



University of Alberta  
Edmonton

Canada T6G 2E5

Department of English  
Faculty of Arts

3-5 Humanities Centre, Telephone (403) 432-3258

July 20, 1990

Dear Women's Research Centre

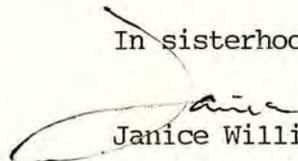
I want to thank you for your correspondence concerning the third annual Feminist Research Forum. I am delighted to be invited to participate again this year.

Over the past year, I have been unable due to teaching and travel commitments to participate in many of the meetings and am plagued by guilt about this. Since I support wholeheartedly effective strategies for crossing the apparent divide between community and academic feminist researchers (the concept itself is paradoxical for aren't women who work in the academy part of the community?), I am reluctant to resign from the board of the Women's Research Centre. However my discomfort with my lack of participation in the ongoing work of the centre makes it impossible for me to continue in my current capacity.

Thus it is with regret that I resign from the board of the Women's Research Centre. I would be happy to stay on as a member-at-large or in some other capacity which acknowledges my ongoing support of your work and my willingness to act as a resource should you need me.

I wish you much luck with your continuing work.

In sisterhood,

  
Janice Williamson

**Women's Research Centre,  
Athabasca University/University of Alberta,  
11043-90th Ave.  
Edmonton, Alberta Canada T6G 2E1**

August 31, 1989

Susan Belcher  
Athabasca University  
Box 6542, Stn C.  
Edmonton, AB  
T5B 4M4

Dear Susan,

Thank you for your letters which arrived here at the end of June. I had hoped to send a reply in time to co-incide with your return to Edmonton, but one thing and another and the calendar seems to have escaped me.

We are all very happy you have agreed to sit as a board member for the centre, and look forward to meeting with you. Our next Operations committee meeting was scheduled for Sept 14th at 7 pm, but we are having difficulty with this date. To speed up the 'change process', would you please leave a message on our answering machine with the dates you are free that week (sept 10 to 16, in the evenings), and when I narrow down the possibilities a little more, I will telephone you. Thanks.

See you soon.



Mary Potrebeko  
Coordinator, WRC  
492-8950 (Answering machine)

P.S. Regarding the allocation of space at the centre:  
this question will be discussed at the Sept meeting.

*Enclosing last minutes by your info.*

*lu.*



P.O. Box 6542, Stn. C  
Edmonton, Alberta T5B 4M4  
Tel.: 477-5092

June 26, 1989

Ms Mary Potrebenco, Co-Ordinator  
Women's Research Centre  
11043 - 90 Avenue  
Edmonton, AB  
T6G 2G5

Dear Ms Potrebenco:

Dr. Barbara Roberts, Co-Ordinator of Women's Studies at Athabasca University, has asked me if I would be willing to sit as a board member for the Women's Research Centre.

At present, I am a tutor in the Women's Studies Program at Athabasca University. I am also conducting my own long-term community study of Eritreans and Ethiopians in Edmonton.

I am happy to accept this responsibility and look forward to meeting with the other board members.

Please note that I will be out of the country for the months of July and August, but will be able to participate in early September.

Thank you for the opportunity to work on such a worthwhile project.

Sincerely,

Susan M. Belcher  
Sociologist

/bb

P.O. Box 6542, Stn. C  
Edmonton, Alberta T5B 4M4

June 26, 1989

Ms Mary Potrebenko, Co-Ordinator  
Women's Research Centre  
11043 - 90 Avenue  
Edmonton, AB  
T6G 2G5

Dear Ms Potrebenko:

I understand that you have space available for women who are engaged in research. At present, I am conducting a community study of Eritreans and Ethiopians in Edmonton, most of whom are refugees. A major part of that study entails women's issues, since these women have unique problems associated with their cultures. I have received \$30,000 from Alberta Culture and Canada Secretary of State towards to costs of doing this work, which is a long-term study.

It would be very useful to me if I could use some space at your centre. Though I will be out of town in July and August, I hope that some arrangement can be made in early September. Thank you for your consideration.

Sincerely,



Susan M. Belcher  
Sociologist

/bb



Spring  
1989

With Compliments,

Women's Studies

Barbara Roberts

and

Cathy Bray

Resources for Studying Women in Canada:

An Annotated Bibliography of Bibliographies,

1975-1985.

by Fay Hutchinson

w/Rebecca Coulter and Gilda Saunders

Copy

**Women's Research Centre,  
Athabasca University/University of Alberta,  
11043-90th Ave.  
Edmonton, Alberta Canada T6G 2E1**

May 26 1989

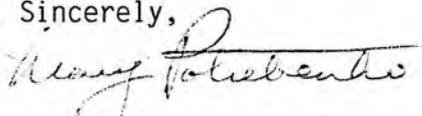
Barbara Spronk  
Box 9, Site 3  
RR#1 St. Albert  
T8N 1M8

Dear Barbara,

I am writing on behalf of the members of the Research Centre to thank you for your generous donation of dishes, cups and bowls. They are really wonderful and we feel very lucky to have them, thank you.

Yesterday we had our first cup of tea (and dish display) at our Operations Committee meeting. I think I detected more enthusiasm than usual for our deliberations - no doubt brought on by the warm glow of the dishes. Please come over and have tea with us soon!

Sincerely,



Mary Potrebenco  
for the Centre

492-8950  
3-6 pm Tues + Thurs.

Women's Research Centre,  
Athabasca University/University of Alberta,  
11043-90th Ave.  
Edmonton, Alberta Canada T6G 2E1

*rough copy*

May 24 1989

Christine Miller  
Coordinating Committee  
National Symposium on Aboriginal Women of Canada  
Department of Native American Studies  
University of Lethbridge  
Lethbridge, AB  
T1K 3M4

Dear Christine,

We are very impressed with your poster advertising the National Symposium on Aboriginal Women of Canada, and I am writing to request ~~that you send us~~ one for our centre. If you are able to send more than one we would be delighted ~~too~~, of course! ~~Perhaps we could put a few up around this area for you.~~

Thanking you in advance, and wishing you and the Coordinating Committee every success in October.

Sincerely,



Mary Potrebenko  
Coordinator

*Essay writing*  
*Endowment*

To: The Women's Studies Committee  
From: Janice Williamson, English

Re: Feminist writing prize from royalties of Up and Doing: Canadian Women and Peace, eds. Janice Williamson and Deborah Gorham (Toronto: Women's Press, 1988).

For the past few years I have been working with Deborah Gorham, a social historian at Carleton, in putting together an anthology of documents, essays and creative writing by Canadian women about peace. The Women's Press is publishing this very soon (December) and thus I would need your decisions concerning my request as soon as possible.

*Published or unpublished (2)*

Debbie and I would like to donate the royalties of the book Up and Doing: Canadian Women and Peace to an essay prize for material written by Canadian women on "feminism, peace and social justice." The theme is not "women and peace" in order to consider not only the absolute pacifist stand but also to address the complexity of peace issues which arise for instance when we document and study the lives of many women in developing nations. The collection of writing in the anthology is interdisciplinary with contributions from Dorothy Smith on feminist theory, Donna Smyth and Sandra Rabinovitch on popular culture; Kim Echlin on the Marshall Islands testing; Shelly Romalis on educating women for peace; Kay MacPherson on the Voice of Women; Barbara Roberts, Randi Warne, and Tom Socknat on Canadian women's social history; Adelle Ratt with a native woman's perspective; Joy Kogawa and the late Margaret Laurence on activism and social justice; Ann Hansen's "Direct Action" statement to the court; Janice Williamson on feminist civil disobedience; and poetry by Claire Harris, Betsy Warland, Erin Moure, Dionne Brand, Phyllis Webb, Daphne Marlatt, Louky Bersianik, Lola Lemire Tostevin, Margaret Atwood, Sharon Thesen, Marilyn Bowering and others.

There is a good deal of wonderful poetry and fiction in the anthology (and needless to say, this is a special interest of mine). We might think about offering two prizes: one for an essay and another for creative writing which elaborates the theme. The royalties might be small, but the acknowledgement to the author and publicity for the issues would probably compensate for the amount of the prize.

Since the Carleton Women's Studies programme has been in place for a good while, (Debbie was my professor in Carleton Women's Studies in 1972: her feminist pedagogy worked!), we thought this might be a project of interest to the new Women's Studies Programme at U of A. As one of the regional editors of Canadian Woman Studies, I've asked whether this periodical will provide space to publish the winning entries. Perhaps a number of feminist periodicals might be interested in rotating the publication of the winning entries. The details of the prize need to be worked out more carefully (for instance, preferably the prize would be available to students, activists, creative writers, and feminist scholars), but I would appreciate your response to the general proposal so that we can list the prize in the book itself. I look forward to your response.

cc. Winnie Tamm, Women's Studies Co-Ordinator

1

Date: April 22, 1988

To: Coordinating Committee on Women's Studies

From: Leslie Stewart

The date for the May meeting is:

**Tuesday, May 10**

11019 - 90 Avenue

9:00 a.m. - 1:00 p.m.

Lunch provided

Date: April 18, 1988

To: Coordinating Committee on Women's Studies

From: Leslie Stewart (3093)  
11019 - 90 Avenue

Enclosed is a copy of the agenda for the May meeting to be held either **Tuesday, May 10** or **Monday, May 2**. The meeting will run from 9:00 a.m. - 1:00 p.m. with lunch provided.

**Please let me know as soon as possible  
which of these dates is best for you.**

(If Rosemary has spoken to you, I already have your answer).

## **Coordinating Committee on Women's Studies**

### Agenda for May Meeting

1. Evaluation of the work of 1987-88.
2. Work planning for 1988-89.
3. Budget for 1988-89.
4. Use and management of the Women's Research Centre house.
  - i) Report from Lisa.
5. Individual commitments to the work of the committee for 1988-89 in terms of time, subcommittee responsibilities, and leadership.
6. Other business.

If you cannot attend the meeting, written comments on the agenda items would be appreciated. Please send to 11019 - 90 Ave., and they will be forwarded to the 1988-89 Chair(s).



University of Alberta  
Edmonton

Faculty of Nursing

Canada T6G 0T2

400 Garneau Professional Centre  
11044 - 82 Avenue

January 22, 1988

Dr. Marilyn Assheton-Smith, Co-Chair  
Dr. Rosemary Liburd, Co-Chair  
Coordinating Committee on Women's Studies  
University of Alberta  
Women's Resource Centre  
11019 - 90 Avenue  
Edmonton, Alberta

Dear Marilyn and Rosemary,

This letter is to request acceptance of my resignation as a member of the Coordinating Committee on Women's Studies, and, therefore, a member of the Faculty of Arts Women's Studies Committee. It is with regret that I must resign, due to time commitments, as I have enjoyed my experience on both committees very much. For sure I have learned more than I have contributed and I am grateful for that opportunity to learn. I trust that my associations with you will continue in the future.

I have spoken with colleagues within my faculty to find someone who will put forward their name for consideration by the committee. Nursing has much to contribute to women's studies and research and being part of this committee can support the growing desire on the part of nurses to really take hold of feminist issues. As you may be aware there is some beginning thinking toward development of a women health issues course that may lead to a course offering campus wide at some future time.

Thank you for my association with you. I look forward to watching the further development of the Women's Research Centre, the Women's Studies Program, and the continued development of scholarly thought. I trust that I will continue to be a part of it in some way.

All the best for the continued success in your endeavours.

Sincerely,

Vangie Bergum, Ph.D.  
Associate Professor

cc. Dean M. Wood, Faculty of Nursing  
Professor Shirley Neuman, Chair of Faculty of Arts Women's Studies  
Committee



ALL ACADEMIC STAFF:

to:

DR. DENNIS FOTH, DEAN  
EXTENSION  
220 CORBETT HALL

date: 86.07.14.

our file:

from:

DEVELOPMENT OFFICE  
450 ATHABASCA HALL

your file:

subject:

*Dear Dennis*

The Provincial Government's \$80,000,000 five year project is a pretty HOT topic among development offices of Alberta's post secondary educational institutions. We know the program will probably not be available until August 1 of this year. Rest assured that as soon as the details are available to this office they will be communicated to you.

As of August this year we will be sending you a regular (4 times a year) letter on Development Office activities and how we can best serve you.

In the meantime if you have any special projects in mind be sure to contact us as early as possible so that we can appraise and assist and, grasping the larger hope, show you how to maximize your fund raising activities.

Plans are well underway for a new thrust for our Annual Fund "Project Leadership" which we are confident will bring the U of A up to a new level of awareness of what private funding can do for our future programs.

If you require any information on Development Office activities please give us a call at 4418.

Hal L. Spelliscy

ANY IDEAS?

PLEASE FORWARD THEM TO CLARA.

THANKS - D.F.





May 9, 1986

To: Members of the Advisory Committee on Women's Studies  
From: Leslie Stewart

A few announcements:

Dallas received a call from Terry White to say that the Degree Proposal had been passed unanimously by the Curriculum Committee. Next step, the Academic Planning Committee, Faculty of Arts.

Funding for Ursula Franklin has been approved by the Endowment Fund for the Future.

Summer meetings have been scheduled for the following dates. The expected topic of discussion for each of the meetings is also indicated:

MONDAY JUNE 9, 9:00 a.m. - 12:00 p.m.

Research Institute Proposal, Report on progress of Degree Proposal, Day-to-day items (speakers, etc.)

WEDNESDAY JULY 9, 9:00 a.m. - 12:00 p.m.

Letter of Understanding to Faculty of Arts

WEDNESDAY AUGUST 6, 9:00 a.m. - 12:00 p.m.

Overall administrative structure of Women's Studies

Please let Leslie know if you will NOT be attending any of these meetings.



University of Alberta  
Edmonton

**Advisory Committee on Women's Studies**

Canada T6G 2E1

11019 - 90 Avenue, Telephone (403) 432-3093

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April 17, 1986

To: Members of the Advisory Committee on Women's Studies  
From: Leslie Stewart

The next meeting of the committee will be WEDNESDAY APRIL 30, 9:00 a.m.-12:00 p.m.  
Terry White will be in attendance from 9:00 a.m.-10:00 a.m.

The committee is scheduled to meet again on MONDAY MAY 5, 9:00 a.m.-11:00 a.m.



to: Advisory Committee on Women's Studies

date: April 23, 1986

our file:

from: Leslie Stewart

your file:

subject:

Please find enclosed the newest version of the "Suggested Administrative Structure for the Women's Studies Program in the Faculty of Arts", which incorporates some of the discussion from the April 15 meeting. A copy has also been sent to Terry White.

SUGGESTED ADMINISTRATIVE STRUCTURE FOR THE WOMEN'S STUDIES PROGRAM IN THE  
FACULTY OF ARTS

There will be a Women's Studies Committee/Council in the Faculty of Arts, which will consist of:

Coordinator of Women's Studies in the Faculty of Arts

People teaching those courses comprising the Women's Studies program and with the designation WOMST.

One representative from each academic unit (department or non-departmentalized faculty) in the university which offers cross-listed women's studies courses. These academic units will be from both inside and outside the Faculty of Arts; the representative of the unit must teach a cross-listed course.

Two representatives from the Advisory Committee on Women's Studies/Interfaculty Council on Women's Studies

Director of the Women's Program, Faculty of Extension

Two student representatives

One representative from the women's community

The Chair of the Women's Studies Committee/Council in the Faculty of Arts will be selected from among the full-time academic staff members on the Committee/Council. The Chair will function as a department head in the Faculty of Arts.

The Coordinator of Women's Studies in the Faculty of Arts will be responsible for (1) the day-to-day administration of the Women's Studies Program in the Faculty of Arts and (2) either teaching or coordinating two of those courses comprising the Women's Studies program and with the designation WOMST.

The Coordinator and the people teaching those courses comprising the Women's Studies program and with the designation WOMST will be either seconded from their home departments or hold a joint appointment in Women's Studies and their home department. Such individuals can be drawn from any academic unit on the campus (inside or outside the Faculty of Arts; offering or not offering a cross-listed course). The maximum appointment to the Women's Studies program will be 1/2. The Women's Studies Committee/Council in the Faculty of Arts will be involved in the selection of those individuals who will hold appointments in Women's Studies.

The academic positions provided for the Women's Studies program will be 3 FTE.

Funds in the Faculty of Arts budget will be earmarked specifically for the Women's Studies program. Use of those funds will be decided by the Women's Studies Committee/Council in the Faculty of Arts.

The Women's Studies Committee/Council in the Faculty of Arts will negotiate and arrange for cross-listed courses for its degree program.

A review of the Women's Studies Program in the Faculty of Arts will occur after five years.

Those courses comprising the Women's Studies program and with the designation WOMST will be available to other academic units which develop Women's Studies programs. That is, the Women's Studies Committee/Council in the Faculty of Arts can arrange to have students from other Women's Studies programs enroll in those courses comprising the Women's Studies program and with the designation WOMST.

The representative from the Advisory Committee on Women's Studies/Interfaculty Council on Women's Studies, Director of the Women's Program, Faculty of Education, two student representatives, and the representative from the women's community...

The Chair of the Women's Studies Committee/Council in the Faculty of Arts will be selected from among the full-time academic staff members of the Committee/Council. The Chair will function as a department head in the Faculty of Arts.

The Coordinator of Women's Studies in the Faculty of Arts will be responsible for (1) the day-to-day administration of the Women's Studies Program in the Faculty of Arts and (2) either teaching or coordinating two of those courses comprising the Women's Studies program and with the designation WOMST.

The Coordinator and the people teaching those courses comprising the Women's Studies program and with the designation WOMST will be either recruited from their home departments or hold a joint appointment in Women's Studies and their home department. Such individuals can be drawn from any academic unit on the campus inside or outside the Faculty of Arts offering or not offering a cross-listed course. The maximum appointment to the Women's Studies program will be 1/2. The Women's Studies Committee/Council in the Faculty of Arts will be involved in the selection of those individuals who will hold appointments in Women's Studies.

The academic positions provided for the Women's Studies program will be a 1/2.

Funds in the Faculty of Arts budget will be earmarked specifically for the Women's Studies program. Use of those funds will be decided by the Women's Studies Committee/Council in the Faculty of Arts.

The Women's Studies Committee/Council in the Faculty of Arts will negotiate and arrange for cross-listed courses for its degree program.

March 26, 1986

Dear *Janina, Rebecca, Ellen, Norah, Christine.*

The enclosed proposals (3) were handed out at the March 26 meeting. It was decided at the meeting that the best strategy would be to have people take the documents home and make notes on everything they would like to see discussed, or have questions about.

PLEASE SEND YOUR LIST TO LESLIE BY FRIDAY, APRIL 4 (or, if you will be attending th meeting with Greta Hofmann Nemerioff on the 4th, from 2:00 - 4:00 p.m. at the Women's Program house, bring your list with you). From there, Dallas and I will structure an agenda for the April 15 meeting based on the comments being made.

Leslie

Mar. 27, 1986

To all committee members

REMINDER

GRETA HOFMANN NEMIROFF will be meeting with the committee on FRIDAY APRIL 4, 2:00 - 4:00 p.m. at the Women's Program house. She will speak on "Conjunction of Form and Content in Women's Studies". Greta has expressed her wish that as many members of the committee as possible attend, since she feels that the talk will be much more useful if addressed to the group as a whole.

I have enclosed a flyer which gives some background information on Greta.

Leslie

February 3, 1986

To: Members of Advisory Committee on Women's Studies

From: Dallas Cullen

Ros, Ann and I met with Terry White today for an hour and a half. He expressed strong support for a Women's Studies program, and, while also expressing his recognition of our concerns about autonomy, proposed an alternative to our plan for a teaching institute. Instead, he proposed a variation of the Canadian Studies model. This would involve a Women's Studies Committee in the Faculty of Arts (with membership drawn from all those academic units offering cross-listed courses) which would administer the degree program; a separate research institute; and the Advisory Committee on Women's Studies as an umbrella coordinating group. A diagram of what we see as the linkages is enclosed.

We told him that we would present his proposal to the committee. Talking about it afterwards, it was our feeling that this proposal meets our concerns, provided certain details about the administrative links are specified. Such details would not be in our proposal but instead would be contained in a letter of intent between the ACWS and the Faculty of Arts.

If we accept his plan, he suggests that it will be possible for us to submit a proposal for only the degree program in Women's Studies in late March or April; he would then steer this proposal through the Faculty of Arts, planning to submit it to the Arts Faculty Council meeting in August. This would then lead to university approval during next academic year; we could begin to teach courses in the fall of 1987. We would develop a separate proposal for a Research Institute; this would go straight to the central administration for approval.

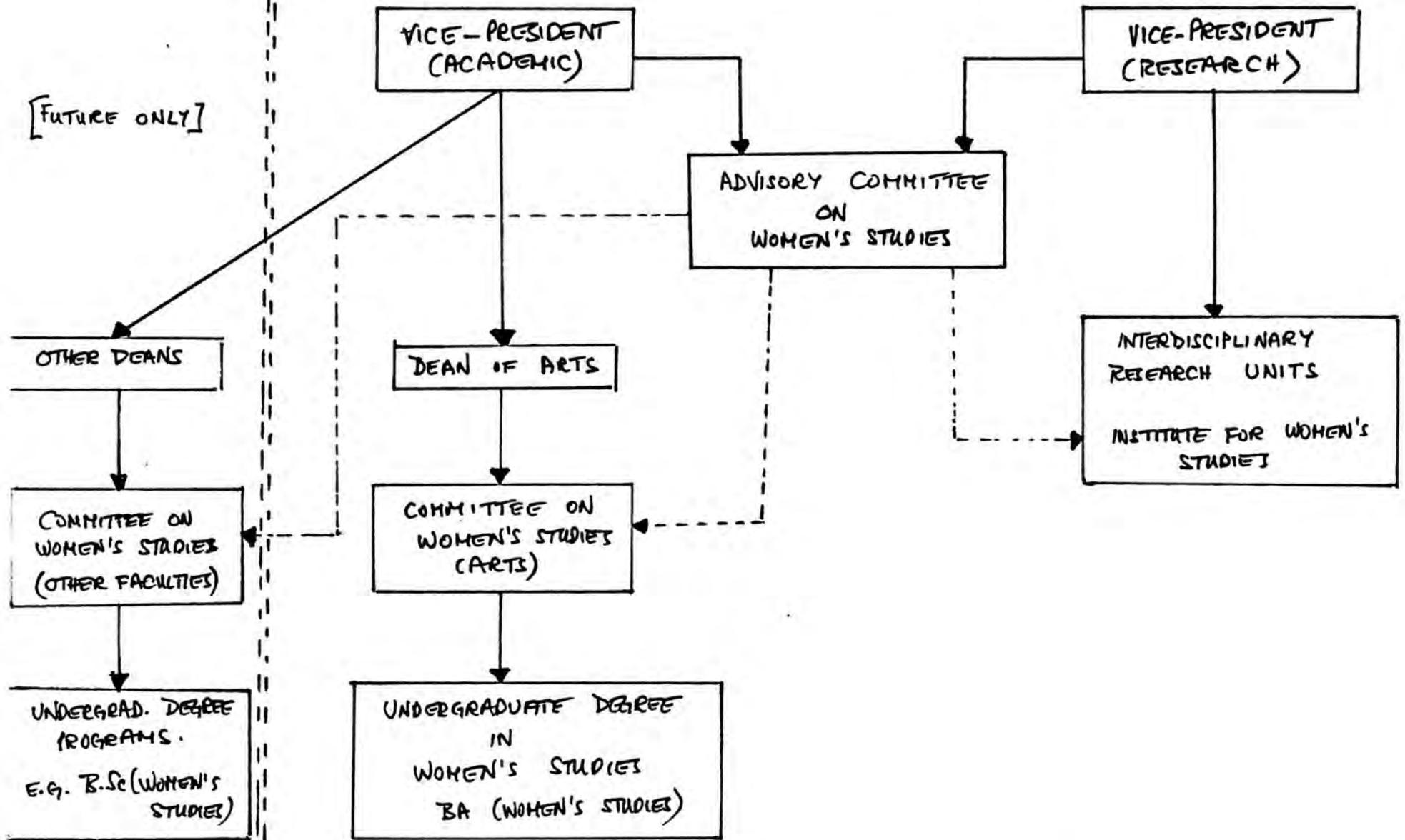
Our meeting on February 11 will focus on his proposal. Do we want to accept it? If so, what details do we need to have spelled out in the letter of intent? Given that not everyone can attend during the specified meeting time of 9 a.m. to 11 a.m., we suggest that the meeting go from 9 a.m. to 12 noon so that people can come and go according to their schedule. We could decide on approval in principle, with final approval at our meeting on February 26.

Enclosed is a draft set of administrative details for the letter of intent. Most of these details were discussed in our meeting with Terry. Please come with your objections, concerns, etc. so that we can see if it is possible for us to come up with a letter of intent that achieves what we want. If you are not able to attend that meeting at all, please phone me with what you want clarified, specified, etc. My home phone (unlisted) is 433-6094.

This is not meant to stampede the Committee into accepting Terry's proposal. However, it was clear from our meeting that neither he nor Dean's Council will accept a teaching institute, because this would lead to yet another separate academic unit. Moreover, he apparently has developed his proposal after discussions with Peter Meekison. It is our very strong feeling that this plan is what the University is prepared to quickly approve.

See you on the 11th.

# POSSIBLE UNIVERSITY STRUCTURE FOR WOMEN'S STUDIES



SUGGESTED ADMINISTRATIVE STRUCTURE FOR THE WOMEN'S STUDIES PROGRAM IN THE  
FACULTY OF ARTS

The administrative structure for the Women's Studies Program in the Faculty of Arts will be as follows:

There will be a Women's Studies Committee in the Faculty of Arts, which will consist of:

Coordinator of Women's Studies

People teaching core courses in women's studies

One representative from each academic unit (department or non-departmentalized faculty) in the university which offers cross-listed women's studies courses. These academic units will be from both inside and outside the Faculty of Arts; the representative of the unit must teach a cross-listed course.

Three representatives from the Advisory Committee on Women's Studies (Chair of that Committee plus two other members)

The Women's Studies Committee in the Faculty of Arts will select its own chair, who may or may not be the Coordinator of Women's Studies or the Chair of the Advisory Committee on Women's Studies.

The Coordinator will function as a department head in the Faculty of Arts.

The Coordinator and the people teaching core courses will be either seconded from their home departments or hold a joint appointment in Women's Studies and their home department. Such individuals can be drawn from any academic unit on the campus (inside or outside the Faculty of Arts; offering or not offering a cross-listed course).

The Women's Studies Committee in the Faculty of Arts can negotiate and arrange with other academic units (e.g., faculties) to develop courses and/or programs in Women's Studies in that academic unit. Such an arrangement could involve students from that faculty enrolling in one of more of the core Women's Studies courses in the Faculty of Arts and cross-listed courses. Such academic units could have their own Women's Studies Committees.

The Advisory Committee on Women's Studies would provide the linkages between the Women's Studies Committee in the Faculty of Arts, the Women's Studies Research Institute, and any Women's Studies Committees that would be formed in other academic units.



to: Members of the Advisory Committee on Women's Studies date: December 21, 1985

our file:

from: Leslie Stewart

your file:

subject: Meeting times for 1986

Unfortunately, there was no one time when all committee members were free. Therefore, it was felt that the best solution was to alternate the meetings between two different times. The schedule for the next four months is as follows:

January:      Tuesday 14, 9:00 - 11:00 am  
                  Wednesday 29, 2:00 - 4:00 pm

February:     Tuesday 11, 9:00 - 11:00 am  
                  Wednesday 26, 2:00 - 4:00 pm

March:        Tuesday 11, 9:00 - 11:00 am  
                  Wednesday 26, 2:00 - 4:00 pm

April:         Tuesday 8 or Tuesday 15  
                  (classes end on the 11th).

A final note; we have received a cheque from Secretary of State for \$13,300 for the Women's Studies Lecture Series project.



to: Members of the Advisory Committee on  
Women's Studies

date: December 9, 1985

our file:

from: Leslie Stewart

your file:

subject: December 16 meeting

Please find enclosed the following materials for the December 16  
"retreat":

- 1) Agenda
- 2) Minutes from the April retreat
- 3) ADC proposal
- 4) Material re: structure of institute
- 5) Material on course requirements for a double major  
in Women's Studies
- 6) Notes on the degree program
- 7) Arts 4-year B.A. proposal
- 8) Blank timetable
- 9) Paper by Lynda Lange (included for your interest only,  
not for the purposes of the meeting).



to: Members of the Advisory Committee on Women's Studies Date: November 13, 1985

our file:

from: Leslie Stewart

your file:

subject: Omission from "minutes package"

Sorry, this should have been included in your "minutes package."



to Deans and  
Department Chairmen

date 1 November, 1985

from Vice-President (Academic)

our file

your file

subject Faculty Enhancement Program

A "Faculty Enhancement Program" has been established under the New Initiatives Fund to assist academic units which are trying to achieve a more equitable ratio of male and female academic staff.

In general units eligible to make proposals under the Faculty Enhancement Program are those with a ratio of male to female staff or female to male staff greater than 75:25. Some preference will be given to units with the greatest degree of imbalance; a list of eligible Departments and non-departmentalized Faculties will be forthcoming in the near future.

For 1985-86 a fund of \$50,000 has been established. Proposals to receive assistance from this fund should be made by the academic unit concerned and should clearly involve an attempt to improve the representation of the "minority" group. Because of the limited funds, proposals will be considered on their merits, not necessarily on a "first come, first served basis". Proposals may include, but are not limited to, the following:

a) where an academic vacancy now exists or is foreseen within the next academic year special funding will be made available, on application, to permit more active recruitment of qualified candidates from the under-represented group. Proposals should specify the nature of the special recruiting efforts to be undertaken; they may include such activities as:

i) additional long-distance telephone charges to alert potential candidates or sources of referral to the vacancy

ii) travel costs for potential candidates or University of Alberta staff in connection with "recruitment" beyond those normally approved for this activity

iii) enhancement of a salary offer to a qualified candidate where such enhancement would not normally be considered for the position; i.e. "upgrading" of a junior academic post to a more senior level in order to attract a qualified individual from the under-represented group.

b) where a partial academic vacancy now exists in the unit and where the unit is prepared to commit resources to a new position, a proposal may be made to establish a full vacancy to be filled by a qualified academic from the under-represented group. The academic position, if approved, would be established on a tenurable basis.

Academic units should make applications to the Vice President (Academic). Further information is available from Associate Vice-President (Academic) Zelmer.

  
J. Peter Meekison

AEZ:dc

c.c: Dr. M. Horowitz  
Mr. A. Squibb, Public Affairs  
Dr. Susan Jackel, Chair, President's Interim  
Advisory Committee on Women's Issues  
Dr. Dallas Cullen, Chair, V.P.(Academic) Committee on  
Women's Issues

David Mills  
Department of History

November 4, 1985

Dallas Cullen, Chair  
Advisory Committee on Women's Studies

I was very sorry to receive your letter withdrawing from the Committee on Women's Studies. I know the other members of the committee share my regret.

I empathize with the pressures which led to your decision. I think each of us on the Committee has faced similar pressures, but, because each of us is in a unique situation, our decisions will differ. Perhaps the implementation of a Women's Studies program will ultimately help to eliminate those pressures.

We appreciate your offer of support, and plan to seek your advice as we develop the proposal for our program.

Good luck with the baby and the book.

DC/km

CC. Peter Meekison, Vice-President (Academic) with enclosure

*Committee*



to: Members of the Advisory Committee on Women's Studies date: October 31, 1985

our file:

from: Leslie Stewart

your file:

subject: New Initiatives Proposal

Please find enclosed a letter from Dr. Meekison regarding the status of the New Initiatives Proposal. Since the Committee has received new funding under the proposal, the focus of the next Committee meeting (November 18) will be the use of these funds.



to: Dr. Dallas Cullen, Chair  
Vice-President's (Academic) Advisory  
Committee on Women's Studies

date: 28 October, 1985

our file:

from: Vice-President (Academic)

your file:

subject: New Initiatives Project Proposal

The Planning and Priorities Committee has now considered the project proposals and I am pleased to inform you that the proposal submitted for a new initiative in Women's Studies has been partially approved. New funding of \$20,000 per year will be made available to enable the Committee, or a unit which it would designate to engage sessional staff or to arrange for released time of academic staff in support of this initiative. The amount is considerably less than that requested; however, since the program itself has yet to be submitted for approval to the Academic Development Committee, this is the extent to which it would seem possible to support the program at this stage.

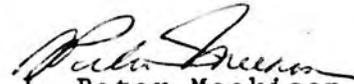
I anticipate that there will be a further opportunity to submit proposals for new initiatives in the next fiscal year and I would encourage your committee to consider resubmitting its full proposal at that time, if you feel that it would meet the criteria for new initiatives at that point.

For the balance of the 1985-86 fiscal year funds can be made available on a "soft" basis. If you should be able to begin the project within this year, please advise the Acting Vice President (Administration), with a copy to this office, of the funds which will be required and the nature of the expenses which will be incurred.

For 1986-87 the funds will be made available on a "hard" basis. Again, please advise the Acting Vice President (Administration) how you wish these funds to be allocated on a permanent basis.

Dr. Horowitz will be making a report to the Board of Governors at their next meeting on the New Initiatives Fund. I would appreciate your withholding any official announcement of the new program until the news has been released at the Board of Governors meeting on 1 November, 1985.

Congratulations on the development of this project proposal.  
I look forward to hearing more about the program as it  
develops.

  
J. Peter Meekison



to: Members of the Advisory Committee on  
Women's Studies

date: September 19, 1985

from: Leslie Stewart

our file:

your file:

subject: Meeting times

The next meeting of the committee will take place on

MONDAY OCTOBER 7, 10:00 am - 12:00 pm

Meetings are also tentatively scheduled for the following times:

Monday October 28, 10:00 am - 12:00 pm

Monday November 18, 10:00 am - 12:00 pm

Monday December 9, All day



to: Members of the Advisory Committee on  
Women's Studies

date: September 9, 1985

our file:

from: Leslie Stewart

your file:

subject: September meetings

Two meetings of the Advisory Committee have been scheduled for September. The first of these will be held on Monday September 16 from 1:00 to 3:00 pm. We regret that we could not establish a time when all Committee members could attend, but the afternoon of the 16th seemed to be the best choice. This meeting will primarily be an informational one about what's been happening with the Speaker Series, etc.

The second meeting is scheduled for Friday September 20 from 3:00 to 5:00 pm. The purpose is to meet and talk with Dale Spender.

If you are unable to attend either of these meetings, please let me know. Also, if you have not already handed in your fall schedule, please bring it to the meeting on the 16th. We will establish a regular meeting time after Dale's visit.



to: Marilyn, Susan, Norah, Rosemary, Ros

date: July 12, 1985

from: Leslie Stewart

our file:

your file:

subject: Advisory Committee "new" members

Dallas has recently talked to Amy Zelmer about the Committee's terms of reference and the appointment of new members. Those of you who were added to the Committee during the year are now recognized as "official replacements." You will be receiving communication to that effect from Dr. Zelmer's office.

cc. Dallas Cullen  
Ann Hall



to: Susan Jackel

date: June 20, 1985

from: Leslie Stewart

our file:

your file:

subject: Physical space

Dear Susan;

I thought I better put this down on paper so I wouldn't forget to mention it to you. Dallas has been thinking about the suitability of the building across the street from the Law building as a centre for the Women's program, and asked me to pass that idea along to you. As far as she knows, the space was previously used as a residence but is now empty. She thought it might be worthwhile to look into.



to: Members of the Advisory Committee on  
Women's Studies

date: June 3, 1985

our file:

from: Leslie Stewart, Administrative Coordinator,  
Advisory Committee on Women's Studies

your file:

subject: Summer schedules

In order for me to keep track of who is available when over the summer months, could you please drop me a note as to your plans for the summer - i.e. when you will or won't be available (whichever is easier). Thanks.

*Leslie*



to: Rebecca Coulter

date: June 6, 1985

from: Leslie Stewart

our file:

your file:

subject: Trip to Athabasca

Rebecca;

Could you please give me a call when you get back into town so that I can arrange to come up to Athabasca to look at your files? Thanks.

Leslie -

I'm enclosing the course outline for Women's Issues and Counseling, Ed. Psy. 597. This is how the course was planned. I am not teaching it this year because of the demands of my personal situation. I understand from the Ed. Psy. Department that the course will still be offered and they're in the process of hiring someone to teach it.

Rosemary Likurd

Rec'd June 7

INTER-DEPARTMENTAL



CORRESPONDENCE

TO Norah Keating

DATE May 17, 1985

FROM Leslie Stewart, Administrative Coordinator, Advisory Committee on Women's Studies

Norah;

Your sub-committee is meeting Thursday May 23 at 1:15 pm at the Women's Program Centre. If you are unable to attend, please contact one of your co-members as I will be away next week.



to: Members of the Advisory Committee on Women's  
Studies

date: May 13, 1985

our file:

from: Leslie Stewart, Administrative Coordinator

your file:

subject: Regarding next committee meeting.

The May 23 meeting has been rescheduled to May 30.

To: All members of the Vice-President's Advisory Committee on Women's Studies  
From: Susan Jackel  
Canadian Studies

October 27, 1984

At the committee meeting of Thursday, October 25, Ann Hall invited members to submit "if I had my druthers" proposals for a shape for Women's Studies at the University of Alberta, so that we might have something concrete around which to focus further discussions. The following is one such proposal, in very rough draft form. It is one of many possible alternatives, and at all points is subject to improvement, alteration, or outright rejection. The objective is to stimulate thought and generate other proposals. We should recognize that one advantage of entering the field at this late date is that we may draw on the accumulated experience of pioneer Women's Studies programs elsewhere in the world, especially Canada (witness the articles from the Journal of Educational Thought and elsewhere). The present proposal is also based on my experiences with Canadian Studies at this university, this being the only non-departmental interdisciplinary degree-granting program within the Arts Faculty with its own academic appointment.

#### General Proposal

We should plan for a 5-stage concentration in Women's Studies, with initial development within the Arts Faculty but with the eventual objective of seeing similar 5-stage degree programs, in whole or in part, in other faculties (especially Science, Education, Home Economics, Nursing, Business, Engineering and Faculté St. Jean). The proposal here is designed with the present B.A. structure in mind, covering the 3-year general B.A. and the 4-year special and honours degrees. When and if the new 4-year general B.A. comes into being, modifications to the design would be required. The 5 stages are:

- (1) Minor in Women's Studies: equivalent to a disciplinary <sup>sub-</sup>specialization (e.g., English, Political Science, Drama) in a 3-year or 4-year program. Likely requirement would be 3 f.c.e. (1 f.c.e. Women's Studies core course, 2 f.c.e. in courses in departments approved by the Women's Studies Committee).
- (2) Major in Women's Studies: equivalent to ~~major~~ <sup>subject</sup> specialization in a 4-year special or honours B.A., or 3-year general B.A. Likely requirement: 5 f.c.e., of which 2 f.c.e. would be Women's Studies core courses, 3 f.c.e. departmental courses.
- (3) B.A. (Women's Studies): 4-year degree program, 8 f.c.e. in Women's Studies courses: 3 f.c.e. core courses, 5 departmental. In honours program, multi- or trans-disciplinary honours paper.
- (4) M.A. in Women's Studies: 1 f.c.e. graduate course in methodology, multi- or transdisciplinary committee and thesis, 3 disciplinary courses.
- (5) Ph.D. in Women's Studies: Multi- or transdisciplinary committee, disciplinary or interdisciplinary thesis.

N.B. Unlike other Arts Faculty degrees, this one would require out-of-faculty courses in the area of Women's Studies, in proportion to the program chosen (e.g., 1 of 3, 2 of 5, 3 of 8). A minimum of 3 core courses would have to be constructed: 1 f.c.e. introduction, 1 f.c.e. intermediate, 1 400-level methodology and research techniques.

### Structure and Apparatus

- (1) Governed by a multi-faculty committee, with full control over curriculum, program advising and approval, specific elements of budget, routine administration, and recommendations (decisions?) over promotion and tenure.
- (2) Assumes a minimum of one full-time non-academic support person; adequate space; full office equipment, including own copier; long-distance, printing, and other essential service aspects of support budget.
- (3) Strong recommendation for one full-time academic appointment in Women's Studies, with 2/3 time for coordinating, public relations etc., 1/3 time teaching. Could be either independent, continuing appointment, or seconding of current staff member for 3-year minimum term.
- (4) Question of whether other Women's Studies appointments should be cross-appointments, secondments or independent positions needs careful consideration.

### Problems and Objections

- (1) The full 5-stage package is too ambitious. Solution: phase in each stage at 2 or 3 year intervals, but start with the minor and major at the outset, since those could be approved within the Arts Faculty and are already possible without much reassignment of teaching staff or large amounts of coordinating time. Be prepared to back off from the Ph.D., defend the M.A. strenuously, only surrender the B.A. in the face of insuperable problems.
- (2) The proposal for anything beyond the minor and major involves new funding, and also approval from ADC and Advanced Education for a new degree program. Solution: be prepared from the outset to prepare a proposal for new program funding. In the meantime, go with the minor and major beginning 1986-87.
- (3) The whole idea of Women's Studies will arouse opposition within the university community. Solution: promote wide discussion, document student demand, provide full information and cooperation to key university committees (e.g., GFC, Board of Governors); lobby.
- (4) There are dinosaurs everywhere, even in the Arts Faculty. Solution: same as above, with particular attention to Chairman's Council, Arts Faculty Executive Council, Curriculum Committee. (Note: S. Jackel is now a member of the Arts Faculty Curriculum Committee.)

### Some Thoughts on Strategy

- (1) In addition to working with and within the formal power structure, particularly committees and departments, identify supporters and key individuals within the Arts Faculty and the higher administration. For example, we have on the committee the Assistant Dean of Arts for Student Programs and Research, Pat Clements. Other individuals who should be kept fully informed and, if possible, included in discussions at an early date are chairmen in departments representing the three sections of the Arts Faculty (e.g., Jorge Frascara, Art and Design; Joanne Creore, Romance Languages; Michael Asch, Anthropology). Seek all proper information from the Faculty Secretary, Sidney Maclean-Bowers, and Joan Macdonald of Student Programs; keep Ellen Solomon in the GFC Secretariat and Mary Totman in the Senate office informed where relevant. Get to know all departmental APO's.

Strategy, cont'd.

- (2) Get to know, and keep informed, sympathetic individuals within Advanced Education, the Women's Secretariat of the provincial government, and the Women's Program of the Department of Secretary of State.
- (3) Emphasize and maintain full cooperation with Athabasca University, regardless of the federal government's decision concerning the chair in Women's Studies. In particular, explore ways of cooperating in the development of curriculum, for transferability of courses and conservation of energies, and also co-production of texts and other learning materials where suitable.
- (4) Keep clear in all discussions the distinction between the new credit program in Women's Studies, and the Faculty of Extension's non-credit Women's Program. The similarity of phrasing will inevitably lead to confusion. At the same time, we will expect to share resources and ideas at all times with the Extension Women's Program, which has done so much to prepare the ground for a credit program. Those of us who have worked for the Extension Women's Program should make every effort to see that support and teaching strength are not diverted, nor the existing program weakened in any way.
- (5) Establish channels of communication with students, by whatever means. Begin inviting expressions of student interest, and develop means of documenting same.
- (6) Request a budget very soon for visiting speakers and/or experienced coordinators or teachers in Women's Studies Programs. Use existing visiting speakers funding (for example, we could bring Deborah Poff from Mt. St. Vincent under the Canadian Studies Inter-regional Exchange Program.)
- (7) Establish a sub-committee to prepare an information package for Mr. Hollander of the Fund Development Office. This will need to be done whether or not we get the chair, and the sooner underway the better.
- (8) If Alberta is not awarded a chair, plan to ask our provincial government and our MP's to lobby the Secretary of State, Walter Maclean, to expand the Women's Studies Chairs Program.
- (9) Plan to meet occasionally in more informal settings for discussions requiring more free-floating thinking-out-loud. Get to know each other better.

*Good idea* →

To: Ann Hall  
From: Norah Keating

I have just found out that I need to have some medical tests done. The only time they could take me is Thursday at 2pm. so I will have to miss the meeting. I have enclosed some materials I have gathered for the meeting.

There are 3 course outlines: Family Development, Management of Family Resources, and Human Sexuality any of which might be of interest to an undergraduate student specializing in Women's Studies. The most relevant might be Family Development which provides an overview of life cycle family issues. Eichler's book, Families in Canada Today is on the reading list. Although the course is currently open only to our students, that rule could be waived at some future date.

I have also enclosed a statement from Pat Leginsky, a graduate of our Msc program in Family Studies. Her statement indicates her interest in women's issues. I know that Pat has applied to Sociology (here) for a Phd program beginning in September.

Nanci Langford tells me she enjoyed her discussion with you about a Phd program. She and I will also continue to talk about how best to put together a program that will meet her needs. Thanks for your help.

Sorry to miss the meeting...

Norah

Over the past several years I've become very interested in the process of social change. My interest stems from a strong feminist bias. The question that constantly hounds me is "how do we create the world we want to live in?" Do we change the present system towards our ideal, do we start from scratch and create our life despite the patriarchal regime, or is revolution the only way. I'm convinced the answer is as complex as the question. The simple solutions presented here seem only to confuse the struggle.

Within my question, I hold a clear notion of the world I want, but within the women's movement this ideal is as varied as the women within it. Is it necessary for us to share a common vision? Some theorists make strong assertions that a shared vision is essential; but is it? Is it essential from a feminist perspective? (whatever that means). I could go on ad nauseum, but I won't for now.

You asked me to briefly respond to "what am I looking for in a Ph.D. program?" From the introduction you have probably surmised that social change is a key ingredient, as is sex-role socialization the social organization. For the past ten years I've been working at creating social change. Of late I've been trying various strategies of getting more women into management within one small commission of the government. Although I have read a lot about change, the nature of the beast never ceases to amaze me. I know people generally resist change, so I work to prepare them - to create a sense of readiness or need. Everything seems fine to move into the persuasive stage of effecting change and...wham-O! Reactions and fall-out of different shapes and sizes than I ever expected.

As a feminist interested in creating change, it is important for me to go back to the drawing board and rethink and refine the assumptions, concepts and principles of social change. Within this reflective study period I want to learn about feminism - theory and practice. I want to test out some of my thoughts and ideas about a feminist vision, and so in a Ph.D. program I'm looking for an opportunity to discuss ideas, create theories, do research and grow both personally and professionally.

At this point, this is all I can say with confidence in response to your question. I hope these thoughts are of some use.

*Just a small addition -  
Ideally, I'd like a program that  
was flexible enough to incorporate off-campus  
study, by that I mean recognizing (& encouraging)  
(over)*

study at other campuses across the country.  
For instance, I'd like to attend O.I.S.E.  
for a term - to make contacts and learn  
about their program as well as do some  
guided study classes.

P.