

Summary Table Implementation Plan:

The programs from the *Simone de Beauvoir Institute*

(Based on the standard committee reports, completed as of 2017).

From the 2025 Undergraduate Calendar:

The Institute strives to stimulate the investigation and understanding of the role of women in society and to encourage women to develop their creative potential. In research and teaching, special attention is given to gender, race, class, and sexual orientation. The Institute has several objectives: to investigate the history, current situation, and changing needs of women; to generate support for research topics relevant to women; to encourage full recognition of women's contribution to human achievement; to ensure that women and gender issues are studied in a non-discriminatory manner; to strengthen women's rights and the conditions for exercising them; to ensure the equality of all individuals without distinction of race, sex, age, language, or religion.

Women's Studies encompass and modify all areas of knowledge. Through the introduction of new perspectives and new research, this field of study helps to correct and complete the traditional scholarly record. It is in essence interdisciplinary and multidisciplinary since the specificity of the condition of women embraces all existing disciplines. It thus questions the concept and structures of knowledge contained within the disciplinary boundaries and contributes to bringing about a reunification of the knowledge and scholarship that has become increasingly fragmented.

Simone de Beauvoir Institute. Founded in 1978 to promote the understanding of the historical and contemporary situation of women in society, the Simone de Beauvoir Institute of Concordia University helps women to discover and develop their potential, both by its academic base in Women's Studies and by its co-curricular activities. We are honoured that Simone de Beauvoir authorized us to use her name, and expressed great interest in being informed of our activities.

It is difficult at this time to limit the field of view to the 2014 period, and we provide here a snapshot of the programs when this appraisal cycle was initiated, and now. In 2014, the Department had 4 programs and 4 full-time faculty members. In 2024, the unit had 6 programs and 7 full-time faculty members.

Data	2014	2024 (last Calendar with Masthead)
Programs	<p>Undergrad <i>Women's Studies</i></p> <ul style="list-style-type: none"> • BA Specialization in Women's Studies • BA Major in Women's Studies • Minor in Women's Studies • Certificate in Women's Studies 	<p>Undergrad <i>Women's Studies</i></p> <ul style="list-style-type: none"> • BA Specialization in Women's Studies • BA Major in Women's Studies • Minor in Women's Studies • Certificate in Women's Studies <p><i>Interdisciplinary Studies in Sexuality</i></p> <ul style="list-style-type: none"> • BA Major in Interdisciplinary Studies in Sexuality • Minor in Interdisciplinary Studies in Sexuality
# programs	4	6 (+2 programs)
Faculty members	<p><i>Principal</i> GENEVIEVE RAIL, Professor</p>	<p><i>Principal</i> CAROLINA CAMBRE, Associate Professor</p> <p><i>Distinguished Professor Emerita</i> GENEVIEVE RAIL</p>

<p><i>Professor</i> VIVIANE NAMASTE</p> <p><i>Associate Professors</i> GADA MAHROUSE CHANTAL MAILLÉ</p> <p><i>Fellows</i> ADEELA ARSHAD-AYAZ RACHEL BERGER LINDA KAY KIMBERLY MANNING LORNA ROTH ROSEMARIE SCHADE</p> <p><i>Permanent Fellows</i> ARPI HAMALIAN ELIZABETH HENRIK SUSAN HOECKER-DRYSDALE MAİR E. VERTHUY KATHERINE WATERS</p> <p><i>Research Associates</i> FARIDA ABLA CHRISTIANA ABRAHAM SIMA APRAHAMIAN MICHIKO ARAMAKI AMÉLIE BARRAS RENA K. BIVENS SONIA CANCIAN JEAN CHAPMAN DOLORES CHEW KARIN DOËRR TATIANA FRASER DOROTHY GELLER DANA HEARNE SAFINAZ JADALI ARAGHI ABBY LIPPMAN PAULINE MCKENZIE AUCOIN ELIZABETH J. MEYER DENISE NADEAU RUMANA NAHID SUBHAN KATHLEEN O'GRADY JILL STRAUSS TLILI HAÏFA NOORTJE VAN AMSTERDAM TRACY YING ZHAN</p>	<p><i>Professors</i> CHANTAL MAILLÉ VIVIANE NAMASTE</p> <p><i>Associate Professor</i> GADA MAHROUSE</p> <p><i>Assistant Professors</i> NATHALIE BATRAVILLE NATALIE KOURI-TOWE GENEVIEVE PAINTER</p> <p><i>Fellows</i> ADEELA ARSHAD-AYAZ, Education RACHEL BERGER, History DANIELLE BOBKÉ, English SANDRA CURTIS, Creative Arts Therapies CARLY DANIEL-HUGHES, Relig & Cultures BEENASH JAFRI, Cinema KRISTA LYNES, Communication Studies CLAUDINE MANGEN, Accountancy EMER O'TOOLE, School of Irish Studies VK PRESTON, History</p> <p><i>Honorary Fellows</i> ARPI HAMALIAN, Education ELIZABETH HENRIK, Psychology SUSAN HOECKER-DRYSDALE, Socio & Anth MAİR E. VERTHUY, Études françaises KATHERINE WATERS, English</p> <p><i>Research Associates</i> FARIDA ABLA LEILA ANGOD SIMA APRAHAMIAN PAULINE MCKENZIE AUCOIN SYEDA BUKHARI FANG CHEN DOLORES CHEW KARIN DOËRR DANA HEARNE NDEYE LAITY-NDIAYE SHAHEEN AKHTER MUNIR KATHLEEN O'GRADY SANDRA SMELE ESMERALDA THORNHILL</p> <p><i>Affiliate Associate Professors</i> DOROTHY GELLER LUISA MOLINO HAIFA TLILI</p>
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		<i>Affiliate Assistant Professor KRISTIN FRANSEEN</i>
Full-time #	4 (1 retirement before 2024) (6 fellows, 5 permanent fellows, 24 research associates)	7 (4 hires since 2014) (10 fellows, 5 honorary fellows, 14 research associates, 3 affiliate associate professors, 1 affiliate assistant professor)

FAS Assessment and recommendations. The Faculty of Arts and Science has reviewed the Department Appraisal Committee, External Examiners, and University Appraisal Committee reports, and warmly thanks the committees, as well as the external examiners and department chairs, for their reports and oversight.

Following the reading of all the committee reports and update, here are FAS recommendations. Future updates can be made in discussions, and to coordinate the next cycle of program reviews.

Outline	Decanal Recommendation	Referenced recommendations	Area	Actor
<i>Shorter-term (in the next year)</i>	<ul style="list-style-type: none"> Renew the strategic plan for the Institute. <ul style="list-style-type: none"> Map the membership, and clarify the plans and roles of faculty members, fellows, and research associates, as well as review committee structures and staff roles. Assess curricular strengths and programs in need of development, and develop a competency-based approach. Explore developing avenues of research and teaching collaboration across the institution, including in the setup of internships. Develop initiatives for intensifying research activity in the SdBI. Address the capacity to contribute to graduate programming. Assess mandates and capacity in outreach. 	UAC-1-4, 8, 12-13, 18. DAC-2-3, 5, 7, 9, 21.	Programs & Strategy	<ul style="list-style-type: none"> • Dept • FAS • Univ
	<ul style="list-style-type: none"> Establish optimal practices in terms of enrolments and class sizes, student advising and student success support processes. 	UAC-6, 9, 15. DAC-17, 26.	Advising & Students	<ul style="list-style-type: none"> • Dept • FAS • Univ
<i>Medium-term (within the next 3 years)</i>	<ul style="list-style-type: none"> Develop regular career and post-graduation discussion possibilities with alumni and key community connections. 	UAC-11. DAC-20.	Advising & Students	<ul style="list-style-type: none"> • Dept • FAS • Univ
	<ul style="list-style-type: none"> Assess recruitment strategies for the undergraduate programs. 	UAC-14. DAC-23-24.	Students	<ul style="list-style-type: none"> • Dept • FAS • Univ
<i>Longer-term (within the next 5 years)</i>	Kept for the next appraisal / program review process.			

The FAS is looking forward to updates on these activities and ensuing discussions, as well as contributing to the next cycle of *Program Reviews*.