

**GWS TASKFORCE:** Sushmita Chatterjee (IDS, Interim GWS Director), Mark Nunes (IDS chair), Mary Ballard (PSY), Jill Ehnenn (ENG, representing LGBT Studies minor), Ellen Lamont (SOC); Elaine O’Quinn (ENG, representing Girl’s Studies minor)

**TASKFORCE OBJECTIVE:** To restructure GWS bylaws and committee structure to meet the following goals:

1. Ensure that all faculty who teach classes in the GWS curriculum (both GWS –prefixed and cross-listed) possess the qualifications that are currently expected in the discipline
2. Ensure that the GWS Director has adequate support, including:
  - Support from the CAS Dean, IDS chair, and IDS faculty in other programs
  - A reliable pool of qualified faculty (both in IDS and outside affiliates) to draw upon for teaching, service, and student advising/mentoring
  - adequate compensation and resources
3. Provide stability for the GWS program so that it can continue to grow with the support of CAS Dean, IDS chair, and IDS faculty who are not affiliated with the GWS program
4. Adopt a model for faculty involvement that is more in line with Appalachian's peers, aspirational peers, and other UNC institutions including the following:
  - Tiers of affiliation so that faculty across campus who are interested in GWS can become involved at levels appropriate to their qualifications, including shared (partial) and joint appointments
  - Assurance that faculty service to GWS outside of home departments is recognized by home departments
  - Administrative recognition that SCH and FTE for GWS teaching by affiliated faculty, standing, and jointly appointed faculty will be credited, at least in part, to GWS
  - Administrative recognition that jointly appointed faculty can vote in both departments to which they are appointed.

**SUMMARY OF OUTCOMES:** After meetings during 2018-2019, the GWS Taskforce recommends the following:

- A. Multiple tiers of GWS involvement:** affiliate faculty, standing faculty, shared/joint faculty, GWS Director.
- B. Statement on searches**
- C. GWS committee restructuring:** GWS Steering Committee; GWS Curriculum Committee
- D. Statement on shared/jointly appointed faculty regarding SCH**
- E. Statement on voting privileges for 50/50 jointly appointed faculty**

**DETAILED RECOMMENDATIONS:**

- A. Multiple tiers of GWS Involvement:** affiliate faculty, standing faculty, shared/joint faculty, GWS Director.

**1. Affiliate faculty** are university faculty who, regardless of home department, college, school, or rank, are officially affiliated with the GWS community through recognition of qualified scholarship, teaching, training, and/or other GWS-related university involvement. GWS faculty affiliates may teach cross-listed courses in their own department that “count”

for GWS programs of study; and/or may teach GWS-prefixed courses in their academic subspecialty. GWS affiliates may also attend GWS meetings, serve on GWS committees, work with students, and/or organize programming, etc. Affiliate faculty status is approved by the GWS Steering Committee and GWS Director.

**Affiliate faculty possess the following qualifications:**

- a. Recent scholarly achievement (at least one product, published or forthcoming, within the past five years) related to feminist, gender, and/or sexuality studies demonstrated by peer-reviewed publication and/or juried creative activity; AND
- b. At least ONE of the following:
  - i. Significant experience teaching courses with content and methods consistent with gender, women's, and/or sexuality studies; OR
  - ii. A graduate degree in Gender, Women, and Sexuality Studies (or, especially for those with terminal degrees granted prior to 2008, significant coursework in gender, women, and/or sexuality studies); OR
  - iii. Significant participation in seminars and institutes (such as those sponsored by an entity like NEH) designed to promote feminist, gender, and/or sexuality studies scholarship and/or pedagogy; or significant participation in disciplinary-specific and/or interdisciplinary feminist, gender, and/or sexuality studies professional organizations or caucuses; OR
  - iv. Significant community engagement (activism, educational initiatives, volunteer service, etc.) that forefronts issues/practices relevant to feminism, women, LGBT persons, etc.

**2.a. Standing GWS faculty status for faculty who are already GWS affiliates.** Standing GWS faculty are a subset of GWS affiliated faculty who teach more frequently in the GWS program and share a larger responsibility for service to GWS, including expectations for regular attendance at GWS meetings. Because of their greater involvement in GWS matters, standing faculty can vote on GWS policy and other changes and can elect members of committees, where applicable. Standing faculty are eligible to apply for shared/joint appointments and, if tenured, are eligible to apply for the position of GWS Director. Standing faculty status is approved by the GWS Steering Committee and GWS Director.

**Standing faculty possess the following qualifications:**

- i. GWS affiliate status; AND
- ii. Ongoing scholarly achievement (more than one product, published or forthcoming, in the past five years) related to feminist, gender, and/or sexuality studies demonstrated by peer-reviewed publication and/or juried creative activity; AND
- iii. Recent, ongoing experience teaching courses with content and methods consistent with gender, women's, and/or sexuality studies, demonstrated by having taught GWS or cross-listed classes in the past 3 years or will teach in the current year; AND
- iv. A graduate degree or graduate certificate in Gender, Women, and Sexuality Studies (or, for those with terminal degrees granted prior to 2008, significant graduate coursework in gender, women, and/or sexuality studies, or, for those with terminal

degrees granted prior to 2003, other significant evidence of training in content and methods consistent with gender, women's and/or sexuality studies.)

**2. b. Standing GWS faculty status for faculty hired from outside Appalachian into the IDS department (either part or full time, with a full or shared appointment) with an expectation of teaching GWS-prefixed courses.** (See 2a for description of duties and privileges)

**Faculty hired from outside Appalachian to serve as standing faculty possess the following qualifications:**

- i. Recent, ongoing scholarly achievement (on average, one product every three years) related to feminist, gender, and/or sexuality studies demonstrated by peer-reviewed publication and/or juried creative activity; AND
- ii. Recent, ongoing experience teaching courses with content and methods consistent with gender, women's, and/or sexuality studies; AND
- iii. A graduate degree or graduate certificate in Gender, Women, and Sexuality Studies (or, for those with terminal degrees granted prior to 2008, significant graduate coursework in gender, women, and/or sexuality studies, or, for those with terminal degrees granted prior to 2003, other significant evidence of training in content and methods consistent with gender, women's and/or sexuality studies.)

**3. "Shared" and "Joint" appointments.** The shared and joint appointment pool of faculty will enable the GWS director/program to count on a subset of qualified faculty for regular teaching and service. The shared faculty model will permit a wide variety of commitments to teaching GWS-prefixed classes, ranging from teaching once every 4 years to multiple classes per semester, and/or working with GWS student clubs. Shared and jointly appointed faculty will have MOUs that outline teaching and service expectations and compensation for a fixed period of time, along with formal recognition that GWS work "counts" toward tenure and promotion

Any Appalachian faculty member who is already GWS Standing faculty (i.e., possesses the qualifications in 2.a.) may request to negotiate an MOU for a shared or joint appointment. The MOU will be negotiated between the faculty member, GWS Director, IDS Chair, faculty member's home department chair, and the dean.

Any individual who is hired from outside Appalachian into a shared or joint appointment with the GWS program will possess the qualifications for Standing Faculty as described in 2.b.

#### **4. The GWS Director**

- Any tenured Standing GWS Faculty is eligible to be considered for GWS director (full, interim, or acting).
- In the event that the GWS director is hired from outside Appalachian, they must possess the qualifications for Standing GWS Faculty (see 2.b., above)
- The GWS Director will be compensated by both an administrative stipend AND reassigned time in addition to their reassigned time for research.

- The duties, compensation, etc. of the GWS Director will be specified in an MOU between the Director, the IDS Chair, and, where applicable, the chair of their home department, and the Dean. See GWS Director document for a list of duties.
- The GWS Director will have a dual reporting structure. For matters related to students, GWS-prefixed courses including co-curricular programming, GWS program assessment, and faculty whose home is in IDS, the GWS Director will report to the IDS Chair. For matters related to GWS and programming on campus and in the profession and community more broadly, the GWS Director will report to the CAS Dean or Associate Dean.

**B. Statement on searches.** In order to ensure that all faculty who teach GWS-prefixed possess the qualifications that are currently expected in the discipline, all faculty hired into the IDS Department to teach in GWS must minimally meet the qualifications for GWS standing faculty status as described in 2.b. Accordingly, search committees for GWS faculty must use qualifications for GWS standing faculty in developing job ads and search committee rubrics.

Sometimes, faculty may be hired by another department with the understanding that some of their duties will be to teach GWS-prefixed classes. In these cases the qualifications for GWS standing faculty status as described in 2.b. will be applied during the search, and search committees will use qualifications for GWS standing faculty in developing job ads and search committee rubrics.

**C. GWS Committees:** GWS Steering Committee and GWS Curriculum Committee

**a. GWS Steering Committee.** Consists of Director + 2 elected Standing GWS faculty + 2 faculty appointed by GWS Director from the entire GWS affiliate pool.

- Responsible for vetting GWS faculty affiliates according to the qualifications listed in above.
- Will advise on all GWS-related searches at all levels.
- Responsible for supporting faculty scholarship through organizing a preprint/imprint speaker series and/or other events and celebrations.
- Responsible for Women's History Month programming and other external speakers
- Advises and supports GWS Director on all other initiatives (student mentoring, fundraising, community outreach, national profile, etc.) by helping the GWS Director think through issues and setting up ad hoc committees where needed.

**b. Curriculum Committee.** Consists of Director and up to 4 volunteers from Standing GWS faculty and up to 2 faculty appointed by GWS Director from the entire GWS affiliate pool.

- Responsible for revisions to GWS Curriculum, including advising GWS director, where needed, on substitutions.
- Responsible for program assessment
- Organize co-curricular GWS lecture series
- Other student-oriented support as needed

**D. Statement on SCH for shared/jointly appointed faculty.** Supporting interdisciplinarity and collaboration across departments requires a more flexible method of counting SCH than is currently the practice at Appalachian. There is nothing in UNC system policy that prevents

variations in counting SCH where borrowed, shared, or jointly appointed faculty are concerned; in fact NC State, among other schools, already implement such a practice.

Thus, the Taskforce recommends that SCH for GWS-prefixed classes be counted for IDS **as well as** the instructor's home department. (Note, some UNC institutions split the SCH between GWS and the instructor's home department, others double count it.) We ask that Academic Affairs study how this is done at NC-State, etc., and change Appalachian's approach to counting SCH for borrowed, shared, and/or jointly appointed faculty in GWS (and preferably all programs) before the next academic calendar year.

**E. Statement on voting privileges for faculty who are jointly appointed (50/50).** Supporting interdisciplinarity and collaboration across departments requires flexibility where jointly appointed faculty are concerned. Currently, faculty are unable to inhabit true joint (50/50) appointments; they must reside more within one department than another and can only vote on department and PTC matters in the department that holds the majority of their percentage. This creates a disincentive for faculty with tenure homes outside of an interdisciplinary program when they consider short-term or permanent joint appointments, whether for teaching or administrative reasons. Faculty who are reluctant to give up voting rights in their tenure home are not going to be eager to temporarily enter into a joint appointment to teach or to be a program director.

However, there is nothing in UNC system policy that prevents faculty with voting privileges from voting in more than one department if they are jointly appointed; in fact UNC-Greensboro, among other schools, already implement such a practice. Such faculty would not be casting two votes on the same matter; rather, they would be voting in both of the departments that they serve, and on both PTCs for which they have expertise.

Thus, the Taskforce recommends that Academic Affairs permit true joint appointments in which faculty serve each department 50/50 and, vote in both departments as appropriate to their rank.