

Program Length = 4.0 YEARS

Special Program = N

Required Terms of Enrollment = FA/SP

per Chelsea Kay-Wong, campus will request minor in a different request later when supporting documents are ready.

UNIVERSITY OF HAWAII

CODE REQUEST FORM FOR ACADEMIC PROGRAM CODES

REQUESTOR CONTACT INFORMATION	
Date: January 19, 2015 June 16, 2015	Effective term of request (Semester-Year): Fall 2015
Name: Jean Ippolite Shelby Wong	Title: Curriculum Planning Liaison for Academic Affairs & Catalog Coordinator
Campus: University of Hawaii at Hilo	Office/Department: Academic Affairs
Phone: 808-932-7112 808-932-7927	Email: jippolit@hawaii.edu shelbyw@hawaii.edu

1. PROGRAM CODE, MAJOR CODE, CONCENTRATION CODE		Banner forms: SMAPRLE, SOACURR, STVMAJR	
Institution: Ξ Univ. of Hawaii at Hilo	College: College of Arts and Sciences ^{AR}	Department: Sociology SOCS	
<input checked="" type="checkbox"/> New program code <input type="checkbox"/> Change/replace existing program code:			
Level: <input checked="" type="checkbox"/> Undergraduate <input type="checkbox"/> Graduate <input type="checkbox"/> First-Professional <input type="checkbox"/> Post-Baccalaureate <input type="checkbox"/> Other:			
Degree: Bachelor of Arts		Certificate:	
If requesting an existing Major code and/or Concentration code in Banner:			
Existing Major:	WS Code	Women's Studies Description	Existing Concentration: Code Description
If requesting a new <input checked="" type="checkbox"/> Major code or <input type="checkbox"/> Concentration code that does not exist in Banner:			
New Code [4 char/space limit]: GWS		Description [30 char/space limit]: Gender and Women's Studies	
If a similar major/concentration code exists in Banner, please list the code:			
Is this major/concentration code being used the same way at other UH campuses?			
Is 50% or greater of the classes in this program offered at a location other than the Home Campus? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No (Please consult your Financial Aid Officer on Program Participation Agreement impact)			
Is this program/major/certificate financial aid eligible? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (Financial Aid Officer consultation required for all new program codes)			
Should this program be available for applicants to select as their planned course of study on the online application? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (If yes, students may select the code as their <u>only</u> program of study.)			

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Replacing or eliminating an existing program code:

If replacing an existing program code, are current students "grandfathered" under the old code? Yes No

Should the old program code be available for use in Banner? Yes No

Will the old program code be available for:	Banner Module	Yes	No	Ending Term (Semester-Year)
	Online Application	<input type="checkbox"/>	<input type="checkbox"/>	_____
	Recruitment	<input type="checkbox"/>	<input type="checkbox"/>	_____
	Admissions	<input type="checkbox"/>	<input type="checkbox"/>	_____
	General Student	<input type="checkbox"/>	<input type="checkbox"/>	_____
	Academic History	<input type="checkbox"/>	<input type="checkbox"/>	_____

2. CERTIFICATES ONLY:

Does this certificate qualify as a Gainful Employment Program (Title IV-eligible certificate program)? Yes No
(Please consult your Financial Aid Officer or see: <http://www.ifap.ed.gov/GainfulEmploymentInfo/index.html>)

For new certificates approved by the Chancellor, the related BOR authorized academic program is:

3. NEW CAMPUS, COLLEGE, DIVISION, OR DEPARTMENT CODE

Banner forms: STVCAMP, STV_COLL, STVDIVS, STVDEPT

Campus code [3 char]:	Campus description [30 char/space limit]:
College code [2 char]:	College description [30 char/space limit]:
Division code [4 char/space limit]:	Division description [30 char/space limit]:
Department code [4 char/space limit]:	Department description [30 char/space limit]:

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4. NEW COURSE SUBJECT CODE (Subject Alpha)		Banner form: STVSUBJ
College:	Department:	
Subject code [4 char/space limit]:	Subject description [30 char/space limit]:	

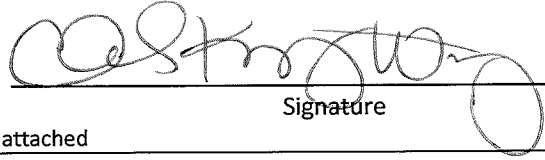
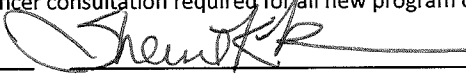
5. NEW MINOR (Minor codes are listed on the Major code table)		Banner form: STVMAJR
Minor Code [4 char/space limit]: GWS minor	Minor Description [30 char/space limit]: Gender and Women minor	

Please briefly describe your request and explain why you are requesting the code(s):

Gender and Women BA was approved through the Faculty Curriculum Review process on Feb. 2, 2014. ~~Minor was approved on March 8, 2014.~~

SUPPORTING DOCUMENTATION
<p>Please see the Code Request Guide for the required supporting documents to be submitted. Documents submitted with this form:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Board of Regents meeting minutes and supporting documents provided to the BOR <input checked="" type="checkbox"/> Memo from UH President <input checked="" type="checkbox"/> Memo from Chancellor <input checked="" type="checkbox"/> Curriculum (required for requests for new programs/majors/minors/certificates) <input type="checkbox"/> Gainful Employment Program notification to the US Department of Education <input type="checkbox"/> Other: _____

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CAMPUS VERIFICATION		
Requestor Signature _____		Date _____
Registrar (If different from Requestor)		
<u>Chelsea Kay-Wong</u> Print name	 Signature	<u>2/19/15</u> Date
Email/memo in lieu of Registrar's signature may be attached		
Financial Aid Officer (Financial Aid Officer consultation required for all new program codes)		
<u>Sherrie K Padilla</u> Print name	 Signature	<u>2/20/15</u> Date
Email/memo in lieu of Financial Aid Officer's signature may be attached		
For Community Colleges, verification of consultation with OVPCC Academic Affairs:		
_____ Print name	_____ Signature	_____ Date
Email/memo in lieu of signature may be attached		

Send completed form and supporting documentation to:

Institutional Research and Analysis Office (IRAO)	
1633 Bachman Place	Email: iro-mail@lists.hawaii.edu
Sinclair Annex 2, Room 4	Fax: 808-956-9870
Honolulu, HI 96822	Phone: 808-956-7532

After all required forms and supporting documents have been submitted, please allow at least two weeks for processing by IRAO and Banner Central.

FOR INTERNAL USE ONLY	Date form/docs received:
Program code [12]:	Program Description [30]:
CIP code [6]:	CIP description [30]:

UH Hilo

Degree:	Bachelor of Arts
Division:	Womens Studies
Title:	Gender and Women
Description:	The Gender and Women's Studies Department at UH-Hilo promotes an interdisciplinary understanding of how race, class, sexuality, nation and other elements of diversity intersect with the study of women and categories of gender. Our mission is to cultivate active leadership skills and a sense of responsibility grounded in a critical social justice approach to individual and collective transformation in Hawai'i and beyond. In the UH Hilo Gender and Women's Studies program, empowerment of students has both inward and outward goals. Inwardly, Gender and Women's Studies enables students to extricate themselves in a constructive and intelligent manner from reductive structures or conflicts. This empowerment enhances self-esteem, creating a strong and positive attitude that encourages further education. Outwardly, the student of Gender and Women's Studies learns to challenge institutional barriers, demonstrates leadership in the workplace, and acquires an increased awareness of working with others of different cultures and genders. Our curriculum advances both of these goals to inspire students as agents of change.
Effective Date:	Fall 2014

1. Is this a proposal for

- (a) modification of an existing undergraduate or graduate program/degree/major/minor/certificate?
- (b) a new certificate or minor or track within an existing baccalaureate or graduate program?
- (c) a proposal for an individual liberal studies major equivalent?
- (d) a request for Approval To Plan a new graduate or undergraduate degree program (ATP)?
- (e) a new graduate degree program or a new baccalaureate degree program?

If (a) or (b), please answer all questions in this proposal form.

If (c), provide student's name, student ID, faculty advisor's name, and title of proposed program in the space below; then answer question 2 only, and attach the proposal and advisor's letter.

If (d), answer only questions 1 and 9 and attach your request for Approval to Plan.

If (e), answer all questions and attach both the signed, approved ATP for your proposed program and the program proposal by clicking the "Attachment" tab at the bottom of the proposal form.

The BOR E5.201 template for new programs and budget template are posted on the VCAA Curriculum Resources page: <http://hilo.hawaii.edu/uhh/vcaa/CurriculumResources.php>

Consult CurrCtrl campus administrator Jon Awaya awayaj@hawaii.edu for assistance.

New Program (ATP approved November 2011) Gender and Women's Studies B.A. **(see separate proposal for minor)**.

2. Please answer the following, for both new programs and modifications, numbering your answers.

- 1. Specify (a) the number of credits required for the program and (b) the number of elective credits.
- 2. Specify the minimum required GPA for courses taken for the major, minor or certificate. Unless otherwise stipulated here, the minimum required GPA will be set as 2.0 (C) in Banner.

3. Specify the minimum acceptable grade for each course taken for the major, minor, or certificate. Unless otherwise stipulated here, the minimum acceptable grade will be set as 1.0 (D) in Banner.

1. The BA in GWS requires 12 credits of core courses. In addition, to which are courses from two blocks of six credits each. There are nine credits of electives. Total credits will be 39.

2. The minimum GPA for the major/minor is 2.0.

3. The minimum GPA for each course taken for the major/minor is 1.0.

3. How does the NEW program or program modification benefit students, the curriculum, and the institution, and how does this change relate to or impact other programs at the university?

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.

Gender and Women's Studies provides an interdisciplinary liberal arts degree that is academically rigorous and structured around specific learning outcomes. Previously, students who wanted a B.A. in Women's Studies had to design their own liberal studies degree. The GWS curriculum offers a more integrated and structured approach compared to these liberal studies degrees. In addition, due to the fact that the curriculum offers substantial numbers of courses from English, Political Science, Sociology, Anthropology, History, and Geography, students will frequently select GWS as a second major or as a minor. Its interdisciplinary nature also facilitates completing UH Hilo's general education requirements.

The B.A. in GWS and, to some extent, the minor provide a strong theoretical and methods core. Additionally, these courses constitute an integrated foundation based on the Program's learning outcomes. Separate Blocks (1-3) facilitate learning through different approaches to questions and issues related to diversity, global perspectives, leadership, and social change. Students are offered a selection of several dozen electives across some of the College's strongest majors.

The Women's Studies Certificate at UH Hilo was instituted in 1993 with over 90 certificates being issued since. Between AY 2001-02 and AY 2012-13 alone, 70 WS certificates have been issued to students with majors in Communications, English, History, Anthropology, Sociology, Marine Sciences, Philosophy, and Political Science, and Administration of Justice. In the past five years, eight students have completed Liberal Studies-Women's Studies B.A. degrees. We anticipate that the newly introduced degree program will parallel the experience of the recently instituted major in Women's Studies at UH Manoa. 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 the most recent five years for which data were available (AY 2006-07 to AY 2010-2011), 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 four 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 transgender (.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 be 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.

As a result, the Gender and Women's Studies Program will make an important contribution to a now small, but growing, number of interdisciplinary programs at UH Hilo. Interdisciplinary programs are increasingly recognized in undergraduate and graduate education as critical in teaching students how various disciplines confront important intellectual questions or problems (Association of American Universities 2005). Interdisciplinary studies promote collaborative work across disciplines among both faculty and students. These programs have even been cited as improving the retention of returning adult students, in part, because of their flexibility (Kelly 2006).

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, 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. Block 2 of the Program (Leadership and Social Change) provides an analytical and ethical framework in which to view leadership and social change.

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.^[1] 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 (Klein 1999).

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. Distributions of courses in Block 1 (Diversity and International Perspectives) of the Program underscore the importance of diversity to our students. 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 of 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, collaboration, leadership, 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 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.^[2] 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.

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 Iboshi 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. Iboshi 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.

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.

[1] 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.

[2] Professors Susan Brown, Lynn Morrison, and Marilyn Brown, to identify a few, have involved students like these in faculty-research projects.

4. Describe any additional library resources, facilities, equipment or other resources required for the new or modified program and provide an estimate of such costs.

Type in "None" if appropriate.

This new Program doesn't require any new library or other resources. Because it is based on courses already in the curriculum, required resources are already in use at UH Hilo.

5. Describe any additional faculty required for the new or modified program and provide an estimate of such costs.

5. The proposed degree program builds on the current Certificate Program in Women's Studies. Except for two core courses (and some electives) 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.

Therefore, no new faculty are required in order to go forward with this Program. The Dean of the College of Arts and Sciences has given the Director of Women's Studies one course release per academic year for serving in this capacity. Typically, this leadership comes from the affiliate faculty and will continue to do so for the new Program.

6. If this is a new program or a new certificate or a minor or a new track within an existing program, copy and paste from a Word document into the window below a catalog-ready list of the graduation (or minor or certificate) requirements, including required courses and acceptable electives.

If this is a program modification, copy and paste the current requirements into the window below; strike out portions to be deleted, and underline any new or additional portions.

Reminder: This proposal is for one type of program. Include requirements for only one type of program: the BA, or the minor, or the certificate, as indicated by the type of program you selected when you created this proposal.

[CRC - THE FOLLOWING IS FOR BA WITH THE MINOR FOLLOWING IN ITALICS. THE MINOR IS BEING SUBMITTED AS A SEPARATE PROPOSAL. AN ATTACHMENT WITH PROGRAM LEARNING OUTCOMES, MISSION STATEMENT AND COMPLETE CATALOG DESCRIPTION ARE ATTACHED AS A SEPARATE FILE]

Gender and Women's Studies (See attachment for Mission Statement, Learning Outcomes, and Major/Minor requirements)

Director: Marilyn Brown, Ph.D. marilyn@hawaii.edu
Social Science Division Office, UCB 308 (808) 974-7460

Requirements for the Bachelor of Arts in Gender and Women's Studies

Group 1. General Education Basic, Area, and Integrative Requirements in effect Fall 2014. Students may choose to graduate under the General Education Basic, Area, and Integrative requirements and graduation requirements in force at the time they entered the UH System, when they entered UH Hilo, or when they graduate, provided there is no break in enrollment lasting longer than one semester.

Students should meet with their academic advisor to ensure that they enroll in courses that will enable them to meet these requirements as well as requirements for the major and for graduation. Some courses may meet both General Education requirements and major requirements.

The new GE basic, core, and integrative requirements and lists of certified courses are posted at <http://hilo.hawaii.edu/academics/gened>

Group 2. Major Requirements and Assigned Credits:

Required Major Courses (39)

Core (12)

WS 151 Introduction
ENG 202 or ENG 257 or PHIL 220

WS 200 Gender, Leadership, and Social Justice
 WS 495 Capstone in Gender and Women's Studies

One theory course (3). Choose from:

WS 352 Gender and Sexuality
 PHIL 375 Feminist Philosophy
 POLS 303 Feminist Political Theory

One methods course (3). Choose from:

ANTH 445 Ethnographic Field Techniques
 ANTH 485 Applied Anthropology
 ENG 300 Introduction to literary studies
 GEOG 430 Gender, Place, and Environment
 GEOG 382 Qualitative Research Methods in Geography
 HIST 300 Historical Methods
 POLS 280 Research Methods
 SOC 380 Research Methods
 SOC 391 Internship
 SPAN 369 Critical Analysis in Latino & Hispanic Film

Block 1: Diversity and International Perspectives (6). Choose two courses:

ANTH 320 Cross-Cultural Study of Women
 ENG 201 Global Cinema
 ENG 202 Literature of Human Rights
 ENG 257 Multicultural Lit
 ENG 423 Post-Colonial Literature
 GEOG 305B Geo. of the Middle East
 HIST 319 European Women's History
 HIST 360 American Women's History
 HIST 401 Women in Hawaiian History
 HIST 411 Family & Gender in Oceania
 PHIL 304 Philosophy and Cultural Diversity
 SOC 300 Family in World Perspective
 WS 357 Women & Religion
 WS 358 Women in Christianity

Block 2: Leadership and Social Change (6). Choose two courses:

ANTH 324 Culture, Sex & Gender
 HIST 378 American Indig. Cultural Survival
 PHIL 315 Ethical Theory
 PHIL 316 Science, Technology and Society
 PHIL 370 American Philosophy
 POLS 327 Law and Identity
 POLS 332 Politics of Race & Gender
 SOC 310 Race & Ethnic Relations
 SOC 321 Social Stratification
 SOC 328 Gender, Crime, & Justice
 SOC 340 Socialization & Identity
 WS 352 Gender and Sexuality

Block 3: Electives. Choose three courses (9):

ANTH 320 Cross-Cultural Study of Women
 ANTH 324 Culture, Sex & Gender
 COM 420 Family Communication
 COM 461 Race and Gender in Media
 ENG 200E Myth & Folklore
 ENG 201 Global Cinema
 ENG 202 Literature of Human Rights
 ENG 204 Intro Race/Gender Film Studies
 ENG 205 Hawaii on Screen

ENG 206 Intro to Popular Culture
 ENG 257 Multicultural Lit
 ENG 355 Women in Modern Lit & Film
 ENG 423 Post-Colonial Literature
 ENG 442 Romantic Literature
 GEOG 305B Geo. of the Middle East
 GEOG 382 Qualitative Methods in Geography
 GEOG 430 Gender, Place, and Environment
 HIST 319 European Women's History
 HIST 360 American Women's History
 HIST 378 American Indig. Cultural Survival
 HIST 401 Women in Hawaiian History
 HIST 411 Family & Gender in Oceania
 HIST 486 Women in Ancient European Civ.
 LING 356 Language & Gender
 PHIL 304 Philosophy and Cultural Diversity
 PHIL 310 Metaphysics
 PHIL 315 Ethical Theory
 PHIL 316 Science, Technology and Society
 PHIL 370 American Philosophy
 PHIL 375 Feminist Philosophy
 POLS 303 Feminist Political Theory
 POLS 327 Law and Identity
 POLS 332 Politics of Race & Gender
 SOC 300 Family in World Perspective
 SOC 310 Race & Ethnic Relations
 SOC 320 Social Stratification
 SOC 328 Gender, Crime, & Justice
 SOC 340 Socialization & Identity
 SOC/WS 391 Internship
 SPAN 368 Latin American Women's Lit
 SPAN 369 Analysis in Latin American Film
 WS 352 Gender and Sexuality
 WS 357 Women & Religion
 WS 358 Women in Christianity
WS x94 Special Topics in Subject Matter
WS x99 Directed Studies

Notes on electives:

1. No more than 6 credits of lower level courses
2. No more than 6 credits in a single discipline (exception for courses originating in GWS)
3. A student may not apply courses taken in the core towards courses in the electives.
4. A student may not apply courses taken in the two tracks (Diversity/International Perspectives and Leadership and Social Change) towards courses in the electives.
5. **Students should consult with their advisors each semester as applicable courses (not listed in the catalog) are offered from time to time.**

Minor in Gender and Women's Studies [CRC NOTE THAT THIS MINOR IS BEING SUBMITTED IN CC SEPARATELY]

21 semester hours

Required Courses (6):

WS 151 Introduction
WS 495 Capstone in Gender and Women's Studies

Electives: 15 additional credits from courses listed under Gender and Women's Studies in this catalog with a maximum of six credits from 200-level courses and a maximum of nine credits from the same discipline. Most courses counted toward the minor are cross-listed as Gender and Women's Studies courses. Each semester, additional appropriate courses are reviewed and listed under Women's Studies in the class schedule. Students also may take up to six credits of discipline-based directed study from a participating GWS faculty member.

7. **List any new courses or modified courses being proposed with this program proposal, providing alpha, number, and title of each one. The proposals for these new/modified courses MUST be submitted at the same time as this program proposal, to ensure proper review by approvers. Specify "Proposal submitted" next to each course in your list.**

1. POLS 303/WS 303 Feminist Political Theory (existing course with X-list mod being added now to CC by Dr. Young)
2. SOC 391/WS 391 (existing course with X-list mod being added now to CC by Dr. Brown)
3. SOC 328/WS 328 Gender and Crime (Being submitted to CC as a new course with X-list now by Dr. Brown)
4. WS 200 Gender, Leadership, and Social Justice (Being submitted to CC as a new course with X-list by Hannah Wu, Director of the Women's Center).
5. GEOG 382/WS 382 Qualitative Research Methods in Geography (Being submitted now to CC as a new course with X-list by Dr. Besio).

8. **Does this new or modified program involve courses offered by other departments? If not, type in "no." If yes, please attach an email (in PDF) or other document from the chair(s) of the other department(s) approving the inclusion of those courses by alpha, number, and title.**

To attach, click on the ATTACHMENT button at the bottom of this page, next to the SUBMIT button.

A pdf with authorizations for courses from the following Departments will be attached:

Anthropology
 Communications
 English
 Geography
 Philosophy
 Political Science
 Languages

As Chair of the Sociology Dept., I authorize the cross-listing of the following courses:

Soc 300 Family in World Perspective
 Soc 310 Race and Ethnic Relations
 Soc 320 Social Stratification
 Soc 328 Gender, Crime, and Justice
 Soc 380 Research Methods
 SOC 391/WS 391 Internship

9. **Please record the department vote approving the proposed change(s): Approve, Not Approve, Abstain; give the date of the vote.**








This Program is not organized as a Department. Rather, it has been designed and will be implemented by the Advisory Council for the Women's Studies Program. It has been developed over numerous meetings, usually by consensus, over a period of years. On May 3, 2013, the Advisory Council voted on the curriculum via electronic survey. The vote count was eight in favor, three opposed, and no abstentions.

10. **Provide other attachments that you believe will be useful and informative to reviewers and approvers.**

List of attachments:

ATP (signed by CCAO 11/11)
 Mission Statement, Learning Outcomes, Catalog descriptions for Major and Minor
 PDF with Department Chair Authorizations
 Letters of Support
 BOR proposal
 Works Cited for Proposal

Attachments

History	Version	File Name
	1	Authorization to Plan an Academic Program - Gender and Womens Studies SIGNED.pdf
	1	Cross list authorization philos. and geo..PDF
	1	Dept Chairs Auth to cross list 1 of 2.pdf
	1	Dept Chairs Auth to cross list 2 of 2.pdf
	1	GWS MISSION STATEMENT LEARNING OUTCOMES DESCRIPTION.docx
	1	INTERNAL AND EXTERNAL LETTERS OF SUPPORT.pdf
	1	Works Cited GWS proposal.docx

Campus: HIL
Updated By: MARILYN
Updated Date: 02/12/2014 3:52 PM

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UH Hilo

Degree:	Minor
Division:	Sociology
Title:	Minor in Gender and Women
Description:	The Gender and Women's Studies Department at UH-Hilo promotes an interdisciplinary understanding of how race, class, sexuality, nation and other elements of diversity intersect with the study of women and categories of gender. Our mission is to cultivate active leadership skills and a sense of responsibility grounded in a critical social justice approach to individual and collective transformation in Hawaii and beyond. In the UH Hilo Gender and Women's Studies program, empowerment of students has both inward and outward goals. Inwardly, Gender and Women's Studies enables students to extricate themselves in a constructive and intelligent manner from reductive structures or conflicts. This empowerment enhances self-esteem creating a strong and positive attitude that encourages further education. Outwardly, the student of Gender and Women's Studies learns to challenge institutional barriers, demonstrates leadership in the workplace, and acquires an increased awareness of working with others of different cultures and genders. Our curriculum advances both of these goals to inspire students as agents of change.
Effective Date:	Fall 2014

1. Is this a proposal for

- (a) modification of an existing undergraduate or graduate program/degree/major/minor/certificate?**
- (b) a new certificate or minor or track within an existing baccalaureate or graduate program?**
- (c) a proposal for an individual liberal studies major equivalent?**
- (d) a request for Approval To Plan a new graduate or undergraduate degree program (ATP)?**
- (e) a new graduate degree program or a new baccalaureate degree program?**

If (a) or (b), please answer all questions in this proposal form.

If (c), provide student's name, student ID, faculty advisor's name, and title of proposed program in the space below; then answer question 2 only, and attach the proposal and advisor's letter.

If (d), answer only questions 1 and 9 and attach your request for Approval to Plan.

If (e), answer all questions and attach both the signed, approved ATP for your proposed program and the program proposal by clicking the "Attachment" tab at the bottom of the proposal form.

The BOR E5.201 template for new programs and budget template are posted on the VCAA Curriculum Resources page: <http://hilo.hawaii.edu/uhh/vcaa/CurriculumResources.php>

Consult CurrCtrl campus administrator Jon Awaya awayaj@hawaii.edu for assistance.

This is a proposal for the Minor in Gender and Women's Studies; the BA proposal is being submitted separately.

2. Please answer the following, for both new programs and modifications, numbering your answers.

- 1. Specify (a) the number of credits required for the program and (b) the number of elective credits.**
- 2. Specify the minimum required GPA for courses taken for the major, minor or certificate. Unless otherwise stipulated here, the minimum required GPA will be set as 2.0 (C) in Banner.**

3. Specify the minimum acceptable grade for each course taken for the major, minor, or certificate. Unless otherwise stipulated here, the minimum acceptable grade will be set as 1.0 (D) in Banner.

1. The minor in Gender and Women's Studies requires 21 credits, of which six are the core.

2. The minimum GPA for the minor is 2.0.

3. The minimum GPA for each course taken for the minor is 1.0.

3. How does the NEW program or program modification benefit students, the curriculum, and the institution, and how does this change relate to or impact other programs at the university?

[CRC NOTE: THIS TEXT APPLIES TO THE MINOR AND TO SOME EXTENT THE MAJOR.]

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.

Gender and Women's Studies provides an interdisciplinary liberal arts degree that is academically rigorous and structured around specific learning outcomes. Due to the fact that the curriculum offers substantial numbers of courses from English, Political Science, Sociology, Anthropology, History, and Geography, students will frequently select GWS as a minor along with these majors as they have with the certificate. Its interdisciplinary nature also facilitates completing UH Hilo's general education requirements.

The B.A. in GWS and, to some extent, the minor provide a strong theoretical and methods core. Additionally, these courses constitute an integrated foundation based on the Program's learning outcomes. In addition to the requirements of WS 151 (Introduction) and WS 495 (Capstone), students are offered a selection of several dozen electives across some of the College's strongest majors. No more than six credits one discipline can be counted, facilitating an interdisciplinary education.

The Women's Studies Certificate at UH Hilo was instituted in 1993 with over 90 certificates being issued since. Between AY 2001-02 and AY 2012-13 alone, 70 WS certificates have been issued to students with majors in Communications, English, History, Anthropology, Sociology, Marine Sciences, Philosophy, and Political Science, and Administration of Justice.

In the most recent five years for which data were available (AY 2006-07 to AY 2010-2011), 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 four 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.

As a result, the Gender and Women's Studies Program, including the minor, will make an important contribution to a now small, but growing, number of interdisciplinary programs at UH Hilo. Interdisciplinary programs are increasingly recognized in undergraduate and graduate education as critical in teaching students how various disciplines confront important intellectual questions or problems (Association of American Universities 2005). Interdisciplinary studies promote collaborative work across disciplines among both faculty and students. These programs have even been cited as improving the retention of returning adult students, in part, because of their flexibility (Kelly 2006).

The outcomes of the Gender and Women's Studies Program, including the minor, 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, 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. Block 2 of the Program (Leadership and Social Change) provides an analytical and ethical framework in which to view leadership and social change.

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.^[1] 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, including the minor, will bring a strong interdisciplinary focus to UH Hilo, in keeping with emergent trends in higher education (Klein 1999).

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. The electives of the Program/s minor underscore the importance of diversity to our students. 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 of Hawai'i.

In support of Goal 5, the Gender and Women's Studies Program, including the minor, 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, collaboration, leadership, 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, including the minor, will contribute to the expansion of Hawai'i's educational capital by serving diverse groups of students including non-traditional age women 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.^[2] 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.

A degree program, including the minor, 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 Iboshi 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. Iboshi 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 minor (and major) 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.

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.

[1] 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.

[2] Professors Susan Brown, Lynn Morrison, and Marilyn Brown, to identify a few, have involved students like these in faculty-research projects.

4. **Describe any additional library resources, facilities, equipment or other resources required for the new or modified program and provide an estimate of such costs.**

Type in "None" if appropriate.

The minor in Gender and Women's Studies doesn't require any new library or other resources. Because it is based on courses already being taught in the curriculum (as with the current Certificate), required resources are already in use at UH Hilo.

5. **Describe any additional faculty required for the new or modified program and provide an estimate of such costs.**

The proposed major and minor build on the current Certificate Program in Women's Studies. Except for two core courses (and some electives) 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.

Therefore, no new faculty are required in order to go forward with this Program. The Dean of the College of Arts and Sciences has given the Director of Women's Studies one course release per academic year for serving in this capacity. Typically, this leadership comes from the affiliate faculty and will continue to do so for the new Program.

6. **If this is a new program or a new certificate or a minor or a new track within an existing program, copy and paste from a Word document into the window below a catalog-ready list of the graduation (or minor**

or certificate) requirements, including required courses and acceptable electives.

If this is a program modification, copy and paste the current requirements into the window below; strike out portions to be deleted, and underline any new or additional portions.

Reminder: This proposal is for one type of program. Include requirements for only one type of program: the BA, or the minor, or the certificate, as indicated by the type of program you selected when you created this proposal.

[CRC PLEASE NOTE: FOLLOWING IS THE SET OF REQUIREMENTS FOR THE MINOR; BOTH HAVE BEEN SUBMITTED SEPARATELY UNDER THE B.A. PROPOSAL.]

Gender and Women's Studies (See attachment for Mission Statement, Learning Outcomes, and Major/Minor requirements)

Director: Marilyn Brown, Ph.D. marilyn@hawaii.edu
Social Science Division Office, UCB 308 (808) 974-7460

Requirements for the Minor in Gender and Women's Studies

21 semester hours

Required Courses (6):

WS 151 Introduction
WS 495 Capstone in Gender and Women's Studies

Electives: 15 additional credits from courses listed under Gender and Women's Studies in this catalog with a maximum of six credits from 200-level courses and a maximum of nine credits from the same discipline. Most courses counted toward the minor are cross-listed with Gender and Women's Studies from other disciplines. Students should consult with their advisors each semester as applicable courses (not listed in the catalog) are offered from time to time. Students also may take up to six credits of discipline-based directed study from a participating GWS faculty member.

7. List any new courses or modified courses being proposed with this program proposal, providing alpha, number, and title of each one. The proposals for these new/modified courses **MUST** be submitted at the same time as this program proposal, to ensure proper review by approvers. Specify "Proposal submitted" next to each course in your list.
 1. POLS 303/WS 303 Feminist Political Theory (existing course with X-list mod being added now to CC by Dr. Young)
 2. SOC 391/WS 391 (existing course with X-list mod being added now to CC by Dr. Brown)
 3. SOC 328/WS 328 Gender and Crime (Being submitted to CC as a new course with X-list now by Dr. Brown)
 4. WS 200 Gender, Leadership, and Diversity (Being submitted to CC as a new course with X-list by Hannah Wu, Director of the Women's Center).
 5. GEOG 382/WS 382 Qualitative Research Methods in Geography (Being submitted now to CC as a new course with X-list by Dr. Besio).
8. Does this new or modified program involve courses offered by other departments? If not, type in "no." If yes, please attach an email (in PDF) or other document from the chair(s) of the other department(s) approving the inclusion of those courses by alpha, number, and title.

To attach, click on the ATTACHMENT button at the bottom of this page, next to the SUBMIT button.

A pdf with authorizations for courses from the following Departments will be attached:

Anthropology
Communications
English
Geography
Philosophy

Political Science
Languages

As Chair of the Sociology Dept., I authorize the cross-listing of the following courses:

Soc 300 Family in World Perspective
Soc 310 Race and Ethnic Relations
Soc 320 Social Stratification
Soc 328 Gender, Crime, and Justice
Soc 380 Research Methods
SOC 391/WS 391 Internship

9. Please record the department vote approving the proposed change(s): Approve, Not Approve, Abstain; give the date of the vote.

This Program is not organized as a Department. Rather, it has been designed and will be implemented by the Advisory Council for the Women's Studies Program. It has been developed over numerous meetings, usually by consensus, over a period of years. On May 3, 2013, the Advisory Council voted on the curriculum via electronic survey. The vote count was eight in favor, three opposed, and no abstentions.

10. Provide other attachments that you believe will be useful and informative to reviewers and approvers.

List of attachments:

ATP (signed by CCAO 11/11)
Mission Statement, Learning Outcomes, Catalog descriptions for Major and Minor
Works Cited for Proposal

CRC note: The documents below are going to be attached to the major, if you need them here, just let me know.

PDF with Department Chair Authorizations
Letters of Support
BOR proposal

Campus:	HIL
Updated By:	AWAYAJ
Updated Date:	03/08/2014 8:18 AM

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Notice of Meeting

UNIVERSITY OF HAWAI'I

BOARD OF REGENTS' COMMITTEE ON ACADEMIC AFFAIRS

Date: Wednesday, May 6, 2015
Time: 9:00 a.m.
Place: University of Hawai'i at Mānoa
Information Technology Building
1st Floor Conference Room 105A/B
2520 Correa Road
Honolulu, Hawai'i 96822

AGENDA

- I. Call Meeting to Order**
- II. Approval of Minutes of the April 2, 2015 Meeting, and January 14, 2015 Joint Meeting of the Committees on Academic Affairs and Personnel Affairs**
- III. Public Comment Period:** Public Comment Period for Agenda Items. All written testimony on agenda items received after posting of this agenda and up to 24 hours in advance of the meeting will be distributed to the board. Late testimony on agenda items will be distributed to the board within 24 hours of receipt. Registration for oral testimony on agenda items will be provided at the meeting location 15 minutes prior to the meeting and closed once the meeting begins. Written testimony may be submitted via US mail, email at bor@hawaii.edu, or facsimile at 956-5156. Oral testimony is limited to three (3) minutes.
- IV. Agenda Items**
 - A. For Action:
 1. University of Hawai'i at Hilo: Recommendation for Approval of a New Provisional Degree for the Bachelor of Arts in Gender and Women's Studies in the College of Arts and Sciences
 2. University of Hawai'i Maui College: Recommendation for Approval of Provisional to Established Status for the Bachelor of Applied Science Degree in Applied Business and Information Technology (ABIT)
 3. University of Hawai'i System: Recommendation for Approval of Amendment to Board Policy RP12.204 Classified Contracts
 4. University of Hawai'i System: Recommendation for Approval of Amendment to Board Policy RP 9.211 to Delegate Approval for Emeritus/Emerita Applications



UNIVERSITY of HAWAII HILO

UNIVERSITY OF HAWAII BOARD OF REGENTS

Office of the Vice Chancellor for Academic Affairs #16499

15 APR 30 P1:46 March 10, 2015 - Revised

UNIVERSITY OF HAWAII PRESIDENT'S OFFICE

15 MAR 16 P3:00

RECEIVED

MEMORANDUM

TO: Randolph G. Moore Chair, Board of Regents
VIA: David Lassner President University of Hawaii System
VIA: Donald Straney Chancellor University of Hawaii at Hilo
FROM: Matthew Platz Vice Chancellor for Academic Affairs University of Hawaii at Hilo
SUBJECT: REQUEST APPROVAL OF A NEW PROVISIONAL DEGREE, BACHELOR OF ARTS IN GENDER AND WOMEN'S STUDIES, COLLEGE OF ARTS AND SCIENCES, UNIVERSITY OF HAWAII AT HILO

SPECIFIC ACTION REQUESTED:

Request approval of a new provisional degree, Bachelor of Arts in Gender and Women's Studies, College of Arts and Sciences, University of Hawaii at Hilo (UH Hilo).

RECOMMENDED EFFECTIVE DATE:

Fall of 2015

ADDITIONAL COSTS:

The Gender and Women's Studies degree features an interdisciplinary major which leverages existing resources to offer a rigorous, relevant, and integrated liberal arts program. As such, it can be offered by the University at no additional instructional costs.

BACKGROUND INFORMATION:

Board of Regents policy 5-1 a (1) states that “The Board shall approve the establishment of all new instructional programs granting academic credit leading to a degree or credential.”

The Gender and Women’s Studies (GWS) program adds to UH Hilo’s small but growing number of interdisciplinary degrees. The program has evolved from the long-standing Women’s Studies Certificate program at the University of Hawai’i Hilo. The program change from the Certificate to the B.A. will better prepare graduates to work in many careers that are impacted by federal Title IX legislation.

Significance/Contribution of this degree:

The GWS program recognizes that gender is a social and cultural category that encompasses a wide spectrum of identity and behavior. Gender and Women’s Studies addresses heterosexual, as well as gay, lesbian, bisexual, transgender, queer and intersex (GLBTQI) issues. Its major concern is understanding the roles of gender and human sexuality across diverse contexts. This field also provides the analytical tools to examine relationships of power and privilege in culture and structure.

Cost and resource allocation/reallocation implications:

The GWS program includes existing courses that serve multiple majors and, thereby, increase enrollments in these courses, as well as institutional efficiency. Indeed, the presence of student majors will contribute to the SSH (Student Semester Hours) produced by academic departments in the Humanities, Social Sciences, and Business, adding value to existing classes.

Demand projections:

It is anticipated 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, UH Mānoa Women’s Studies (WS) students pursued the major via interdisciplinary studies. In 2005, there were 12 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. It is anticipated that a similar trend will ensue at UH Hilo with the inception of the new program. Table 1, shown below, provides enrollment projections for the GWS Program:

Table 1: Enrollment Projections for B.A. in Gender and Women's Studies		
Cohort	New Majors	Cumulative Majors
Year 1	10	10
Year 2	15	25
Year 3	15	40
Year 4	15	54
Year 5	15	54
Year 6	15	58

Accreditation impact (if any):

The Gender and Women's Studies program is not separately accredited.

Examples (2-3) of similar models from peer institutions:

Two peer institutions offer similar programs. The University of North Carolina at Asheville has a B.A. in Women, Sexuality, and Gender Studies. Purchase College State University of New York offers a B.A. in Gender Studies.

Similar programs at other UH campuses (if there is duplication, why is this program necessary):

The long-standing B.A. program in Women's Studies at UH Mānoa is similar, but the proposed Program at UH Hilo will be the only B.A. in Gender and Women's Studies degree in the UH System. The proposed UH Hilo GWS program will not be redundant to the UH Mānoa Program. The UH Hilo B.A. in Gender and Women's Studies, like the B.A. in Women's Studies at UH Mānoa, includes traditional disciplinary content. However, our Program is more inclusive of gender as a construct and thus expands on traditional Women's Studies curricula.

The UH Hilo Campus has enjoyed a collaborative relationship with Meda Chesney-Lind, Director of Women's Studies at UH Mānoa, who supports the establishment of a degree program in Gender and Women's Studies at UH Hilo. Although we are not organizationally equipped with sufficient administrative resources to do a joint program, we do expect a collaborative relationship that will benefit the overall profile of these disciplines in Hawai'i. Additionally, we have started working on an articulation process (with 14 equivalent courses so far) to allow students the flexibility to take courses at both campuses. A letter is attached to the proposal from Meda Chesney-Lind, Director of Women's Studies at UH Mānoa, confirming that we will collaborate in terms of course sharing and faculty research.

Statement from campus administration of new program's strategic value within the UH priorities:

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 Hawaii's educational capital by serving diverse groups of students including non-traditional age women and men, many of whom are low-income and Native Hawaiian students from underserve 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.

Impact of new program/program change request on campus budget allocations and mission priority:

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 of the Strategic Plan.

Consistent with Goal 1 of the UH Hilo Strategic Plan, students in Gender and Women's Studies will demonstrate critical thinking skills that are relevant to issues of diversity, advocacy, knowledge creation, and global change (especially Pan-Pacific). 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 UH Hilo Strategic 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.¹

The principles of Gender and Women's Studies are inextricably linked to issues of diversity (in support of Goal 4 of the UH Hilo Strategic Plan), 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 of Hawai'i.

In support of Goal 5 of the UH Hilo Strategic Plan, 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 critical thinking and communication skill sets that are essential 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 government agencies and the non-profit sector.

This change from ATP (Authority to Plan) to provisional status will have no impact on campus budget allocations.

ACTION RECOMMENDED:

Recommend approval of a new provisional degree, Bachelor of Arts in Gender and Women's Studies, College of Arts and Sciences, University of Hawai'i at Hilo (UH Hilo).

Attachment: Program Proposal for Bachelor of Arts in Gender and Women's Studies

CC: Cynthia Quinn, Executive Administrator and Secretary of the Board of Regents

¹ Klein, Julie T. (1999) *Mapping Interdisciplinary Studies: The Academy in Transition*. American Association of Colleges and Universities, Washington, D.C.



PROGRAM PROPOSAL FOR BACHELOR OF ARTS

IN GENDER AND WOMEN'S STUDIES

UNIVERSITY OF HAWAII HILO

Provisional Status

SUBMITTED JANUARY 7, 2015

TO THE UNIVERSITY OF HAWAII BOARD OF REGENTS

SECTION 1: PROGRAM OBJECTIVES	1
Curriculum	1
Mission and Student Learning Outcomes	2
SECTION 2: GENDER AND WOMEN'S STUDIES PROGRAM JUSTIFICATION	3
Student Interest	3
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EXECUTIVE SUMMARY

This new Program is based on the Certificate for Women's Studies offered at UH Hilo since the 1990s. It will be an interdisciplinary major that leverages existing resources to offer a rigorous, relevant, and integrated liberal arts program. As such, the Gender and Women Studies (GWS) program can be offered by the University at no additional cost. In addition, the new degree program will increase enrollments in existing courses that will now serve multiple majors thereby increasing student/faculty ratios and institutional efficiency. More than a dozen affiliate faculty from academic departments across the campus contribute courses with relevant content. As with the WS certificate, these cross-listed courses in the new Program provide both breadth and depth. The presence of student GWS majors (and minors) will contribute to the SSH produced by academic Departments in the Humanities, Social Sciences, and Business.

There are four significant aspects of this Program that make it fiscally attractive and valuable: 1) It is already being delivered through existing faculty and their courses; 2) It can go forward with no new resources; 3) The Program provides a collaborative model with other UH campuses to leverage courses that can be applied to majors; 4) The Program builds the capacity of the University to address issues relevant to VAWA and Title IX.

The GWS BA received Authority to Plan status, from CCAO, on November 9, 2011, and was approved by UH Hilo Faculty Congress in April, 2014. Provisional status is requested at this time.

The Curriculum and Majors

The designated student learning outcomes promote an interdisciplinary understanding of gender as a social and cultural category that encompasses a wide spectrum of identity and behavior. Gender and Women's Studies addresses heterosexual as well as gay, lesbian, bisexual, transgender, and intersex (LGTBQI) issues and is concerned with understanding the roles of gender and human sexuality across diverse contexts. This field also provides the analytical tools to examine relationships of power and privilege in culture and structure.

Student majors will take 39 credits organized around a core that includes introductory, intermediate (including a leadership course in gender and social justice) and capstone courses. Students will choose a theory and methods course from a list of courses in a variety of majors. Students will likewise choose two courses from two blocks: 1) Diversity and International Perspectives and 2) Leadership and Social Change. Finally, students will select three courses as electives from a list of all GWS-cross listed courses. (The courses that each student selects as theory, methods, and block courses are excluded from electives for that particular student.) As with the Liberal Studies degree (the current route for the B.A. in Women's Studies), the major:

- Will be flexible, offering a range of electives and choices within two of the core categories (theory and methods) based upon the student's interests and goals
- Will provide a roadmap and straightforward pathway to General Education (GE) and other graduation requirements

- Provide marketable leadership, analytical, communication, and other skill sets in the humanities and social sciences

Advantages of the GWS Program (as compared to the Liberal Studies B.A.) are that it will:

- Provide a rigorous structure and a core of common courses for students
- Provide the infrastructure of an organized major and program oversight
- Be compatible with other majors and minors for our many students who double-major or want a complementary minor.

The categories of students who will be attracted to the major include:

- Traditional-age students who are interested in an interdisciplinary B.A. or minor
- Non-traditional students in life transitions who want a relevant curriculum and empowerment framework
- Students from identity-based groups who want more relevant courses. UH Hilo lacks institutionalized support for LGBTQI students.
- Double majors and minors

The Program enjoys support from students and from the community. A student survey (n=258) conducted anonymously in Women's Studies classes in 2011 indicated strong support for the major:

- 83% of the sample agreed or strongly agreed that there should be a Gender and Women's Studies Major at UH Hilo.
- 86% agreed that there should be a Gender and Women's Studies Minor at UH Hilo.
- 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.
- 36% said that they would pursue a minor in Gender and Women's Studies if it was available.

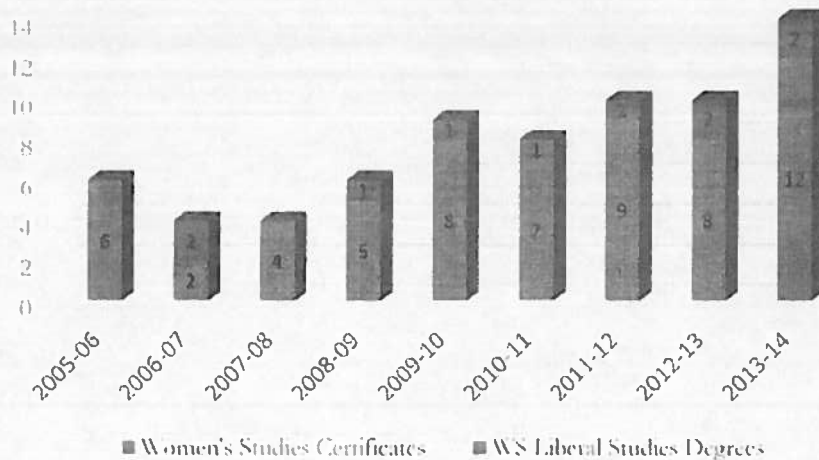
Letters of support from agencies, such as the Office of the Prosecuting Attorney and Child and Family Services, acknowledge the value of the degree to the workforce and the community. Important community partners, such as the American Association of University Women, as well as the Department of Women's Studies at UH Mānoa (Appendix IV), have extended invitations to collaborate in bringing educational opportunities and programs to our students.

Majors

Our projection for the number of GWS majors is based on Women's Studies Certificates awarded, as well as a small but growing number of Liberal Studies degrees focused on Women's Studies:

Chart 1: WS Certificates and WS Liberal Studies Degrees Awarded

Chart 1: Women's Studies Certificates and B.A.s by Academic Year



The data in Table 1 show modest but steady growth in enrollments and support cautiously optimistic projections. In fact, these are conservative goals given the interest in the degree among students currently enrolled in Women's Studies courses and the Certificate Program (discussed in this proposal).

Table 1: Projected Enrollment for B.A. in Gender and Women's Studies

Cohort	New Majors	Cumulative Majors
Year 1	10	10
Year 2	15	25
Year 3	15	40
Year 4	15	54
Year 5	15	54
Year 6	15	58

Projections are conservative with cumulative major estimates based on first-year student retention rates and adjustments for graduations in Year 5.

Career Prospects and Employment

Students with these degrees are often found in leadership roles where an understanding of gender and related issues is paramount. Compliance and workplace regulation in the areas of harassment, violence, and gender equity are important both in the public and private sectors. As colleges and university campuses throughout the nation are finding, many of these institutions lack the capacity to come to grips

with the mandates of VAWA and Title IX. Our Program and its graduates will build the capacity of institutions and the workplace in general to achieve equity.

In the fall of 2014, the Gender and Women's Studies Advisory Committee conducted a survey of graduates with Women's Studies credentials (both Women's Studies Certificate and Liberal Studies/Women's Studies B.A.). The Committee tracked 65 graduates and received 32 responses. Among other questions, graduates were asked to tell what kinds of jobs and positions they have held since graduation. Here is a partial list:

Social Worker, St. Luke's Hospital, NYC
Attorney, Circuit Court, Washington, D.C.
Teacher, Christian Education
Admission Counselor
Paraprofessional tutor at Hilo Union,
UH Hilo Cashier Office
Office Manager
Behavioral Services Manager
Weststat Research (Interviewer)
Associate, Australian NGO, Timor Leste

Of the 32 respondents, 14 (43.7%) reported receiving graduate training or current enrollment in programs such as:

M.A. Mental Health Counseling
M.A. Syracuse University
M.A. Anthropology Program, East Carolina University
M.A. Human Communication (in progress)
M.S. Health Communication
M.A. Women's Studies Graduate Certificate – Diversity Studies, Texas Woman's University
M.A. Health Communication
M.A. Organizational Development, Antioch
M.A. Teaching program, UH Hilo (in Progress)
MBA Golden Gate University
MSW UH Mānoa
J.D., George Washington University
Medical School (Summer 2015)
M.A. Colorado State University

Additional information related to local and national employment data can be found in Section Two of the Proposal.

Program Organization

The Program will be administered by a Director (an existing faculty member who will receive one course release per academic year for this service) and the existing Instructor. The Instructor currently teaches four Women's Studies courses per academic year. The Instructor will continue to teach four courses, once the GWS Program is established. The existing instructor will continue to provide advising for majors (and

minors) as is presently the case for the Certificate in Women's Studies Program. The Director will be tasked with compiling the GWS course schedule each semester, coordinating with the Affiliate Faculty to ensure that core and required courses are offered each academic year (as well as the electives in each block). The Director, Instructor, and the GWS Advisory Council will oversee the certification of new and existing courses for GWS. The Advisory Council consists of affiliate faculty member who teach GWS courses.

Articulation

The University of Hawai'i at Mānoa has a long-standing Women's Studies Program. However, our Programs do not create redundancy. Rather, they complement one another in terms of course offerings and the scholarship of our respective faculties. Meetings between UH Hilo and UH Mānoa have resulted in an offer of collaboration that expands the courses available to students at both campuses, cost-sharing for educational events at both campuses, and collaborative research and advocacy. Please see Appendix IV for a letter of support from UH Mānoa Director of Women's Studies, Dr. Meda Chesney-Lind. Both campuses have on-line WS courses that can serve students in both majors en route to their degrees. Also, the curriculum has been arranged to accommodate transfer students, particularly those from the Hawai'i Community College (as well as other two-year campuses). Please see the Table of Equivalencies for UH Hilo and UH Mānoa in Appendix IV.

Program Revenues and Costs

The costs involved in offering this Program are exactly the same as those currently involved in offering the WS Certificate. The analysis below is based on current costs and revenue for majors in the Program.

Two things should be kept in mind when considering the revenues/costs of this Program. First, the WS Certificate Program (upon which the B.A. will be based) is already in existence and is currently being delivered to our students. That is, there are already numerous existing courses taught by the WS Instructor and the affiliate faculty. Furthermore, additional courses continue to be cross-listed every academic year. Second, the Student Semester Hours (SSH) produced by the new major add value to existing courses in other Departments. Indeed, the Certificate courses alone have produced over 8,300 Student Semester Hours in the past ten years, as noted in Section 5 of this document.

The template headcount data are based on the number of WS Certificates and Liberal Studies/Women's Studies B.A.s awarded by UH Hilo in the recent past. In Year 1, it is estimated that the cohort will have 10 majors, thereafter 15 students per freshman class with a 15% attrition rate (Row A). Years 4 and 5 are flat because estimates account for graduates within the GWS major. Again, data are based upon the average of UH Hilo's full-time, first-time freshmen graduation rates, of 10% in year 4, 30% in year 5, and 40% in year.

Next, based on Fall 2014 enrollments where there were 342 SSH taught in WS, we rounded the number to 300 for 2015-16 and used this as a base for all other projections. Adjustments made to the headcount and SSH reflect UH Hilo freshmen retention rates. In rows C through F, salary data remain exactly the same as for the WS Certificate, including one Instructor and a one-course release per academic year for the Coordinator of the Program, as well as affiliate faculty teaching for the Program. (Salary costs for affiliate faculty is covered by their home departments.) Costs are based on the current Instructor's salary with a 3% salary increase per year. Because of the interdisciplinary nature of this program, this single instructional faculty member will be paid by the GWS program and all other faculty members will be

covered by other departments. (See line C2, Number FTE of PT Lecturers paid for by other departments.) Row E reflects the "B" budget for the WS certificate which is expected to remain flat. Projections for salaries also include expected incremental increases under collective bargaining. Total revenues for the major grow from \$83,100 in Year 1 to \$481,980 in Year 6. The narrative provided (in the grid below the template table) walks through the calculations for Instructional Cost with Fringe/SSH (K-N). The analysis of Instructional Cost with Fringe per SSH compares the cost of the proposed Program to those in the UH Hilo Social Science Division. Line L estimates are based upon the most recent data available, FY2011-12 Expenditures Studies Report. [Link to FY2011-12 Expenditures Studies Report by UH System IRAQ.](#)

Revenue from non-majors is expected and not counted, and may be equal to that of the majors, or greater. For an analysis of average SSH for WS courses, please see Appendix I.

	A	B	C	D	E	F	G	H	I	J	K
1	Academic Program Cost and Revenue Template: New Program (Updated 10/31/12)										
2											
3	Campus	University of Hawaii at Hilo									
4	Program	B.A. in Gender and Women's Studies									
5	Provisional Years										
6	(2 yrs for Certificate, 3 yrs for Associate's Degree, 6 yrs for Bachelor's Degree, 3 yrs for Master's Degree, 5 yrs for Doctoral Degree)										
7	Enter Academic Year (i.e., 2011-2012)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6				
8	Students & SSH	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21				
9	A. Headcount Enrollment (Fall)	10	28	40	64	64	68				
10	B. Annual SSH	800	780	1,200	1,820	1,820	1,740				
11	Direct and Incremental Program Costs Without Fringe										
12	C. Instructional Cost without Fringe	\$ 53,574	\$ 54,480	\$ 57,188	\$ 58,570	\$ 60,538	\$ 62,485				
13	C1. Number (FTE) of FT Faculty/Lecturers	1.00	1.00	1.00	1.00	1.00	1.00				
14	C2. Number (FTE) of PT Lecturers	2.28	2.28	2.28	2.28	2.28	2.28				
15	D. Other Personnel Costs	\$ 6,579	\$ 6,145	\$ 9,420	\$ 9,702	\$ 9,558	\$ 10,288				
16	E. Unique Program Costs	\$ 2,270	\$ 2,270	\$ 2,270	\$ 2,270	\$ 2,270	\$ 2,270				
17	F. Total Direct and Incremental Costs	\$ 62,623	\$ 63,205	\$ 68,845	\$ 70,542	\$ 72,386	\$ 75,018				
18											
19	Revenue										
20	G. Tuition	\$ 53,100	\$ 207,780	\$ 332,400	\$ 448,740	\$ 448,740	\$ 481,880				
21	G1. Residential tuition rate per credit hour	\$ 277	\$ 277	\$ 277	\$ 277	\$ 277	\$ 277				
22	H. Other	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
23	I. Total Revenue	\$ 53,100	\$ 207,780	\$ 332,400	\$ 448,740	\$ 448,740	\$ 481,880				
24											
25	Net Cost (Revenue)	\$ (18,077)	\$ (140,844)	\$ (263,565)	\$ (377,888)	\$ (375,841)	\$ (408,982)				
26											
27	Program Cost per SSH with Fringe										
28	K. Instructional Cost with Fringe/SSH	\$ 242	\$ 100	\$ 84	\$ 49	\$ 51	\$ 48				
29	K1. Total Salary FT Faculty/Lecturers	\$ 53,574	\$ 54,480	\$ 57,188	\$ 58,570	\$ 60,538	\$ 62,485				
30	K2. Cost including Fringe of K1	\$ 72,780	\$ 74,912	\$ 77,188	\$ 79,474	\$ 81,858	\$ 84,314				
31	K3. Total Salary PT Lecturers	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
32	K4. Cost including Fringe of K3	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
33	L. Support Cost/SSH	\$ 442	\$ 442	\$ 442	\$ 442	\$ 442	\$ 442				
34	L1. Non-Instructional Exp/SSH	\$ 395	\$ 395	\$ 395	\$ 395	\$ 395	\$ 395				
35	L2. System-wide Support/SSH	\$ 47	\$ 47	\$ 47	\$ 47	\$ 47	\$ 47				
36	L3. Organized Research/SSH	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
37	M. Total Program Cost/SSH	\$ 684	\$ 542	\$ 508	\$ 491	\$ 495	\$ 490				
38	N. Total Campus Expenditure/SSH	\$ 728	\$ 728	\$ 728	\$ 728	\$ 728	\$ 728				
39											
40	Instruction Cost with Fringe per SSH										
41	K. Instructional Cost/SSH	\$ 242	\$ 100	\$ 84	\$ 49	\$ 51	\$ 48				
42	O. Component Cost/SSH	\$ 71	\$ 71	\$ 71	\$ 71	\$ 71	\$ 71				
43	O1. Program used for comparison	UH Hilo/College of Arts and Sciences/Social Sciences Division									
44											
45											
46											
47	Reviewed by Campus, VC for Administrative Affairs	<i>Marina Sain</i>					12/18/14				
48	Vice Chancellor for Administrative Affairs - Marina Sain Date										

	A	B	C	D	E	F	G	H	I	J	K
49	Instructions:										
50	Please include an explanation of this template in your narrative.										
51	A. Headcount Enrollment: Headcount enrollment of majors each Fall semester. Located at url: http://www.hawaii.edu/ro/maps.php?title=Fall+Enrollment+Report . Campus										
52	B. Annual SSH: Course Registration Report located at url: https://www.hawaii.edu/ro/dr/hogin.do? (UH login required). Add the SSH for the Fall and Spring reports to obtain the annual SSH. This is all SSH taught by the program, including to non-majors. Adjust if majors are subset of SSH reported.										
53	C. Instructional Cost without Fringe (automated calculation): Direct salary cost for all faculty and lecturers teaching in the program. *Formula for column E:										
54	=IF(OR(E23<>"",E31<>""),E29+E31,"")										
55	C1. Number of full time faculty and lecturers who are ≥0.5 FTE.										
56	C2. Number of part time lecturers who are <0.5 FTE.										
57	D. Other Personnel Cost: Salary cost (part or full time) for personnel supporting the program (APT, clerical lab support, advisor, etc.). This includes personnel providing necessary support for the program who may not be directly employed by the program and may include partial FTEs. Add negotiated collective bargaining increases and 4% per year for inflation thereafter.										
58	E. Unique Program Cost: Cost specific to the program for equipment, supplies, insurance, etc. For provisional years, this would be actual cost. For established years, this would be projected costs using amortization for equipment and add 4% per year for inflation thereafter.										
59	F. Total Direct and Incremental Cost: C + D + E. *Formula for column E: =IF(OR(E12<>"",E18<>0),SUM(E12,E16,E16),"")										
60	G. Tuition: Annual SSH X resident tuition rate/credit. *Formula for column E: =IF(E10<>0,E10*E21,"")										
61	H. Other: Other sources of revenue including grants, program fees, etc. This should not include in-kind contributions unless the services or goods contributed are recorded in the financial records of the campus and included in Direct and Incremental Costs in this template.										
62	I. Total Revenue: G + H *Formula for column E: IF(OR(E20<>"",E22<>0),SUM(E20,E22),"")										
63	J. Net Cost: F - I. This is the net incremental cost of the program to the campus. A negative number here represents net revenue (i.e., revenue in excess of cost). If there is a net cost, please explain how this cost will be funded. *Formula for column E: =IF(AND(E17<>"",E23<>""),E17-E23,"")										
64	K. Instructional Cost with Fringe/SSH: (K2 + K4) / B. *Formula for column E: =IF(E10<>""),(SUM(E35,E36)/E10,"")										
65	K1. Salaries without Fringe of Full Time Faculty or Lecturers who are ≥ 0.5 FTE based on FTE directly related to the program. Add negotiated collective bargaining increases and 4% per year for inflation thereafter.										
66	K2. K1 X 1.35 *Formula for column E: =IF(E29<>"",E29*1.35)										
67	K3. Salaries without Fringe for Lecturers who are < 0.5 FTE based on FTE directly related to the program. Add negotiated collective bargaining increases and 4% per year for inflation thereafter.										
68	K4. K3 X 1.06 *Formula for column E: =IF(E31<>"",E31*1.06)										
69	L. Support Cost/SSH: The campus' non-instruction expenditure/SSH + Systemwide Support - Organized research (LHM only) as provided by UH Expenditure Report. Located at url: http://www.hawaii.edu/ro/maps.php?title=Expenditures+Study . *Formula for column D: =IF(OR(D37>0,D38>0,D39>0),D37+D38-D39,"")										
70	For example, from the 2010-11 UH Expenditure Report (url: http://www.hawaii.edu/cgi-bin/ro/maps?esubty1011.pdf), the Support Expenditure/SSH per campus is:										
71	LHM	\$507.00	+ \$66	= \$128 for organized research = \$435							
72	LHH	\$437	+ \$45	= \$482							
73	LHWO	\$230	+ \$28	= \$258							
74	Haw CC	\$155	+ \$34	= \$189							
75	Hon CC	\$234	+ \$44	= \$278							
76	Kap CC	\$123	+ \$29	= \$152							
77	Kau CC	\$325	+ \$58	= \$383							
78	Lee CC	\$123	+ \$27	= \$150							
79	Mani CC	\$160	+ \$35	= \$195							
80	Wai CC	\$264	+ \$40	= \$304							
81											
82	M. Total Program Cost/SSH: K + L *Formula for column E: =IF(OR(E28<>"",E33<>""),E28+E33,"")										
83	N. Total Campus Expenditure/SSH: Taken from UH Expenditures Report. For example, for 2010-11										
84	O. Comparable Program/Division Instructional Cost/SSH: Taken from UH Expenditures Report (http://www.hawaii.edu/ro/maps.php?title=Expenditures+Study&) or campus data, as available. Please note in the space provided, the program used for the comparison.										

Program Assessment

The Certificate in Women's Studies requires students to submit a portfolio as a means of student learning assessment. The new Program will build on this existing system, only with the reformatting of the portfolio on-line (e-portfolio). Using UH Hilo's Google sites, students will upload materials each academic year, culminating in reflective materials in the capstone class in the senior year. Upon declaring the major, students will be provided with a guideline for developing a student portfolio which contains written work from each academic year. Assessment of the effectiveness of the Gender and Women's Studies Program will begin with student evaluations, collected each semester, via a questionnaire distributed to GWS majors and minors. (This instrument will be based on an evaluative questionnaire now being used for the Women's Studies Certificate Program.) Mentoring and advising will be strong components of the GWS Program with a great deal of individual attention to the needs of each student. As with the current Women's Studies Certificate Program, students will be monitored each semester with an eye toward facilitating course registration and quickly addressing needs that impact student retention and success.

Each major will take GWS 495, the capstone course. The course requires a major paper that draws together competencies embedded in GWS learning outcomes. The UH Hilo Assessment Committee has agreed to assist in developing and refining the assessment instruments (i.e., SLO rubric matrices). Student Learning Outcomes will also be measured by a review of student portfolios consisting of select papers from courses taken in the major.

Summary

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. These skills and an understanding of the determinants of family violence, institutional sexism/racism, and the dynamics of power are increasingly valuable to organizations such as:

- Human services and resources
- Health care
- Law and criminal justice
- Education (especially Title IX issues)
- Military
- Government
- (See the body of the proposal for local and national data.)

Facilitating students' understanding of social structures of gender that influence the professional workplace, as well as other aspects of human experience, is a critical part of the liberal arts and professional education through the Gender and Women's Studies Program. 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 students toward understanding issues of gender equity and globalization, particularly in the Pan-Pacific context.

SECTION 1: PROGRAM OBJECTIVES

The UH Hilo Gender and Women's Studies (GWS) degree program has evolved from the long-standing Women's Studies Certificate program at the University of Hawai'i Hilo. The name change from the Certificate to the B.A. recognizes that gender is a social and cultural category that encompasses a wide spectrum of identity and behavior. Gender and Women's Studies addresses heterosexual as well as gay, lesbian, bisexual, transgender, queer and intersex (GLBTQI) issues. Its major concern is understanding the roles of gender and human sexuality across diverse contexts. This field also provides the analytical tools to examine relationships of power and privilege in culture and structure. Gender and Women's Studies will be an interdisciplinary degree program in the College of Arts and Sciences. It focuses 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 Program is meant to provide students with an interdisciplinary liberal arts education. Moreover, graduates will be educated people prepared with marketable skills in leadership, effective communication, collaboration, research and analysis, as well as an understanding of social justice in a global environment.

This interdisciplinary major leverages existing resources to offer a rigorous, relevant, and integrated liberal arts program. As such, it can be offered by the University at no additional cost. Existing courses will now serve multiple majors and thereby increase enrollments in these courses and increase institutional efficiency. Indeed, the presence of student majors will contribute to the SSH (Student Semester Hours) produced by academic departments in the Humanities, Social Sciences, and Business, adding value to existing classes.

Curriculum

Gender and Women's Studies provides an interdisciplinary liberal arts degree that is academically rigorous and structured around specific learning outcomes. Previously, students who wanted a B.A. in Women's Studies had to design their own liberal studies degree. The GWS curriculum offers a more integrated and structured approach compared to the self-designated liberal studies degrees. In addition, due to the fact that the curriculum offers substantial numbers of courses from English, Political Science, Sociology, Anthropology, History, and Geography, it is anticipated that students will frequently select GWS as a second major or as a minor. Its interdisciplinary nature also facilitates completing UH Hilo's general education requirements.

Mission and Student Learning Outcomes

The Gender and Women's Studies Department at UH-Hilo promotes an interdisciplinary understanding of how race, class, sexuality, nation and other elements of diversity intersect with the study of women and categories of gender. Our mission is to cultivate active leadership skills and a sense of responsibility grounded in a critical social justice approach to individual and collective transformation in Hawai'i and beyond. In the UH Hilo Gender and Women's Studies program, empowerment of students has both inward and outward goals. Inwardly, Gender and Women's Studies enables students to extricate themselves in a constructive and intelligent manner from reductive structures or conflicts. This empowerment enhances self-esteem, creating a strong and positive attitude that encourages further education. Outwardly, the students of Gender and Women's Studies learn to challenge institutional barriers, demonstrates leadership in the workplace, and acquires an increased awareness of working with others of different cultures and genders. Our curriculum advances both of these goals to inspire students as agents of change.

Student Learning Outcomes

1. Identify and analyze the intersections among gender, sexuality, and other socially meaningful constructions, such as race, class, religion, nation, and ethnicity.
2. Articulate critical theoretical perspectives and apply a range of methods to the study of history, society, media, science, culture, and other human endeavors.
3. Apply feminist and queer inquiries to the construction of gender, representations of sexuality and sexual identity, and the differential power structures that create, replicate, and contest these social categories.
4. Locate and examine one's own gender roles and question assumptions (including heteronormativity) that impact everyday life and relationships in order to promote health, advocacy, and social justice.
5. Delineate historical and contemporary aspects of feminism, social justice activism, and women's contributions to culture, politics, and society.
6. Demonstrate clear, logical, and critical thinking about the theory and practice of gender roles in a global context.
7. Communicate effectively in verbal and written form.

SECTION 2: GENDER AND WOMEN'S STUDIES PROGRAM JUSTIFICATION

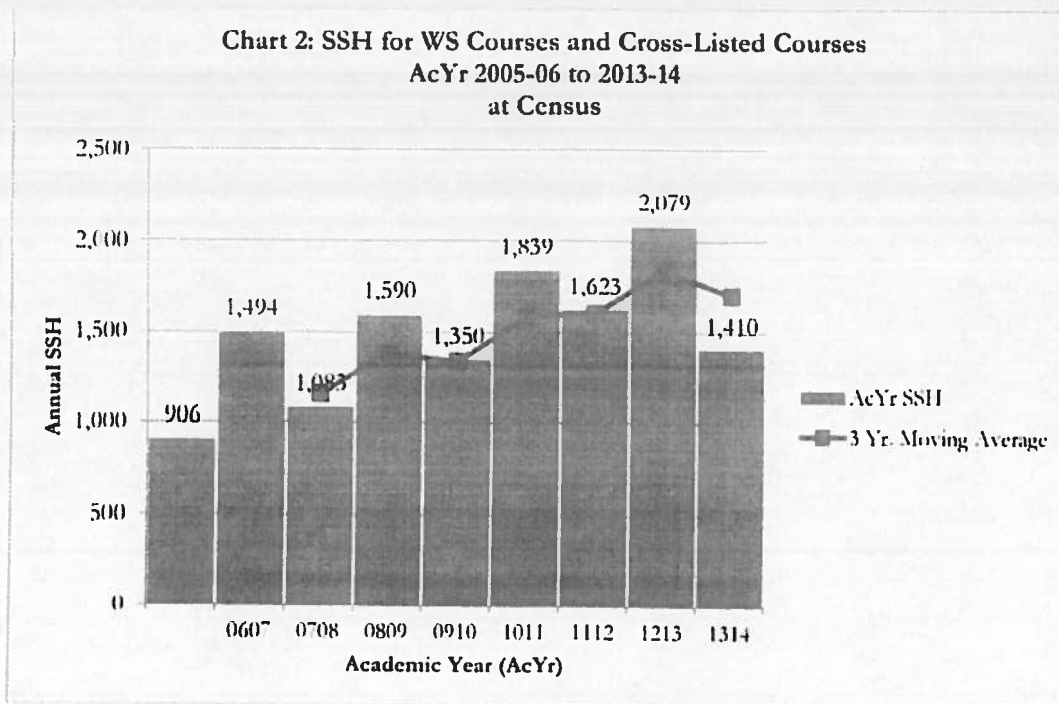
Student Interest

The Women's Studies Certificate at UH Hilo was instituted in 1993 with over 110 certificates being issued since. Between AY 2001-02 and AY 2013-14 alone, 83 WS certificates have been issued to students with majors in Communication, English, History, Anthropology, Sociology, Marine Sciences, Philosophy, and Political Science. In the past seven years, ten students have completed Liberal Studies-Women's Studies B.A. degrees, with several more to be completed in 2014-15.

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, UH Mānoa 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. It is anticipated that a similar trend will ensue at UH Hilo with the inception of our new program.

Between AY 2005-06 and 2013-14, the Instructor and affiliated faculty from other departments have delivered an average of 1,486 SSH per academic year. With the exception of five current WS alpha courses (which will be 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. The following Chart 2 illustrates the growth in student semester hours for all courses that are either WS-alphas or cross-listed classes for Women's Studies:

Chart 2: SSH for WS Courses and Cross-Listed Courses
AcYr 2005-06 to 2013-14
at Census



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 transgender (.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 be 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 was available.

The Gender and Women’s Studies Program will make an important contribution to a now small, but growing, number of interdisciplinary programs at UH Hilo. Interdisciplinary programs are increasingly recognized in undergraduate and graduate education as critical in teaching students how various disciplines confront important intellectual questions or problems (Association of American Universities 2005). Interdisciplinary studies promote collaborative work across disciplines among

both faculty and students. These programs have even been cited as improving the retention of returning adult students, in part, because of their flexibility¹.

GWS Program's Role in Enhancing the University's Mission and Strategic Plan

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, 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 women and students from other groups experiencing marginality. Students will learn through internships and service learning experiences which connects them to research, policy-making, practice, advocacy, cultural, and justice activities. Block 2 of the Program (Leadership and Social Change) provides an analytical and ethical framework in which to view leadership and social change.

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. Three allied faculty were the 2011 and 2013 recipients of Excellence in Teaching Awards; the Instructor for the Women's Studies Certificate received an award in 2010.² 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 education³.

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. Distributions of courses in Block 1 (Diversity and International Perspectives) of the Program underscore the importance of diversity to our students. 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 of 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 skill

¹ Kelly, Rob. 2006. Interdisciplinary Program Meets the Needs of Returning Adult Students. *Recruitment and Retention*, 7-8.

² Sarah Marusek, Political Science, received the Frances Davis Award and Lauri Sagle, English, received the Chancellor's Award for Excellence in Teaching in 2011. Sagle also received the Frances Davis Award in 2013. 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.

³ Klein, Julie T. (1999) *Mapping Interdisciplinary Studies; The Academy in Transition*. American Association of Colleges and Universities, Washington, D.C.

sets, such as critical thinking, collaboration, leadership, and communication, all of which 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 Hawaii's families and institutions. Internships in the Program will connect students with the workplace, especially in government agencies 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 Hawaii's educational capital by serving diverse groups of students, including non-traditional-age women 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.⁴ 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.

Careers and Employment for Majors

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. 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.

Lower-division courses in the curriculum provide study in disciplinary subjects, basic theory and methodology, and the development and application of leadership 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. These skills and an understanding of the determinants of family violence, institutional sexism/racism, and the dynamics of power are increasingly valuable to organizations.

⁴ Professors Susan Brown, Lynn Morrison, and Marilyn Brown, to identify a few, have involved first-generation and low-income students in faculty-research projects.

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 gendered structures 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.

Recently (April 2012), individuals with Women's Studies credentials were enumerated in a list prepared by the Women's Studies Department at UH Mānoa.⁵

- Attorney and State Representative **Cynthia Thielen**
- Community public health educator and specialist **Doris Segal Matsunaga, MPH**
- Columnist for the Honolulu Star-Advertiser **Gary C. W. Chun**
- Community program evaluator at California STD/HIV Prevention Training Center and HIV/AIDS researcher **Dana McCurdy**
- Director of the UHM Center for Teaching Excellence **Kathie O. Kane**
- Hawai'i Civil Rights Commission enforcement attorney **April Wilson-South**
- Small business owner **Paula Nakata** (owner of Paula's Sports Card's, etc.)
- Local founder of Parents and Friends of Lesbians and Gays (PFLAG) and national PFLAG board member **Carolyn Martinez Golojuch**
- Assistant Professor of Political Science at UH West Oahu **Monique Mironesco**
- Well-respected local art critic, artist, and HCC Professor of Art and Women's Studies (as well as the Division Chair of Humanities) **Marcia Roberts-Deutsch (Marcia Morse)**[now Dean, University College, Honolulu Community College].
- Cultural editor of a Chinese-language publication **Hawai'i Caixia Lu**
- Director of the Phoenix Dance Chamber in Honolulu **Diane Letoto**
- Local House of Representatives, Banten, Indonesia, **Encop Sofia**.

Students with these degrees are often found in leadership roles where an understanding of gender and related issues is paramount. Compliance and workplace regulation in the areas of harassment, violence and gender equity are important within both the public and private sectors. As colleges and university campuses throughout the nation are finding, many of these institutions lack the capacity to come to grips with the mandates of VAWA and Title IX. Our Program and its graduates will build the capacity of institutions and the workplace in general to achieve equity.

In the fall of 2014, the Gender and Women's Studies Advisory Committee conducted a survey of graduates with Women's Studies credentials (both Women's Studies Certificate and Liberal Studies/Women's Studies B.A.). The Committee tracked 65 graduates and received 32 responses. Among other questions, graduates were asked to explain what kinds of jobs and positions they have held since graduation. Here is a partial list:

⁵ We thank our colleagues at UH Mānoa for providing us with these data from: "Review of Provisional Academic Program to Established Status, B.A. in Women's Studies." Department of Women's Studies, College of Social Sciences, University of Hawai'i at Mānoa, April 2012.

Social Worker, St. Luke's Hospital, NYC
Attorney, Circuit Court, Washington, D.C.
Teacher, Christian Education
Admission Counselor
Paraprofessional tutor at Hilo Union,
UH Hilo Cashier Office
Office Manager
Behavioral Services Manager
Weststat Research (Interviewer)
Associate, Australian NGO, Timor Leste

Of the 32 respondents, 14 (43.7%) reported receiving graduate training or are currently enrolled in programs such as:

M.A. Mental Health Counseling
M.A. Syracuse University
M.A. Anthropology Program, East Carolina University
M.A. Human Communication (in progress)
M.S. Health Communication
M.A. Women's Studies Graduate Certificate – Diversity Studies, Texas Woman's University
M.A. Health Communication
M.A. Organizational Development, Antioch
M.A. Teaching program, UH Hilo (in Progress)
MBA Golden Gate University
MSW UH Mānoa
J.D., George Washington University
Medical School (Summer 2015)
M.A. Colorado State University

Michele Tracy Berger and Cheryl Radeloff (2011) surveyed over 900 graduates with a major, minor, or concentration in gender and women's studies at 125 programs across the nation and abroad.⁶ Graduates were present in large numbers in the following fields: higher education administration, entrepreneurship, law, health professions, and non-profits. Many were found in the health care system, across the spectrum of workers from physicians to counseling, including nurses and nurse practitioners. Many specialized in women's health, particularly HIV/AIDS.

These authors, as cited above, also provide examples of the range of employment (often in leadership roles) of these graduates:

- Deputy Director, Affiliate and National Programs with NARAL Pro-Choice America
- Democratic National Committee, political research
- Health Center Assistant at Planned Parenthood in Louisiana
- Leader of the educational division at a national domestic violence organization
- Sales, Marketing, and Organizational Professional Coach

⁶ Berger, Michele Tracy and Cheryl Radeloff. 2011. *Transforming Scholarship: Why Women's Studies Students are Changing Themselves and the World*. New York, NY: Routledge.

- Civil rights attorney
- Administrator at Equal Rights Advocates—a nonprofit women’s rights legal organization
- Researcher based in Colombo, Sri Lanka for two non-profits working on women’s rights and LGBT issues
- Project Manager, Web publisher, and Public Relations Manager at the Universities of Bern and Basel, Switzerland

This is not an exhaustive list by any means. And, as graduates are tracked more systematically, we are confident a similar list of successful, ambitious individuals in leadership roles will result. One reason is the type of students who are attracted to this degree. They are individuals who would be very successful in any major, but choose women’s studies for the reasons similar to those cited by the authors of the aforementioned study:

- Mentoring is cited as being both abundant in women’s studies and critical to student success. Mentoring and leadership training, including working with faculty on specialized projects, are hallmarks of these programs.
- The authors point to the “interdisciplinary advantage” and the “kind of intellectual dexterity and synthesis” that gives students an edge (p. 181).
- The women’s and gender studies classroom provides “critical engagement” with course readings, as well as peer-to-peer learning. These interactions are important to the development of writing and communication skills necessary to graduate training.

Our role as educators and academics of a liberal arts institution is not primarily to provide vocational training. Our role is to provide students with a means of identifying the skills and talents they possess. This means intensive mentoring to help students reach to find their direction and achieve their potential in life. We have been doing this kind of thing for nearly two decades with the Certificate, and we are excited to bring this capacity to the Gender and Women’s Studies B.A. at the UH Hilo.

Community Capacity Building

The Gender and Women’s Studies Program has strong support in the community. Please see Appendix II for letters of support from:

Ms. Heidi Koop, Director of Hawai’i Island Programs, Child and Family Service
 Ms. Charlene Iboshi, (Former) Prosecuting Attorney, Hawai’i County
 Mr. Mitch Roth, Prosecuting Attorney, Hawai’i County
 Ms. Tonya Ozone, President, Hawai’i Island Chapter Zonta
 Mr. Blayne Hanagami, Hilo Branch Manager, Department of Labor and Industrial Relations
 Dr. Deborah Lewis, President and CEO, Sunrise Aloha LLC
 Hazel Beck, Small Business Development Center, Kailua-Kona

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 studies 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 in Appendix II). Former Hawai'i County Prosecuting Attorney Charlene Iboshi 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. Iboshi 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. (Please see Appendix II for letters of support from community leaders and employers.)

SECTION 3 PROGRAM ORGANIZATION

The Program will be administered by a Director (existing faculty who receives one course release per academic year for this service) and the existing instructor, who teaches eight Gender and Women's Studies courses per academic year and will continue to teach eight courses once the GWS Program is established. The existing Instructor will continue to provide advising for majors (and minors) as she now does for the Certificate in Women's Studies Program. (Although these advising responsibilities will expand, her advising load for Liberal Studies Students will be eliminated.) The Director will be tasked with compiling the GWS course schedule each semester and coordinating with the Affiliate Faculty to ensure that core and required courses are offered each academic year (as well as the electives in each block). The Director, Instructor, and the GWS Advisory Council will oversee the certification of new and existing courses for GWS. The Advisory Council consists of affiliate faculty who teach GWS courses:

- Becker, Catherine, Ph.D., State University of New York at Buffalo. Associate Professor, Communication (Culture & Communication, Organizational & Health Communication)
- Bardwell-Jones, Celia, Ph.D., University of Oregon. Assistant Professor, Philosophy (Feminist Philosophy, American Philosophy, Ethics/Social and Political Philosophy)
- Besio, Kathryn J., Ph.D., University of Hawai'i at Mānoa. Associate Professor, Geography (Geography, Environment, Gender)
- Brown, Marilyn M., Ph.D., University of Hawai'i at Mānoa. Associate Professor, Sociology (Criminology, Corrections, Deviance, Gender and Crime)
- Brown, Susan G., Ph.D., Tulane University. Professor, Psychology (Evolutionary Psychology, Animal Behavior, Women's Health)
- Calton, Jerry M., Ph.D., University of Washington. Professor, Business Administration (Management, Social Environment and Decision-making)
- de Pillis, Emmeline, Ph.D., University of Southern California. Professor, College of Business and Economics (Management)
- Elmer, Nancy, M.A., University of Hawai'i at Mānoa. Lecturer, Geography (Geography, Cultural Ecology)
- Gregg, Amy C., M. Div., Union Theological Seminary. Instructor, Women's Studies (Gender, Sexuality, Women and Religion)
- Hern, Lindy S., Ph.D., University of Missouri. Assistant Professor, Sociology (Political Sociology and Social Inequalities; Social Movements, Gender, and Feminist Epistemology)
- Inglis, Kerri A., Ph.D., University of Hawai'i at Mānoa. Associate Professor, History (History of Medicine, Hawai'i History, Hansen's Disease in Hawai'i)
- Kim, Sunyoung, Ph.D., Boston University. Associate Professor, Psychology (Anxiety disorders, Trauma and PTSD, Cross-cultural Approach, Minority and Gender issues in Clinical Psychology)
- Luangphinit, Seri I., Ph.D., University of Oregon. Professor, English (Post-Colonial Theory and Literature and Pacific Islands Literature)
- Marusek, Sarah, Ph.D., Political Science, University of Massachusetts, Amherst. Associate Professor (Public Law, Law and Society)
- Mikkelson, Douglas K., Ph.D., Columbia University. Professor, History (European History, Comparative History of Religion.)

- Mishina, Faith N., Ph.D., Middlebury Language Schools. Associate Professor, Languages. (Spanish, Post-colonial Studies, Latin American Literature)
- Mollegaard, Kirsten, Ph.D., University of Hawai'i at Mānoa. Associate Professor, English (Folklore and Literary Studies)
- Morrison, Lynn A., Ph.D., Univ. of Toronto. Associate Professor, Anthropology (Physical Anthropology, Medical Anthropology, HIV/AIDS, Animals' Effects on Human Health)
- Ohara, Yumiko, Ph.D., University of Hawai'i at Mānoa. Assistant Professor, Linguistics. (Language and Gender)
- Sagle, Lauri R., M.A., Washington State University. Instructor, English (Popular Culture, Literature of Human Rights)
- Wheat, Jennifer C., Ph.D., University of California at Santa Cruz. Associate Professor, English (American Literature, Drama)
- Wolforth, Lynne M., Ph.D., Lecturer, Anthropology (Cross-cultural Study of Women)
- Yin, Jing, Ph.D., Pennsylvania State University. Associate Professor, Communication (Mass Communication, International Communication)
- Young, Katherine E., Ph.D., Colorado State University. Assistant Professor, Political Science (Political Theory, Feminist Theory)

GWS Curriculum Description

The B.A. in GWS provides a strong theoretical and methods core. Additionally, these courses constitute an integrated foundation based on the Program's learning outcomes. Separate Blocks (1-3) facilitate learning through different approaches to questions and issues related to diversity, global perspectives, leadership, and social change. Students are offered a selection of several dozen electives across some of the College's strongest majors. The requirements for the major are as follows:

B.A. in Gender and Women's Studies

Group 1. General Education Basic, Area, and Integrative Requirements in effect Fall 2015. Students may choose to graduate under the General Education Basic, Area, and Integrative requirements and graduation requirements in force at the time they entered the UH System, when they entered UH Hilo, or when they graduate, provided there is no break in enrollment lasting longer than one semester.

Students should meet with their academic advisor to ensure that they enroll in courses that will enable them to meet these requirements, as well as requirements for the major and for graduation. Some courses may meet both GE requirements and major requirements.

The new GE basic, core, and integrative requirements and lists of certified courses are posted at <http://hilo.hawaii.edu/academics/gened>

Group 2. Major Requirements and Assigned Credits:

Required Major Courses (39 credits)

Core (12 credits)

WS 151 Introduction to Gender and Women's Studies
ENG 202 Lit. of Human Rights or ENG 257 Multicultural Lit. or PHIL 220 Social Ethics
WS 200 Gender, Leadership and Social Justice
WS 495 Capstone in Gender and Women's Studies

One theory course (3 credits). Choose from:

WS 352 Gender and Sexuality
PHIL 375 Feminist Philosophy
POLS 303 Feminist Political Theory

One methods course (3 credits). Choose from:

ANTH 445 Ethnographic Field Techniques
ANTH 485 Applied Anthropology
ENG 300 Introduction to Literary Studies
GEOG/WS 430 Gender, Place, and Environment
HIST 300 Historical Methods
POLS 280 Research Methods
SOC 380 Research Methods
SOC 391/WS 391 Internship
SPAN 369 Critical Analysis in Latino & Hispanic Film

Block 1: Diversity and International Perspectives (6 credits). Choose two courses:

ANTH 320 Cross-Cultural Study of Women
ENG 201 Global Cinema
ENG 202 Literature of Human Rights
ENG 257 Multicultural Literature
ENG 423 Post-Colonial Literature
GEOG 305B Geography of the Middle East
HIST 319 European Women's History
HIST 360 American Women's History
HIST 401 Women in Hawaiian History
HIST 411 Family & Gender in Oceania
PHIL 304 Philosophy and Cultural Diversity
SOC 300 Family in World Perspective
WS 357 Women and Religion
WS 358 Women in Christianity

Block 2: Leadership and Social Change (6 credits). Choose two courses:

ANTH 324 Culture, Sex & Gender
HIST 378 American Indig. Cultural Survival
PHIL 315 Ethical Theory
PHIL 316 Science, Technology and Society
PHIL 370 American Philosophy

POLS 327 Law and Identity
POLS 332 Politics of Race & Gender
SOC 310 Race & Ethnic Relations
SOC 321 Social Stratification
SOC 328 Gender, Crime, & Justice
SOC 340 Socialization & Identity
WS 352 Gender and Sexuality

Block 3: Electives. Choose three courses (9 credits):

ANTH 320 Cross-Cultural Study of Women
ANTH 324 Culture, Sex & Gender
COM 420 Family Communication
COM 461 Race and Gender in Media
ENG 200E Myth & Folklore
ENG 201 Global Cinema
ENG 202 Literature of Human Rights
ENG 204 Intro Race/Gender Film Studies
ENG 205 Hawai'i on Screen
ENG 206 Intro to Popular Culture
ENG 257 Multicultural Lit
ENG 355 Women in Modern Lit & Film
ENG 423 Post-Colonial Literature
ENG 442 Romantic Literature
GEOG 305B Geo. of the Middle East
GEOG/WS 430 Gender, Place, and Environment
HIST 319 European Women's History
HIST 360 American Women's History
HIST 378 American Indig. Cultural Survival
HIST 401 Women in Hawaiian History
HIST 411 Family & Gender in Oceania
HIST' 486 Women in Ancient European Civ.
LING 356 Language & Gender
PHIL 180 Love and Sex
PHIL 304 Philosophy and Cultural Diversity
PHIL 310 Metaphysics
PHIL 315 Ethical Theory
PHIL 316 Science, Technology and Society
PHIL 370 American Philosophy
PHIL 375 Feminist Philosophy
POLS 303 Feminist Political Theory
POLS 327 Law and Identity
POLS 332 Politics of Race & Gender
SOC 300 Family in World Perspective
SOC 310 Race & Ethnic Relations
SOC 320 Social Stratification
SOC 340 Socialization & Identity
WS 352 Gender and Sexuality
SOC/WS 391 Internship

SPAN 368 Latin American Women's Literature
 SPAN 369 Analysis in Latin American Film
 WS 352 Gender and Sexuality
 WS 357 Women and Religion
 WS 358 Women in Christianity
WS x94 Special Topics in Subject Matter
WS x99 Directed Studies

Notes on electives:

1. No more than 6 credits of lower-level courses
2. No more than 6 credits in a single discipline (exception for courses originating in GWS)
3. A student may not apply courses taken in the core towards courses in the electives.
4. A student may not apply courses taken in the two tracks (Diversity/International Perspectives and Leadership and Social Change) towards courses in the electives.

Four Year Map for the B.A. in Gender and Women's Studies

The four-year map on the following pages illustrates a hypothetical student's pathway through the GWS major requirements: core, blocks 1-3, and electives. It incorporates UH Hilo's General Education requirements, integrative requirements, as well as graduation requirements.

FOUR YEAR MAP – B.A. IN GENDER AND WOMEN'S STUDIES University of Hawai'i at Hilo College of Arts and Sciences Bachelor of Arts (BA) in Gender and Women's Studies FOUR YEAR GRADUATION PLAN					
Year 1 Fall			Year 1 Spring		
	ENG 100 English Comp. (GE Language Arts)	3		WS 200 Gender, Leadership, & Soc. Justice (CORE & GCC)	3
	WS 151 Intro. GWS (CORE)	3		IHST 151 (GE World Cultures)	3
	GE LANG ARTS	3		PHIL 100 Intro. West. Philos.(GE HUM Area Elect.)	3
	GE MATH 100/ (GE Quantitative Reasoning)	3		ENG 202 Literature of Human Rights (CORE)	3
	ANTH 100 Intro to Anth. (GE World Cultures)	3		SOC 100 (GE Social Science Elective)	3



	Credits	15		Credits	15
	Total Credits	15		Total Credits	30
Year 2		Year 2			
Fall			Spring		
	PHIL 220 Social Ethics	3		ENG 204 Intro. Race, Gender & Film	3
	ENG 206 (BLOCK 3)	3		SOC 280 1. Statistics & lab (GE QUANT.)	4
	GE Humanities Elective	3		PHIL 180 Love & Sex	3
	GE Nat Science & Lab	4		GE Natural Science	3
	Writing Intensive (1 of 3)	3		Writing Intensive (2 of 3)	3
	Credits	16	Credits	16	
	Total Credits	46	Total Credits	62	
Year 3		Year 3			
Fall			Spring		
	HIST 401 W/ Hawai'i Hist. (BLOCK 1) GE HPP	3		SOC 328 Gender and Crime (BLOCK 2)	3
	WS 352 Gender & Sexuality (THEORY)	3		WS 391 Internship (METHODS)	3
	Elective Upper	3		PHIL 375 Feminist Philosophy (BLOCK 3)	3
	WI Elective Upper (3 of 3)	3		Elective Upper (GE Social Science Elective)	3
	SOC 300 Family in World Perspective (BLOCK 1)	3		Elective Upper	3
	Credits	15	Credits	15	
	Total Credits	77		92	
Year 4		Year 4			
Fall			Spring		
	Elective Upper	3		WS 495 Capstone (Core)	3

	SOC 340 Social. And Identity (BLOCK3)	3		Elective Upper	3
	Elective Upper	3		ANTH 324 Cult/Sex & Gender (BLOCK 2)	3
	SOC 310 Race & Ethnic Relations	3		Elective Upper	3
	PHIL 304 Philosophy and Cultural Diversity	3		Elective Upper	3
	Credits	15		Credits	15
	Total Credits	107			122
	Core Credits	12			
		3			
	Methods	3			
	Block 1 Electives	6			
	Block 2 Electives	6			
	Block 3 Electives	9			
		39			

Two-Plus-Two Program with Hawai'i Community College

The University of Hawai'i at Hilo enjoys a special relationship with Hawai'i Community College (HCC) and its students, many of whom transfer to UH Hilo to attain a four-year degree. Per our articulation agreement, students with AA degrees from the College are admitted with all of their General Education courses fulfilled. Dr. Trina Nahm-Mijo, Department Chair of Social Sciences at HCC, is in agreement with establishing a two-plus-two program. HCC students will take WS 151 Introduction to Women's Studies and WS 256 Domestic Violence and Child Abuse. Upon admission to UH Hilo their AA degree will waive all of their General Education requirements and they will have six credits already earned towards the 39-credit requirement for the GWS degree.

Articulation with Other Campuses in the University Hawai'i System

Our program anticipates the conversion of our numbering system to be consistent with System requirements. This will take place in the context of the larger undertaking by UH Hilo to bring our numbers in line with the System. We expect that lower-division course numbers will be changed in the first phase of this project. (Indeed WS 151 is the course number for Intro. to Women's Studies at UH Mānoa and HCC.)

On December 12, 2014, UH Hilo Women's Studies and the Women's Center convened a symposium of Women's Studies faculty and administrators to discuss intra-system collaboration, including leveraging our collective courses and other resources to promote the discipline. Representatives from UH Mānoa, UH West Oahu, Honolulu Community College, Maui College, Windward Community College, and Hawai'i Community College met to discuss curriculum, program articulation, distance learning, as well as policy issues. Moreover, we held discussions about how Women's Studies could help the System build the capacity to understand and meet the

requirements of Title IX and VAWA. As a first step toward course articulation, the campuses agreed to send their WS syllabi to our project web site. Our next step will be to set goals for MOUs, articulation, distance learning, and course sharing policies. We hope that this kind of collaboration will be a model for serving students across the System in an environment of diminishing resources.

Articulation with UH Mānoa's Women's Studies Program

The Gender and Women's Studies Program has been fortunate to have an extremely collaborative relationship with the Women's Studies Program at UH Mānoa. Working together, we have identified 14 courses with similar titles and content. See Appendix III for a table of equivalencies. Once we have achieved provisional status, we can formalize an agreement to articulate these courses and additional ones in development.

SECTION 4: PROGRAM ENROLLMENT, TARGET GROUPS, SERVICE TO NON-MAJORS, AND PROGRAM SUPPORT

The Major's target population will include four types of students:

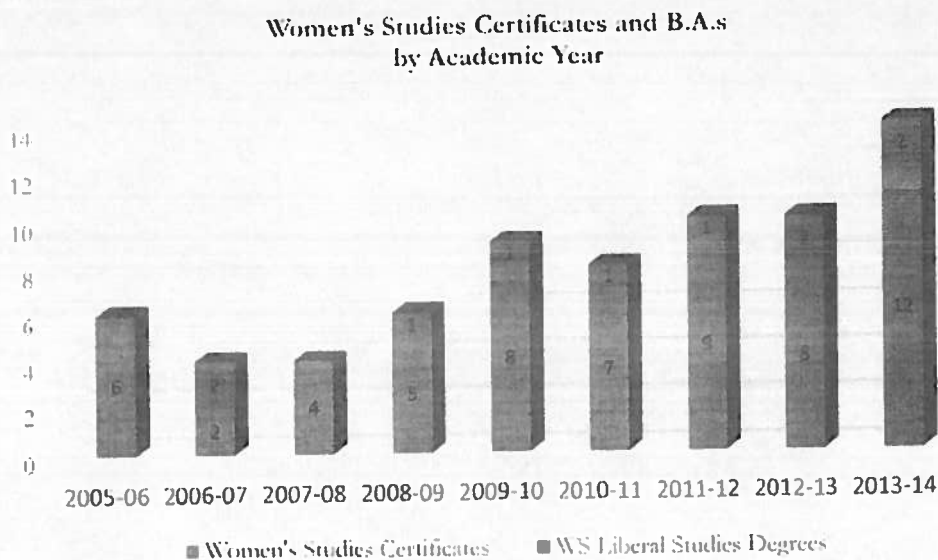
- 1) Traditional-age students interested in an interdisciplinary B.A. or minor. At the University of Hawai'i at Hilo, students looking for an interdisciplinary degree had to apply under liberal studies. This is the route previously taken by students who wanted a B.A. in Women's Studies. They represent more focused students, often with an eye toward graduate work in law, social work, and the social sciences. This group will be approached based on their enrollment in GWS lower-division courses.
- 2) Non-traditional age students in transition. This profile is constituted mainly by female students whose educations were interrupted or who did not attend college at all by age 22. This group of students views their University education as more than simply a route to employment and economic stability, although these factors are also important. These mature students are often looking for an educational experience that is intrinsically meaningful to their life histories. They desire an educational framework geared toward enrichment and empowerment, as well as economic independence. This group contains many women whose lives have been complicated by family obligations, transition from welfare to work, recovery from drug and alcohol problems, or other life events that occasion a need for a dramatic change in context and orientation. This is a group for whom Gender and Women's Studies will be extremely relevant, especially given the personal attention and mentoring that our affiliate faculty members provide.
- 3) Students from identity-based groups. At present, UH Hilo lacks institutionalized support for its LGBTQI students. This Program will be "friendly" to people from these marginalized identity groups. Classes on gender, sexuality, and intersectional perspectives in the Social Sciences and Humanities will provide meaningful educational experiences. In this way, the Program will offer a set of alternatives to meet the growing diversity on our campus.
- 4) Double majors and minors. At present, a significant number of students in the College of Arts and Sciences, particularly in the Social Sciences Division, are double majors. Students entering

the workplace seek additional credentials to make them more competitive. As this is an interdisciplinary program, students may well add the GWS as another major or as a minor since there are so many common courses.

Majors Expected by Year

Our expectations for enrollment in the GWS Major are based upon two sources. The first consists of the trends in the Women's Studies Certificate. The Women's Studies Certificate at UH Hilo was instituted in 1993 with over 110 certificates issued since its inception. Between AY 2001-02 and AY 2013-14 alone, 83 WS certificates have been issued to students with majors in Communications, English, History, Anthropology, Sociology, Marine Sciences, Philosophy, and Political Science. Chart 3 provides these data over time since AY 2005-06 to 2013-14:

Chart 3: Women's Studies Certificates and WS Liberal Studies B.A.s by Academic Year



The second source of projection data consists of students who have completed a B.A. in Women's Studies via the Liberal Studies route (as noted above). Since 2007, ten students have completed Liberal Studies-Women's Studies B.A. degrees. In AY 2013-14, five students are currently enrolled in the Liberal Studies-Women's Studies B.A. degree (to graduate in 2014, 2015, and 2016). As such, it can be offered by the University at no additional cost.

It is anticipated 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, UH Mānoa 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. It is

anticipated that a similar trend will ensue here at UH Hilo with the inception of our new program. Table 2 provides enrollment projections for the Program:

Table 2: Enrollment projections for B.A. in Gender and Women's Studies

Cohort	New Majors	Cumulative Majors
Year 1	10	10
Year 2	15	25
Year 3	15	40
Year 4	15	54
Year 5	15	54
Year 6	15	58

These projections are very conservative, anticipating slow but steady growth in the number of majors. This analysis and accumulation rate are based on data from incoming full-time freshman retention rates. It accounts for graduates in year four, based upon an estimated course load of five units per semester. We have not included double majors or minors in these projections.

Service to Other Majors

As noted in Section 2 of this document, the Instructor and affiliated faculty from other departments have delivered an average of 1,486 SSII per academic year of cross-listed courses for the past five years. The following table illustrates the growth in student semester hours for all courses that are either WS-alphas or cross-listed classes for Women's Studies along with their offering departments (summer session courses are not included, but are generally offered each summer through the College of Continuing Education and Community Service):

Table 3. All Primary WS and Departments Providing Cross Listed Courses

Table 3. All Primary WS and Departments Providing Cross Listed Courses

University of Hawai'i at Hilo

Fall 2009 to Spring 2014

at Census

AcYr (no summers) Course Alpha	AcYr CRN	AcYr Regs	AcYr SSII
1500	10	30	0
ANTH	2	60	180
ENG	1	20	60
GEOG	1	15	45
HIST	1	12	36
PHIL	1	18	54
RELS	1	18	54
SOC	1	22	66
WS	5	137	411

0807			
ANTH	2	46	138
COM	2	104	312
ENG	2	29	87
GEOG	1	18	54
HIST	1	27	81
LING	1	32	96
PHIL	1	19	57
POLS	1	29	87
PSY	1	33	99
SOC	1	21	63
WS	7	140	420
0708			
ANTH	2	57	171
COM	1	24	72
HIST	1	21	63
PHIL	1	22	66
POLS	1	31	93
SOC	1	24	72
WS	8	182	546
0609			
ANTH	2	54	162
COM	2	59	177
ENG	3	52	156
GEOG	2	48	144
HIST	3	43	129
PHIL	1	24	72
POLS	1	22	66
PSY	1	34	102
SPAN	1	30	90
WS	7	164	492
0910			
ANTH	2	49	147
COM	2	51	153
ENG	4	68	204
GEOG	1	15	45
PHIL	1	25	75
PSY	1	31	93
SOC	1	35	105
SPAN	1	18	54
WS	7	158	474
1011			
ANTH	2	47	141
COM	1	28	84
ENG	4	63	189

HIST	2	41	132
PHIL	1	25	75
POLS	1	18	54
PSY	3	97	291
SOC	3	109	327
SPAN	1	20	60
WS	8	162	486
Total	23	541	1,624
ANTH	1	23	69
ENG	6	110	330
HIST	1	20	60
MGT	1	11	33
PHIL	1	22	66
POLS	1	11	33
PSY	1	34	102
SOC	2	74	222
SPAN	2	34	102
WS	8	202	606
Total	28	697	2,079
ANTH	1	21	63
COM	1	26	78
ENG	9	161	483
GEOG	1	19	57
HIST	1	26	78
PHIL	2	42	126
POLS	1	31	93
SOC	3	101	303
SPAN	2	32	96
WS	8	234	702
Total	31	770	2,310
ANTH	2	59	177
COM	1	24	72
ENG	2	45	135
GEOG	2	40	120
MGT	1	9	27
PHIL	1	12	36
POLS	1	20	60
SOC	2	65	195
SPAN	1	10	30
WS	8	186	558
Grand Total	120	2767	8301

Note:

1/ Does not include courses numbered -99 (Directed Studies)

Courses in the major also serve students in other departments by providing many General Education courses and writing intensive courses. The introductory course in Women's Studies (WS 151) is now designated as a G.E. area course. It is also a requirement for the Administration of Justice Major. The new GWS program also includes an internship course that will be designated for the UH Hilo Global and Community Citizenship (GCC) requirement. As well, a new course (Currently WS 200) will also be certified for this requirement in 2014-15. The attributes of existing courses for General Education will flow automatically into the B.A. for Gender and Women's Studies.

SECTION 5: PROGRAM RESOURCES

The proposed degree program builds on the current Certificate Program in Women's Studies. Except for two core courses (and some electives) 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. No expansion in library or other campus facilities are required since the required and elective courses are already being taught, eliminating the need to expand resources.

Therefore, no new faculty, library, or other resources are required in order to go forward with this Program. The Dean of the College of Arts and Sciences has given the Director of Women's Studies one course release per academic year for serving in this capacity. Typically, this leadership comes from the affiliate faculty and will continue to do so for the new Program.

SECTION 6 PROGRAM EFFICIENCY

The costs involved in offering this Program are exactly the same as those currently involved in offering the WS Certificate. The analysis below is based on current costs and revenue for majors in the program.

Budget Narrative

Two things should be kept in mind when considering the revenues/costs of this Program. First, the WS Certificate Program (upon which the B.A. will be based) is already in existence and is currently being delivered to our students. That is, there are already numerous existing courses taught by the WS Instructor and the affiliate faculty. Furthermore, additional courses continue to be cross-listed every academic year. Second, the Student Semester Hours (SSH) produced by the new major add value to existing courses in other Departments. Indeed, the Certificate courses alone have produced over 8,300 Student Semester Hours in the past ten years, as noted in Section 5 of this document.


The template headcount data are based on the number of WS Certificates and Liberal Studies/Women's Studies B.A.s awarded by UH Hilo in the recent past. In Year 1, it is estimated that the cohort will have 10 majors, thereafter 15 students per freshman class with a 15% attrition rate (Row A). Years 4 and 5 are flat because estimates account for graduates within the GWS major. Again, data are based upon the average of UH Hilo's full-time, first-time freshmen graduation rates, of 10% in year 4, 30% in year 5, and 40% in year.

Next, based on Fall 2014 enrollments where there were 342 SSH taught in WS, we rounded the number to 300 for 2015-16 and used this as a base for all other projections. Adjustments made to the headcount and SSH reflect UH Hilo freshmen retention rates. In rows C through F, salary data remain exactly the same as for the WS Certificate, including one Instructor and a one-course release per academic year for the Coordinator of the Program, as well as affiliate faculty teaching for the Program. (Salary costs for affiliate faculty is covered by their home departments.) Costs are based on the current Instructor's salary with a 3% salary increase per year. Because of the interdisciplinary

nature of this program, this single instructional faculty member will be paid by the GWS program and all other faculty members will be covered by other departments. (See line C2, Number FTE of PT Lecturers paid for by other departments.) Row E reflects the "B" budget for the WS certificate which is expected to remain flat. Projections for salaries also include expected incremental increases under collective bargaining.

Total revenues for the major grow from \$83,100 in Year 1 to \$481,980 in Year 6. The narrative provided (in the grid below the template table) walks through the calculations for Instructional Cost with Fringe/SSH (K-N). The analysis of Instructional Cost with Fringe per SSH compares the cost of the proposed Program to that of those in the UH Hilo Social Science Division. Line L estimates are based upon the most recent data available, FY2011-12 Expenditures Studies Report. [Link to FY2011-12 Expenditures Studies Report by UH System IRAO.](#)

Revenue from non-majors is expected and not counted, and may be equal to that of the majors, or greater. For an analysis of average SSH for WS courses, please see Appendix I.

	A	B	C	D	E	F	G	H	I	J	K
1	Academic Program Cost and Revenue Template: New Program (Updated 10/31/12)										
2											
3	Campus	University of Hawaii at Hilo									
4	Program	B.A. in Gender and Women's Studies									
5		Provisional Years									
6		(2 yrs for Certificate, 3 yrs for Associate's Degree, 6 yrs for Bachelor's Degree, 3 yrs for Master's Degree, 5 yrs for Doctoral Degree)									
7	Enter Academic Year (i.e., 2011-2012)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6				
8	Students & SSH	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21				
9	A. Headcount Enrollment (Fall)	10	25	40	54	54	58				
10	B. Annual SSH	300	750	1,200	1,620	1,620	1,740				
11	Direct and Incremental Program Costs Without Fringe										
12	C. Instructional Cost without Fringe	\$ 53,874	\$ 55,490	\$ 57,155	\$ 58,870	\$ 60,636	\$ 62,455				
13	C1. Number (FTE) of FT Faculty/Lecturers	1.00	1.00	1.00	1.00	1.00	1.00				
14	C2. Number (FTE) of PT Lecturers	2.25	2.25	2.25	2.25	2.25	2.25				
15	D. Other Personnel Costs	\$ 8,879	\$ 9,145	\$ 9,420	\$ 9,702	\$ 9,993	\$ 10,293				
16	E. Unique Program Costs	\$ 2,270	\$ 2,270	\$ 2,270	\$ 2,270	\$ 2,270	\$ 2,270				
17	F. Total Direct and Incremental Costs	\$ 65,023	\$ 66,906	\$ 68,845	\$ 70,842	\$ 72,899	\$ 75,018				
18	Revenue										
19	G. Tuition	\$ 83,100	\$ 207,750	\$ 332,400	\$ 448,740	\$ 448,740	\$ 481,980				
20	G1. Residential tuition rate per credit hour	\$ 277	\$ 277	\$ 277	\$ 277	\$ 277	\$ 277				
21	H. Other	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
22	I. Total Revenue	\$ 83,100	\$ 207,750	\$ 332,400	\$ 448,740	\$ 448,740	\$ 481,980				
23											
24	Net Cost (Revenue)	\$ (18,077)	\$ (140,844)	\$ (263,555)	\$ (377,898)	\$ (375,841)	\$ (406,962)				
25											
26	Program Cost per SSH with Fringe										
27	K. Instructional Cost with Fringe/SSH	\$ 242	\$ 100	\$ 64	\$ 49	\$ 51	\$ 48				
28	K1. Total Salary FT Faculty/Lecturers	\$ 53,874	\$ 55,490	\$ 57,155	\$ 58,870	\$ 60,636	\$ 62,455				
29	K2. Cost including Fringe of K1	\$ 72,730	\$ 74,912	\$ 77,159	\$ 79,474	\$ 81,858	\$ 84,314				
30	K3. Total Salary PT Lecturers	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
31	K4. Cost including Fringe of K3	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
32	L. Support Cost/SSH	\$ 442	\$ 442	\$ 442	\$ 442	\$ 442	\$ 442				
33	L1. Non-Instructional Exp/SSH	\$ 395	\$ 395	\$ 395	\$ 395	\$ 395	\$ 395				
34	L2. System-wide Support/SSH	\$ 47	\$ 47	\$ 47	\$ 47	\$ 47	\$ 47				
35	L3. Organized Research/SSH	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
36	M. Total Program Cost/SSH	\$ 684	\$ 542	\$ 506	\$ 491	\$ 493	\$ 480				
37	N. Total Campus Expenditure/SSH	\$ 728	\$ 728	\$ 728	\$ 728	\$ 728	\$ 728				
38											
39	Instruction Cost with Fringe per SSH										
40	K. Instructional Cost/SSH	\$ 242	\$ 100	\$ 64	\$ 49	\$ 51	\$ 48				
41	O. Comparable Cost/SSH	\$ 71	\$ 71	\$ 71	\$ 71	\$ 71	\$ 71				
42	O1. Program used for comparison	UH Hilo/College of Arts and Sciences/Social Sciences Division									
43											
44											
45											
46	Reviewed by Campus, VC for Administrative Affairs										
47		Date: 12/18/14									
48		<small>View Chancellor for Administrative Affairs - Marcia Sakai</small>									

	A	B	C	D	E	F	G	H	I	J	K
49	Instructions:										
50	Please include an explanation of this template in your narrative.										
51	A. Headcount Enrollment: Headcount enrollment of majors each Fall semester. Located at url: http://www.hawaii.edu/ro/maps.php?title=Fall+Enrollment+Report . Campus										
52	B. Annual SSH: Course Registration Report located at url: https://www.hawaii.edu/ro/dnlogin.do? (UH login required). Add the SSH for the Fall and Spring reports to obtain the annual SSH. This is all SSH taught by the program, including to non-majors. Adjust if majors are subset of SSH reported.										
53	C. Instructional Cost without Fringe (automated calculation): Direct salary cost for all faculty and lecturers teaching in the program. *Formula for column E: =IF(OR(E29<>,"E31<>"),E29+E31,"")										
54	C1. Number of full time faculty and lecturers who are ≥0.5 FTE.										
55	C2. Number of part time lecturers who are <0.5 FTE.										
56	D. Other Personnel Cost: Salary cost (part or full time) for personnel supporting the program (APT, clerical lab support, advisor, etc.). This includes personnel providing necessary support for the program who may not be directly employed by the program and may include partial FTEs. Add negotiated collective bargaining increases and 4% per year for inflation thereafter.										
57	E. Unique Program Cost: Cost specific to the program for equipment, supplies, insurance, etc. For provisional years, this would be actual cost. For established years, this would be projected costs using amortization for equipment and add 4% per year for inflation thereafter.										
58	F. Total Direct and Incremental Cost: C + D + E. *Formula for column E: =IF(OR(E12<>,"E15<>0,E16<>0"),SUM(E12,E15,E16),"")										
59	G. Tuition: Annual SSH X resident tuition rate/credit. *Formula for column E: =IF(E10>0,E10*E21,"")										
60	H. Other: Other sources of revenue including grants, program fees, etc. This should not include in-kind contributions unless the services or goods contributed are recorded in the financial records of the campus and included in Direct and Incremental Costs in this template.										
61	I. Total Revenue: G + H *Formula for column E: IF(OR(E20<>,"E22<>0"),SUM(E20,E22),"")										
62	J. Net Cost: F - I. This is the net incremental cost of the program to the campus. A negative number here represents net revenue (i.e., revenue in excess of cost). If there is a net cost, please explain how this cost will be funded. *Formula for column E: =IF(AND(E17<>,"E23<>"),E17-E23,"")										
63	K. Instructional Cost with Fringe/SSH: (K2 + K4) / B. *Formula for column E: =IF(E10<>),(SUM(E35,E36)/E10,"")										
64	K1. Salaries without Fringe of Full Time Faculty or Lecturers who are ≥ 0.5 FTE based on FTE directly related to the program. Add negotiated collective bargaining increases and 4% per year for inflation thereafter.										
65	K2. K1 X 1.35 *Formula for column E: =IF(E29="","E29*1.35)										
66	K3. Salaries without Fringe for Lecturers who are < 0.5 FTE based on FTE directly related to the program. Add negotiated collective bargaining increases and 4% per year for inflation thereafter.										
67	K4. KS X 1.06 *Formula for column E: =IF(E31="","E31*1.06)										
68	L. Support Cost/SSH: The campus' non-instruction expenditure/SSH + Systemwide Support - Organized research (UHM only) as provided by UH Expenditure Report. Located at url: http://www.hawaii.edu/ro/maps.php?title=Expenditures+Study . *Formula for column D: =IF(OR(D37=0,D38=0,D39=0),D37+D38-D39,"")										
69	For example, from the 2010-11 UH Expenditure Report (url: http://www.hawaii.edu/cgi-bin/ro/maps?esuhfy1011.pdf), the Support Expenditure/SSH per campus is:										
70											
71	UHM	\$507.00	+ \$66	- \$128 for organized research	= \$435						
72	UHH	\$437	+ \$45	= \$482							
73	UHAWO	\$230	+ \$28	= \$258							
74	Haw CC	\$155	+ \$34	= \$189							
75	Hon CC	\$234	+ \$44	= \$278							
76	Kap CC	\$123	+ \$29	= \$152							
77	Kau CC	\$328	+ \$59	= \$387							
78	Lee CC	\$123	+ \$27	= \$150							
79	Mau CC	\$180	+ \$35	= \$215							
80	Wai CC	\$284	+ \$40	= \$324							
81											
82	M. Total Program Cost/SSH: K + L *Formula for column E: =IF(OR(E29<>,"E33<>"),E29+E33,"")										
83	N. Total Campus Expenditure/SSH: Taken from UH Expenditures Report. For example, for 2010-11										
84	O. Comparable Program/Division Instructional Cost/SSH: Taken from UH Expenditures Report (http://www.hawaii.edu/ro/maps.php?title=Expenditures+Study&) or campus data, as available. Please note in the space provided, the program used for the comparison.										

Cost and Benefits: Other Considerations

This Program provides additional benefits that are not easily monetized, but represent greater efficiencies on our campus as well as others:

Reallocation of Advising Resources

It should be noted that this Program has the additional advantage of eliminating the majority of the advising connected to the Liberal Studies Program at UH Hilo. Liberal Studies has been used as a vehicle for offering a B.A. in Women's Studies going back some years. With the organization of an actual B.A., the intensive advising associated with the Liberal Studies Program will be dramatically reduced. This will result in the considerable reallocation of faculty time to other tasks.

Articulation and Collaboration with Women's Studies at UH Mānoa

The University of Hawai'i at Mānoa has a long-standing Women's Studies Program. However, our Programs do not create redundancy. Rather, they complement one another in terms of offerings and the scholarship of our respective faculties. Meetings between UH Hilo and UH Mānoa have resulted in an offer of collaboration that expands the courses available to students at both campuses, cost-sharing for educational events at both campuses, and collaborative research and advocacy. Please see Appendix IV for a letter of support from UH Mānoa Director of Women's Studies, Dr. Meda Chesney-Lind. Both campuses have on-line WS courses that can serve students in both majors en route to their degrees. Also, the curriculum has been arranged the curriculum to accommodate transfer students, particularly those from the Hawai'i Community College (as well as other two-year campuses). Please see the Table of Equivalencies for UH Hilo and UH Mānoa in Appendix IV.

SECTION 7: PROGRAM EFFECTIVENESS

Student-level Effectiveness

Assessment of the effectiveness of the Gender and Women's Studies Program will begin with student evaluations, collected each semester, via a questionnaire distributed to GWS majors and minors. (This instrument will be based on an evaluative questionnaire now being used for the Women's Studies Certificate Program.) Mentoring and advising will be strong components of the GWS Program with a great deal of individual attention provided to meet the needs of each student. As with the current Women's Studies Certificate Program, students will be monitored each semester with an eye toward facilitating course registration and quickly addressing needs that impact student retention and success.

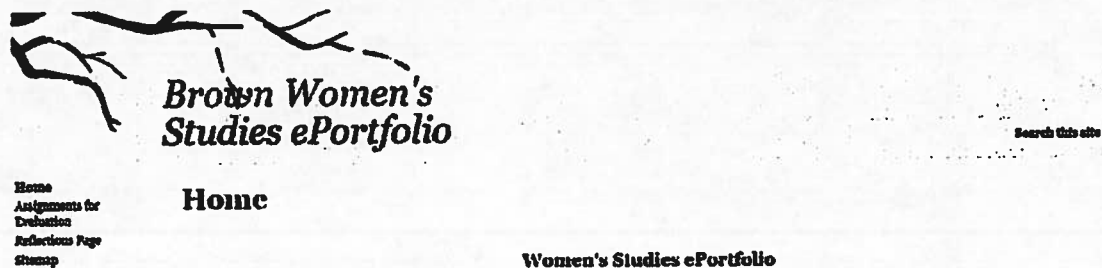
Student Capstone Class

Each major will take GWS 495, the capstone course. The course requires a major paper that draws together competencies embedded in GWS learning outcomes. The UH Hilo Assessment Committee has agreed to assist in the development and refining of assessment instruments (i.e., SLO rubric matrices). Student Learning Outcomes will also be measured by a review of student portfolios (see below) consisting of select papers from courses taken in the major. Student Learning Outcomes for GWS will be incorporated by faculty into course syllabi and provide evidence for Program Assessment:

1. Identify and analyze the intersections among gender, sexuality, and other socially meaningful constructions, such as race, class, religion, nation, and ethnicity.
2. Articulate critical theoretical perspectives and apply a range of methods to the study of history, society, media, science, culture, and other human endeavors.
3. Apply feminist and queer inquiries to the construction of gender, representations of sexuality and sexual identity, and the differential power structures that create, replicate, and contest these social categories.
4. Locate and examine one's own gender roles and question assumptions (including heteronormativity) that impact everyday life and relationships in order to promote health, advocacy, and social justice.
5. Delineate historical and contemporary aspects of feminism, social justice activism, and women's contributions to culture, politics, and society.
6. Demonstrate clear, logical, and critical thinking about the theory and practice of gender roles in a global context.
7. Communicate effectively in verbal and written form.

Student Portfolios

The Certificate in Women's Studies has required students to submit a portfolio as a means of student learning assessment. The new Program will build on this existing system, only with the reformatting of the portfolio on-line (e-portfolio). Using UH Hilo's Google sites, students will upload materials each academic year, culminating in reflective materials in the capstone class in the senior year. Upon declaring the major, students will be provided with a guideline for developing a student portfolio to contain written work from each academic year. The following image provides an example of a student site now in use for the Certificate:



In addition to essays, term papers, and special projects, the portfolios will contain an assignment for student reflection on what they have learned. Student portfolios will be reviewed by the Director of Gender and Women's Studies and members of the GWS Advisory Council to provide evidence of SLOs (listed above).

Tracking Graduates

Majors will be asked to participate in on-going tracking activities after graduation. The Program will survey graduates concerning graduate education, training, employment, and satisfaction with the major.

Program Review

As with other UH Hilo College of Arts and Sciences Programs, the Gender and Women's Studies Program will undergo Program Review every seven years. The Women's Studies

Certificate Program was last reviewed in 2008. (The external reviewer advised that the Certificate be developed into a major.) Data gathered annually will be incorporated into the Program Review. As is the practice with other Programs, an external reviewer will be invited to participate.

Role of Advisory Council

The GWS Director will report each semester to the GWS Advisory Council on student success measures, such as student GPA, course loads, progress toward the major, and student evaluations. The Council will be responsible for refining the curriculum where necessary and ensuring that learning objectives are being met. The Advisory Council will also play a major role in the Program Review process for UH Hilo and be responsible for executing MOUs within the College to sustain the Program.

Appendix I: Supplementary Budget Analyses

Analysis Based on Student Semester Hours

For this analysis, we examined a recent cohort of students majoring in Women's Studies via the Liberal Studies route. This retrospective examination is based on student semester hours for the WS courses delivered to this cohort. We've used the template to show the revenue provided by such students going back to 2011-12 and prospectively to 2015-16.

Average							
Academic Cost and Revenue Template - New Program (adjust template for appropriate number of years) (Updated 10/31/12)							
ENTER VALUES IN YELLOW CELLS ONLY							
CAMPUS/Program		UH Hilo/BA Gender & Women's Sr					
		Provisional Years (2 yrs for Certificate, 3 yrs for Associate Degree, 6 yrs for Bachelor's Degree, 3 yrs for Masters Degree, 5 yrs for Doctoral Degree)					
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
ENTER ACADEMIC YEAR (i.e., 2011-2012)		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
Students & SSH							
A. Headcount enrollment (Fall)		3	2	2	3	5	10
B. Annual SSH		1,163	1,115	1,368	984	993	1,002
Direct and Incremental Program Costs Without Fringe							
C. Instructional Cost without Fringe		\$ 47,304	\$ 50,688	\$ 50,688	\$ 52,212	\$ 54,300	\$ 56,473
C1. Number (FTE) of FT Faculty/Lecturers		1.00	1.00	1.00	1.00	1.00	1.00

	C2. Number (FTE) of PT Lecturers	-	-	-	-	-	-
	D. Other Personnel Costs	\$ -	\$ 8,125	\$ 8,125	\$ 8,369	\$ 8,620	\$ 8,879
	E. Unique Program Costs	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500
	F. Total Direct and Incremental Costs	\$ 48,804	\$ 60,313	\$ 60,313	\$ 62,081	\$ 64,420	\$ 66,852
	Revenue						
	G. Tuition	\$ 247,613	\$ 261,908	\$ 335,160	\$ 253,872	\$ 275,061	\$ 277,554
	Tuition rate per credit	\$ 213	\$ 235	\$ 245	\$ 258	\$ 277	\$ 277
	H. Other	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	I. Total Revenue	\$ 247,613	\$ 261,908	\$ 335,160	\$ 253,872	\$ 275,061	\$ 277,554
	Net Cost (Revenue)	-198,809	-201,595	-274,847	-191,791	-210,641	-210,703
	Program Cost per SSH With Fringe						
	K. Instructional Cost with Fringe/SSH	\$ 55	\$ 61	\$ 50	\$ 72	\$ 74	\$ 76
	K1. Total Salary FT Faculty/Lecturers	\$ 47,304	\$ 50,688	\$ 50,688	\$ 52,212	\$ 54,300	\$ 56,473
	K2. Cost Including Fringe of K1	\$ 63,860	\$ 68,429	\$ 68,429	\$ 70,486	\$ 73,306	\$ 76,238

	K3. Total Salary PT Lecturers	\$	-	\$	-	\$	-	\$	-	\$	-
	K4. Cost Including fringe of K3	\$	-	\$	-	\$	-	\$	-	\$	-
	L. Support Cost/SSH	\$	482	\$	442	\$	442	\$	442	\$	442
	Non-Instructional Exp/SSH	\$	437	\$	395	\$	395	\$	395	\$	395
	System-wide Support/SSH	\$	45	\$	47	\$	47	\$	47	\$	47
	Organized Research/SSH	\$	-	\$	-	\$	-	\$	-	\$	-
	M. Total Program Cost/SSH	\$	537	\$	503	\$	492	\$	514	\$	518
	N. Total Campus Expenditure/SSH	\$	774	\$	728	\$	728	\$	728	\$	728
	Instruction Cost with Fringe per SSH										
	K. Instructional Cost/SSH	\$	55	\$	61	\$	50	\$	72	\$	76
	O. Comparable Cost/SSH	\$308		\$338		\$338		\$338		\$338	
	Program used for comparison.	UH Manoa/Social Science/Women's Studies									
	Reviewed by campus VC for Administrative Affairs:										

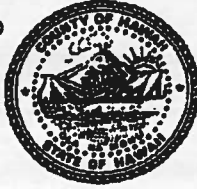
- A. Headcount Enrollment: Headcount enrollment of majors each Fall semester. Located at url: <http://www.hawaii.edu/iro/maps.php?category=Enrollment>. Campus data may be used when majors are a subset of enrollment reported in IRO reports.
- B. Annual SSH: Course Registration Report located at url: <http://www.hawaii.edu/iro/maps.php?title=Course+Registration+Report>. Add the SSH for the Fall and Spring reports to obtain the annual SSH. This is all SSH taught by the program, including to non-majors. Adjust if majors are subset of SSH reported.

C.	Instructional Cost without Fringe (automated calculation): Direct salary cost for all faculty and lecturers teaching in the program. *Formula for column D: =IF(OR(D32<>""),D32+D34,"")
	C1. Number of full time faculty and lecturers who are >.5 FTE.
	C2. Number of part time lecturers who are <.5 FTE.
D.	Other Personnel Cost: Salary cost (part or full time) for personnel supporting the program (APT, clerical lab support, advisor, etc.) This includes personnel providing necessary support for the program who may not be directly employed by the program and may include partial FTEs. Add negotiated collective bargaining increases and 4% per year for inflation thereafter.
E.	Unique Program Cost: Costs specific to the program for equipment, supplies, insurance, etc. For provisional years, this would be actual cost. For established years, this would be projected costs using amortization for equipment and add 4% per year for inflation thereafter.
F.	Total Direct and Incremental Cost: C + D + E *Formula for column D: =IF(OR(D13<>"",D16<>0,D17<>0),SUM(D13,D16,D17),"")
G.	Tuition : Annual SSH X resident tuition rate/credit *Formula for column D: =IF(D10>0,D10*D22,"")
H.	Other: Other sources of revenue including grants, program fees, etc. This should not include in-kind contributions unless the services or goods contributed are recorded in the financial records of the campus and included in Direct and Incremental Costs in this template.
I.	Total Revenue: G + H *Formula for column D: =IF(OR(D21<>"",D23<>0),SUM(D21,D23),"")
J.	Net Cost: F - I This is the net incremental cost of the program to the campus. A negative number here represents net revenue (i.e., revenue in excess of cost.) If there is a net cost, please explain how this cost will be funded. *Formula for column D: =IF(AND(D18<>"",D24<>""),D18-D24,"")
K.	Instructional Costs with Fringe/SSH: (K2 + K4) / B *Formula for column D: =IF(D10<>""),(SUM(D33,D35)/D10,"")
	K1. Salaries without Fringe of Full Time Faculty and Lecturers who are ≥ .5 FTE based on FTE directly related to the program. Add negotiated collective bargaining increases and 4% per year for inflation thereafter.
	K2. K1 X 1.35 Formula for column D: =IF(D32="","",D32*1.35)
	K3. Salaries without Fringe for Lecturers who are < .5 FTE based on FTE directly related to the program. Add negotiated collective bargaining increases and 4% per year for inflation thereafter.
	K4. K3 X 1.05 Formula for column D: =IF(D34="","",D34*1.05)
L.	Support Cost/SSH:The campus' non instructional expenditure/ssh + systemwide support – organized research (UHM only) as provided by UH Expenditure Report (http://www.hawaii.edu/iro/maps.php?title=Expenditures+Study) *Formula for column D: =IF(OR(D37>0,D38>0,D39>0),D37+D38-D39,"")
	For example, from the 2010-11 UH Expenditure Report (http://www.hawaii.edu/cgi-bin/iro/maps?esuhfy1011.pdf), the support expenditure/ssh per campus is:

Appendix II: Letters of Support

MITCHELL D. ROTH PROSECUTING ATTORNEY

DALE A. ROSS FIRST DEPUTY
PROSECUTING ATTORNEY



OFFICE OF

PROSECUTING ATTORNEY

July 8, 2014

Marilyn Brown, Ph. D. Department Chair, Sociology
Director of Women's Studies University of Hawai'i at
Hilo 200 W. Kawili Street, UCB 346
Hilo, HI 96720

Dear Dr. Brown:

I, wholeheartedly support your new Program in Gender and Women's Studies currently in final stages of approval. As a criminal justice professional, I know that understanding the dynamics that lead to criminal behaviors and victimization is a complex problem, as is how best to respond when these events occur. Gender studies increases our understanding so that we can be more effective as victim counselors, investigators and prosecutors. We know from experience that gender studies have made important contributions in many areas of criminal justice. Cases involving domestic violence, child abuse, sexual assault, substance abuse, as well as responding to women offenders and children of incarcerated parents, are all areas where gender matters. We believe that students of gender studies learn how gender and sexuality influence our communities, historically and culturally, and develop strong critical thinking and problem solving skills which will be important in a variety of careers, including criminal justice.

As Prosecutor, I am interested in working collaboratively with researchers and the university so that we will utilize evidence based practices to improve our criminal justice system. I agree with my predecessors who have taken a wide view of the determinants of crime and I value your efforts at UHH to help us in the past. Thank you for your work with drug court, women offenders and numerous other projects. I look forward to working further with you to help make our community safer.

Sincerely Yours,

MITCHELL D. ROTH
Prosecuting Attorney

Hawaii County is an Equal Opportunity Provider and Employer



A Program of the University of Hawaii at Hilo, funded in part through a Cooperative Agreement with the U.S. Small Business Administration

Lead Office
Hilo, Hawaii

East Hawaii Center
Hilo, Hawaii

West Hawaii Center
Waikoloa, Hawaii

Main Center
Hilo, Hawaii

Honolulu Center
Honolulu, Hawaii

Maui Center
Lihou, Hawaii

Hawaii Business Research Library
Hilo, Hawaii

November 13, 2014

Dr. Celia Bardwell-Jones
Program Coordinator, Women's Studies
Assistant Professor, Philosophy

Aloha Dr. Bardwell-Jones,

I am writing this letter of support for the proposed Women's Studies BA. I support this proposed degree as the Acting Center Director of the Hawaii Small Business Development Network, a Board member for the Kona-Kohala Chamber of Commerce and Chair of Hawaii County's Committee on the Status of Women.

It is my understanding that the mission of the new degree will mirror the goals and objectives of the current Women's Studies Certificate program:

- to provide a multi- and interdisciplinary consideration of gender and sexuality
- to look more closely at aspects of the human experience that often are neglected and overlooked
- to explore issues related to gender and sexuality across a variety of disciplines
- to eliminate institutional and structural gender discrimination by examining cultural assumptions about femininities and masculinities, foregrounding the significance of academic research on gender and sexuality
- to explore and question the differential impacts of various political, economic and social systems on women and men

Implementation of this degree program will empower women to embrace social and personal change. It will assist in understanding and reshaping the dynamics between women and men as they assume leadership roles in the workplace and the community.

I heartily endorse the approval of the proposed Women's Studies BA.

With warmest aloha,

Hazel Beck
Hazel Beck

WEST HAWAII CENTER
75-5722 Kilauea Highway, Suite 209, Waikoloa, HI 96740
TEL: (808) 327-3680 FAX: (808) 327-3682 www.hawaii.sbdc.org
An Equal Opportunity Employer



December 10, 2014

**Dr. Celia Bardwell-Jones
Program Coordinator, Women's Studies
Assistant Professor, Philosophy
University of Hawaii at Hilo
200 W. Kawili Street
Hilo, HI 96720**

RE: Gender and Women's Studies Program

Dear Dr. Bardwell-Jones,

I enthusiastically support your efforts to create a new Program in Gender and Women's Studies currently in the final stages of approval at the University of Hawaii at Hilo. I am a retired Colonel (US Army), resident of Hilo, involved in many community causes, working several special projects for the Chancellor, and am currently an Affiliate faculty with the College of Agriculture, Forestry, and Natural Resource Management.

My perspective is that this proposed program is essential in the curriculum for all genders, all races and cultures for us to succeed in a rapidly changing, more closely connected and increasingly hostile global environment.

An expertise and ongoing discussions around gender issues will always be relevant and needed to enhance our ability to work well together. There is plenty of adversity and misguided efforts in organizations and leaders today, side-by-side with some of the best. The adversity I faced made me a better person and taught me how to thrive no matter what happens. I chose several non-traditional paths for women in my early days by the "college" I chose, the profession I entered and technical skill I focused on. For example, I began my "college" experience as a member of the first class to graduate with women from the United States Military Academy at West Point (established in 1802). Upon graduation, I wanted to be the best at serving our nation, safeguarding our special freedoms. The history of global and cultural conflict since the beginning of man and womankind clarifies the cost of not being prepared physically and mentally for the future -- death or subjugation. My preparation at West Point and career experiences were also essential for my greatest challenge, accomplishing all that my unit did when I became the commander of a \$3B construction program during the height of the conflict in Iraq.

I have personally observed how women are forced to remain largely behind-the-scenes throughout most of the world. Many people in the US overlook or ignore that we still have generations and cultures encouraging or forcing the same attitudes right here in our communities and organizations. The role of women will continue to evolve and reflect how well we are doing to live true to the ideals that led to the creation of our nation. For example, when no women are part of ongoing discussions, chances are many other areas are being ignored. Choices and outcomes from these discussions easily fail to consider the larger context essential for achieving long-term and far greater success.

Changes in law and active research and educational programs, such as the proposed gender and women's studies at UH-Hilo, go far to encourage us to value all members of our society, celebrating our differences and talents, rather than restrict our contributions.

Even when the laws or guidance are clear, they do not automatically lead to appropriate local norms of behavior. My sisters-in-arms and I faced tremendous ignorance and hostility at times throughout our service. Today, we're still just beginning to understand: what women are capable of accomplishing, differences in how our brains are wired, and our special talents. Quite a few past issues conveniently categorized as "women issues" were really gender issues (emphasis on the men being the issue) and basic honoring/respecting others issues. All of these areas can strengthen or undermine personal and professional trust and cohesiveness. When we do not get this right, we unintentionally encourage more toxic environments, criminal behaviors and victimization of others. Sadly, these behaviors are pervasive in every organization, including institutions of higher learning. We can do much better.

I am interested in working collaboratively to ensure the proposed gender and women's studies at UH-Hilo makes a positive impact on the University, community and the State. Thank you for leading the way.

Sincerely Yours,



Debra M. Lewis
President & CEO
Sunrise Aloha LLC
www.sunrisealoha.com



**Zonta Club
of Hilo**

Member of Zonta International

October 25th, 2014

**Dr. Celia Bardwell-Jones
Program Coordinator, Women's
University of Hawaii at Hilo
200 W Kawili St, UCB 346
Hilo, HI 96720**

Re: Gender and Women's Studies Program

Dear Dr. Bardwell-Jones,

My name is Tonya Ozone and I am the President of the Zonta Club of Hilo. Our mission is to 'advance the status of women worldwide.' We do this through service and advocacy. Here in Hilo we have 40 members and have made significant contributions to the women and families in our community. www.zontahilo.org will give you some examples of our work.

We know how important it is to reach young women with the message of gender and gender equality, as these beliefs influence our actions and impact our communities. In her book, *Lean In*, Sheryl Sandberg states, "We must raise both the ceiling and the floor." Programs like UH Hilo's Gender and Women's Studies starts that process. It shows students examples of women through history and how culture and laws have evolved. It also allows for dialog and critical thinking skills to be developed.

As a business owner and member of a civic group focusing on advancing women, this program is encouraging and a breath of fresh air. We appreciate your efforts and your work in advancing the status of women in Hilo. I look forward to working with you.

Respectfully,

**Tonya Ozone
Zonta Club of Hilo, President**

Zonta Club of Hilo PO Box 1915 Hilo, HI 96720

NEIL ABERCROMBIE
GOVERNOR



OWRIGHT TAKAMINE
INTERIM DIRECTOR

AUDREY HIDANO
DEPUTY DIRECTOR

STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

830 PUNCHBOWL STREET, ROOM 321
HONOLULU, HAWAII 96813
www.hawaii.gov/dlir
Phone: (808) 586-8842 / Fax: (808) 586-8099
Email: dlir.director@hawaii.gov

September 9, 2011

Marilyn Brown, Ph.D.
Director of Women's Studies
University of Hawai'i at Hilo
200 W. Kawili Street, UCB 346
Hilo, HI 96720

Dear Dr. Brown:

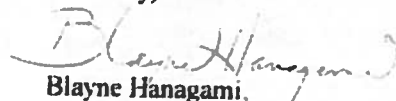
It is with great excitement and anticipation that I submit this letter of support to you and the Advisory Committee of Women's Studies in the College of Arts and Sciences. Although great strides have been made towards gender equity and parity, much more still needs to be done. Systemic and long-lasting change takes place primarily when there is an institutionalizing of a social consciousness towards gender equity. When accredited educational institutions such as yours establish comprehensive programs that investigate, reveal, and methodically advocate for workplace equity--irrespective of gender, race, age and religion--communities and local economies prosper!

Only a few short years ago, too many female job candidates would automatically respond to career counselors by saying, "I'll do any clerical job." From high school dropouts to college graduates, these responses represented at least a subliminal societal norm that these are the occupations most suited for women. Whereas it is encouraging to no longer hear those patented auto responses, "glass ceilings" and conscious or subconscious discrimination exist in the workplace today.

This proposed program will undoubtedly be a great step towards encouraging our future and present work force (your students), enlightening and educating work places, and empowering communities that we need to live by the adage: *Equal work for equal pay!*

Thank you for proactively strengthening gender equity and, consequently, investing wisely in our human capital for Hawai'i Island. Please do not hesitate to contact me at Blayne.S.Hanagami@hawaii.gov or call me at (808) 981-2875 if you need additional information.

Sincerely,


Blayne Hanagami,
Hawaii Branch Manager



December 10, 2014

Marilyn Brown
Director of Women's Studies
University of Hawai'i at Hilo
200 W. Kawili St., UICB 346
Hilo, HI 96720

Re: Gender and Women's Studies

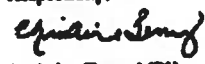
To Whom it May Concern:

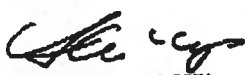
As the CFS Leadership for the County of Hawaii, we welcome the innovative strategies of bringing increasingly valuable undergraduate and graduate programs to the County of Hawaii. Providing an extensive array of services within a trauma-informed family center approach, we very much support the idea of educating the next generation of social service providers from many aspects.

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, Behavioral 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. As a very supportive practicum placement organization and a strong supporter of providing education locally, we very much would like to support a new undergraduate program that focuses on Gender and Women's Studies.

Respectfully,


Christine Terry, MPH
Assistant Director
Child and Family Service


Heidemarie Koop, LCSW
Director of Hawaii Island Programs
Child and Family Service



Heidemarie Koop
Director of Hawaii Island Programs
Child and Family Service

December 15, 2014
Dr. Celia Bardwell-Jones
Program Coordinator, Women's Studies
Assistant Professor, Philosophy

Re: New Program in Gender and Women's Studies
Aloha Dr. Bardwell-Jones,

I understand that the Board of Regents is currently considering a proposal for a new B.A. degree program in Gender and Women's Studies at UH Hilo. I am writing to advocate for this program as a woman in the community, but also to provide my perspective as a business leader. Hawaii Island and particularly West Hawaii have alarming rates of high school incompleteness and lack of post-secondary enrollment. We have too many girls and young women who are bearing children too early and then having more children without the financial means to support them. The toll on our economic development and drain on our social services has become critical. Underneath this pervasive issue, we are lacking a deeper understanding of the gender, ethnic, cultural, and socioeconomic factors that perpetuate this problem through generations of mothers. By creating a degree program in Women's Studies, there is the potential to not only educate women on the environmental factors that challenge the gender, but also to create a skilled group of researchers who can work to understand how to break this cycle. Despite years of investment from social work and federal funding, we have seen little improvement in the issues that surround women at the lowest income and education levels. It is time for a new approach and a new discipline to understand how to address this problem. Hawaii Island will not succeed as a population or sustainable economy until we can address our critical challenges in new ways. Our local women are not thriving and many are suspended in a cycle of social and economic failure. We must know why and we must educate a new generation to create solutions. For these reasons and more, I advocate for the Gender and Women's Studies program at UH Hilo. Please feel free to contact me to discuss this further. I will gladly invest the time for this important cause.

Respectfully,

Kei-Lin Cerf, MBA
Executive Director, Hualalai Ohana Foundation
keilincerf@gmail.com
(808) 896-6110

Appendix III: UH Hilo – UH Mānoa Table of Course Equivalencies

Table of Equivalencies

UH Mānoa Women's Studies Courses	UH Hilo Equivalencies
<p>WS 151 Introduction to Women's Studies (3) Introduction to feminist interdisciplinary analysis from global and critical perspectives; relationships between women and men from Asia-Pacific, Hawaiian, and other cultures, with a focus on gender, race, class, and sexual dynamics; exploration of women's negotiations with institutional dynamics. DS</p>	<p>WS 151 Intro Gender & Women's Studies (3) An interdisciplinary survey of gender issues in contemporary U.S. society. Introduces foundational concepts regarding social constructions of gender, race, class, and sexual orientation. Topics include history, religion, sexuality, body image, reproductive rights, family, work, and violence.</p>
<p>WS 151A Introduction to Women's Studies (3) Introduction to feminist interdisciplinary analysis from global and critical perspectives; relationships between women and men from Asia-Pacific, Hawaiian, and other cultures. Focus on gender, race, class, sexual dynamics, and women's negotiations with institutional dynamics. Honors students only. A-F only. Pre: departmental approval. DS</p>	
<p>WS 175 History of Gender, Sex, and Sexuality in Global Perspectives to 1500 CE (3) Explores how gender, sex, and sexuality become key elements in human society from prehistory to 1500 CE. Examines ancient world civilizations from multiple perspectives stressing issues and forces still influential today. A-F only. (Fall only) FGA</p>	
<p>WS 176 History of Gender, Sex and Sexuality in Global Perspective, 1500 CE to the Present (3) Explores how gender, sex, and sexuality become key elements in human society from 1500 CE to present. Examines world cultures from multiple perspectives, stressing issues and forces of continuing influence. A-F only. FGB</p>	
<p>WS 200 Culture, Gender, and Appearance (3) Social construction of gender within culture and its visual expression through appearance. Analysis of role, identity, conformity, and deviance in human appearance. Open to non-majors. (Cross-listed as FDM 200) DS</p>	

<p>WS 202 Psychology of Gender (3) Survey of topics in psychology relevant to women's lives: socialization of gender, mental health, violence against women, achievement motivation, lifespan issues, domestic violence. A-F only. Pre: 151 or PSY 100. (Cross-listed as PSY 202) DS</p>	
<p>WS 230 Gender and Sport (3) Explores the influence of gender in sport from cultural, psychosocial, and political perspectives. Examines women's and men's role as participants, spectators, and employees of sport and sports organizations. A-F only. Pre: one DS course. DS</p>	
<p>WS 245 Women Writers of World Literature (3) Major women writers of world literature examined in context of female literary tradition. Pre: one of ENG 100A, 101, or ELI 100; or consent. DL</p>	
<p>WS 257 Sexual Identity in Literature (3) Selected themes in major works of various types, cultures, periods. Requires a minimum of 3,000 words of writing. Pre: one of ENG 100A, 101, or ELI 100. DL</p>	
<p>WS 304 Women, War, and the Military (3) The military as it includes and excludes women as soldiers, nurses, wives, prostitutes, and victims. Women and war economics; feminism, war, and peace. Pre: one of 151, 362, 375 or SOC 362; or consent. DS</p>	
<p>WS 305 Women and Health (3) Explores current issues in the conceptualization and delivery of health care for women. Pre: one of 151, 202, POLS 110, or SOC 100. (Cross-listed as SOC 305) DS</p>	<p>WS 385 Women & Health (3) Reproductive health, immune activity, autoimmune disease, and mental health in women are covered from physiological, psychological, historical and cross-cultural perspectives. Pre: PSY 100. (Same as PSY 385)</p>
<p>WS 306 Indigenous Women's Health (3) Examines issues of indigenous women's health pre- and post-colonial in Hawai'i, Asia, and the Pacific regions. A-F only. Pre: one of 151, 202, 305; or HWST 107, HWST 270 or HWST 285; or consent. DS</p>	
<p>WS 311 U.S. Women's History (3) History of U.S. women and gender relations. Topics include women's work in and outside the household, women's involvement in social movements, changing norms about gender and sexuality, and shared and divergent experiences among women. (Cross-listed as AMST 316 and HIST 361) DH</p>	<p>WS 360 American Women's History (3) Study of American women from the 17th to the 20th centuries. Special emphasis on women's social and cultural roles. Current feminist theory is also studied. Pre: HIST 151, 152 or instructor's consent. (Same as HIST 360)</p>

<p>WS 315 Sex and Gender (3) Cross-cultural theories and perceptions of sexual difference; linkage between biology and cultural constructions of gender; relationship of gender ideology to women's status. Pre: ANTH 152 (or concurrent). (Cross-listed as ANTH 315) DS</p>	<p>WS 324 Culture, Sex And Gender (3) A cross-cultural examination of the development of gender systems and gender roles. Consideration of sex roles and activities as part of the larger gender system. Pre: ANTH 100 or instructor's consent. (Same as ANTH 324)</p>
<p>WS 318 Women and Social Policy (3) Social and economic policies affecting women in families, education, social services, government, health care, the economy; public policy implementation and development; policy impact on women. Pre: 151 or any 200- or 300-level course, or SOC 100 or any 200-level SOC course; or consent. (Cross-listed as SOC 318) DS</p>	
<p>WS 339 South Asian Migrants: Culture and Politics (3) Historical and contemporary experiences of South Asian migrants in North America, Pacific, Caribbean, and/or African diasporas; causes and patterns of migration, inter-ethnic relations policies; role of race, gender, culture in community, identity formation. A-F only. Pre one ES or WS course in the 100, 200 or 300 level; or consent. (Once a year) (Cross-listed as ES 339) DS</p>	
<p>WS 345 20th-Century Literature by Women (3) Twentieth-century women writers and their works; novels, short stories, poems, autobiographies. Interrelations of gender and literature. Pre: one of 151, 175, 176, and 245; or consent. DL</p>	
<p>WS 346 20th-Century Chinese Women Writers (3) A survey and critical examination of contemporary Chinese women writers from China, Taiwan, and Hong Kong. Traces a genealogy of women's writing from the early 1920s up until now through novels, poetry, drama, and film. Pre: one DH or DL course, or consent. (Cross-listed as ASAN 364 and EALL 364) DL</p>	
<p>WS 350 Sex Differences in the Life Cycle (3) Human sex differences, their biological basis and significance; genetic, hormonal, and behavioral determinants of sexual differentiation; biology of gender, sexuality, menopause, and aging. Pre: one semester of biological sciences. (Cross-listed as BIOL 350) DB</p>	

<p>WS 351 Women, Ideas, and Society (3) Status of women in American society today in light of the cultural, historical, and philosophical forces that have produced it. Pre: HIST 151 and HIST 152; or consent. DH</p>	
<p>WS 356 Women and Religion (3) Examining roles of, and attitudes toward, women in major religious traditions through autobiographies, films, and primary texts. Pre: 151 or ANTH 152 or REL 150. (Cross-listed as REL 356) DH</p>	<p>WS 357 Women and Religion (3) Examines roles of, and attitudes towards, women in various religious traditions. Through both chronological and comparative approaches, explores depictions of women in scriptures and other primary texts as well as women's contributions to each tradition.</p>
<p>WS 360 Pacific/Asian Women in Hawai'i (3) Adaptive strategies of Hawaiian, Chinese, Japanese, Korean, Filipino, Samoan, and Southeast Asian women in Hawai'i; feminist anthropological and historical analysis. Pre: any ANTH, SOC, or WS course. (Cross-listed as ES 365) DS</p>	<p>WS 411 Family & Gender in Oceania (3) With a focus on the 19th and 20th centuries, this course examines how historical changes affected the social and cultural lives of women, men, children, and families in Oceania. Throughout the course we will endeavor to explore gendered reconstructions of particular events in the history of the Pacific: historiography, exploration, disease & depopulation, missionization, education, imperialism, colonization and decolonization in general. (Same as HIST 411). (GenEd/IntReq: H/A/P)</p>
<p>WS 361 Seminar: Women and International Development (3) Topics: Women's role, status, work and treatment in the Third World; economic development, changing work/family roles, agriculture and business, improvement/deterioration in gender equity across the Third World global feminization of poverty. Open to non-majors. Pre: a 100 level economics course or any women's studies course; or consent. (Cross-listed as ECON 361) DS</p>	
<p>WS 362 Sociology of Gender (3) Effect of sex and gender roles (both traditional and nontraditional) on attitudes and behavior within the family and educational, economic, and governmental systems. Recommended: at least one WS course. Pre: 151 or any 200- or 300-level WS course, or SOC 100 or any 200-level SOC course; or consent. (Cross-listed as SOC 362) DS</p>	
<p>WS 375 Women and the Media (3) Media portrayal of women and men; role of the media in reproducing gender inequality. Women as producers and consumers of media. Feminist alternatives to mainstream media. Pre: one of 151, 362, SOC 362. DS</p>	

<p>WS 381 Gender, Sexuality and Literature (3) Basic concepts and representative texts for the study of literary constructions of gender and sexuality. Pre: one ENG DL course or consent. (Cross-listed as ENG 382) DL</p>	
<p>WS 384 Women and Politics (3) Women's role in political institutions and processes in the U.S. and other countries; female and male approaches to power; feminist political goals and actions. Pre: 151 (or concurrent) or 362 (or concurrent) or any 100 level POLS course (or concurrent); or consent. (Cross-listed as POLS 384) DS</p>	
<p>WS 390 Gender and Race in U.S. Society (3) Historical and sociological studies of race and gender in U.S. society; grassroots feminist and race/ethnic activism in the mainland and Hawai'i. A-F only. Pre: 151, ES 101, or Social Science Cores. (Cross-listed as ES 390) DS</p>	<p>WS 332 Politics of Race & Gender (3) A survey of the historic, legal, political, and social forces shaping society's construction of race, ethnicity, and gender. Notions of power and the political significance of race and gender are explored. (Same as POLS 332).</p>
<p>WS 392 Sexualities (3) Multi-disciplinary course draws from psychology, sociology, biology, history, cultural anthropology, law, Hawaiian, ethnic, feminist, gender, and queer studies to explore human sexualities with emphasis on the U.S., Hawai'i and the Asia-Pacific regions. A-F only. Pre: one of 151, 202, 315 or 350; or consent. DS</p>	<p>WS 352 Gender and Sexuality (3) An interdisciplinary exploration of concepts, constructions, and behaviors associated with gender and sexuality. Course materials examine historical, contemporary, and cross-cultural definitions and expectations, and correlations with social power and hierarchies. In addition, the course aims to illuminate the multiplicity of personal and social identities relating to sex, race/ethnicity, class, age, etc.</p>
<p>WS 399 Directed Reading (V) Pre: consent.</p>	<p>WS x99 Directed Studies (Arr.) (IO) Statement of planned reading or research required. Pre: instructor's consent.</p>
<p>WS 400 Food, Body, and Women: Analysis of Biopolitics (3) Explores how food, body, and other "matter of life" are imbedded in biopolitics from the feminist perspectives. A-F only. Pre: 151 or three credits of upper division WS courses, or consent. (Spring only). DS</p>	
<p>WS 410 Gender and Politics in U.S.-Okinawa Relations (3) Examines gender in Okinawa in relation to historical dynamics in the Asia-Pacific region with attention to issues such as militarism and violence, colonialism and memory, and tourism and commodification of indigenous culture. A-F only. Pre: 151 or consent. (Cross-listed as ASAN 410)</p>	

<p>WS 414 Women in Drama and Theater (3) The role of women and their representation in the theater from ancient Greece to the present; focus on the sociopolitical status of women. Prc: THEA 311 or consent. (Cross-listed as THIA 414) DH</p>	
<p>WS 418 Women and Work (3) Gender and racial division of labor nationally and internationally; racial and gender differentials in wages, training, working conditions and unemployment; historical trends and future directions. Prc: one 300-level WS or ES course, or SOC 300; or consent. (Cross-listed as ES 418 and SOC 418) DS</p>	
<p>WS 419 Feminist Issues in Philosophy (3) Examination of basic feminist issues in philosophy, and of responses to them. Prc: any course 200 or above in PHIL or WS, or consent. (Cross-listed as PHIL 418) DH</p>	<p>WS 375 Feminist Philosophy (3) Exploration of the feminist contributions to traditional philosophical questions in metaphysics, epistemology, and ethics, as well as examining the philosophical implication of the intersections of race, class, gender and sexuality. (Same as PHIL 375)</p>
<p>WS 424 Gender, Sexuality, and Cyberspace (3) Students learn how gender and sexuality are constructed online and produce a website to post their analysis and contribute to knowledge production about gender and sexuality in cyberspace. A-F only. DH</p>	
<p>WS 430 Seminar in the Biology of Women (3) Embryological, anatomical, and physiological development of human female; hormonal, neural, and behavioral determinants of female sexual behavior; psychobiology of pregnancy, ovariectomy, and menopause. Prc: 350 or BIOL 172 or BIOL 350, or consent. DB</p>	
<p>WS 434 Women and Madness (3) Interdisciplinary critical examination of the relationship between gender and mental health. Psychological research, feminist theory, autobiography, literature, and cinema. Prc: one of 202, 245, PSY 202; or consent. DS</p>	
<p>WS 435 Women and Crime (3) Women's relations with the criminal justice system; types of women's offenses; responses to women's crime; women as victims; women as workers in the criminal justice system. Recommended: at least one WS course. Prc: 151 or any 200- or 300-level WS course, or SOC 300; or consent. (Cross-listed as SOC 435) DS</p>	<p>WS 328 Gender, Crime, and Justice (3) This course will examine theoretical perspectives on gender, crime, and the criminal justice system. Students will analyze the intersecting roles played by gender, race, and class in criminal offending, victimization, and institutional responses. Additional topics may include masculinity and crime, women and punishment, female delinquency, gender violence, sex work, and the role of women in the criminal justice system. Prc: Soc 100 or WS 151. (Same as WS 328).</p>

<p>WS 436 Gender, Justice and Law (3) Exploration of landmark U.S. Supreme Court cases related to sex and gender. Topics may include sex discrimination, sexual orientation discrimination, privacy, and reproductive freedom. A-F only. Pre: one of 151, 175, 176, 202, 360, 381, or consent. (Cross-listed as AMST 436 and POLS 436) DS</p>	<p>WS 327 Law and Identity (3) In this course, will politically engage with the legal construction of who we are as individuals and our presence within different communities. The relationship between law and identity involves politically contested frameworks of sexuality, gender, race and ethnicity, ability, and ownership according to both judicial doctrine and contemporary scholarship. As these frameworks shift and evolve, the politics of legal identification sculpt our own social horizons. (Same as POLS 327).</p>
<p>WS 437 Gender and Violence (3) Interdisciplinary course will examine western constructs of gender violence on its correlates with ethnicity, class, sexuality, nation, and empire. Repeatable one time. A-F only. Pre: one of 151, 202, 360, 361, 439, 460, 462, or consent. DS</p>	
<p>WS 438 Gender and Environmental Philosophy (3) Interdisciplinary approach to women's perspectives and roles on ecological and environmental issues; critical analysis of eco-feminism as a social and political movement; cross-cultural comparison of women's roles in human ecology. Pre: any course 200 or above in PHIL or WS or any course 200 or above with a DB or DP designation, or consent. (Cross-listed as PHIL 438) DH</p>	
<p>WS 439 Feminist Theory (3) Contemporary debates in feminist theory concerning gender, race, and class; subjectivity and representation; gender and colonialism; bodies, sexualities and "nature." Pre: any 300 level WS or POLS course, or consent. (Cross-listed as POLS 339) DS</p>	<p>WS 303 Feminist Political Theory (3) An examination of the progression of feminist political thought. Topics covered include the roles of women in the history of Western political thought, early feminist writings, and contemporary feminist theories related to liberalism, radicalism, and postmodernity. (Same as POLS 303)</p>
<p>WS 440 Feminist Methods and Research (3) Overview of feminist issues with dominant theories of knowledge and major methodologies employed in the social sciences; and exploration of role of gender theory and feminist politics in feminist research. Pre: 151 or consent. (Once a year) DS</p>	<p>WS 382 Qualitative Research (3) Introduction to the ethics, methodologies, and practice of research in human geography, particularly standpoint epistemologies and associated methodologies. Combines lectures, workshops, and assignments. Students will conduct and report upon their own research. Pre: GEOG 103 or 102 or WS 151 or consent of Instructor. (Same as GEOG 382).</p>
<p>WS 444 Gender and Consumption in a Global World (3) Students learn theories of the global economy, histories of consumerism, constructions of gendered public spaces, and how the cultural production of consumers and consumer culture functions in the process of globalization. A-F only. DH</p>	

<p>WS 445 U.S. Women's Literature and Culture (3) Reading of selected works of U.S. women's literature and cultural texts (such as art and film). Emphasis on historical and cultural context and diverse expressions of women's gendered identities. (Cross-listed as AMST 455 and ENG 455) DL</p>	
<p>WS 446 Gender Violence Over the Lifecycle (3) Examines the problem of violence, particularly sexual violence, over the life cycle. Offers gendered perspective in activities aimed at prevention and treatment of violence, and cross cultural perspectives. Pre: 151 or any 200- or 300-level WS course, SOC 300; or consent. (Cross-listed as SOC 446) DS</p>	
<p>WS 452 Marriage and Family: Feminist Perspective (3) Sex-role socialization, motherhood, work-family conflicts. Alternative family structures in U.S. and other countries. Recommended: at least one WS course. Pre: 151 or any 200- or 300-level WS course, or SOC 300; or consent. (Cross-listed as SOC 452) DS</p>	<p>WS 300 Family in World Perspective (3) A comparative analysis of family and marriage patterns, mate selection, parent-child interaction, divorce rates, socialization of gender roles, legal sanctions, trends in organization and function. Pre: Soc 100 or instructor's consent. (Same as SOC 300).</p>
<p>WS 453 Gender Issues in Education (3) Examination of current and historical issues in education and how they are impacted upon by gender, with particular reference to gender as it intersects with ethnicity and class, locally and globally. Pre: 151 or consent. (Cross-listed as EDCS 453 and EDEF 453) DS</p>	
<p>WS 456 Politics of Men and Masculinity in U.S. Culture (3) Examines American understandings of man, manhood, and masculinity, at the intersection of gender, race, class, and sexuality in the context of American nation and empire building in the 19th and 20th centuries. A-F only. Pre: one of 151, 175, 176, or 202; or consent. DS</p>	
<p>WS 460 Feminism, Nation and Empire (3) Examines U.S. feminist movements in the 19th and 20th century by exploring how U.S. racism, nationalism and imperialism have provided the context from which feminism emerged. A-F only. Pre: 151, 360; or consent. DS</p>	<p>WS 423 Post-Colonial Literature (3) A critical analysis of the development of contemporary world literature in the wake of the fall of European empires. This class is designed to address the importance of writing in an age of changing national identities, shifting alliances, and volatile conflicts. Texts from African, Latin American, the Middle East, the Caribbean, and Hawai'i will be features. Pre: ENG 300 or instructor's consent. (Same as ENG 423).</p>

<p>WS 462 Asian Women (3) History, culture, and contemporary reality of Asian women in Asia and the U.S. Includes critical analysis of American feminist methodology and theory. Pre: 360, 361, or 439 or AMST 310, AMST 316, AMST 318, AMST 373, AMST 455, or POLS 339; or consent. (Cross-listed as AMST 438 and POLS 372) DS</p>	
<p>WS 463 Gender Issues in Asian Society (3) Construction of gender identities in contemporary Asia. How these interface with other aspects of social difference and inequality (e.g. with class, religion, ethnicity). Pre: any WS course or ASAN 201 or ASAN 202, or consent. (Cross-listed as ASAN 463) DS</p>	
<p>WS 465 Science, Sex, and Reproduction (3) Explores anthropology's critical analysis of approaches to reproductive health and procreation, primarily in developing countries. Examines sex and reproduction as sites of intervention from public health, development, and biomedical specialists, while also considering local strategies. A-F only. Junior standing or higher. Pre: 151 or ANTH 152 or ANTH 425. (Alt. years: Fall) (Cross-listed as ANTH 465) DS</p>	
<p>WS 481 Women and Film (3) Exploration of film as a philosophical and artistic form in the context of gender, race, and sexuality. Pre: one of 151, 175, 176, and THEA 201; or consent. DH</p>	<p>WS 355 Women in Modern Lit & Film (3) Literature and film by and about women from 1900 to the present. Feminist literary theory. Pre: ENG/ESL 100 and 200-level literature course or college level Women's Studies courses or instructor's consent. (Same as ENG 355)</p>
<p>WS 483 Studies in Literature and Sexuality and Gender (3) Intensive study of selected problems and issues in the construction and representation of sexuality and gender in specific genres, social and cultural contexts, thematic or figurative clusters. Repeatable one time. Pre: ENG 320 and one other 300-level ENG course; or consent. (Cross-listed as ENG 482) DL</p>	
<p>WS 492 Women and Revolution (3) Conditions under which women's activism and participation in protest and revolutionary movements developed in the 19th- and 20th-centuries. Cross-cultural comparisons. (Cross-listed as ASAN 492 and HIST 492) DH</p>	
<p>WS 495 Selected Topics (3) Problems and issues for reading and research: feminist theory, criticism, affirmative action, etc. Pre: any WS course in appropriate area. DS</p>	

WS 496 Teaching Women's Studies (3) Strategies for teaching women's studies; addressing complex issues of gender, race, nation, class, sexuality and culture in a contemporary multiethnic campus environment. Emphasis on classroom techniques, teaching pedagogies, and hands-on experience. Repeatable one time. A-F only. Pre: 151 and one or more WS course with a grade of B or better in all relevant courses, instructor recommendation; or consent.

Appendix IV: Letter of Collaboration, UH Mānoa Women's Studies Program

UNIVERSITY OF HAWAI'I AT MĀNOA
College of Social Sciences
Women's Studies Program

June 9, 2014

To: Marilyn Brown
Director of Women's Studies
University of Hawai'i at Hilo

From: Meda Chesney-Lind
Chair of Women's Studies
University of Hawai'i at Mānoa

Re: BOR approval for B.A./minor in Gender and Women's Studies

The Women's Studies Department at the University of Hawai'i at Mānoa is very pleased with the news that your campus recently supported a new major and minor in Gender and Women's Studies. We acknowledge the long-standing success of the UHH's Women's Studies Certificate program, the strengths among its associated faculty, and research on your campus that emphasizes gender as an organizing principle of social life, and I was personally thrilled to be able to attend the UHH Faculty Congress meeting where the two degrees were recently approved.

We in Women's Studies at UHM continue to be confident that the new Program in Gender and Women's Studies at UHH fills an important student need at your campus. Moreover, the leadership and resources of the new Program will help build the capacity of Hawai'i Island to address many of the pertinent social, cultural, and justice issues upon which gendered power dynamics are inscribed. The interdisciplinary nature of your program will, like our own, help create varied experiences for your students including opportunities in research, social advocacy, and mentoring. Students with these experiences and an understanding of the centrality of gender in all micro- and macro-level contexts will be strong candidates for employment, graduate studies, and community leadership roles. We anticipate that your program will help raise the profile of this discipline in the State and complement the Women's Studies Department at UH Mānoa.

On my recent visit with your faculty and as well as Director Hannah Wu of the UHH Women's Center we discussed a number of very specific ways that UHH and UHM will be collaborating over the coming year. Specifically, we discussed the opportunity to gather Women's Studies faculty from across the UH system in a meeting either on

UNIVERSITY OF HAWAI'I AT MĀNOA

College of Social Sciences

Women's Studies Program

Hawaii Island or on Oahu during the coming year (possibly February or March, 2015). At such a meeting, we will be discussing the need to facilitate the transfer of specific courses, particularly those taught on-line, in order to expand choices for the students in your program and our department. We also discussing the sharing of the costs of bringing speakers, which will save the UH considerable money and give our various students more access to nationally prominent scholars in Women's Studies. We will also be exploring ways that we can, as scholars, develop collaborative research projects that will result in evidence-based policies, and finally we will strategize about the best way to develop internship and capstone experiences for the students in our programs.

I look forward to building on our history of collaboration and engaging in a continuing dialog about the future of the discipline, research, and social advocacy in Hawai'i.

cc: Reed Dasenbrock, VCAA, University of Hawai'i at Mānoa
Kenith Simmons, VCAA, University of Hawai'i at Hilo

B. For Information:

1. Interim Report on Policy for Small Programs
2. Analysis and Assessment of Providing a Baccalaureate Degree in Aeronautical Science at the University of Hawai'i at Hilo

V. Executive Session (Closed to the Public)

A. Personnel Actions Related to the Following (To discuss the following personnel matters pursuant to HRS §92-5(a)(2)):

1. Emeritus Title Recommendations

VI. Adjournment



Princess Soares <pfrederi@hawaii.edu>

Follow up to GWS BA and Minor Code

Shelby Wong <shelbyw@hawaii.edu>

Mon, Sep 14, 2015 at 7:39 AM

To: Princess Soares <pfrederi@hawaii.edu>

Cc: Chelsea Kay-Wong <ckwong@hawaii.edu>, Sherrie Padilla <sherriep@hawaii.edu>

Hi Princess,

Yes, all correct. Please go ahead and make the change.

Sherrie and Chelsea- no change to program or designations only to Banner code per email string below.

Thank you all,
Shelby

On Mon, Sep 14, 2015 at 7:12 AM, Princess Soares <pfrederi@hawaii.edu> wrote:

Aloha Shelby,

Please confirm the following information, and I will adjust the form:

Change contact person from Jean Ippolito to Shelby Wong.

Change major code from GWS (Gender and Women's Studies) to WS (Women's Studies)

Change minor code from GWS (Gender and Women's Studies) to WS (Women's Studies)

Program code = BA-WS

Program description = BA-Gender and Women's Studies

On your confirmation email to me, please cc all who should be informed of this change (registrar, financial aid, etc.).

Thank you!

Princess

On Fri, Sep 11, 2015 at 4:07 PM, Shelby Wong <shelbyw@hawaii.edu> wrote:

Hi Princess,

Thank you for the clarification- are you able to amend the code forms to the WS code for both the BA and Minor or will we need to submit a new set of forms?

Thanks,
Shelby

On Fri, Sep 11, 2015 at 4:00 PM, Princess Soares <pfrederi@hawaii.edu> wrote:

Yes, if you use WS as the major code the campus can have the description reflect Gender & Women's Studies, for example:

Code: BA-WS

Description: BA-Gender & Women's Studies

Let me know if there are any questions.

Mahalo!

On Sep 11, 2015 9:37 AM, "Princess Soares" <pfrederi@hawaii.edu> wrote:

Let me check. I'll get back to you. Mahalo!

On Fri, Sep 11, 2015 at 9:33 AM, Shelby Wong <shelbyw@hawaii.edu> wrote:

Hi Princess,

If we were to amend the forms to use the existing code of WS, would the title of the Degrees be able to remain as "BA- Gender and Women's Studies" and "Minor- Gender and Women's Studies"?

Thanks,
Shelby

On Fri, Sep 11, 2015 at 8:49 AM, Princess Soares <pfrederi@hawaii.edu> wrote:

Aloha Shelby,

System academic affairs has asked that the program code requests be resubmitted using the existing code, WS. Should the campus object, please write a memo to Joanne Itano, who will convene the program code advisory group to make a final decision.

Please let me know if there are any questions.

Mahalo,
Princess

On Fri, Sep 11, 2015 at 8:07 AM, Shelby Wong <shelbyw@hawaii.edu> wrote:

Thank you Princess, we hope to hear from you soon!

Shelby

On Fri, Sep 11, 2015 at 8:06 AM, Princess Soares <pfrederi@hawaii.edu> wrote:

Shelby,

The status is still the same. I will check with the Director to see if there is an update. I will let you know.

Mahalo!
Princess

On Fri, Sep 11, 2015 at 7:50 AM, Shelby Wong <shelbyw@hawaii.edu> wrote:

Hi Princess,

I wanted to follow up with you on the Gender and Women's Studies BA and Minor code request, I noticed that the last update on the code log was from 8/24/2015 Pending system academic affairs consultation re: major code.

We have students who want to declare this major, so we hope to have this up and running soon. Any update you could provide would be great.

Thank you,
Shelby

--

Shelby Wong

Curriculum & Catalog Coordinator
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Student Services Building E-115
200 W. Kawili St. Hilo, HI 96720

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Princess Soares

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