staff in IWSGS, 3.5 Teaching Assistants in IWSGS, pre-approved numbers of sessional instructors in IWSGS.
 - b. Agreed non-salaried items currently funded by New College, namely supplies and equipment.
2. The Trust Funds supporting Women's Studies and for which the Principal of New College is responsible will be transferred to become the responsibility of the Director of IWSGS, subject to the usual procedures with respect to donor agreements, on July 1, 2005.
3. Access to the booking of classrooms and other space that is under the jurisdiction of New College will continue on the same basis as before.
4. Office space: current allocation of office space will be maintained with a review of current allocations every three years or, upon the request of either party, once per year, beginning July 1, 2005.
5. Office cleaning and annual maintenance: this is currently the responsibility of New College and will remain so.
6. Office furniture: whenever an additional office is made available to IWSGS, it will be provided by New College with desk, chair, shelving and filing space. Any enhancements of this basic furniture will be the responsibility of IWSGS, as of July 1, 2005.
7. Office computing: whenever an additional office is made available to IWSGS, it will be provided by New College with the basic hardware package made available in any academic office in New College. Any enhancements of this basic package as well as technical assistance, troubleshooting and maintenance of office computers will be the responsibility of IWSGS, as of July 1, 2005.
8. Computer networking: whenever an additional office is made available to IWSGS, it will be provided by New College with high-speed connectivity to the internet. Maintenance of the existing network within New College, including the server, will be the responsibility of New College. Any move to a new server will be the responsibility of IWSGS, as of July 1, 2005.
9. Office telephones: basic service at the current level of service (exclusive of long distance charges, the cost of line moves, and service enhancements) will continue to be the responsibility of New College. All other costs will be born by IWSGS as of July 1, 2005.
10. The current suite of financial and HR services provided by New College will cease on June 30, 2005, subject to a re-classification of existing administrative staff of IWSGS who will

assume these responsibilities. Any additional administrative staff costs arising from this re-organization will be the responsibility of IWSGS who will seek additional base funding from the Faculty of Arts and Science for this purpose.

11. New College will maintain its current commitment to the proportion of New College Library costs that go towards its Women's Studies collections and services. The total budget allocation to the Library will be determined according to the same policies and practices that have guided New College in the past.
12. New College will consider students enrolled in IWSGS courses to continue to be eligible to use New College Writing Centre services. The Writing Centre will work with IWSGS on joint ventures in the same way that it works with New College programs generally.
13. IWSGS will continue to work with the New College Senior Development Officer on advancement projects for as long as the current arrangement with The Division of Advancement continues with respect to that position. Should the situation change significantly, this arrangement will be reviewed, with the possibility that IWSGS would turn to the Faculty of Arts and Science for advancement support.
14. The Director of IWSGS will continue to be an ex officio member of New College Council. Members of IWSGS will continue to be eligible to remain as or become Fellows of New College and take part in New College governance as such.

	2004/05	2005/06	
EXPENDITURES			
Academic salaries	530,183	600,198	6.0 FTE
Benefits	110,013	124,541	
	640,196	724,739	
Administrative salaries	103,398	103,267	2.6 FTE
Benefits	21,455	21,428	
	124,853	124,695	
Stipend/Sessional	57,553	49,279	assumes similar expenditure in 05/06 plus 3% minus NEW160Y eve
Benefits	9,145	10,029	
	66,697	59,308	
TA's	87,165	70,000	assumes 7 TA's; 3.5 TA's included in base
Benefits	8,499	7,350	
	95,664	77,350	
Total Salaries and benefits	927,410	986,093	
Non-salary			
Director's research allow	15,000	15,000	
Non-salary	25,000	25,000	
Photo copier	3,600	3,600	
Travel	5,000	5,000	
Visiting scholars	5,000	17,500	
Community alliance	5,000	5,000	
Total non-salary expenses	58,600	71,100	
Total expenses	986,010	1,057,193	
BUDGET			
Base Budget	720,052	720,052	
Opportunity appointment (Base)	118,738	142,486	
FTE adj (16% adj base)	20,449	24,539	
salary incr (July 1/04)	29,930	35,916	
Benefit incr July 1/04	7,150	7,150	
Academic atb (Jan 1)	1,164	3,492	
Adjusted base	897,483	933,634	\$933,634 is estimated base budget amount as at May 1/05
OTO Budget			
Prior year deficit cfwd (re admin leave)	(63,583)		
Woodsworth summer TA (A&S OTO)	43,949	43,949	
Travel (New OTO)	5,000		
Director's admin stipend (A&S OTO)	6,038	6,038	
Photocopier (A&S OTO)	3,600	3,600	
Director's research (A&S OTO)	10,000	10,000	
Director's research (New C. OTO)	5,000		
Visiting scholars (New C. OTO)	5,000		
Community alliance (New C. OTO)	5,000		
New160Y (A&S OTO)	30,000		
	50,004	63,587	
	947,487	997,221	
Y/E balance:	(38,523)	(59,972)	Additional OTO or Base cost request to FAS

- DRAFT FOR DISCUSSION PURPOSES ONLY -



INSTITUTE for WOMEN'S STUDIES
and GENDER STUDIES
University of Toronto

Institute for Women's Studies and Gender Studies Proposal to Move from EDU-Type 2 to EDU-Type 1

*part of existing internal
part of internal
no new central allocations*

David Clandfield, Principal, New College

Shahrazad Mojab, Director, Institute for Women's Studies and Gender Studies

Kay Armatage, Coordinator, Undergraduate Program in Women's Studies and Gender Studies

Alison Keith, Coordinator, Graduate Collaborative Program in Women's Studies

Core Faculty Members

M. Jacqui Alexander (Institute for Women's Studies and Gender Studies)

Kay Armatage (Cinema Studies)

Alison Keith (Classics)

June Larkin (New College)

Bonnie McElhinny (Anthropology)

Linzi Manicom (New College)

Shahrazad Mojab (Adult Education & Counselling Psychology, OISE/UT)

Kathryn Morgan (Philosophy)

Michelle Murphy (History)

Jennifer Nedelsky (Law)

Mary Nyquist (English)

Kerry Rittich (Law)

Judith Taylor (Sociology)

Alissa Trotz (Sociology and Equity Studies in Education, OISE/UT)

Institute for Women's Studies and Gender Studies Proposal to Move from EDU-Type 2 to EDU-Type 1

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UNIVERSITY OF TORONTO
FACULTY OF ARTS AND SCIENCE
GENERAL COMMITTEE MEETING
March 7, 2005

MINUTES OF THE GENERAL COMMITTEE MEETING held on Monday, March 7,
2005, at 4:15 p.m. in the Council Chamber, Simcoe Hall

Present

Dean Pekka K. Sinervo	Xiao-Shu Su	Vera Melnyk
Berry Smith (Chair)	Ron Wilson	Brandon Donnelly
Suzanne Stevenson (Vice-Chair)	Christine Clement	John Mackay
George Altmeyer (Secretary)	Joe Desloges	Susan Pfeiffer
Mariel O'Neill-Karch	Paul Perron	Donald Boere
Diane Massam	Max Friesen	Donald Ainslie
Marianne Douglas	Robert Baker	Sally Walker
Ingrid Stefanovic	David Clandfield	Diane Horton
Emma Ardal	Domenico Pietropaolo	Rowan Sage
Alice Kim	Lloyd Gerson	David Rayside
Elizabeth Leesti	Adrienne Hood	Lanor Mallon
Johanna Liu	Jonathan Freedman	
Daphne Goring	Erik Vineberg	
Francois Casas	Stephen Rupp	
Anne Marie Brousseau	Terry Pursell	
Kusala Jayasuriya	Sue Howson	
Memoree Schafer	Don Dewees	
Allan Griffin	Jotsna Jyoti	
Jeremy Quastel	Anne Marie Sorenson	
Melissa Williams	Derek Allen	
Ricardo Sternberg	Rob Vipond	
Jessica Parker	Paul McCann	
Nobuhiko Okubo	Stephen Morris	
R. J. Dwayne Miller	Frank Cunningham	
E. N. Burstynsky	Corey Goldman	

Call to Order

The meeting was called to order at 4:15 p.m. by Professor Berry Smith.

A motion to adjourn at 6:00 p.m. was duly moved and seconded. This motion was carried.

Memorial resolutions respecting the following were approved:

Professor Frank Beales (Department of Geology)

Professor Bryan Statt (Department of Physics)

1. Minutes of the General Committee Meeting of December 6, 2004

On the motion the minutes were approved.

2. Business arising from the Minutes

There was no business arising from the minutes.

3. Dean's Report

a) Budget

The Provost has revised and submitted to Governance the proposed 2% base budget cut for 2005-06. Tuition and basic income units are frozen and the 2% cut reflects this. Beyond this cut, there will be a 5% cut the next year followed by a 2% cut, a 2% cut and another 3% cut. The Faculty plans to take these cuts at the faculty level and not at the departmental level, though this depends on increased revenues arising from international and summer enrollment.

The Faculty of Arts and Science has been preparing for this cut by increasing these enrollments. For coming 2005-06 fiscal year, there will be a \$9 million base infusion from the enrollment increases.

b) Today's meeting is historic as it will see proposals to establish four new Institutes/Centres. This is the result of two years of planning and is part of the overall academic plan.

c) Professor Arthur Hosios has been appointed the new chair of the Department of Economics. Dean Sinervo recognized Professor Donald Dewees for his exemplary work as the department's interim chair and personally thanked him for his service to the Faculty of Arts and Science.

d) Dean Sinervo announced that the Faculty's practice of meeting on Monday's from 4:00 p.m. to 6:00 p.m. is under review. He proposed that the next General Committee meeting begin at 3:00 p.m. and finish at 5:00 p.m. which is a more accommodating time. There were no objections to this change.

4. Motions to approve new Centres and Institutes

Sexual Diversity Studies Centre – Professor David Rayside (Appendix A)

This Centre builds on the already existing undergraduate program in which there are over 100 students enrolled. Interest is coming not only from the undergraduate level but also from the graduate level, from all three campuses, from the community and overwhelming support from University College.

Professor David Rayside moved that the Sexual Diversity Studies Centre be established as an EDU2 in the Faculty of Arts and Science. The motion was seconded and opened to discussion.

Paul Perron spoke of the great support this Centre is receiving from the community. It brings in people who are not necessarily University of Toronto graduates. Professor Perron stated that the Sexual Diversity Studies centre has the support of University College.

David Clandfield said that both Women's Studies and Equity Studies have had good contact with Sexual Diversity Studies and New College supports the new centre.

The motion was put to vote and passed unanimously with no votes against and no abstentions.

Institute for Optical Sciences – Professor R.J. Dwayne Miller (Appendix B)

University of Toronto is not currently recognized as a leader in optics but soon will be with the establishment of this Institute. This will be a socio-economic experiment, utilizing the students as the products being offered to industry.

Professor Dwayne Miller moved that the Institute for Optical Sciences be established as an EDU2 in the Faculty of Arts and Science. The motion was seconded and opened to discussion.

Student member Jessica Parker thought it was great to see that the focus of this Institute is the student and that something is being done for the students. Susan Pfeiffer commended Professor Miller for his effort in putting this together.

The motion was put to vote and passed unanimously with no votes against and no abstentions.

Centre for the Environment – Professor Ingrid Stefanovic (Appendix C)

The Provost sees the environment as one of the five areas of priority. University of Toronto has a richness of resources when it comes to the study of the environment, however, because of this richness, the programs are currently fragmented.

Innis College Environmental Studies Program, the Institute for Environmental Studies and Division of the Environment are now prepared to join together to form the centre for Environment. This new program will be interdisciplinary and collaborative.

After having the Centre approved by the General Committee, it will need to be approved by the School of Graduate Studies Council.

Professor Ingrid Stefanovic moved that the Centre for Environment be established as an EDU2 in the Faculty of Arts and Science. The motion was seconded and opened to discussion.

Rowan Sage asked if this will need to be reviewed by OCGS and if there are plans to consolidate space. Professor Stefanovic replied that part of the long term plan is to consolidate space, and they will eventually apply for AIF funding. Susan Pfeiffer clarified that an OCGS review is not necessary as the terms of the graduate program are not changing.

The motion was put to vote and passed unanimously with no votes against and no abstentions.

Centre for Ethics – Professor Melissa Williams (Appendix D)

The issues of ethics are spread across many departments and there has been no one place for them to come together. Many departments have been involved as founding partners of this Centre.

The Centre has three intellectual pillars:

1. foundations of ethics
2. ethics in action
3. ethics and translation

Professor Melissa Williams moved that the Centre for Ethics be established as an EDU2 in the Faculty of Arts and Science. The motion was seconded and opened to discussion.

Derek Allen said that the Centre will fit in very well with Trinity College and welcomes it to the College.

The motion was put to vote and passed unanimously with no votes against and no abstentions.

5. Motion for name change – Ibero-American Studies – Professor Stephen Rupp

The Ibero-American Studies program is an undergraduate program housed in the Department of Spanish and Portuguese. The proposal for this name change comes out of the Stepping Up Plan to reinvigorate Latin American Studies at the University of Toronto. There is a unanimous view of the faculty within this field to have the name changed to Latin American Studies so that it is instantly recognizable within the academy.
(Appendix E)

The motion to change the name of Ibero-American Studies to Latin American Studies was approved unanimously with no votes against and no abstentions.

6. Academic Initiatives Funds Update – Vice Dean Jonathan Freedman

All Faculty of Arts and Science AIF submissions to the Planning Committee went through several revisions and finally nine were forward to the Provost.

- Centre for Archeology
 - Lab will be connected to Centre
 - Plan to go into the renovated Pharmacy building
- Centre for Global Science
 - Centre proposes to hire new faculty, mount a seminar and visitors program, and coordinate research and teaching in the science of global change
- Institute for Applied Mathematics
 - Many people who have research problems in other departments require applied math
 - House in Bayen Building
- Diaspora and Transnational Studies Centre
 - Tri Campus
- HIV/AIDS Initiative in Africa
 - Joint submission with faculty of Medicine
- MRI
 - Basic tool used by many departments, e.g. Psychology, Medicine, Business
- Centre for Aboriginal Initiatives
 - Joint submission with OISE
- VIC ONE
 - Expanding to Life Sciences and require funding to do so
- Centre for Quantum Computing
 - Does not have a space for everyone to come together for this

7. Draft Policy – Guidelines for appointing Status Only, Adjunct, and Visiting Professors – Paul McCann

The Faculty wishes to set up a mechanism to regularize these appointments and avoid confusions that existed in the past. The draft policy was being introduce for discussion and to solicit comment.

(Non-Budget) Cross-Appointment

- These appointments are made with no money involved.
- Involves consultation between the Chair of the non-budget department and the faculty member's home unit.
- Dean of the faculty should be notified.

Status-Only Appointments

- Individual from another teaching or research institution or retired faculty.
- Rank given based on accomplishments.
- Human resources should be notified.

Visiting Professors

- Have to hold a position at another institution and be returning to that position, i.e. cannot have been away for 20 years.
- Expected to contribute to research and teaching activities of the Department.
- Dean of the faculty and Human resources should be notified.

Adjunct Faculty Appointments

- Not necessarily academics.
- Do not receive ranks.
- Normally do not participate in Department meetings.

(Appendix F)

8. Report on Humanities Retreat - Dean Pekka Sinervo

Fruitful and positive discussions were had at the retreat. Many issues were identified such as the need to continue recognizing the importance of libraries. Specific steps need to be taken on increasing Humanities scholarship. Also, the teaching the study of languages continues to be a critical issue. Efforts will be made to identify Best Practice in the teaching in Humanities. A draft set of action items will be circulated for comment to department chairs, principals and academic directors.

9. Arts and Science Annual Report 2003-04

This is the first Annual Report put out by the Faculty of Arts and Science and it represents much effort by many people. In particular, Kim Luke, Director of Communications, played a key role in coordinating the collection of data and the preparation of the report. It is a document that will evolve. It is an insightful summary of how the Faculty is performing. A similar document is expected to be produced in September of each year.

(Appendix G)

10. Planning and Information Technology Report – Monica Contreras

The building project on the Department of Economics is in Phase 1 with plans to move into Phase 2.

Renovations

- Lash Miller Room 18
- Locke Rowe CFI
- Sidney Smith Wrap-Around – Complete

- Department of History renovations – Complete

Planning Projects

- Hughes Building
- Medical Arts
- Medieval Studies
- Ramsay Wright
- Sidney Smith
- Spadina
- Trinity

Information Technology Infrastructure

- Proposed locations for extending wireless:
 1. Student Lounge and study space Ramsay Wright
 2. Student Office and study space McLennan Laboratories
 3. Study Space Robarts Libraries
 4. Great Hall Medieval Studies
- Proposed locations for AV infrastructure
 1. Classroom for Medieval Studies
 2. Seminar Room for Fine Art and Psychology
 3. Class-Lab for Zoology and Biology
- Class-Labs
 1. U/G Ramsay Wright (planning stage)
 2. CHASS Grad Lab (design stage)
- Door Access System
 1. Sidney Smith (completed)
 2. Earth Science Building (implementation)
 3. Lash Miller (design stage)

(Appendix H)

11. On a motion duly moved and seconded, the meeting was adjourned.

UNIVERSITY OF TORONTO
FACULTY OF ARTS AND SCIENCE

JOINT MEETING OF THE
FACULTY COUNCIL AND GENERAL COMMITTEE
April 4, 2005

MINUTES OF THE JOINT MEETING OF THE FACULTY COUNCIL AND GENERAL
COMMITTEE MEETING held on Monday, April 4, 2005 at 3:15 p.m. in the Vivian and David
Campbell Conference Room, Munk Centre

Present

Dean Pekka K. Sinervo
Berry Smith (Chair)
Suzanne Stevenson (Vice-Chair)
George Altmeyer (Secretary)
Diane Massam
E. N. Burstynsky
Kusala Jayasuriya
J. Barbara Rose
Kim Luke
Nicola Woods
Richard Toporoski
David Clandfield
Chris Sparks
Sharzad Mojab
Lloyd Gerson
Elizabeth Leesti
Stephen Rupp
Anne Mitchell
Christina E. Kramer
Julia Reibetanz
J. Richard Bond
Christopher Thompson
Lynn Hasher
Frank Cunningham
Richard Chow

Lev Kofman
Joe Desloges
Francois Casas
Adrienne Hood
Monica Contreras
Jessica Parker
Ron Wilson
Stefan Mochnacki
Christine Clement
Jonathan Burgess
Max Friesen
Jana Chu
Don Dewees
Sue Howson
Anne Lancashire
Steve Scott
Sally Walker
Xiao-shu Su
John Mackay
Isaac Siboni
R.M. Walker
T. Wolfe
Donald Ainslie
Lanor Mallon

A memorial resolution respecting the following was duly resolved:
Professor Kenneth L. Dion (Department of Psychology)

1. Approval of the Agenda

Chair Berry Smith asked the Council's approval for the addition of Item #12 to the Agenda. The revised agenda was approved.

2. Minutes of the March 7, 2005 General Committee Meeting.

An error was noted in Item # 4 of the minutes. Professor Melissa Williams was incorrectly associated with the Centre for Environment. The correction will be made.

On the motion, the minutes as amended were approved.

3. Business arising from the minutes

There was no business arising from the minutes.

4. Dean's Report

a) As of June 2006, mandatory retirement will end. This will affect the class of 2005 who will have to retire under the current policy; however some of the new options will be made available to them.

One aspect of the new policy is the Phased Retirement Plan which will allow a Faculty member to retire over three years contributing between 150% and 200% of a full-time load over a three year period. Another plan available to the Class of 2006 and after is to retire with an unreduced pension provided one has reached the age of 60 with at least 10 years of continuous service at the university.

A memo from the Dean's Office will be going to Chairs, Principals and Academic Directors on how to manage this transition.

b) A contract has been reached with Sessional Lecturers with there now being Sessional Lecturers Level 1 and Level 2. Advancement to Level 2 requires among other things, demonstration of superior teaching through a review process.

The Dean thanked Anne Lancashire, Rob Baker and Paul McCann for their work in making this contract come together and thanked Angela Hillyard and her team for managing the process.

c) Dean Sinervo reported on a Task Force's review of the School of Graduate Studies chaired by the Provost and Dean of SGS. There were three main recommendations from the task force:

1. Strengthen and restructure the role of the Dean and make the position that of a Vice-Provost.
2. Evolve certain functions from the School of Graduate Studies to the various Faculties, such as responsibility for curriculum.
3. Establish a Steering Committee to help continue with the evolution of SGS.

d) In 2000 and 2002, the Faculty of Arts and Science took on the responsibility of the Centre for Medieval Studies, the Centre for Comparative Literature, and the Institute for History and Philosophy of Science and Technology from the School of Graduate Studies. These moves were a reflection that Arts and Sciences was the natural home for these

Centres and Institute and enabled them to make and implement academic plans more coherently with Arts & Science.

Today, there are two more such moves on the agenda; the transfer of the Canadian Institute for Theoretical Astrophysics from the School of Graduate Studies to the Faculty of Arts and Science and the merge of the European Studies Programs and the SGS Centre for Russian and East European Studies to form the Centre for European, Russian and Eurasian Studies. Both these changes are happening after close to a year of discussions and scrutiny from many departments.

e) Professor Sandy Cruden has been appointed the new chair of the Department of Geology. Dean Sinervo thanked Professor Steve Scott for an outstanding job as Department Chair.

Professor Parth Bhatt has been named Chair of the Department of French. Professor Bhatt was previously serving as the department's Interim Chair.

5. Change of Status of the Institute for Women's Studies and Gender Studies

Professor Sharzad Mojab of IWSGS informed the Council that the Institute is the largest and most prestigious nationally. It has received continuous support from New College, Principal David Clandfield and the Faculty of Arts & Science.

The move from an extra-departmental unit (EDU), type 2 within New College to an EDU 1 within the Faculty is in response to a recommendation in Stepping Up for IWSGS to become more autonomous. It is one of the largest interdisciplinary programs on campus with 28 units involved in the graduate program. This move is a very important change for Women's Studies in Canada.

Professor Mojab moved that the Institute for Women's Studies and Gender Studies be reconstituted as an extra departmental unit Type 1 in the Faculty of Arts and Science, effective July 1, 2005. The motion was seconded.

David Clandfield stated that from New College's point of view, this is not a separation but the beginning of a partnership with IWSGS. New College supports the move to an EDU1 and looks forward to a prolonged partnership.

The motion was put to vote and passed unanimously with no abstentions.

6. Transfer of the Canadian Institute for Theoretical Astrophysics from the School of Graduate Studies to the Faculty of Arts and Science

CITA was formed by using resources coming from Arts and Science and it has become a remarkable success story. It is among the top three institutes of its kind in the world and since its establishment has been able to acquire outside support.

Dean Sinervo moved that the General Committee approve the reconstitution of the Canadian Institute for Theoretical Astrophysics be reconstituted as an extra-departmental

unit of Type I in the Faculty of Arts and Science, effective 1 July 2005. The motion was seconded.

The motion was put to vote and passed unanimously with no abstentions.

7. Merger of the European Studies Programs and the SGS Centre for Russian and East European Studies to form the Centre for European, Russian and Eurasian Studies

After an external review, a recommendation was made to create a new centre through the merger between CREES and the European Studies Program, the Institute of European Studies and the Joint Initiative for German and European Studies, with strong support from the Faculty. The Director of this Centre would report to both the Dean of the School of Graduate Studies and the Dean of the Faculty of Arts and Science. Its structure would mirror that of the Asian Institute.

The Dean moved that General Committee of Faculty Council approve the merger of the Arts and Science European Studies Program and the Centre for Russian and East European Studies (CREES) to form a new Centre, the "Centre for European, Russian and Eurasian Studies" (CERES). The motion was seconded.

The motion was put to vote and passed unanimously with no abstentions.

8. Report from the Languages Task Force

Professor Christina Kramer reported that in March 2004, the Languages Task Force was established by Dean Sinervo. The Task Force's aim was to study the role languages play in the Faculty.

Among the task force's governing principles and assumptions:

- Languages can play a significant part the student experience
- Best practices in language teaching integrate linguistic skills with literature, culture, and social practice.
- The range of languages that can be studied in the faculty of Arts & Science is a significant strength of the University of Toronto.
- Languages are both an object of scholarship and are also research instruments

Professor Stephen Rupp reported on some of the recommendations of the Task Force:

- Name 2006-07 as the Year of Languages
- Establish a Dean's Advisory Committee on Languages
- Set up a web portal with information on Summer Language Activities
- Arts and Science should prepare a brochure on language study in the Faculty and to send out to incoming students
- Cooperation initiatives with colleges such as language based housing options
- Promoted international study abroad opportunities

The Languages Task Force Report is available on the Arts and Science web site at <http://www.artsandscience.utoronto.ca/links/language/index.shtml>.

9. Undergraduate enrollment planning

The document circulated shows what the Faculty anticipates for enrollment through the Stepping Up period. The plan is to reduce enrollment to improve the student experience and to increase international enrollment by 50%.

10. Graduate enrollment planning

Vice-Dean Jonathan Freedman reported on the current plans to increase doctoral student enrolment. Over the past several years, Arts & Science graduate students have been less successful in receiving external grants. There is a drop in students receiving Ontario Graduate Scholarships (OGS), possibly due to fewer students applying for this grant. The Vice-Dean encouraged Departments to review their own procedures that ensure all qualified students apply for these scholarships.

11. Updates:

A. Governance Task Force – Suzanne Stevenson

The Governance Task Force had hoped to report by end of the 2004/05 year but the committee is split on what new model of Governance to recommend. They are hoping to receive some feedback from Council and Committee members.

The task force is in agreement that there is a lack of transparency and clarity on how things in Governance work. There is also a lack of participation by members.

Some ideas coming from the task force are intended to reduce “the distance” between the Dean’s Office and faculty members. One potential method for doing this is by having Town Hall meetings with the Dean one to two times per year. Also, emails coming from the Dean’s Office could perhaps come to faculty members directly as opposed to going to Department Chairs and then to the faculty.

Definite recommendations to be made from the task force are:

- Clarify the governance structure
- Fuller and more content driven agendas
- Student member on the Academic Standards Committee

To date, the task force has two potential Governance structures to recommend but the Task Force members are split on the decision. They are:

- Make the above changes to the Governance structure and re-evaluate the situation in two years to see if satisfaction has increased.
- The size of the current General Committee is too large therefore it should be disbanded and replaced with a smaller committee with elected members. The result is that not every department would be represented but elections would take place to represent Humanities, Sciences and Social Sciences.

B. Recruitment Advisory Committee – Nicola Woods

The committee is focusing on international recruitment, the recruitment of top students and under represented students. The committee's report will have 33 recommendations to make. The report will be available the week of April 11 on the Arts and Science web site.

12. Draft Guidelines for Appointing Directors of Non-Departmental Programs

Anne Lancashire informed the Council and General Committee that this document had already been sent to the meeting of Chairs, Principals and Academic Directors in February and feedback was solicited. The feedback received was positive, with essentially no proposed changes.

It is now being presented to Council and General Committee for their review and will be brought back in Fall 2005 for approval.

13. Reports from the Committees of the Council

Reports from the General Committee and the Committee on Standing were received with no debate. The Report from Academic Standards was not available for distribution at the meeting but will be available on the Governance web site at <http://www.artsandscience.utoronto.ca/governance/index.shtml>.

14. Any other business

Student member Xiao-shu Su address the Council and General Committee regarding his concerns of the poor teaching abilities of some instructors at the university. He feels there needs to be checks on how they are performing in the classroom and would like to see some type of system put in place by which instructors are judged.

Dean Sinervo stated that the Faculty is always open to improving the development of instructors. Currently, a review is done at the end of the third year of instruction, during tenure review, and at times of promotion.

15. On a motion duly moved and seconded the meeting was adjourned.



INSTITUTE *for* WOMEN'S STUDIES
and GENDER STUDIES

University of Toronto

Institute for Women's Studies and Gender Studies Proposal to Move from EDU-Type 2 to EDU-Type 1

David Clandfield, Principal, New College

Shahrazad Mojab, Director, Institute for Women's Studies and Gender Studies

Kay Armatage, Coordinator, Undergraduate Program in Women's Studies and Gender Studies

Alison Keith, Coordinator, Graduate Collaborative Program in Women's Studies

Core Faculty Members

M. Jacqui Alexander (Institute for Women's Studies and Gender Studies)

Kay Armatage (Cinema Studies)

Alison Keith (Classics)

June Larkin (New College)

Bonnie McElhinny (Anthropology)

Linzi Manicom (New College)

Shahrazad Mojab (Adult Education & Counselling Psychology, OISE/UT)

Kathryn Morgan (Philosophy)

Michelle Murphy (History)

Jennifer Nedelsky (Law)

Mary Nyquist (English)

Kerry Rittich (Law)

Judith Taylor (Sociology)

Alissa Trotz (Sociology and Equity Studies in Education, OISE/UT)

Institute for Women's Studies and Gender Studies Proposal to Move from EDU-Type 2 to EDU-Type 1

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