AUTHORIZATION TO PLAN AN ACADEMIC PROGRAM
University of Hawai‘i at Hilo

1. **Vice Chancellor for Academic Affairs Consultation:** Ongoing since inception of planning in 2008.
2. **Requesting Campus:** UH Hilo, CAS, Women’s Studies
3. **Planning Chair and Members:** Chair, Marilyn Brown (Director of Women’s Studies); Susan Brown, Amy Gregg, Katherine Besio, Lynn Morrison, Faith Mishina, Kirsten Mollegaard; Lauri Sagle; Sarah Marusek; Katherine Young; Leah Ruppanner. This planning committee is composed of faculty from the Women’s Studies Advisory Committee, who will bear primary responsibilities for establishing degree requirements, including core and elective offerings.
4. **Degree Proposed:** Gender and Women’s Studies (B.A. and Minor)
5. **Need for the Program**
   a. **Program Description**

   The UH Hilo Gender and Women’s Studies degree program has evolved from the Women’s Studies certificate program. The name change recognizes that gender is a social and cultural category in a wide spectrum of masculinities and femininities. Gender and Women’s Studies addresses heterosexual as well as gay, lesbian, bisexual, transgender, intersex (GLBTI) issues and is concerned with understanding the role of human sexuality and gender in diverse contexts. Gender and Women’s Studies will be an interdisciplinary degree program in the College of Arts and Sciences and will focus on the significance of gender in all aspects of human lived experience, especially in the formation of human identities, cultural practices, economic relations, and social institutions.

   The proposed degree program builds on the current Certificate Program in Women’s Studies. Except for two core courses taught by the current WS Instructor, the entire Certificate Program is delivered by existing faculty across eleven departments (across two Colleges) who teach these cross-listed courses as part of their units’ regular offerings. The degree program will be delivered in the same way, leveraging these interdisciplinary courses in a cost-effective manner. The designation of WS (and, later, GWS) is of reciprocal benefit to participating Departments in that this content is a catalyst to increasing both faculty and student interest.

   Our program will be an interdisciplinary forum that exposes students to multifaceted, diverse perspectives on gender-related issues. These issues include an in-depth understanding of the social construction and cultural significance of masculinity and femininity; ethnicity, race and social class; the biological and cultural aspects of sex and reproduction; sexual orientation; gender roles; gender as an organizing factor in social, economic, and political institutions; childhood socialization; the representation of sex and gender in media and the arts; as well as historical and current perspectives across cultures. Gender and Women’s Studies also offers a strong theoretical background in a variety of critical perspectives, which examine how institutional policies, hegemonic cultural practices, and patriarchal traditions intersect with our lived experience.

   The University of Hawai‘i at Hilo offers high quality undergraduate liberal arts and professional programs. Gender and Women’s Studies supports the University’s goal to prepare students to meet the demands of both profession and citizenship. Lower-division courses provide study in disciplinary subjects, basic theory and methodology, and the development and application of skills. Upper-division courses pursue advanced theory, applied methods, independent research, and internships. Students will be encouraged to develop projects relevant to their personal and professional goals. The UH Hilo Gender and Women’s Studies degree program will offer flexibility and support for students to develop the skills necessary for post-graduate work and/or career opportunities. Through Gender and Women’s Studies, a critical part of the liberal arts and professional education offered at UH Hilo is that students come to understand the social structures of gender.
that influence the professional workplace as well as other aspects of human experience. Gender and Women’s Studies offers students a strong emphasis in advocacy, leadership skills, critical thinking, effective writing and research in the social, scientific and cultural context of the Asian-Pacific basin. Its content will move us toward understanding issues of gender equity and globalization, particularly in the Pan-Pacific context.

Another crucial goal of education is the empowerment of students. In the UH Hilo Gender and Women’s Studies program, empowerment of students has both outward and inward goals. Outwardly, the student of Gender and Women's Studies learns to challenge institutional barriers, demonstrates interdisciplinary participation in the workplace, and acquires an increased awareness of working with others of different cultures and genders. Inwardly, Gender and Women’s Studies enables students to extricate themselves in a constructive and intelligent manner from reductive structures or conflicts. This latter empowerment enhances self-esteem creating a strong and positive attitude that encourages further education.

1) **Program learning outcomes:** Learning outcomes for Gender and Women’s Studies are consistent with those developed by the National Women’s Studies Association. Institutional members of NWSA include not only women’s studies programs but programs identified as gender studies, feminist studies, and other related fields. Program learning outcomes are:

   **Baccalaureate candidates (and minors, to a lesser extent) should be able to define, give examples of, apply, and/or demonstrate the following in papers, reports, oral presentations, and other performances:**

   - social constructions of sex and gender; shifting definitions of “woman” and “man”
   - cross-cultural, historical, and contemporary variations in conceptions of and attitudes toward gender, reproductive rights, violence
   - feminism, women’s activism, and women’s contributions to history, culture, politics, etc.
   - intersectionality of race, class, gender, sexuality; interlocking oppressions
   - critical thinking and writing, including critical self-reflection and effective oral and written communication

2) **Program Justification:** Women’s Studies at UH Hilo combines the widest range of interdisciplinary perspectives in Humanities and Social Sciences at UH Hilo. The creation of a Gender and Women’s Studies BA degree will expand the scope even further to include courses from Natural Sciences and Business & Economics. The proposed degree in Gender and Women’s Studies provides both breadth and depth in its courses of study, preparing students to develop academic and life skills that will examine social, ethnic, class, sexual and gender diversities from a range of disciplinary perspectives. This degree program will be consistent with the “Vision for 2020” portion of UH Hilo’s Strategic Plan that identifies us as a “... community that works together across disciplines and diverse perspectives to prepare student scholars to thrive, compete, innovate and lead in their professional and personal lives.” The interdisciplinary nature of this program and its learning outcomes for students will move UH Hilo toward accomplishing this vision. (The Strategic Plan has been approved on the UH Hilo campus and will be submitted to the BOR in Fall 2011. See section 5.a.5) of this document for a full discussion of this degree’s relevance to the UH Hilo plan. (A copy of the UH Hilo Strategic Plan is attached.)

Since 1993, 80 students have completed certificates in Women’s Studies, with six students completing Liberal Studies Women’s Studies B.A. degrees. Five Liberal Studies-Women’s Studies degrees were earned in the last five years. We anticipate that the newly introduced degree program will parallel the experience of the recently instituted major in Women’s Studies at UH Mānoa. Prior to the introduction of their Women’s Studies degree program, UHM Women’s Studies students pursued the major via Interdisciplinary studies. In 2005, there were 12 such WS majors. By May of 2011, only a few years
after BOR approval, there were 68 majors enrolled in the Women’s Studies degree program. We anticipate that a similar trend will ensue here at UH Hilo with the inception of our new program.

In 2007 an instructor was hired to teach core Women’s Studies courses and oversee administration of the certificate. Figure 1 shows Student Semester Hours (SSH) taught between AY 2004 and 2011 for WS-alpha courses as well as cross-listed WS courses taught in various Departments.

Figure 1.

SSH for WS Courses and Cross-Listed Courses 2003 - 2010 (with Trendline)

In the most recent five years, the Instructor and affiliated faculty from other Departments have delivered an average of 1,112.4 SSH per academic year. With the exception of the two WS alpha courses (delivered by the WS Instructor), all courses originate in other academic departments as routinely offered courses. The interest by both students and faculty has been increasing, particularly since 2007-2008 with more courses being cross-listed each semester and the development of new courses in critical areas such as feminist and gender theory.

Another insight into the level of “internal support” for this degree comes from students themselves. Faculty conducted an anonymous survey in Women’s Studies classes (including cross-listed ones) during the week of October 10, 2011. (These are the students who are the most likely to serve as a “market” for the degree.) The total number of students surveyed was 258, of whom nearly 75% (193) were women, 24.4% were men, with the remainder transgendered (.8%). The majority (80.2%) reported being Hawai’i residents. Most students were Seniors (52.3%) and Juniors (28.3%). The students represented 32 majors from all colleges at UH Hilo. Nineteen students reported that they are currently pursuing the certificate program in Women’s Studies. Most (90%) had not taken many WS courses. Of the total (258), 83% of the sample agreed or strongly agreed that there should be a Gender and Women’s Studies Major at UH Hilo. And, 86% agreed that there should a Gender and Women’s Studies Minor at UH Hilo. Seventy students (27%) agreed or strongly agreed with the statement that if a major in Gender and Women’s Studies were an option at UH Hilo, they would major in it. Given that this is a sample consisting primarily of Seniors and Juniors (80.6% combined) who have already declared a major, we conclude that there is strong support for this degree. In addition, 36% (93) said that they would pursue a minor in Gender and Women’s Studies if it were available.
A degree program in Gender and Women’s Studies at UH Hilo will serve important “external” needs in Hawai’i County. The insights that gender brings are fundamental to addressing many of the complex social problems that impact this community. Whether it concerns the diminishing number of young Hawai’i Island men in higher education or investigating patterns of family violence, we need to build the capacity of local institutions to understand gendered dynamics. Hawai’i Island leaders applaud the anticipated program as a means of building capacity in the workforce to address these issues (see letters attached). Hawai’i County Prosecuting Attorney Charlene Ibaso writes in support of this new program: “… it is clear that there are gender differences that have been demonstrated in the criminal justice response to criminal offenders. Our desire is to enhance our community’s understanding and capacity to respond to the unique dynamics of gender in education, the workforce and the institutional programs involving the courts, especially in the psycho-social dynamics that lead to victimization and criminal behaviors.” Ms. Ibaso adds: “The proposed Program can help build the workforce and human capital in this community to develop the appropriate responses to gender specific dynamics in the interdisciplinary fields of social sciences, humanities, administration of justice and law, political science, psychology, and business.”

Another partner in the community, Heidi Koop, Director of Hawai’i Island Programs for Child and Family Services (one of the largest human services providers in the State and a significant employer), writes: “As our mission is “ Strengthening Families and Fostering the Healthy Development of Children,” we are aware of the importance of understanding the gendered power relations in families and the effects on children. In our Domestic Abuse, Sexual Abuse and Crisis Response programs, we very deeply understand that staff must be very well trained in Gender and Women’s Studies. In addition, this is an excellent opportunity to provide a career path to talented and goal-oriented students who can continue with graduate programs such as MSW and Psychology.”

We conclude, therefore, that this is a Degree that will be greeted with enthusiasm by both faculty and students, as well as making an important contributions to the workforce, community leadership, and the capacity of that leadership to address a range of complex questions and challenges.

3) **Economic Development:** Since Gender and Women’s Studies and similar degrees are new to employers, there are very little data available concerning their impact on economic development. We anticipate that the program will provide the same tangible and intangible benefits of liberal arts programs that are critical to an educated citizenry and the workforce, in combination with those benefits conferred by post-baccalaureate education.

4) **Workforce Needs:** Because of the interdisciplinary nature of Gender and Women’s Studies, students will have a wide range of options for careers and professional life, including nursing; health care; law enforcement; administration of justice; social work; psychological counseling; K-12 education; public policy and planning; advocacy; conservation; and environmental sciences. Attached in the Appendix are letters from area employers, leaders of State and County Agencies, and others who see this program as building the capacity of the local workforce (some of which are referenced above in Section 2). One of these community supporters is Blayne Hanagami, Hawai’i Branch Manager of the State of Hawai’i Department of Labor and Industrial Relations. His letter (attached) supports the program based on his expertise in workforce development, writing, “Thank you for proactively strengthening gender equity and, consequently, investing wisely in our human capital for Hawai’i Island.” The letter from the Director of Hawai’i Island Programs of Child and Family Services (also referenced above) echoes the need for training in this area and its importance in the human service field. (CFS is a very significant Hawai’i County employer.) Ms. Gabriella Cabanas, Manager of the Human Resources Department of the County of Hawai’i concurs with these assessments, writing that the program will help to “ ... qualify persons for many jobs in management, human services, law enforcement, and counseling positions not only in government but in the private sector as well.” (Letter attached.)
5) **Program Alignment with System and Campus Mission/Strategic Plan and Outcomes:**
The outcomes of the Gender and Women’s Studies Program support the strategic goals of the UH Hilo campus in key areas, particularly Goals 1, 2, 4, and 5 as highlighted below:

Consistent with Goal 1 of the UH Hilo Strategic Plan (attached), students in Gender and Women’s studies will demonstrate critical thinking skills that are relevant to issues of diversity, advocacy, knowledge creation, and global (especially Pan-Pacific) change. Allied faculty will provide an environment that fosters mentoring. This is particularly important for female and other students from groups experiencing marginality. Students will learn through internships and service learning experiences that connect students to research, policy-making, practice, advocacy, cultural, and justice activities.

In support of Goal 2 of the Plan, Gender and Women’s Studies is well-positioned to become a center of teaching and research excellence on our campus. The Certificate Program already draws upon the contributions of an excellent faculty. Two allied faculty were the 2011 recipients of Excellence in Teaching Awards; the Instructor for the Women’s Studies Certificate received the award in 2010. Allied faculty have a strong record of engaging students in research projects, providing all-important undergraduate research experience. The organization of this Program will support faculty-to-faculty mentoring, with a strong interdisciplinary approach to fostering professional excellence. Interdisciplinary programs today promote cutting-edge teaching and knowledge creation; this new Program will bring a strong interdisciplinary focus to UH Hilo, in keeping with emergent trends in higher education.

The principles of Gender and Women’s Studies are inextricably linked to issues of diversity (in support of Goal 4), reflecting the multicultural heritage of Hawai’i, the Pan-Pacific, and acknowledging the diversity of human sexual identities. An understanding of the intersections of gender and indigenous identity represents a vibrant direction for our campus to highlight in teaching, research, and advocacy. Further, through an understanding of the ways in which social processes and institutions are themselves gendered, we provide a valuable perspective on social and cultural change in the State Hawai’i.

In support of Goal 5, the Gender and Women’s Studies Program builds the capacity of the community’s workforce and leadership needs by promoting an understanding of gender as a fundamental aspect of organizations and institutions. The Program learning outcomes promote the skills sets like critical thinking and communication that are necessary in contemporary workplaces. Graduates will be ready to take on leadership roles, particularly as part of organizations that deal with critical social issues affecting Hawai’i’s families and institutions. Internships in the Program will connect students with the workplace, especially in agencies of government and the non-profit sector.

Gender and Women’s Studies affirms and supports the University of Hawai’i System Strategic Outcomes and Performance Measures (2008-2015) and their underlying values of “academic rigor and excellence, integrity and service, aloha and respect.” The degree will contribute to the expansion of Hawai’i’s educational capital by serving diverse groups of students including non-traditional age women.

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1 The Strategic Plan has been approved on the UH Hilo campus and will be submitted to the BOR in Fall 2011.
2 Sarah Marusek, Political Science, received the Francis Davis Award and Lauri Sagle, English, received the Chancellor’s Award for Excellence in Teaching in 2011. Amy Gregg, Women’s Studies Instructor, won the Chancellor’s Award for Excellence in Teaching in 2010. Faith Mishina was a recipient of the Chancellor’s Award for Excellence in Teaching in 1997.
and men, many of whom are low-income and Native Hawaiian students from underserved regions (especially of Hawai‘i Island) who are looking for a relevant course of study. Our excellent faculty will offer mentoring and extra-curricular research opportunities that will attract, retain, and graduate students who are first-generation college and low-income students, thus increasing the educational capital of the State. This degree will also prepare students for effective engagement and leadership in a global environment by providing a curriculum that promotes respect for diversity, gender equity, and multiculturalism particularly in the trans-Pacific context. Students will be well-prepared to compete in the global context, particularly in view of the interdisciplinary and global nature of the curriculum in Business, Humanities, and the Social Sciences.

5.b. Existing UH Programs

1.) Similar Degrees in the UH System: The BA program in Women’s Studies at UH Mānoa is similar but the proposed major at UH Hilo will be the only Gender and Women’s Studies Program in the UH System.

2.) The proposed program will not be redundant to the Mānoa Program. The UH Hilo campus has enjoyed a collaborative relationship with Meda Chesney-Lind, Director of Women’s Studies at UHM, who supports the establishment of a degree program in Gender and Women’s Studies at UH Hilo. Although we are not organizationally equipped to do a joint program, we do expect a collaborative relationship that will benefit the overall profile of these disciplines in Hawai‘i.

See the attached letter from Meda Chesney-Lind, Director of Women’s Studies at UHM (September 9th, 2011) and copied to VCAA Dasenbrock at UHM. VCAA Simmons of UH Hilo consulted with VCAA Dasenbrock on September 11, 2011.

6. Planning the New Program

a. Planning Period

1) The planning period will be from May 2011 to May 2012. Significant faculty involvement in planning has preceded the “official” planning period. Therefore, the planning period has been “frontloaded” with substantial work already having been completed.

2) The planning process will include establishing MOU’s with contributing departments ensuring that courses are regularly offered. In fact, most courses are already offered every year or every other year. Some of these fulfill requirements in the new General Education program. The Director of Women’s Studies will meet with department and division chairs whose courses will contribute to the program to establish that core courses to the major will be offered regularly and can be staffed within departmental budgets. This has been the long-established process used by the existing Women’s Studies Certificate Program. Once the program is developed, it will be reviewed via the established UH Hilo curriculum review process.

3) The anticipated date for submitting the program for approval is May 2012, with the new program to be implemented in August 2013.

4) The planning period will entail no budget or workload additions as the work will continue to be handled by the existing planning committee, the Women’s Studies Advisory Group, and the Director of Women’s Studies. During the planning period, the Director of Women’s Studies will draw a one-course release per year, funded by the CAS Dean’s Office.

5) The program will be sustained much in the same way the existing interdisciplinary major in Administration of Justice has been sustained for well over a decade at UH Hilo, through student

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4 Professors Susan Brown, Lynn Morrison, and Marilyn Brown, to identify a few, have involved students like these in faculty-research projects.
tuition and existing faculty resources. This is the same organization format as the current Women's Studies Certificate.

6) The proposed program is consistent with UH Hilo's accreditation standards.
7) Gender and Women’s Studies is a Program within the Social Science Division of the College of Arts and Sciences.

b. Description of Resources Required

1) This program will be delivered by the current Instructor and existing faculty who now cross-list courses with the Women's Studies Certificate Program, one of whom is the Director of Gender and Women’s Studies. This program can commence and move forward with the current resources. As already noted, the majority of courses are ones that would be routinely offered anyway. Based on student demand for courses and the availability of resources, we will request a new faculty position at a later stage of the program. Dr. Marilyn Brown, Associate Professor in Sociology, will be Director of the program for the next 3 years (see Appendix for her CV). Her Department Chair, Dr. Thom Curtis is aware of and supports this commitment as does the Dean of the College of Arts and Sciences. Existing faculty, including the current instructor, will deliver a set of core courses foundational to the major. Should a new faculty member be approved at a later date, that person would serve as Chair of the program and provide long-range planning and administrative oversight. Dr. Brown will take on these roles for now.

The 2011-2012 catalog included 37 Women's Studies courses, most of which are cross-listed with Women’s Studies through affiliated faculty. In addition to the cross-listed courses, there are a number of “special topics” courses and others now in the process of approval that will also be cross-listed or offered as standard courses by the Women's Studies instructor. Two recently hired tenure-track faculty in Political Science and Sociology now contribute feminist political theory and gender theory to the curriculum, increasing its rigor. UH Hilo-CAS recruitment efforts now cite teaching and research on gender as desirable qualifications, which will be an impetus to expanding our already highly qualified faculty. Long-range planning for the degree includes the awarding of dual appointments to participating faculty, in their “home” department as well as Gender and Women’s Studies.

2) Library Resources: Many Women’s Studies classes are already being offered by the Arts and Sciences faculty at UH Hilo. The library supports these Women’s Studies classes with resources in the current collection.

3) Physical resources: No new physical resources are needed to deliver this program.

4) Additional resources: no additional staff or positions are required.

5) c. Five-Year Business Plan.

The degree program in Gender and Women’s Studies will be delivered cost-effectively with no new resources. Existing faculty including the current WS Director and Instructor, as well as affiliated faculty, are already teaching the courses in the WS/GWS curriculum. (The WS Director, Marilyn Brown, Associate Professor in Sociology, will receive one course release per academic year, per the CAS Dean.) Apart from the two WS alphas, the remainder of the program is comprised of existing courses in other departments.
Business Plan Narrative:

A. Rows A.1. – A. 6. Includes salary costs for the full-time instructor who delivers the WS alpha courses. It reflects that the current instructor position will be maintained for the program. We have also indicated the cost of one course release per semester for the Program Director. Salary increases (3%) and fringe (39.37%) are included. The line item for Library reflects that the degree will proceed based on existing resources. Total expenses in this section include supplies.

B. Projected course enrollments are obtained from 2009/2010 enrollment figures for WS courses. This figure is maintained throughout so numbers are conservative.

C. Projected majors are likewise conservatively based on recruiting 10 students per year (includes majors and minors). In the fifth year of the program, we anticipate recruiting 15 students.

D. and E. We anticipate delivering a minimum of 17 course sections per AY. Given the 14 qualifying courses on the schedule in F 2011 and a similar number anticipated for SP 2012, this is also a minimum. These sections will total 51 credits.

F. and G. SSH based on recent data from the Office of Institutional Research. Tuition rates include known increases.

H. and I. Total revenues come from tuition; no additional revenues are anticipated at this time.

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<th>YEAR</th>
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<td>(A.1.) Faculty (Existing Instructor)</td>
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| REVENUES | | | | | |
| (B.) Projected Course Enrollments | 375 | 375 | 375 | 375 | 375 |
| (C.) Projected Major Enrollments | 10 | 20 | 30 | 40 | 45 |
| (D.) No. of Courses | 17 | 17 | 17 | 17 | 17 |
| (E.) No. of Credits | 51 | 51 | 51 | 51 | 51 |
| (F.) SSH | 1125 | 1125 | 1125 | 1125 | 1125 |
| (G.) Tuition Rate/Credit | 213 | 235 | 235 | 235 | 235 |
| (H.) Total Revenue from Tuition | 239,625 | 264,375 | 264,375 | 264,375 | 264,375 |
| (375 x 213 x 3 credits) | (375 x 235 x 3 credits) | (375 x 235 x 3 credits) | (375 x 235 x 3 credits) | (375 x 235 x 3 credits) |
| (I.) Other Sources of Income | 0 | 0 | 0 | 0 | 0 |
| TOTAL Revenues | 239,625 | 264,375 | 264,375 | 264,375 | 264,375 |
7. **Impact on current courses or programs.**

The primary intended impact of the B.A. program in Gender and Women's Studies is to provide an interdisciplinary degree program which students find both compelling and relevant. The major is also expected to increase retention at UH Hilo by offering a program unique to the UH system. In addition, new courses developed as part of the Gender and Women's Studies major likely will contribute to other existing majors at the university.

8. **If this program is multidisciplinary, provide evidence of commitment for support.**

Attached is a list of courses currently being offered and faculty teaching these courses in Gender and Women's Studies.

The Instructor would continue to deliver the introductory courses (that also contribute to the General Education program) and two intermediate courses. Faculty in a variety of other departments (i.e., Communication, English, Anthropology, Geography, History, Philosophy, Psychology, Sociology, Political Science, Languages and Linguistics, and Management) offer courses that currently are cross-listed with Women's Studies. These courses would continue and contribute to the Gender and Women's Studies major.

**The ATP has completed the campus approval process prior to review by Council of Chief Academic Officers (April 27, 2010.)**
Reviewed by:

Campus Chief Academic Officer: ___ Recommend

Comments:

Signature

Print Name

Date

Chancellor: ___ Approved ___ Disapproved

Comments:

Donald O. Straney
Chancellor, UH - Hilo

Signature

Print Name

Date

Council of Chief Academic Officers (Systemwide Consultation):

Comments:

Signature

Print Name

Date

(A copy of the signed document is provided to the Office of the Executive Vice President of Academic Affairs/Provost.)