

BOARD OF HIGHER EDUCATION
REQUEST FOR BOARD ACTION

NO.: AAC 08-04

BOARD DATE: October 19, 2007

MOVED: The Board of Higher Education hereby approves the application of the **University of Massachusetts Dartmouth** to award the **Bachelor of Arts in Women's Studies**.

Upon graduating the first class for this program, the University of Massachusetts shall submit to the Board a status report addressing its success in reaching program goals as stated in the application and in the areas of enrollment, curriculum, faculty resources, and program effectiveness.

Authority: Massachusetts General Law Chapter 15A, Section 9(b)

Contact: Aundrea Kelley, Associate Vice Chancellor for Academic Policy

BOARD OF HIGHER EDUCATION

University of Massachusetts Dartmouth

Bachelor of Arts in Women Studies

INTENT AND MISSION

The University of Massachusetts Dartmouth (UMD) has submitted a proposal to offer the Bachelor of Arts in Women's Studies (WMS) at the University of Massachusetts Dartmouth. The Women's Studies major is intended to contribute to the mission of the University of Massachusetts Dartmouth by providing an educational environment and an academic discipline that foster civic responsibility, open dialogue among communities, and integration among disciplines and between scholarship and activism. In particular, the Women's Studies Program will help students understand the role of diversity within the nation and the world, especially pertaining to ways gender is linked to race, ethnicity, class, sexuality and other differences. There is a long history of University development of Women's Studies as an academic discipline at the University of Massachusetts Dartmouth. For the past 30 years, the Women's Studies Program has operated as a minor in the College of Arts and Sciences and has had relative independence. In 2001 the Women's Studies Program hired its first joint appointment professor, and later strategic planning in the College of Arts and Sciences indicated a specific goal to develop such a major.

The proposal was approved by the University of Massachusetts' Board of Trustees on June 21, 2007. The required Letter of Intent was circulated in August 2007. No comments in response were received.

NEED AND DEMAND

The University had identified a pool of prospective Women's Studies' majors from the national organization of Women's Studies (NWSA), from the major-granting institutions in Massachusetts, and from current Women's Studies' minors and interdisciplinary majors at the University of Massachusetts Dartmouth. Proponents of Women's Studies have shown that it is one of the most rapidly growing disciplines, and currently there are 700 WMS programs in the United States, including 12 doctoral programs and several academic journals and organizations. Women's Studies minors from the University of Massachusetts Dartmouth have successfully entered competitive graduate programs in such fields as psychology, English, history, women's studies, social work, and law, as well as obtained jobs in education, personnel, social service, editing, and law enforcement. A survey of 250 current students taking WMS classes indicates that 45 percent of the students are interested in minoring in WMS, and 29 percent are interested in majoring in WMS.

At present, the University of Massachusetts Dartmouth offers the entire WMS minor via online delivery. Over the past two years, enrollments in the WMS online program have steadily grown. The development of a major would broaden options to those students who rely on learning online.

ADMISSION AND ENROLLMENT

Applicants must submit school transcripts, along with SAT or ACT scores. Current Students wishing to declare the WMS major program may do so once they have earned 54 credits and have an overall GPA of 2.0.

The University projects that by the end of the first year, there will be at least 10 students enrolled as majors and anticipates growth to 40 majors by 2011-2012.

CURRICULUM (Attachment A)

The proposed degree intends to prepare students for positions in such fields as education, editing, social service and law enforcement, and for a range of graduate programs. 120 credits are required to complete the Women's Studies program. The program also provides a framework and content in one of four concentrations: Gender Studies; Politics, Justice and Policy; Cross-Cultural Inquiry; or Arts and Letters. A copy of the curriculum outline is attached as Appendix A.

FACULTY AND BUDGET

Faculty and Administration. The new major in Women's Studies will be administered as an interdisciplinary program with a Program Director and a half-time secretary. A full-time hire is projected in FY2009 with a tenure home in one of UMD's current academic departments. Currently, WMS has three jointly appointed faculty who are contractually assigned to one-third WMS, and two-thirds to their tenure home departments. In addition, there are currently 34 affiliated faculty, with 12 offering cross-listed courses in WMS. These joint appointments and the cooperation of affiliates, who choose to teach a cross-listed class, will enable the WMS Program to deliver its foundation courses as well as a range of multidisciplinary topics.

Fiscal. The University submitted a budget for the proposed program indicating fiscal resource and budget projections, including for faculty hires, from 2006 to 2009. A copy of the budget is attached as Appendix B.

PROGRAM EFFECTIVENESS

The Women's Studies Program submitted effectiveness objectives for the proposed program as follows:

- By AY 2007-2008, the Program will enroll 10 majors, balanced between traditional full-time and part-time students and reflecting the diversity and demographics of the region.
- By AY 2011-12, the Program will have grown to 40 majors, and the major will replace graduated students each year, thus developing a sustainable major.
- By AY 2008-2009, the WMS Program will have internship connections with at least 10 local agencies. Each year, 80 percent of the students participating in internships will be found to be excellent or very good by their site supervisors.

- Student portfolios and other assessments at the conclusion of their program will demonstrate excellent to very good realization of student learning and skills outcomes in 90 percent of the students.
- Each year, 80 percent of student graduates will attain jobs in fields that desire WMS majors; also, the Program will track students gaining entry to graduate study in WMS programs.
- In the campus graduating-students' survey, 80 percent of WMS students will report being highly satisfied or very satisfied with their academic major.

EXTERNAL REVIEW AND INSTITUTIONAL RESPONSE

The proposed program was reviewed by Dr. Jill M. Bystydzienski, Professor and Chair, Department of Women's Studies, The Ohio State University; and Dr. Amy Levin, Professor of English and Director of Women's Studies Program, Northern Illinois University. The reviewers expressed support for the program and stated that "a strength of the proposed program is its emphasis on providing linkages to opportunities for students (and faculty) in the local community. Internships, civic engagement course components, and a plan to develop a service learning component constitute the different ways that community engagement is to be achieved."

The reviewers commended the distinctive online nature of the proposed program. They also felt that overall the proposed curriculum was strong in content, appropriate to the goals and well-defined. The reviewers felt that the program resources were sufficient but noted concern that the anticipated growth might necessitate additional faculty and/or staff support in the future. The University responded to this concern by noting that it will hire additional faculty.

STAFF ANALYSIS AND RECOMMENDATION

Board staff thoroughly reviewed all documentation submitted by the University of Massachusetts Dartmouth and external reviewers. Staff recommendation is for approval of the Bachelor of Arts in Women's Studies.

Upon graduating the first class for this program, the University of Massachusetts Dartmouth shall submit to the Board a status report addressing its success in reaching program goals as stated in the application and in the areas of enrollment, curriculum, faculty resources and program effectiveness.

Appendix A: UNDERGRADUATE PROGRAM CURRICULUM OUTLINE

Bachelor of Arts in Women's Studies

| Major Required (Core) Courses | | |
|--|---|--------------|
| Course Number | Course Title | Credit Hours |
| WMS 101 | Introduction to Women's Studies | 3 |
| WMS 201 | Introduction to Feminist Theory | 3 |
| WMS 312 | Feminist Research Methods | 3 |
| WMS 302 | Global Feminism | 3 |
| WMS 305 | Contemporary Feminist Theory and Practice | |
| WMS 306 | Third-Wave Feminism | |
| OR | | |
| WMS 307 | Ecofeminism: Philosophy and Practice | |
| WMS 499 | Capstone in Women's Studies | 3 |
| | <i>Subtotal Core Credits</i> | 15 |
| Other Required Courses in Related Subject Areas | | |
| Course Number | Course Title | Credit Hours |
| | ONE (1) COURSE IN CONCENTRATION AREA: GENDER STUDIES | 3 |
| | ONE (1) COURSE IN CONCENTRATION AREA: POLITICS, JUSTICE AND POLICY | 3 |
| | ONE (1) COURSE IN CONCENTRATION AREA: CROSS-CULTURAL INQUIRY | 3 |
| | ONE (1) COURSE IN CONCENTRATION AREA: ARTS AND LETTERS | 3 |
| | TWO (2) ADDITIONAL COURSES IN ONE OF THE FOUR CONCENTRATION AREAS FOR A SPECIALIZATION | 6 |
| | <i>Subtotal Related Credits</i> | 18 |

| Elective Courses | | |
|---|---|---|
| Course Number | Course Title | Credit Hours |
| See above lists | ONE (1) ELECTIVE IN ANY OF THE CONCENTRATION AREAS OR IN FEMINIST THEORY | 3 |
| | <i>Subtotal Elective Credits</i> | 3 |
| <i>Distribution of General Education Requirements</i> | | # of |
| Attach List of General Education Offerings (Course Numbers, Titles, and Credits) | | Credits |
| Ethics course | | 3 |
| Global course | | 3 |
| Diversity course | | 3 |
| Writing (ENL 101, 102), and "Tier II" Writing course in program | | 9 |
| "Tier II" Information and Computer Literacy | | 3 |
| Cultural and Artistic Literacy, three courses | | 9 |
| Mathematics | | 3 |
| Foreign Language, BA degree requirement | | 3-12 (depending on student level) |
| <i>Subtotal General Education Credits</i> | | 30 (+3 to 12 credits for language dependent on student ability) |
| <u>NOTE: some of these credits are included within major requirements.</u> | | |
| <i>Curriculum Summary</i> | | |
| Total number of courses required for the degree | | 40 |
| Total credit hours required for degree | | 120 |
| <i>Prerequisite or Other Additional Requirements:</i> | | |

Appendix B: Budget

BA Women's Studies

FY06 Budget Data

Full-time Salaries

Two full-time faculty with joint appointments, each 1/3 time in WMS

tenured associate professor (joint with ENL Department)

23,075

23,286

tenured associate professor (joint with PHL Department)

18,859

tenure track assistant professor (joint with PSC)

1,150

Director stipend

16,471

Temporary instruction budget (part time lecturers, 4 sections)

9,565

Operating budget

14,330

Clerical, one half-time secretary (C. Travers; joint with ENL)

(defined as one-half of the full time salary of the secretary shared by ENL and WMS)

\$106,736

TOTAL FY06 fiscal resources of WMS

FY07 Budget projection

67,176

Three full-time faculty, as identified above, with joint appointments, each 1/3 time in WMS

(as described above for FY06)

1,150

Director stipend

24,707

Temporary instruction budget (part time lecturers, 6 sections)

9,852

Operating budget

14,760

Clerical, one half-time secretary

(Defined as one-half of the full time salary of the secretary shared by ENL and WMS)

\$117,645

TOTAL FY07 fiscal resources of WMS

FY08 Budget projection

69,192

Three full-time faculty as identified above, with joint appointments, each 1/3 time in WMS

(as described above for FY06)

| | |
|--|------------------|
| Department Chair stipend | 7,300 |
| Temporary instruction budget (part time lecturers, 6 sections) | 25,448 |
| Operating budget | 10,148 |
| Clerical, one half-time secretary | 15,203 |
| (defined as one-half of the full time salary of the secretary shared by ENL and WMS) | |
| Start-Up promotion and organization budget | 10,000 |
| | \$137,290 |
| TOTAL FY08 PROJECTED fiscal resources of WMS | |
| FY09 Budget projection | |
| Full-time faculty member, tenured associate or full professor | 86,000 |
| Three full-time faculty as identified above, with joint appointments, each 1/3 time in WMS | 71,267 |
| (as described above for FY06) | |
| Department Chair stipend | 7,300 |
| Temporary instruction budget (part time lecturers, 6 sections) | 26,211 |
| Operating budget | 10,300 |
| Clerical, one half-time secretary | 15,659 |
| (defined as one-half of the full time salary of the secretary shared by ENL and WMS) | |
| | \$216,737 |
| TOTAL FY09 PROJECTED/REQUESTED fiscal resources of WMS | |
| Principal additional costs: | |
| | \$8,236 |
| Increase number of PTL sections from 4 to 6 per year, FY07 | |
| Department Chair stipend (\$7300) replaces Director stipend (\$1,100) | \$6,150 |
| | \$10,000 |
| start-up promotional and student recruiting costs, FY08 | |
| Additional faculty line, Department Chair, FY09 | \$86,000 |
| | \$110,386 |
| Sum of the above | |
| | \$120,002 |
| Difference between FY09 budget and FY06 budget | |
| (remaining difference due to assumed 3% increases in salaries | |
| and operating budget costs) | |