



University of Nevada, Reno

Office of
Executive Vice President & Provost

MEMORANDUM

DATE: September 30, 2016

TO: Jen Hill, Director of GRI and Women's Studies
Deborah Boehm, Interim Director (2016-17) of GRI and Women's Studies
Debra Modellmog, Dean, College of Liberal Arts

FROM: Kevin R. Carman, Executive Vice President & Provost
Joseph I. Cline, Vice Provost, Undergraduate Education

SUBJECT: GRI/Women's Studies Program Review

Joseph I. Cline

We write to set forth the conclusions and our recommendations regarding the GRI/Women's Studies external program review in Spring 2016.

We are aware of the time and coordination required to undertake and complete an effective program review and commend the program director for organizing and leading the effort in 2015-16. There is agreement that the program serves an essential role as a diversity hub for the university, bringing together diverse students and faculty, providing multiple in-demand courses that serve majors, minors, and core students, and providing diversity programming of benefit to the campus at large. The reviewers noted the strength of the faculty associated with the program as well as the students in its undergraduate program and graduate certificate program. It is acknowledged that the program plays a critical role in helping the university fulfill its commitment to enhancing and supporting the diversity of faculty and students; we hope to ensure that this role continues and strengthens in the years ahead.

After reviewing the external reviewers' report and the program's and dean's response, a closing meeting was held on May 6, 2016, to discuss the outcomes of the review and come to an understanding on the directions the program leadership and faculty should take in the coming months. After acknowledging the challenges noted by the reviewers, there was a discussion of the various opportunities for improvement that the program leadership, with the support and guidance of the college, can take in the future to begin to address them.

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We offer the following recommendations for action in the coming months:

- GRI Faculty. In addition to the assignment of a lecturer position to begin in FY 18, the university has made commitments for four tenure-track positions for GRI (FY 19, 20, 21) to the new dean. The director and interim dean identified several growth areas that likely intersect with research in other departments. These ideas and others brought to the table should be considered carefully by the dean and program leadership and plans made on the future directions the program will take with these new positions and how they will be deployed to address critical program needs as well as help launch the MA program and possibly additional minors.
- GRI Teaching Needs. There was a discussion on the challenges faced by the program in fulfilling its teaching needs. The reviewers and program leadership acknowledge the use of too many LOAs and the difficulty in ensuring stable course offerings. The new positions described above should help in the long term, and several ideas for stabilizing faculty teaching in the program were explored at the closing meeting that could help in the short term. These included rotating faculty into GRI on a formal basis, being more intentional with faculty hired on joint appointments concerning the expected participation in GRI, and more formalized joint appointments with other departments. Some aspects of the model currently used for Core Humanities could be used, and the dean and director are charged with exploring these.
- M.A. Program. The program representatives are working on a curriculum proposal for a lean and sheered M.A. program with the hope of implementing it in May 2018. The new faculty positions and more formalized agreements with and for faculty involvement from other departments will be important in the planning to implement the program.
- Director's Stipend. The level of the director's stipend was questioned by the reviewers, director, and dean, and a few comparison figures from smaller CLA departments or programs were provided. We agree with the dean that the director should complete the necessary academic faculty part-time administrative job description form to request a review for an increase in the amount of the stipend.
- TA Positions; Increase Admin. Asst. to 1.0 FTE. We recognize that GTA positions will be needed to support the M.A. program and that administrative support is minimal. We have no immediate remedy for these needs. However, the university plans to continue reinvesting in graduate programs and administrative support, and we encourage the director and dean to consider GRI needs when prioritizing its request for future resources.

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