

Report on the Review of the Status of Women National Endowed Chairs Program

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DEPARTMENT OF
**GENDER, SEXUALITY,
AND WOMEN'S STUDIES**

Foreword

We undertook this review of the Secretary of State's National Endowed Chairs in Women's Studies (installed in 1985) to mark the 40th anniversary of the Status of Women's Report, and particularly, in response to a budget year when returns on the Endowment originally set up to sponsor these chairs was weak. SFU is preparing a three year strategic plan for its Ruth Wynn Woodward Chair.

The objectives of this review were to:

- Identify methods of governance
- Determine the financial viability of the Chair's programs
- Probe if there were opportunities to collaborate in joint fundraising and
- Identify if there were historical repositories or narratives about the contributions of the respective chairs to the development of women's studies in Canada.

Interviews were conducted between January and March, 2010. A copy of the interview schedule and cover letter may be found in appendix A.

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Context

Beginning in 1985, the Women's Program of the Secretary of State for the Government of Canada endowed five regional chairs with the aim of stimulating the development of Women's Studies and the advancement of feminist scholarship across the country. While each chair varied in its initial inception, responsive to local needs, in general the receiving institutions undertook to match the endowment with other public or private sources, and commit to similar terms of reference.

In the early years of the program, the regional offices of the Status of Women's office undertook varying degrees of oversight, either requiring periodical reports, or seconding members to the local steering committees.

In the fall of 2009, SFU's Department of Women's Studies, as a part of its External Review self-study, noted that the 25th anniversary of the Chair program represented an important milestone in Women's Studies, and warranted some follow-up. SFU additionally wanted to undertake a new strategic plan for its Chair, in light of the experience at the other reference institutions.

Accordingly, the administrators and faculty responsible for the following regional women's studies chairs were interviewed, and supporting documentations secured where possible:

- **Nancy's Chair**, Mount Saint Vincent University, Halifax, currently held by Rita Deverell for two years, ending in 2011.
- **Claire-Bonenfant Chair**, University of Laval, held by H el ene Lee-Gosselin, who has been a past chair, and has been reappointed for a term of four years, ending in 2014.
- **Pauline Jewett Chair**, Universities of Ottawa and Carleton, held by Agnes Whitfield, whose term expires near the end of May 2010.
- **Margaret Laurence Chair**, Universities of Winnipeg and Manitoba has had no chair since 2001, the money was used instead to facilitate the development of the Margaret Laurence Women's Studies Centre. Subsequently, the Brandon University applied to the Margaret Laurence Endowment to support the development of their Women's Studies program. Brandon University became a more formal partner with the Universities of Winnipeg and Manitoba in the use of endowment funds. Future appointments will be made at U-Winnipeg/Manitoba separately in 010-2011.
- **Ruth Wynn Woodward Chair**, Simon Fraser University, currently being held by Dana Claxton for a one-year term ending August 31, 2010.

Overview of Findings

The endowed programs are highly diversified, with very different models of governance, and formulae for funding, reflecting their local circumstance. They are uniquely valuable assets to their local universities and communities. The endowed chairs have played an increasingly central part in the development of women's studies, and now appear to be moving closer to the research and graduate teaching mission of the university departments.

Terms of Reference

The terms of reference for the five chairs are highly consistent: to advance the equality and status of women through teaching, research, community and professional service.

Over time, it is clear where there has been a region-wide mandate imposed (University of Laval, Mount Saint Vincent University (MSVU), University of Winnipeg/Manitoba) it has narrowed as other programs have sprung up. Of all the chairs, Winnipeg/Manitoba's is the only one to have deliberately seeded the development of Women's Studies at another institution: Brandon University.

Eligibility

Consistent with the initial idea of strengthening links between the community, women's studies and feminist scholarship, most Chairs have broader eligibility than typical academic appointments would require. Feminists, community activists, federal executives, as well as academics have served across the country.

Responsibilities of the Chairs

In all cases, there is a blend of teaching, research but especially public outreach requirement. As a minimum, there are two courses associated with the appointments and at least two public events or outreach.

Models of Governance

SFU and University of Ottawa and Carleton University's two chairs are probably the most directly administered by their respective Departments (SFU) or Institutes (the Pauline Jewett Institute). Mount Saint Vincent's Chair is administered in the Dean's Office, advised by a steering committee including Women's Studies. By contrast, U-Laval and U-Winnipeg/Manitoba are more arms-length, responding to advisory committees which include members from outside the university, including community leaders. Of the five original funding champions who were private individuals, it is clear Senator Nancy Ruth continues to be the most directly involved, while Monique Begin remains involved, but the three other chairs have no ongoing partnership relation.

Supporters of the Endowment

Of the five initially established, two were publicly supported, and three involved extensive donations from private individuals. The province of Manitoba funded the prairie chair, and Quebec significantly matched the federal contribution for the Quebec regional chair. SFU combined a major matched contribution from the Woodward family with dozens of smaller donations. Nancy Ruth emerged as the main funder in the Atlantic region, and Pauline Jewett, along with other notable funders, emerged in the Ottawa region to champion that chair.

Endowment Advancement

University of Ottawa/Carleton have targeted advancement or external fundraising in their current strategic plan, and received major support from their respective administrators. Ottawa

has also been successful in arranging federal executive secondments, which has involved in-kind contributions to their program. Of the others, aside from matched contributions from the respective host institutions, there has been no additional fundraising to top up the funds.

Size of Current Endowments

The leader is MSVU, with a principal of about \$3M annually. This is the target the University of Ottawa and Carleton University have set for their capital campaign. University of Ottawa and Carleton University are likely in the middle of the group, together with SFU, whose endowment is about \$1.7M. U-Laval and U-Winnipeg/Manitoba have the smallest endowments at present. Not all universities disclose the quantum of their endowment separately in public reports.

Remuneration of the Chair Holder

Not surprisingly, the salary paid to the current chair holder is highest in Mount Saint Vincent University, where it exceeds a CRC2 rate. Two institutions (Carleton/Ottawa. and SFU) pay just below a current CRC rate, or about a mid associate faculty. Laval offers a half rate released time to its faculty-holder; and effectively the decision to sever the operating envelopes for the two host institutions in Manitoba is equivalent.

In addition, the Chair holders receive a research stipend of \$10K at Mount Saint Vincent University, and some direct research funds are earmarked at Laval and University of Ottawa and Carleton. SFU suspended the direct research stipend.

Administrative Support

Nancy's Chair budget at MSVU pays for an assistant three days a week.

U of Ottawa/Carleton each pay 50% of the salary for a full time administrator directly, to support or match the chair endowment income annually.

U-Laval also supports matches the cost of a half-time administrator. The other half is paid from the endowment annually (for the operating secretary).

U-Manitoba/Winnipeg have also contributed in kind administrative support to the chair of the Margaret Laurence Chair Committee, who is a member from the community.

SFU pays for a half-time administrator from the terms of the endowment, which is equivalent to the provision of a single host institution in the Ottawa region Chair. In addition, until recently, the Ruth Wynn Woodward Chair has also had the equivalent of half the salary of the Chair matched from the University administration.

Duration and Nature of Appointments

These appointments have varied over the past 25 years. Some are moving away from longer term appointments to shorter appointments (SFU/Prairies) but most are moving to longer term

appointments. In 2010, of the five chair holders, two are from the community (that is, not recruited to or from the academy): Rita Deverell and Dana Claxton.

Of the five chair holders, two are internal academic appointments, or secondments of tenured faculty with internal transfers made, with frequently a requirement to advance research and graduate teaching (Laval, Ottawa Region).

One (from Manitoba) is in the final year of a community funding program, and making the transition to a decentralized envelope on the model of U-Laval, involving something on the order of half-time teaching release respectively for chairs from the two main university sponsors.

Themes

Perhaps reflecting its governance model, the only Chair with anticipatory research themes has been Manitoba, where such themes have targeted strengthening families, masculinity studies and aboriginal health and healing. Manitoba instigated the most innovative outreach program: funding partnered research in a number of local community organizations under the umbrella of their Centre, subject to a competitive call for proposals. All four of the other chairs recruit through typical academic and other channels, where the individual hired sets out the research trajectory or theme for the chair.

Historical Archives

Administrators for all five Chairs agree that keeping administrative archives is a challenge. No single program has a full history of the contributions from the Chair program. Each has a fairly rigorous accounting report cycle, and annual external communication, initiated by the appointee. In some cases, additional event funding is provided internally, subject to competition, and apart from the endowment.

All administrators had an interest in preparing a history of their chair program. Historical compilations are underway at SFU and U-Ottawa/Carleton. Documents are being assembled at MSVU by the new Dean there, and there is marked interest from some of the original funders in the Prairies to participate in an oral history/project around the Chairs.

Strategic Plans

Three out of the five regional women's chairs have strategic plans in place. Of the two exceptions—SFU and MSVU, both are developing them. MSVU will be embarking on a three year replacement of their current chair.

Opportunities for Collaboration

It is interesting to consider that drawing together the Chairs at the annual meeting of the Canadian Women's Studies Association was continued until the 90s when it was abandoned. Such a move has budget consequence and would have to be considered by the respective

institutions for reinstatement as an expected requirement at the time of hiring, so would require time to phase in.

The nature of the current Chair programs are so distinct as to need, it is unlikely there would be any possibility of coordination for anticipatory themes at least one year in advance.

There was some interest in championing a retrospective of the programs in order to help document their history and aid in fundraising, but it was too late to incorporate this in the 2010 Congress.

Dr. Katharine Kelly undertook to see if there was interest in a special section in an issue of the Canadian Women's Studies Journal.

As for Dr. Catherine Murray's suggestion of a national strategy to approach the Secretary of State for Women to top up the federal contribution of the program, none of the other Chair programs either identified the need, or felt the Ministry would be a good likely target. However, there seemed to be support for the idea of exchanging background information to aid in individual advancement strategies.

Communication

Profile for these Chairs is widely acknowledged to vary according to the Chairholder. Historical archives are weak. To enhance the profile of women's studies in Canada, it is agreed a more concerted local and national communication strategy is needed at the occasion of the 25th anniversary (note: MSVU's inception is later than the others).

Conclusions

The Status of Women's endowed Chair programs have proved central to the respective host institutions across this country. They are still highly viable, but in a widely varying state of financial health. Modes of governance vary, and it is interesting that two of the five have already shifted to an internal mode of appointment, with one on the way, and one considering it. In the view of this writer, there is a real need to gather the fragments of the history of the contributors to this program, and reconstruct the narrative of this first federal effort at seeding advanced research and community outreach in the advancement of women in Canada. Three of the five chair's host institutions are embarked on fundraising/top ups to the endowments, and the target for a size of endowment to be self-sustaining is \$3M, according to these universities.

**Regional Reports on Endowed Chairs
(from East to West)**

Nancy's Chair

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Current Context

The MSVU endowment is currently above \$3 million and quite healthy. After a recovery from the year of a recession, it is now back to its peak. Over time, it has generated a surplus of about \$360K which was used to top up the annual expenditure should the annual earnings on interest be insufficient. Prudent management has placed this fund among the top in the country.

Creation of the Chair

MSVU received \$500K from Status of Women in 1989, and \$100K (in five installments) from Nancy Ruth, who has maintained a strong interest in it. There has been no other fundraising since 2000. Nancy Ruth keeps close tabs on the Chair. There is a once annual financial report internally, and if hiring is underway for the year, a special hiring committee is struck, including the current Women's Studies Chair. The mandate of the Chair remains constant. What varies are the skills and personality of those who hold the post. Some may place more emphasis on the more public aspects of the role, some on the more scholarly. There is no current three-year plan.

Budget for the Chair

Dr. Taylor indicates that the records are not easily available for the history of this Chair. After speaking to MSVU financial services, it is clear that the budget pays for the salary of the incumbent, an assistant three days a week, office expenditures and some travel in the region. While Dr. Taylor declined to indicate current level of remuneration, it is in excess of a typical CRC2 rate.

Terms of Reference

The current Nancy Ruth Chair is Rita Deverell. The term is for two years. The mandate for the chair in any given year thus changes with the incumbent. Past Chairs include:

- Dr. Lorraine Code (2007-2008)
- Dr. Christine Overall (2006-2007)
- Dr. Lenore Kuo (2004-2006)
- Sylvia Hamilton (2001-2004)
- Sharon Batt (1999-2001)

- Dr. Margaret Conrad (1996-1998)
- Dr. Maureen McNeil (1993-1995)
- Dr. Margrit Eichler (1990-1991)
- Dr. Krishna Ahooja-Patel (1990)
- Dr. Thelma McCormack (1986-1987)
- Dr. Marguerite Andersen (1989).

Some are scholars, and some are activists with a high degree of public profile. The CRC chair usually puts together a conference as well, and does a number of talks outside of MSVU.

Challenges

The main challenge is because the chair's change regularly, the living memory of it is weak (Dr. Taylor is an historian). The other main challenge is the context in which the Chair lives. Women's Studies is not in good shape: there is an enrollment challenge. There is no pressure on graduate teaching or research. The Chair has always been regarded as special, and the pressure is on it to raise the profile of women's studies in the region. For example, Rita Deverell is planning a fall conference in 2010. MSVU's general impression is that the other regional chairs are under more financial pressure because they didn't have a Nancy Ruth to double the original endowment. "If other universities find themselves funding a significant portion of the Chairs' salary and expenses out of regular operating, then [that may be] see why there would be pressure to have those Chairs do more on campus in terms of teaching and service. [MSVU's Women's Leadership Initiative Committee] thinks this a bad idea, but can at least understand it. [MSVU has] had no such financial pressure here, and so our Chair has been free to pursue the range of activities listed in the terms of reference—and the University is glad to have her do so."

History

MSVU is trying to track the history. Meredith Ralston (WS) is looking into this. There are no plans underway for any 25th anniversary celebration, and in view of the fact that the MSVU chair is on a slightly different calendar, coordinating with others in the country is not a strong likelihood. The Committee, including Meredith Ralston, would need to decide what the mandate for the next search for the successor to Deverell will be.

CAM/February 23, 2009.

Update

In an email dated March 24, 2010, as a direct result of our conversations, Brook Taylor raised the issue of a 25th anniversary celebration with the MSVU President. Planning has been placed in the hands of their Women's Leadership Initiative Committee (itself is an outgrowth of the strategic plan Destination 2012). A celebration is expected to take place late this calendar year.

Document(s) received and included below:

- Report of Call February 11, 2010

- Guidelines – Nancy's Chair Dec 2007

MOUNT SAINT VINCENT UNIVERSITY
NANCY'S CHAIR IN WOMEN'S STUDIES
(Revised: December 2007)

This chair was established to advance the equality and status of women through teaching, research, community and professional service. The chair is named in honour of Nancy Ruth, feminist and activist.

1. The Chair holder may be any of the following:
 - a) a noted and established scholar;
 - b) a promising scholar of standing in her discipline;
 - c) a feminist of established reputation from any field of relevance to Mount Saint Vincent University.
2. The Chair holder will, during the appointment:
 - a) teach the equivalent of two half unit courses a year in the Department of Women's Studies. Other teaching may be arranged by mutual agreement with the University; and
 - b) deliver a minimum of two general public lectures each year; and
 - c) deliver a minimum of two special lectures to the University community each year; and
 - d) engage in significant research or in professional and academic service to the general community.Duties will be pro-rated for appointments of less than one year.
3. Appointments to the Chair will be negotiated but the term of appointment is normally for one to two years.
4. The appointment to the Chair shall be made in a manner similar to that of an appointment to the regular faculty:
 - a) the position will be advertised nationally in such places as the *CAUT Bulletin*, *University Affairs*, and other appropriate national and international media as advised by the Chair of the Women's Studies department
 - b) the Nancy's Chair Committee will suggest people who should receive information about the Chair
 - c) appointments to the Chair will normally be made by February 1 of the year preceding occupancy of the Chair
 - d) the Nancy's Chair Committee will review all the candidates for appointment and recommend to the Vice-President (Academic), the preferred candidate along with special recommendations, such as the term of appointment
 - e) the President shall issue letters of invitation and appointment.

5. A statement on the terms and conditions of employment shall accompany the letters mentioned in 4 e). This statement shall, among other things, specify:
 - a) length of contract;
 - b) salary and fringe benefits, whether paid directly to the Chair holder, or to the Chair holder's permanent employer;
 - c) relocation and other expenses to be reimbursed;
 - d) other expenses and support funds attending the appointment that the Chair holder may require to carry out duties and responsibilities specified in the letter of appointment.

6. An incumbent Chair holder will report to the Dean of the Faculty of Arts & Science and work in close consultation with the Chair of the Women's Studies Department.

7. The Nancy's Chair Committee:
 - 7.1 Membership:

Chair Dean, Faculty of Arts & Science

Membership ex-officio:

 - a) Vice President (Academic) or designate
 - b) Dean of Graduate Studies
 - c) Chair, Department of Women's Studies

Faculty Representation (three-year terms)

 - a) One other member of the Department of Women's Studies appointed by the Department;
 - b) One faculty member who teaches in Women's Studies or Women Emphasis courses, to be elected by the Senate on the recommendation of the Senate Nominations Committee;
 - c) One faculty member at large with an interest in Women's Studies, to be elected by the Senate on the recommendation of the Senate Nominations Committee.

 - 7.2 Duties:

In addition to the specifics in paragraph 2 above:

 - a) the Dean of the Faculty of Arts & Science will monitor the Chair's budget on the advice of the Nancy's Chair Committee, which will consider and approve any requests from the appointee for payment of supplementary or non-budgeted expenses related to the activities of the chair;
 - b) the Nancy's Chair Committee will consider and recommend to the Dean any other expenditures from the Fund;
 - c) the Dean of the Faculty of Arts & Science and the incumbent will meet at least once each term to review and plan the budget and receive a report from the incumbent on any matters of concern to her.

- d) At the end of each year the Nancy's Chair incumbent shall produce a report on her activities for the President, copied to the Dean of the Faculty of Arts & Science and the Chair of the Women's Studies Department.
 - e) The Nancy's Chair Committee will submit an annual report to Senate.
8. The Nancy's Chair Fund ("Fund") is established to support the Chair and shall be managed and accounted for the University and audited annually.

Income from the Endowment Fund shall be used to support the Chair holder (when the Chair is occupied) with salary, benefits, expenses associated with relocation to Halifax, support services, research and travel, and other costs attendant on the activities of the Chair, such as secretarial, fixed costs, and related expenses, which the Committee may approve during the annual budget process.

Income that is not required to support an appointment in any given year will be reinvested in the Fund. A portion of that income may be used in a way deemed appropriate by the Committee, such as visiting lecture series.

9. Nancy Ruth will receive during her lifetime a copy of the annual report on the Chair's activities, and the uses to which the Fund is put.

Approved at Senate, January 2008

Claire-Bonenfant Chair

Hélène Lee-Gosselin

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Document(s) received and included below:

- Report of Call January 19, 2010
- Translation of CHAIRE CLAIRE-BONENFANT – FEMMES, SAVOIRS ET SOCIÉTÉS MODALITÉS DE GESTION (CHAIR CLAIRE-BONENFANT – WOMEN, KNOWLEDGE, AND SOCIETIES MANAGERIAL TERMS)

Report of Call January 19, 2010

Recent History

After a year, the Board for the previous Women's Studies Chair has renamed it to the Claire-Bonenfant Chair in Femmes, Savoirs et Société, effective last week.

It was required to do so when the Université of Laval was required to bring the rules of the chair into alignment with the private chairs. What this implied was the requirement to live within a flat yield of 4.5% per year on the endowment, which amounted to a significant reduction. (In the past the income annually to operate the chair had been in the range of \$120,000-\$130,000). The new income level is on the order of \$45,000 per year. A half goes to the home Department for teaching release. The Chair is internal to U-Laval. Hélène has been a past chair, and has been reappointed under the new name and mandate for a term of four years.

The new terms of reference will be posted, and Hélène will send along a strategic plan.

Laval pays for half of the costs of the operating secretary. The other \$18,000 is paid from the endowment annually (for the operating secretary).

In the past, there have been term limits (2 years and one time renewable) but this did not allow for the continuity in establishing links to the community or indeed depth in the research program over time. Now the chair is set for 4 years, with no limit on reappointment, to be decided by the Board.

The mandate has changed to one which is more research driven. Hélène has been working on a major research grant (some \$350,000) which explored action research on women in the work force in rural areas, the experience of women entrepreneurs, and a qualitative study of women who reach senior management in organizations, to discover how they do it. Other action research projects, which have been favoured in the past, have looked at the impact of municipal restructuring on municipal groups.

The Board has three feminist researchers from Laval, two academics from other universities, two representatives from universit  administration, and 3 members from unions or community-at-large organizations. It has met as often as needed, 11 times last year, but usually meets 4 or so times per year. The open governance means external reviews are redundant: it is continuously externally reviewed.

Over the years, there was an expectation the chair would have a province-wide mandate and this has since relaxed.

Interestingly, the current chair has a goal of recruiting younger feminists to this area of research, and of engaging the scientific committee more in developing directions for future feminist research in this area.

H l ne is of the view that until recently, women’s studies has been the beneficiary of fairly good economic times; “the slack in the system which was used to develop women studies has disappeared.” By this she means that Departments are now only going to offer safe courses where they can guarantee an enrollment: so small enrollment courses or joint courses may go by the by. Furthermore, young faculty before they make tenure have a very heavy load: frequently starting families, juggling careers and unable to adopt the leadership roles of the past. There will be a real challenge in attracting new young scholars to the feminist research agenda and to Chairs such as the Claire-Bonenfant.

In exploration of potential fundraising, the Laval group has been both inventive and active, but as yet, to little avail. In one model, they created a prestigious prize to award at a gala to women who had made an important imprint on feminism and women’s issues in the province. It was awarded twice (once to C line Galipeau and another time to Claire Heureux-Dub ) but while the galas broke even, no additional money was raised for the endowment.

The second plan was to tap the Qu bec Ministries, who have hollowed out their feminist gender/analytic staff, with a plan to have a Claire-Bonenfant Institute do their research for them on an annual retainer. This received strong support from the Vice President of the Universit , but has been making very slow going.

H l ne thinks that politicians and public administrators, and indeed, many young people in the academy are “allergic” to equity. They are blind to indirect discrimination, and are no longer attuned to system inequity. The challenge will be for women’s studies to survive as a research mandate over the next decade.

- Translation of CHAIRE CLAIRE-BONENFANT – FEMMES, SAVOIRS ET SOCIÉTÉS MODALITÉS DE GESTION

CHAIR CLAIRE-BONENFANT – WOMEN, KNOWLEDGE, AND SOCIETIES MANAGERIAL TERMS

1) OBJECTIVES

The Chair Claire-Bonenfant - Women, Knowledge, and Society (hereinafter called the *Chair*) aims to develop multidisciplinary research on the status of women and disseminating the results of studies, both from the scientific community as activists and environment for progress in equality.

The goals of the *Chair* are to:

- Be the hub of studies and feminist research at the University of Laval;
- Promote the works, which aim for the transformation of value systems, structures, and social relations that maintain inequalities between men and women;
- Encourage interdisciplinarity in research and as well as in education on gender relations in different societies;
- Promote collaboration through mutual exchanges between researchers, women's groups, and community organizations to share knowledge and resources feminists;
- Promote exchange and cooperation between researchers interested in feminist studies and, more generally, by gender relations;

Specifically, the *Chair* aims in:

- The study of interactions between changes in the lives of women, socioeconomic and technological changes, ideologies, images, and perceptions about women;
- Knowledge of women as agents of social transformation and the study of the influence of their decisions on the unity of knowledge and institutions of society: family, school, work, etc.;
- Recognition of the cumulative nature of discrimination and the intersection of systems of oppression and identity affiliations.

2) UNIFICATION

- The *Chair* is attached to the Vice-rector for research and creation.

3) ACCOUNTING TERMS

Following an agreement to the effect between the University of Laval and the Foundation of the University of Laval, donations, bequests, and contributions collected for the Chair are given to the Foundation of the University of Laval, which acts as a manager.

The Chair has a capital fund, working capital, and an account of current income. The funds are managed by an investment policy which is established by the University of Laval and by the Foundation of the University of Laval.

To meet a constraint to use tax applicable to capital grants and capital accumulated, the spending policy adopted by the Foundation of the University of Laval provides the level and manner of calculating the "spending power". This "spending power" is based on the level of capital funds and is credited towards the working capital.

3.1 Capital Fund (FUL)

The capital fund consists of:

- amounts of data for funding purposes by individuals and organizations contributing to the *Chair*;
- amounts designated (in accordance with *the income tax Law*) paid by the registered charities contributing to the *Chair*;
- sums that the directing committee may assign from working capital, while taking into account the tax requirements.

The capital fund also includes the accumulation of capital in the past (returns to the market value minus the "spending power" credit for working capital and less administrative costs).

3.2 Fund Working Capital (FUL)

Working capital consists of:

- amounts of data without constraint funded by any organization or person contributing to the *Chair*.

Working capital also includes a credit called "spending power" on the capital fund.

These funds are equally drawn from the money necessary for projects selected by the *Chair's* Directing Committee.

3.3 Account of current income (SF)

The revenue account is a current account open to the Finance Department of the University in which amounts requested by the directing committee are placed made by the Foundation of the University of Laval, following approval of the operating budget for the *Chair* and grant applications.

4) COMMITTEE DIRECTOR

4.1 Composition of the directing committee

The Directing Committee is composed of seven (7) to eleven (11) individuals as follows: five for the vice-rector for research and development and of those five, three are professors / researchers recommended by the Network of researchers associated with the *Chair*. The others, two to six, recognized for their contribution to the women's movement, are recommended by existing members of the Board and are appointed by the vice-rector for research and creation.

The term of office is normally three years (renewable) and specified in their appointment.

The directing committee annually elects a female president from among its members.

The directing committee may appoint officials responsible for current affairs and adopt rules of internal management.

4.2 Term of directing committee

- Identify the major guidelines of the *Chair*, programs, research priorities, and their terms;
- Determine the typical profile of the *Chair*;
- Determine the duration of the mandate;
- Designate the *Chair*, upon recommendation of the Scientific Committee;
- Establish a scientific committee;
- Keep the Scientific Committee informed of decisions taken by the directing committee, on terms to be determined;
- Approve the applications for the status of research associate with the recommendation submitted to it by the Scientific Committee;
- Approve the applications related to scholarships whose recommendations are submitted by the Scientific Committee;
- Designate to the Finance Department of the University a person responsible for account management of current income, and the ability to sign the necessary documents;
- Approve the annual budget for the *Chair*;
- Monitor the use of funds for research, education and growth of the *Chair*, in accordance with the standards in use at the University;
- Review and approve the annual financial statements of fund capital and current account revenues as prepared by the University and the Foundation;
- Ensure that all donations are used to fund capital or revenue account current, according to the wishes of donors or donor;
- Ensure, if applicable, in collaboration with the University, the presence of a mechanism for receipt of requests for expertise and research from women's groups, in accordance with the goals of the *Chair*;
- Contribute to the success of the project and staffing of the *Chair*;
- Provide to the responsible unifying sector of the *Chair*, Vice-President and Executive Development, the Vice-Presidents involved in the activities of the *Chair* as appropriate and the Foundation of the University of Laval with an annual report on the implementation of its mandate to include the statement of receipts and disbursements.

5) SCIENTIFIC COMMITTEE

The Directing Committee formed a Scientific Committee, as follows:

5.1 Mandate

- Review the nominations for *Chair* and submit the recommendations to the directing committee;
- Review the applications under the status of research associate and submit the recommendations to the directing committee;
- Review scholarship applications and make recommendations to the directing committee;
- Advising on various matters that may be submitted to the directing committee;

- Receive a copy of grant applications and research projects submitted by the staff and the researchers associated with the *Chair*;
- Rules of Procedure of the Scientific Committee must be accepted by the directing committee.

5.2 Composition of the Scientific Committee

The Scientific Committee is composed of five (5) members, of those five, three (3) professors are chosen by the network of researchers involved and at least one female from outside the University recognized for her special contribution to the women's movement.

Members must be active in the areas of interest of the *Chair* and able to make judgments on the relevance and scientific value of projects submitted. In addition, the Chair may participate in the scientific committee.

A person from the directing committee is a former member and ensures the flow of information between the two committees.

6) RESEARCH ASSOCIATES

A network of associated researchers, recruited on a voluntary basis among the professors at the University of Laval who work in the field studies in feminist research, is with a lot of authority with a mandate to choose members of the Directing Committee professors and scientific committee from the University of Laval.

These members have regularly participated in the *Chair's* activities and contribute to its renown and notoriety. They have, in exchange, a number of privileges through the *Chair*.

7) CHAIR

7.1 Unification

The *Chair* is appointed by the directing committee and is governed by administrative rules and conventions in place at the University of Laval. The *Chair* continues, if applicable, to be linked to its unity of teaching and research.

7.2 Tasks

Under the authority of the directing committee, the professor:

- actively involved in networking activities, teaching and research of the *Chair*;
- Sees the development of scientific and educational activities of the *Chair*;
- Prepares and submits annually to the directing committee for approval, the operating budget for the *Chair*;
- Administers the budget allocated by the directing committee for projects of the *Chair*;
- Does a report annually to the directing committee of the Chair's activities.

7.3 Term of mandate

The term of the incumbent is four years. This mandate is renewable.

8) ELIGIBILITY FOR GRANTS

The eligibility for research grants under the *Chair* will be determined by regulations promulgated for that purpose by the directing committee, these regulations must aim to ensure that all research is funded and university-class standards are consistent with usual material.

9) AMENDMENT OF MANAGERIAL TERMS

The Executive Committee of the University of Laval may change the management arrangements on the recommendation of the directing committee, if needed, but in respect to the goals of the *Chair*.

10) SOLICITATION

Any request for the *Chair* will be conducted in accordance with rules adopted by the Foundation of the University of Laval after consulting the directing committee.

**Pauline Jewett Institute of Women's & Gender Studies
University of Ottawa and Carleton University (Joint)**

Katharine Kelly

Interim Director of Pauline Jewett Institute of Women's & Gender Studies
University of Ottawa and Carleton University (Joint)

Phone: 613-520-2524

Email: Katharine_Kelly@carleton.ca

Document(s) received and included below:

- Report of Call January 6, 2010

Dr. Katharine Kelly

Interim Director of the Pauline Jewett institute of Women's and Gender Studies
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Claire Turenne-Sjolander

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Helene Boudreault

Administrative Assistant to the Joint Chair

Pauline Jewett Institute of Women's and Gender Studies

1501 Dunton Tower

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Report of Call January 6, 2010

Status of Joint Chair of the Pauline Jewett Institute of Women's and Gender Studies
Carleton University and University of Ottawa (Joint)

Pauline Jewett Institute of Women's and Gender Studies have a steering committee, and remain in close contact with Monique Begin who is a champion of this chair.

Catherine Murray spoke to Katharine Kelly, Claire Turenne-Sjolander and Helene Boudreault.

Action

- Special Issue on the 25th anniversary for the Chairs for Canadian Women's Studies?
- Exchange Histories of Chairs?
- Possible Panel: past chairs with the Congress?

Current status

They are very pleased overall with where they are.

Their core asset is the full time administrator position which the Universities jointly fund outside of the endowment: each pays 50%.

Background

They started with longer term appointments (3 years) and have gone to shorter term, but may swing back.

They have experimented with Federal Civil Service executive secondments as a way to top up their income, where the federal government pays the salary, quite successfully.

At one time in the 90s, the chairs met annually in a session at the Congress, a practice which has been since dropped, but might be reinstated, if there is sufficient notice that recruitment can include this as an expected service component.

Current Political Environment

They feel the Chair is a priority at both institutions for fund-raising and have set a target to raise the endowment to 3 million over the next several years to be self-sustaining. They have strong buy in from their local Dean (Carleton) who has set this as a fund-raising priority in corporate advancement and from the Ottawa President who has set the Status of Women faculty as one of his priorities in the coming years. This buy in from the top is a welcome but recent addition.

Terms of Reference

Their chair is appointed to teach a half course in both institutions: so the equivalent of two on our semester system.

- They offer a \$10,000 research stipend.

- They also expect some outreach annually.
- The Chair also undertakes project based fund-raising in addition to her annual duties.

The Current Chair is Dr. Agnes Whitfield, whose term expires near the end of May. As Joint Chair in Women's Studies, her research focus will be on how gender awareness in community interpretation contexts could improve access to health care for minority and immigrant women. The current chair is on secondment from her home institution.

Financing

They would not divulge the principal of the current endowment, but acknowledged it must be topped up to \$3 million.

They pay their current chair's salary exclusively out of the endowment and at the equivalent of an Associate Professor rate, which is well below a CRC II (100 and 10). So their universities may be said to pay the true operating costs, and the endowment pays all chair costs. They have tried a variety of ways to limit costs.

Strategic Plan

Carleton University and University of Ottawa's Administrative Committee for the Chair is now involved in preparing a 5-year plan. Furthermore, they are thinking of extending the term to three years, focusing on research and grad teaching in recruitment, and are now compiling and updating history of the chair which they are prepared to share. They are also involving their local communications department in the preparation of a potential history project in multimedia, a proposal which may or may not happen.

Possibility for Collaboration

It may be possible to share information about potential approaches to potential funding sources, but they do not think Secretary of State, which has been deracinated, is a good likely target.

Furthermore, they are not persuaded that the idea of a coordinated thematic research target to raise money is a constraint they can live with at this time.

However, they agree that mutual exchange about the history of the chair program is a useful resource for individual fund-raising.

*Margaret Laurence Chair
University of Winnipeg and University of Manitoba (joint)*

**Margaret Laurence Endowment Fund
University of Winnipeg and University of Manitoba (joint)**

Cate Harrington

Margaret Laurence Endowment in Women's Studies
Joint Chair, U of Winnipeg and U of Manitoba
Regional Manager in Public Health Agency of Canada
Phone: 204-789-7856

Email: Cate_harrington@phac-aspec.gc.ca

And/or

Doreen Smith

Phone: (204) 786 – 9168

Email: d.smith@uwinnipeg.ca.

Document(s) received and included below:

- Report of Call January 6, 2010
- Margaret Laurence Endowment Fund Proposal April 1, 2009 - March 31, 2014

Report of Call January 6, 2010

Cate Harrington, Chair, Advisory Board
Margaret Laurence Endowment in Women's Studies Joint Chair
University of Winnipeg and University of Manitoba

Action: copy of their five year prospectus is emailed to Esther

- Their advisory meeting (5 or so a year) is pending end of January
- They may be interested in a 25th anniversary event, and also collaborating on
- Funding, but they have a very different model for the endowment.

Department Secretary

Shari Degenstien

Phone: 204-786-9878

Fax: 204-774-4134

Office: 4G09

Email: s.degenstien@uwinnipeg.ca

Background

In 1985, the Province of Manitoba contributed \$300K and a range of individuals another \$200K to match the original Secretary of State grant. One of the original fundraisers, Doreen Smith, a member of the local community, would be interested in collaborating on a history or a renewed fundraising event.

There was no expectation that there would be additional operating funds annually to match the program from the two universities. They provided services in kind, clerical for the administrative position, and access to the universities.

Today, the principal of the endowment remains at the level around \$1M...

In the past, from 1987-1999 there were 4 long term appointments made (Keith Louise Fulton, Joanne Boucher among others). The last two appointments were made through other departments—Political Science, and Sociology—to tenure track positions, on the assumption there would be an internal secondment to the Women's Studies chair for three years. It was agreed that their work would count to tenure. This diversified recruitment to the departments.

Terms of Reference

Originally, the idea was to support the development of Women's Studies in the prairie region. But because of the demands and escalating local needs, the geographic mandate narrowed from three prairies to Manitoba.

The endowment was used to help seed co-ventures with the University of Saskatchewan at one time, but this tapered off. Some project seed money also has gone to Brandon to develop women's studies.

Governance

At the outset, there was a large advisory panel, involving the two universities, and community members. The Advisory Board was chaired by a representative from the community. Over time, the demands on the Endowed Academic Chair position became too difficult. Each university had different plans for the direction of their Women's Studies units, and the Endowed Chair could not meet all the competing demands. With differing university priorities, there was necessity to get consensus on the minutiae of each expenditure. The model was no longer sustainable and as the salaries supported became increasingly non-competitive, it was difficult to attract people to Winnipeg.

It was roughly in the late '90s that the five year report to the Secretary of State were abandoned.

Last Five-Year Plan

As a consequence, the Advisory Board proposed a different model: allocations for speakers, and two different envelopes: for a post doc appointment at U of M and for the start up of a Centre at University of Winnipeg. At this time, there was also a project seeding the development of women's studies at Brandon.

In other words, there was a decentralized set of envelopes or subprograms. One of the envelopes established a program which awarded grants to not-for-profit agencies between \$500 and \$5,000 for projects in the 2009 fiscal year which could support a series of workshops, a researcher in residence, or a small research project needed by their organization. (Women's Studies in the Community.) Annual Reports are filed to the Advisory Board.

Strategic Plan

There is now a new five year plan, which has set a target of additional fundraising. The chair of the Advisory Committee, Cate Harrington has had preliminary expression of support in fundraising from the VPA in both universities. The next five year plan will allocate a proportion of the fund to each of the two universities, effectively dividing it in two.

The challenge, given this decentralized approach, is to maintain sufficient profile. Communications strategies are important.

Other Notes

The Fund has also been apparently active in the past on research themes to do with strengthening families: men's research, and aboriginal health and healing.

There is currently no central archive other than the personal files of the Chair, Cate Harrington, who also serves as regional manager in the Public Health Agency of Canada. Cate will liaise with Fiona on the possibility of continuing to develop an historical retrospective.

**Margaret Laurence Endowment Fund
Proposal
April 1, 2009 - March 31, 2014**

A Brief Background

Summary of original intent

The 1984 application to the Federal Government's Endowment Assistance program was for the establishment of a Joint Chair in Women's Studies to serve the Prairie provinces. The proposal states "The appointment of the Chair will lead to major development of interdisciplinary research and graduate work, building upon the base of women's programs now in place". The application was in response to an expression of need by women's organizations to make better use of the research and analytical skills within universities to support social policies and practices to ensure full participation of women in Canadian society.

Since its inception, there have been four appointments to the Chair in Women's Studies: Keith Louise Fulton 1987 – 1992; Susan Prentice 1993 – 1996; Debra Steinstra 1996 - 1997 and Joanne Boucher 1997 - 1999. The Chairs were supported by and accountable to an Advisory Panel consisting of representatives from both Universities and the community. The Chairs provided a profile for the work of Women's Studies and helped create a link between the universities and the communities.

During the period of 1993 to 1999 the Universities of Manitoba and Winnipeg offered a tenure-track position as part of the recruitment process for the Margaret Laurence Chair. The successful candidate was hired into a Department and then seconded to the Chair for a period of three years. None of the tenure-track positions were in Women's Studies. While this process was successful in recruiting highly qualified candidates, the interdisciplinary work required along with the increasing demands of each of the Women's Studies programs created a challenging work environment. In light of these circumstances the Advisory Panel in consultation with each of the Universities opted to not continue the position of the Chair in Women's Studies but to pursue the objectives of the endowment through other approaches.

In 1999 a new format for the use of the Endowment funds was proposed which would allow each university to direct a portion of the funds to support programs and activities that were unique to that institution and therefore more responsive to its community. This five-year plan began with a Speaker's Series in 1999 followed by two years of funding to the University of Manitoba to offer a post-doctoral fellowship. In the fourth and fifth year the University of Winnipeg used the endowment funds to facilitate the development of the Margaret Laurence Women's Studies Centre.

The next five year plan (2004 – 2009) built on the successes of the previous plan. During this period Brandon University applied to the Margaret Laurence Endowment to support the development of their Women’s Studies program. Although not one of the original partners in the Joint Chair proposal, the work they are undertaking is in keeping with the intention of the endowment fund. Brandon University initially received a small grant and then became a more formal partner with the Universities of Winnipeg and Manitoba in the use of endowment funds.

The endowment fund during this period was dispersed as follows:

- Grants to each University for work over a five-year period.
 - Brandon \$50,000
 - Winnipeg \$100,000
 - Manitoba \$100,000
- Annual payments in support of the Women’s Studies Programs at each university
- Annual support to the Advisory Panel
- Student Support at the U of W and U of M
- Community Grants
- Sponsorships

Although very successful at many levels, the approach over the last ten years has required even heavier administrative and financial accountability and oversight but without the coordination of an established Chair. The types of activities and expenditures of funds in each category by each University had to be agreed to by all members of the Advisory Panel which was both time consuming and occasionally controversial. The funds allocated to each university were relatively small and available for short term activities only.

New Proposal

Over the next five-year period, each university would receive an annual set percentage of the interest earned by the endowment to support activities within their respective Women and Gender Studies programs. Each program will create an annual plan for the use of these funds to maintain and enhance existing programming. The plans will be submitted for approval to each institution’s respective Dean or Vice President as appropriate but will not require the concurrence of the Advisory Panel or the other universities. However, a copy of each university’s plan will be provided to the Chair of the Advisory Panel.

The proposed formula for the allocation of funds among the universities, using the annual interest earned is:

- University of Manitoba 40%
- University of Winnipeg 40%

- Brandon University 20%

It is anticipated that each university will pursue many of the same activities from the 2004 - 2009 plan but with a more focused approach tailored to meet both the short and long term objectives of each Women's and Gender Studies program. Within this context, the funding of community initiatives will become the responsibility of each university.

The Advisory Panel

The role and composition of the Advisory Panel will change. Membership of the Panel will consist of the Women's Studies Coordinators (or their alternates) for each university, two representatives from the community and the Chair of the Panel who is also a community representative. The role of the Panel will be to ensure on-going accountability of the funds, to provide a forum for exchanges among the universities and to promote the visibility of the Margaret Laurence Endowment Fund. The Panel will be responsible for the review of this five-year proposal and the development of the next five-year plan.

The Panel retains the responsibility to review the financial situation with respect to the endowment fund (interest, carry-over and reserve funds), approve the overall budget, and request transfer payments. Funds allocated to each university must be used within the five-year period. Any funds remaining at the end of this period will be returned to the Endowment's Reserve.

Reporting Requirements

Under the new five-year plan each University will provide an annual report of activities to the Advisory Panel. In addition, each University will provide a report of activities funded through grant process in the 04 -09 plan once they are complete. This final reporting cycle is as follows: University of Manitoba 2010; Brandon University 2011; University of Winnipeg 2012.

This approach will reduce the administrative burden of the Advisory Panel, more clearly focus on the needs of each institution and their community and provide greater financial stability over the five-year period.

Growing the Fund

With a reduced need for the Panel and the Universities to administer the endowment funds, more effort may now be directed to growing the fund. A further proposal will be developed by the Advisory Panel after consultation with the Universities of Manitoba and Winnipeg on the appropriate format.

Ruth Wynn Woodward Chair

Contact: Catherine Murray, Chair

Department of Gender, Sexuality, and Women's Studies

SFU Burnaby Campus, Burnaby, BC

Phone: 778-782-5526

Email: gswschr@sfu.ca

**Terms of Reference for the Ruth Wynn Woodward Chair
in Department of Gender, Sexuality, and Women's Studies**

(As found in the University Advancement Database)

- 1.1 The University agrees to establish an Endowment Trust Fund to finance the Gender, Sexuality, and Women's Studies Chair
- 1.2 The University shall cause the activities of the Chair to be commenced no later than September 1st, 1985
- 1.3 The University shall make all efforts to ensure that the Chair will be interdisciplinary
- 1.4 The University shall endeavour to provide for applied research and publication activities by the Gender, Sexuality, and Women's Studies Chair in addition to teaching activities
- 1.5 The University shall maintain a separate account for the Endowment Trust Fund apart from its other operations
- 1.6 The University shall have full control of the manner in which the Endowment Trust Fund is invested and the sole right to select academic personnel for the Department of Gender, Sexuality, and Women's Studies Chair
- 1.7 The University agrees not to use the Endowment Trust Fund and the revenues derived from its investment for other purposes than the related activities of the Gender, Sexuality, and Women's Studies Chair
- 1.8 The University agrees to maintain and develop links with other women's studies programs in the region and nation wide
- 1.9 The University agrees to provide a visiting lecture service to other institutions in the region as required

RWWP Chair Background

In 1984, with a grant from Secretary of State and matching funds from private donations, an endowed chairship in Women's Studies was established. Private donors included Mrs. Mary Twigg White and Mrs. Elizabeth Russ, daughters of Ruth Wynn Woodward; the Vancouver Foundation; and many other individuals and groups. The Canadian government, through the Office of the Secretary of State, established five regional chairs across the country in women's studies with an endowment fund at Mt. St Vincent University, Laval University, Ottawa-Carleton Universities (joint chair), University of Manitoba-Winnipeg (joint chair) and Simon Fraser University.

The chairship was named for Ruth Wynn Woodward, one of British Columbia's outstanding pioneer women. Through a lifetime of public service and personal accomplishment, she demonstrated the importance of the work of women to Canadian society. As well as raising three children, she was director and vice-president of Woodward's Stores Ltd., owner/operator of Woodwynn Farm, a founding director of the Junior League of Vancouver, and president of the Women's Auxiliary of Vancouver General Hospital.

For several years, the department offered RWW post-doctoral fellowships, then several two-year appointments, but reverted to single-year appointments. Other programs funded year to year by the RWW endowment include a traveling speaker series; local, national and international conferences; a bi-annual women's studies retreat for instructors from colleges and universities in BC and the Yukon; and sponsorship and co-sponsorship of invited speakers on campus and in the community.

RWW Invited Speakers have included Nicole Brossard, Bell Hooks, Evelyn Fox Keller, Joy Kogawa, Teresa de Laurentis, Maria Mies, Himani Bannerji, Madhu Kishwar, and Marilyn Waring, among others.

The Ruth Wynn Woodward Chair enables us to make short-term appointments in areas where the department lacks faculty and to give courses in addition to those we are required to offer. As well, it provides the resources to host conferences and to invite high-profile speakers to address issues of current interest and concern.

Past Chairs sponsored by the Ruth Wynn Woodward Endowed Chair:

- Dr. Afua Cooper, historian, writer, 2008 - 2009
- Dr. Susan Stryker, philosopher, writer, 2007 - 2008
- Kate Braid, poet, non-fiction writer, carpenter, 2006 - 2007
- Elizabeth Philipose, political scientist, 2005 - 2006

- Louise Chappell, political scientist & senior lecturer, Spring 2005
- Dr. Sue Wilkinson, psychologist, 2002 - 2004
- Dionne Brand, poet, novelist and essayist, 2000 - 2002
- Dr. Sunera Thobani, sociologist and activist, 1996 - 2000
- Dr. Vanaja Dhruvarajan, sociologist, 1994 - 1995
- Dr. Hilda Ching, scientist, 1990 - 1991
- Dr. Marjorie Griffin Cohen, economist, 1989 - 1990
- Daphne Marlatt, writer and literary critic, 1988 - 1989
- Rosemary Brown, politician, 1987
- Dr. Susan Penfold, psychiatrist, 1985 – 1986

RWWP Chair Overview

Current Context

The current RWWP chair is Dana Claxton, a noted Lakota-Sioux contemporary artist. Her term expires in the summer of 2010. In the Fall of 2009, as a part of overall university budget cuts, half of the salary matched from the Administration to the RWWP chair was cut. As a consequence, SFU's Department of Gender, Sexuality and Women's Studies voted to convert the position into the equivalent of a post-doc for one year (2010-2011).

Budget for the Chair

The principal of SFU's current endowment is \$1.7 million. In 2009-2010, there was an operating income of \$75,271 for the Chair, which covered both the Chair's salary and assistant and other direct costs.

Responsibilities of the Chair

The RWWP Chair is expected to teach two courses in the academic year. A major responsibility of the Chair is to deliver public lectures and assist communities organizing women. Over its history, RWWP chairs have given hundreds of public talks, radio and TV interviews. Some are arranged by the Travelling Speaker's Series. In this series, a list of speakers and topics is circulated to women's centers and women's studies programs throughout BC and the Yukon, and these groups then request a speaker to a local event. Between four and seven of these talks occur annually.

Finally, SFU's Ruth Wynn Woodward Chair has pioneered major national and international conferences, frequently with the RWWP Chair taking the lead in also applying for SSHRC or other external funding.

Administrative Support

SFU provides a half time position to the RWWP chair, something necessary to manage the transition between Chairs, and assist in orientation and public communication.

Governance

The Department is responsible for administering the Endowed Chair & selection of appointments to the Chair in accordance with University Appointment Procedures. An annual report is prepared and published in the Department Newsletter.

Challenges

There is a steep learning curve for incumbents, which the Department has sought to ease by preparation of an orientation manual. The reduction of some 33% of the annual operating budget, drawn from matched sources in SFU's teaching sources, has occasioned a major restructuring of the RWWP program. The Department is preparing a three year plan which it will present in May, 2010.

**Appendix
Letters**

The following letter went out to the four chairs across Canada:



Date

Department of
Women's Studies

mailing address
8888 University Drive,
Burnaby BC Canada
V5A 1S6

Dear -----:

2009-2010 marks the 25th anniversary of the inaugural grants of \$500,000 from the Secretary of State to establish 5 regional chairs in Women's Studies: the Ruth Wynn Woodward Chair in Women's Studies at Simon Fraser University; Joint Chair in Women's Studies for the University of Manitoba and University of Winnipeg; Joint Chair in Women's Studies at Carleton University and University of Ottawa; Nancy's Chair at Mount Saint Vincent University. All positions shared in common an intent to support applied research, publication and outreach activities and teaching in women's studies. Over time, however, rather than represent the kind of senior/prestigious appointments originally envisioned, I believe the value of the chairs have likely depreciated to the equivalent of a CRC II—not what was intended.

As new chair, of SFU's Department of Women's Studies, and responsible for one of the five endowed Women's Studies Chairs in Canada, I am concerned about the continued viability of these positions in view of the impact of the economic recession and restraint on university budgets facing many of us.

I believe it is time to consider a joint regional effort again to develop a strategy to replenish the endowments from the Status of Women and possibly other federal envelopes which would then be matched locally.

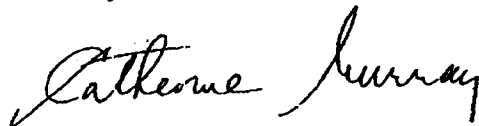
I would like to arrange a time to talk to the Departmental Chair's responsible for these positions briefly about your experiences administering the endowed chair program in a frank and confidential manner. There are a range of questions which concern us. How has the investment of the trust fund performed over time

at your university? Have your universities consistently matched the endowment? Is the remuneration for the position keeping up with other recent endowed chairs at your university? Has the mandate for the chair changed? What are your short term and long term strategies for building the chair's profile? Would you be interested in coordinating a new approach to the Status of Women?

Aside from the shrinking investment income from endowments, Women's Studies Departments appear to be at the receiving end of budget cuts across the country. Our department is thinking that collective group discussions might produce fruitful strategies to come to grips with the current circumstances. We would like to explore possible options that would help to change the current dynamic of the situation. I would like to echo Greta Hoffman Nemiroff who argued that if we occupy rather than become these chairs, and if we share them well, we have a superb opportunity to change the situation of women within and outside the university.

I would like to arrange a short teleconference and look forward to hearing from you at your earliest convenience either the week of December 14, or January 5. Esther Harrison (rwwpasst@sfu.ca) will assist in scheduling a call at your convenience. I look forward to talking to you.

Sincerely,

A handwritten signature in cursive script that reads "Catherine Murray". The signature is written in black ink and is positioned above the typed name and title.

Dr. Catherine Murray
Chair, Women's Studies

Questionnaire

Attachment to each letter included a questionnaire as follows:



SIMON FRASER UNIVERSITY
Department of Women's Studies
8888 University Drive
Burnaby, BC, Canada V5A 1S6
Tel: 778-782-4023 Fax: 778-782-5518

December 2, 2009

Suggested questions:

Overall

Would you say the continued viability of your Women's Studies Chair Endowment is assured, unchanged or threatened by the current budget conditions facing your university?

A. Mandate

What is the mandate of your current Chair? Has that mandate changed over the 25 years? If so, how?

B. Current Challenges

What are the current challenges, if any, facing your endowed Chair program? Compared with other endowed Chairs at your university, would you say the Women's Studies Chair holding its own, in better financial circumstance or falling behind the others?

C. Chair History—written

Is there a written history of the Chairs' contributions over the past years? Is there any way to compile an historical record of their contributions? Can you send these along so we can compile a consolidated report?

D. Financial Profile

What is the total current endowment principal as at the last fiscal budget year? And what is the annual income available for expenditure on the chair in 2009/2010?

Last year, what did you pay in salary and benefits to your Chair? And what was the term of appointment?

What were the other operating expenditures?

E. Plans for Chair position 2010-2011

What are your plans for recruiting a Chair next year?

Have you any assessments of your Chair in recent External Reviews?

What is your strategic plan for the Chair, its research, teaching and outreach over the coming 3 years?

F. Fundraising

Have you endeavoured to raise additional non-project based money for the Chair since 2000?

Do you have any success stories on project based fundraising by your past Chairs that you can share with us?

G. Would you be very somewhat or not very interested in coordinating a 25th anniversary strategy to raise funds and coordinate chair positions?

H. Who would be the best administrative contact person, aware of budget or other details to contact?

Article

The third attachment was referenced in the letter; the article, "The Women's Studies Chairs: Questions and Concerns" written by Greta Hofmann Nemiroff in the CANADIAN WOMAN STUDIES/LES CAHIERS DE LA FEMME Volume 6 Number 3, pp 10-11.

THE WOMEN'S STUDIES CHAIRS:



Greta Hofmann Nemiroff (centre) with Arne Denis, Susan Clark, Vanaja Dhruvarajan and Meredith Kimball.

QUESTIONS AND CONCERNS

Greta Hofmann Nemiroff

Le gouvernement canadien, par l'entremise du secrétariat d'Etat, a créé cinq chaires en Etudes de la femme dans les universités canadiennes. Ceci pourrait être un bienfait, mais il pourrait aussi s'avérer être l'ultime cooptation des Etudes de la femme. Tout en prenant cette occasion pour améliorer la situation des femmes dans le monde académique, nous devons demeurer alertes aux périls que nous encourons en établissant ces chaires.

So, we've finally arrived! We too will have Chairs!" Through the Secretary of State, the federal government has endowed five Chairs in Women's Studies in Canadian universities. Wait a moment, though. We must ask ourselves if this is where we want to be and exactly what kind of Chairs we would like. On the one hand, we must celebrate the fact that after fifteen years of Women's Studies in Canadian universities, we have become sufficiently respected to be awarded Chairs in our field. On the other hand, Chairs have traditionally been pompous thrones of entrenched conservative power in the university. We must make sure that these

Chairs do not end up sitting on us. For example, traditionally a Professor (usually a man) becomes a Chair . . . a chair of History perhaps. I hope that we will simply occupy Chairs and share them with one another with minimum pomp and maximum effect in transforming that most patriarchal of environments, the university.

Women's Studies itself has become an issue of disagreement in Academia. Some scholars consider it to be a discipline in itself; others see it as an inter-disciplinary construct or as a sub-section of each discipline; then there is a group which views it as an interim form of knowledge which will eventually wither on the vine as the existing disciplines reform themselves into non-sexist fields of research and teaching. It is especially timely to have these Chairs endowed when many Women's Studies programs are slowly becoming eroded either through the disappearance of courses or the fact that they are increasingly being taught by part-timers who have no political base in the university.

The issue of prestige is an important one for the future of Women's Studies.

Women's issues in Canada are becoming increasingly marginalised by the state. While we represent 51% of the population, our issues become relegated to that grab-bag of "weaklings" so perceived by those in power: the "visible minorities" of native peoples, women, and the handicapped. This, of course, does a disservice to each of those groups since our needs are highly variable, although women are a common factor to these categories. The political economy of the university militates against Women's Studies. Most usually the tenured or full time professors who teach Women's Studies bear a kind of double load which parallels that of women engaged in both the paid and unpaid labour forces. They must maintain visibility and a power base in their departments if they want to advance in their careers as well as to entrench Women's Studies in the university. If they work too hard on behalf of Women's Studies, they are in danger of losing credibility in their departments.

Since Women's Studies is usually a program in universities where the power is based in departments, the field and those women who co-ordinate the

programs are often marginalised into positions far from the decision-making regarding the allocation of human and material resources in the university. It is, for example, difficult to exert influence over the departments which cross-list Women's Studies courses. The latter is a frequent phenomenon which can convince prospective students that the university in question offers a large spectrum of Women's Studies courses. In reality, so little control is exerted over their content that frequently they have little or no content related specifically to women; some have an underlying ideology which actively disconfirms feminism. A single woman in a department usually cannot exert influence over the content of these courses, nor can a "co-ordinator" from another discipline.

The power of Women's Studies programs is also frequently eroded by the ambivalence full time faculty might feel towards teaching within them. This means that often the courses are taught by part-timers (many of whom are excellent and should be full time faculty) who are struggling to find a niche in the university. Because the latter are frequently completely focused on Women's Studies within the university, they have a special contribution to make. The inequities of the structure, however, force the full time faculty into this two-tiered position of privilege, often living off the energy of women who do not have the double university load, but also have neither security of employment nor fair pay, nor any kind of power in the university community.

Let us hope that the presence of the Chairs will infect the universities with some respect for Women's Studies. Perhaps such external validation will even influence the disciplines to examine their curricula for sexism and the systemic exclusion of women. It might even seem advantageous to implement some mild form of affirmative action in order to attract Chairs for women.

The Chairs, then, can be either a blessing or the final act of co-optation of Women's Studies. They can become launching pads for a handful of Queen Bees to junket around the world in the name of all of us: the indifferent, the marginal, and those graduate students with fascinating dissertations and no hope of university employment. The Chairs can become bottle necks through which radical thought becomes so reduced and strained that it is unrecognizable. They can conversely become conduits through which

the state sets the feminist agenda for the country, since research is so inherent a factor in government policy-making. While this is all the worst kind of prognostication, it is essential to be cognisant of the dangers in creating Chairs; we have, after all, only the examples of the conservative self-interest which has guided Academia into this particular form of recognition.

Of course, the Chairs also offer women scholars across the country the opportunity to progress in research, explore non-authoritarian pedagogy, and introduce into the academy a model of collaboration. Because of the possible use of the Chairs to connect the university communities with those outside, they offer us the opportunity to develop a praxis for feminist scholarship.

These Chairs are a gift of the State to

Canadian women. Let us hope that one day women of means - and even men - will endow Chairs and programs of Women's Studies. They can legitimize Women's Studies not only in the university but in the schools and colleges as well. If we occupy rather than become these Chairs (one imagines them as large, carved and clawed), and if we share them well, we have a superb opportunity to change the situation of women within and outside of the university. However, we must be sure to negotiate these perilous waters with relative purity of purpose and in full wakefulness to the dangers.

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