

**BOARD OF HIGHER EDUCATION**  
**REQUEST FOR COMMITTEE AND BOARD ACTION**

**COMMITTEE:** Assessment and Accountability

**NO.:** AAC 10-13

**COMMITTEE DATE:** April 27, 2010

**BOARD DATE:** May 4, 2010

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**WESTFIELD STATE COLLEGE**  
**BACHELOR OF ARTS IN ETHNIC AND GENDER STUDIES**

**MOVED:** The Board of Higher Education hereby approves the application of **Westfield State College** to award the **Bachelor of Arts in Ethnic and Gender Studies**.

Upon graduating the first class for this program, Westfield State College 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 Laws Chapter 15A, Section 9(b)

Contact: Dr. Francesca B. Purcell, Associate Commissioner for Academic and P-16 Policy

## **BOARD OF HIGHER EDUCATION**

### **Westfield State College**

#### Bachelor of Arts in Ethnic and Gender Studies

#### **INTENT AND MISSION**

In March 2010, Westfield State College submitted an expedited proposal to offer a Bachelor of Arts in Ethnic and Gender Studies. A Women's Studies minor has existed at Westfield for 20 years, and the Multicultural and an Ethnic Studies minor has existed more than 15 years. Over the last decade, both programs have grown, with now over 120 minors combined in Women's Studies and Ethnic Studies. Presently, the Ethnic and Gender Studies Department offers over 20 course sections per semester and services over 350 students in those sections.

The proposed EGST major intends to offer a curriculum that critically examines the historical and contemporary experiences of multiple groups in the context of U.S. society and institutions as well as transnationally. The major will be inter/multidisciplinary incorporating various disciplines such as Anthropology, Art, Education, History, Law, Literary Studies, Political Science, Public Policy, and Sociology in its approach. This major will emphasize multidisciplinary and comparative approaches to the study of race, class, ethnicity, culture and gender. Community work will be emphasized with a capstone seminar and a community activism course emphasizing the relationship between academic knowledge and the development of a critical citizenry.

The proposed EGST major will prepare students for jobs in which a college graduate with specialized attention to issues of diversity, as well as in-depth study of ethnic identity, cross-cultural literacy, and other aspects of diversity awareness give them a competitive advantage in the labor market. Students will be encouraged to consider minors and double majors in fields that will add to their overall breadth of knowledge and skills and employability, in such disciplines as criminal justice, business, education, social work, and nursing. Students will also be prepared to pursue employment in journalism, marketing, community and housing development, radio and television, health and community organizing; a wide variety of positions in federal, state, and local government; and graduate studies in a variety of social sciences, law, education, public and social policy, counseling, public health, social work, and gender and ethnic studies.

The proposed EGST major will contribute to the College's goal "to instill among members of its community a sense of social responsibility and citizenship" by educating students through a global context that emphasizes diversity and complexity. Community work will be emphasized with a required capstone seminar and community activism course.

The proposed major has been approved by the College governance process, including the Board of Trustees. The required Letter of Intent was circulated on December 18, 2010. No responses were received.

**NEED AND DEMAND**

The proposed program will address a critical issue in workforce engagement and retention. Understanding and valuing diversity is long recognized as not only a necessity for social justice, but a critical component of education for managers of people. Published in February 2010, *Raising the Bar: Employers' Views on College Learning in the Wake of the Economic Downturn* provides insight from a national survey of employers conducted by Peter D. Hart Research Associates. This survey builds on and amplifies earlier research commissioned as part of the Association of American Colleges and Universities Liberal Education and America's Promise Initiative. The findings indicate a need for a stronger emphasis on global education and critical thinking skills that the proposed program seeks to develop.

In western Massachusetts, both in public and private institutions of higher education, there are no departments or programs that seek to engage ethnic and gender studies in the ways intended by the College. What distinguishes the proposed EGST program is the intention to integrate and combine modes of analysis and approaches from both the social sciences and the humanities into one degree program. The proposed program would distinguish the Massachusetts state college system as one of the first to institute an EGST program in the Northeast.

As mentioned previously, the two minors upon which this proposed program is based—Women's Studies and Ethnic Studies—have increased in numbers over the years with now over 120 minors combined.

**PROGRAM ENROLLMENT PROJECTION**

	<b># of Students 2010-11</b>	<b># of Students 2011-12</b>	<b># of Students 2012-13</b>	<b># of Students 2013-14</b>	<b># of Students 2014-15</b>
New Full Time	10	15	25	25	25
Continuing Full Time	10	20	30	45	55
New Part Time	0	0	0	0	0
Continuing Part Time	0	0	0	0	0
Graduating	0	5	10	15	20
Totals	20	35	55	70	80

**CURRICULUM (Attachment A)**

The proposed Ethnic and Gender Studies major is 42 credits comprised of six core classes (18 credits) and 8 elective courses (24 credits) in four thematic areas (2 from each area): Identities, Cross-Cultural Literacies, Social Policy and Social Justice, and Transnational. Students in the major core classes begin with introductory courses in Ethnic and Gender studies, advancing to theoretical explorations and a research methods class and two classes at the advanced level emphasizing the connections between research and practice. Students complete the major core credits with a capstone project that has a community service/activism component. The major also allows students to explore a wide range of materials, methodologies and perspectives in

elective thematic areas emphasizing historical skills, critical reading skills across cultures, explorations of social and economic policies and their consequences, and transnational/global issues and experiences.

EGST students will also be required to (1) either demonstrate skill in a second language through a test administered by the world language studies department or take one full semester of a language at the intermediate level or above, and (2) complete an internship.

### *Student Learning Outcomes*

Student learning outcomes for the proposed EGST major include the following:

1. Students will demonstrate a sophisticated critical consciousness concerning the complexity and diversity of relationships between and among racial, cultural and ethnic groups within the U.S and globally.
2. Students will develop written and verbal analytical skills to examine and critique political, social and cultural institutions.
3. Students will demonstrate new abilities to identify and to address racism, homophobia, ethnocentrism, sexism and other oppressive practices.
4. Students will be able to identify various historical conditions and workings of oppression and methodologies to address to these forms of oppression.
5. Students will demonstrate the capacity to look beyond their own gender, racial, economic and cultural background to develop global perspectives.
6. Students will develop a course of action to address inequality and injustice in context of their personal lives, in the community and globally.
7. Students will apply all these skills to become critical citizens and participate in community outreach and activism.

## **RESOURCES AND BUDGET (Attachment B)**

### *Faculty and Administration*

Presently, the ethnic and gender studies department has three full-time, tenure-track faculty members and share faculty with a number of other departments—some regularly and others on an occasional basis. The College intends to implement the proposed major with existing full-time and affiliate faculty.

### *Physical Resources*

There is dedicated section of a building on campus which affords office and meeting/advising space, classroom space and technology resources. The proposed program does not need any additional resources.

### *Library*

Both library and information technologies support the curriculum; library support includes an annual allocation for books and journals requested by the faculty as well as access to

numerous online databases. Ely Library's collections include 152,300+ books, 1,504 current periodicals, 16,565 bound periodicals and more than 24,000 full text periodicals available online. Materials not available in the Library's collection may be borrowed from other libraries via interlibrary loan by completing an interlibrary loan request form. In addition, as part of the Cooperating Libraries of Greater Springfield, materials may be borrowed from the following libraries with the WSC ID card: American International College, Bay Path College, Elms College, Holyoke Community College, Springfield College, Springfield City Library, Springfield Technical Community College, and Western New England College.

*Budget (Attachment B).*

The budget demonstrates the fiscal feasibility of the proposed program based upon the projected student enrollment. The budget assumes an annual salary/fringe expenditure increase of 4 percent.

**PROGRAM EFFECTIVENESS**

The Ethnic and Gender Studies Department provided the following goals for the proposed major:

**PROGRAM GOALS DESCRIPTION**

Goal	Measurable Objective	Strategy for Achievement	Timetable
Graduate a class of 20 majors.	20 majors will complete major and College requirements and graduate in spring 2015.	Student advising and department working in partnership with programs (i.e. Student Support Services, Urban Education, Academic Achievement and Retention)	May 2015
80% graduate school admission rate among candidates that indicate a desire for graduate/professional study upon graduation from WSC.	Acceptance to graduate school.	Exit and alumni and survey	Annually tracked, beginning with first graduating class
Implementation of program review cycle and continuing assessment.	Student learning outcomes/analysis completed each spring, beginning 2011.	Annual assessment plans for at least 2 student learning outcomes	2 outcomes assessed spring 2011; first complete cycle spring 2013.
Graduates will be critical citizens and actively engage in their community.	50% graduate participation in community work either volunteer or professional.	Exit and alumni and survey	Annually tracked, beginning with first graduating class

## **EXTERNAL REVIEW AND INSTITUTIONAL RESPONSE**

The program was externally reviewed by Dr. Cynthia Enloe from Clark University and Dr. Rajagopalan Radhakrishnan from the University of California, Irvine. Dr. Radhakrishnan endorsed the program without hesitation and made no recommendations. Dr. Enloe also expressed overall strong support for the program, noting that one of its strengths is its “intersectionality of the social sciences and the humanities,” but also made the following recommendations: ensure that students in introductory courses are introduced to the array analytical skills particular to the major; promote faculty collaboration to ensure that students are applying gender analysis to the communities in which they do their internships; and internationalize the curriculum in the introductory courses.

The College responded substantively to Dr. Enloe’s concerns. The College stated that it will provide routine assessment of the pedagogy of introductory courses to ensure interactions between race, gender and ethnicity and will encourage faculty collaboration regarding student internships. The College will encourage a comparative perspective which allows students to see and think globally and noted that the introductory course in gender studies is a global diversity core requirement and includes an international focus. The College clarified that global research and teaching backgrounds held by faculty.

## **STAFF ANALYSIS AND RECOMMENDATION**

Board staff thoroughly reviewed all documentation submitted by Westfield State College and external reviewers. Staff recommendation is for approval of a Bachelor of Arts in Ethnic and Gender Studies. Upon graduating the first class for this program, WSC 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.

## ATTACHMENT A: CURRICULUM OUTLINE

### Undergraduate Program Curriculum Outline Bachelor of Arts in Ethnic & Gender Studies

<b>Required Core Courses in the Major (Total # courses required = 6)</b>		
<i>Course Number</i>	<i>Course Title</i>	<i>Credit Hours</i>
EGST 0101	Introduction to Comparative Ethnic Studies	3
EGST 0102	Introduction to Women's and Gender Studies	3
EGST 0201	Critical Theories in Ethnic and Gender Studies	3
EGST 0202	Research Methods: Exploration, Evidence and Engagement	3
EGST 0396	Capstone Seminar in Ethnic and Gender Studies	3
EGST 0397	Social Justice and Community Activism	3
	<b>Subtotal Required Credits</b>	18
<b>Required Thematic Courses (2 from each Category; Total # courses required = 8)</b>		
<b>Category: Identities (2 courses total, 1 must be EGST)</b>		
EGST 0203	Introduction to African American Studies	3
EGST 0204	Introduction to Latino/a Studies	3
EGST 0205	Introduction to Gay and Lesbian Studies	3
EGST 0206	Introduction to Islamic Studies	3
EGST 0207	Introduction to Native American Studies	3
EGST 0210	U.S. Latino/a Literatures	3
EGST 0220	Religion, Gender and Society	3
HIST 0264*	African American History	3
HIST 0275*	African American History and Civil Rights since 1865	3
PSYC 0210*	Psychology of Women	3
<b>Category: Cross-Cultural Literacies (2 courses total, 1 must be EGST)</b>		
EGST 0208	Hip Hop Cultures	3
EGST 0209	Images in Black and Brown	3
EGST 0211	Indian Cinema: Gender and Identity	3
EGST 0216	Deviance and Culture	3
EGST/ENGL 0312	Queer Literature and Theory	3
EGST 0304	Representation of Gender, Race and Ethnicity	3
EGST 0356	Activism in Asian American Communities	3
EGST 0390	Special Topics in Ethnic and Gender Studies	3
ART 0358*	African American Art	3
COMM 0212*	Film and Gender	3
COMM 0222*	Intercultural Communication	3
ENGL 0224*	World Ethnic Literature	3
ENGL 0324*	Black American Literature	3
ENGL 0327*	Contemporary Cross Cultural Literature	3

ENGL 0328*	Ethnic Literatures in the United States	3
LLIT 0201*	Women of the Americas (Global)	3
LLIT 0202*	Women of the Americas (US)	3
LLIT 0210*	Studies in the Literature of Africa and the African Diaspora	3
<b>Category: Social Policy and Social Justice (2 courses total, 1 must be EGST)</b>		
EGST 0221	Women in Modern Organizations	3
EGST 0304	Representations of Gender, Race and Ethnicity	3
EGST 0305	Critical Race Studies	3
EGST 0353	Unmasking the School to Prison Pipeline	3
EGST 0390	Special Topics in Ethnic and Gender Studies	3
CRJU 0341*	Crime and Culture	3
CRJU 0324*	Restorative Justice	3
ECON 0307*	Economics, Gender, Race and Ethnicity	3
EDUC 0380*	Multicultural Education	3
GARP 0216*	Urban Geography	3
GARP 0352*	Planning Green Sustainable Cities	3
GARP 0351*	Cities of the Third World	3
LANG 0210*	Language, Culture and Society	3
POLS 0211*	Comparative Foreign Policy	3
POLS 0340*	Politics and the Family	3
POLS 0335*	Feminist Political Thought	3
PSYC 0352*	Women and Mental Health	3
SOCI 0202*	Race and Ethnic Relations	3
SOCI 0304*	Social Change	3
SOCI 0305*	Urban Sociology	3
SOCI 0315*	Sociology of Gender	3
<b>Category: Transnational (2 courses total, 1 must be EGST)</b>		
EGST 0213	Contemporary Issues in Islamic Studies	3
EGST 0217	Culture and Personality	3
EGST 0301	Seminar in Postcolonial Studies	3
EGST 0302	Seminar in Comparative Indigenous Studies	3
EGST 0355	International Women's Grassroots Movements	3
EGST 0390	Special Topics in Ethnic and Gender Studies	3
ART 0357*	Islamic Art	3
COMM 0213*	World Cinema Global Film	3
COMM 0306*	International Communication	3
CRJU 0333*	Terrorism	3
CRJU 0335*	Comparative Criminal Justice Systems	3
GARP 0210*	Cultural Geography	3



GARP 0217*	Global Issues of the Future	3
HIST 0215*	Middle East, Africa, and Asia	3
HIST 0325*	Women and Revolution	3
HIST 0371*	Problems in Middle East History	3
HIST 0373*	Modern Latin America	3
HIST 0375*	Latin American Relations since 1898	3
LCUL 0201*	Women in the Hispanic World	3
LCUL 0220*	Envisioning the Americas	3
LLIT 0310*	Seminar in Hispanic Studies	3
MGMT 0338*	International Business	3
POLS 0209*	International Relations	3
POLS 0211*	Comparative Foreign Policy	3
POLS 0224*	Third World Politics of Developing Countries	3
	<b>Subtotal Required Credits</b>	24**
<b>General Elective Courses (Total # courses required = 10-14 )</b>		
	<b>Subtotal Elective Credits</b>	29-41
<b>General Education Core Courses (Total # courses required = 12-16** )</b>		
<b>Distribution of General Education Requirements</b>		<b># of Gen Ed Credits</b>
Arts and Humanities, including Literature and Foreign Languages		12-18**

**ATTACHMENT B: BUDGET**

**B.A. in Ethnic & Gender Studies**

<b>Startup Costs</b>		<b>Annual Expenses</b>			
		<b>Year 1 2010-11</b>	<b>Year 2 2011-12</b>	<b>Year 3 2012-13</b>	<b>Year 4 2013-14</b>
	<b>Cost Categories</b>				
	Full Time Faculty* (Salary & Fringe)	\$35,289	\$56,720	\$97,157	\$158,783
	Part Time/Adjunct Faculty/Staff (Salary & Fringe)	\$13,600	\$13,600	\$13,600	\$13,600
	Instructional Materials, Library Acquisitions	\$4,800	\$2,000	\$3,000	\$4,000
	New computers for new faculty and staff	\$0	\$1,500	\$1,500	\$1,500
	Marketing	\$2,000	\$500	\$500	\$500
	Other (Specify) Departmental events, Field trips	\$2,000	\$2,500	\$3,000	\$3,500
	Equipment, Supplies	\$10,000	\$10,000	\$10,000	\$10,000
	<b>TOTALS</b>	<b>\$67,689</b>	<b>\$86,820</b>	<b>\$128,757</b>	<b>\$191,883</b>

\*Adjusted for load solely devoted to Ethnic & Gender Studies major enrollments.

<b>One Time/Startup Support</b>		<b>Annual Income</b>			
		<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>
	<b>Revenue Sources</b>				
None	Grants				
	Tuition to Commonwealth* [Not included in total]	(\$6,790)	(\$11,882)	(\$18,673)	(\$23,765)
	Fees*	\$42,322	\$74,063	\$116,386	\$148,127
	DGCE – College % return from 4 courses per year	\$25,600	\$25,600	\$25,600	\$25,600
	<b>TOTALS</b>	<b>\$67,922</b>	<b>\$99,663</b>	<b>\$141,986</b>	<b>\$173,727</b>

\*Tuition and fees are adjusted for percentage devoted to EGST requirements.

**FISCAL FEASIBILITY**

<b>Year</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>	<b>2013-2014</b>
Program Carryover		2,233	15,076	28,305
Revenue	69,922	99,663	141,986	173,727
Expenses	67,689	86,820	128,757	191,883
Program-to-Date	<b>2,233</b>	<b>15,076</b>	<b>28,305</b>	<b>10,149</b>