



PROGRAM PROPOSAL FOR B.A. AND MINOR

**Provisional Status**

IN GENDER AND WOMEN'S STUDIES

UNIVERSITY OF HAWAI'I HILO

SUBMITTED OCTOBER 2014

TO THE UNIVERSITY OF HAWAI'I BOARD OF REGENTS

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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 (and minor) 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.

Previously, students seeking a B.A. in Women's Studies followed the Liberal Studies Program route, one that required a great deal of advising resources. This Program will dramatically reduce the need for the Liberal Studies Program and, in its place, provide a structured and standardized alternative.

The GWS BA and minor received Authority to Plan status, from CCAO, on November 9, 2011 and 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 (GLBTI) 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 largely self-determined based on the student's interests and goals
- Will provide a roadmap and straightforward pathway to GE and other graduation requirements
- Provide marketable leadership, analytical, communication, and other skills sets in the humanities and social sciences

Advantages of the GWS Program (as compared with 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. UHH 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 were available.

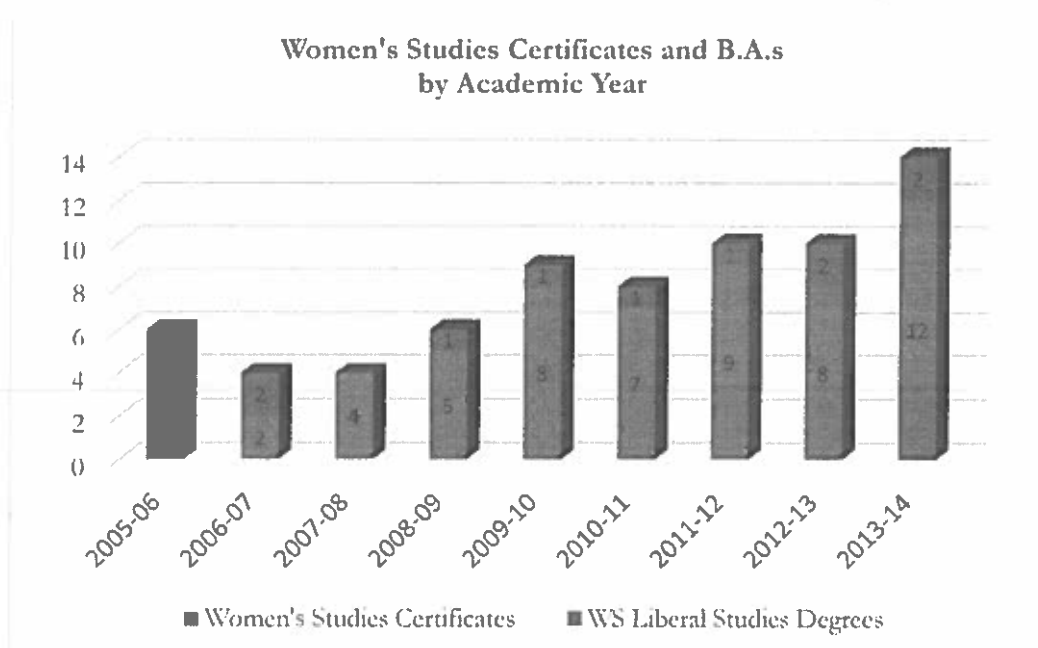
Letters of support from agencies such as the Office of the Prosecuting Attorney and Child and Family Services acknowledge the value of the degree to the workforce and the community. Important community partners such as the American Association of University Women as well as the Department of Women's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

Since majors such as Gender and Women's Studies are rather new, few sources exist for employment data. Graduates with Women's Studies Certificates and Liberal Studies (Women's Studies) B.A.s are now working in government agencies, non-profits, and the public sector. Others have entered law school and other graduate programs. Their prospects appear to be similar to other majors in the liberal arts.

### *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



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: Enrollment goals for B.A. in Gender and Women's Studies

Cohort	New Majors	Cumulative Majors	Cumulative Majors (less 15% Attrition)
Cohort 1	10	10	9
Cohort 2	15	25	21
Cohort 3	15	40	34
Cohort 4	15	55	47

### 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, and 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.

### **Program Cost and Revenue Analysis**

The costs involved in offering this Program do not exceed those currently involved in offering the certificate. The analysis below is based on current costs per SSH for cross-listed courses and those originating in WS. It should be noted that this Program has the additional advantage of eliminating the majority of the need for the Liberal Studies Program, one that has been used as a vehicle for offering a B.A. in Women's Studies. With the organization of an actual B.A., the intensive advising associated with the Liberal Studies Program route to the degree will be eliminated. (Formerly, students wishing to attain a B.A. in Women's Studies enrolled in the Liberal Studies Program.) Instead, as with other majors/minors, students will take a structured curriculum.

Given the interdisciplinary nature of this Program, the analysis below is based on an intermediate or average scenario. Analyses based on WS courses only and all cross-listed course (with X99 courses) are provided in Appendix IV.









B.	Annual SSH: Course Registration Report located at url: <a href="http://www.hawaii.edu/iro/maps.php?title=Course+Registration+Report">http://www.hawaii.edu/iro/maps.php?title=Course+Registration+Report</a> 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,""),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,""),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 ( <a href="http://www.hawaii.edu/iro/maps.php?title=Expenditures+Study">http://www.hawaii.edu/iro/maps.php?title=Expenditures+Study</a> ) *Formula for column D: =IF(OR(D37>0,D38>0,D39>0),D37+D38-D39,"")
	For example, from the 2010-11 UH Expenditure Report ( <a href="http://www.hawaii.edu/cgi-bin/iro/maps?esuhfy1011.pdf">http://www.hawaii.edu/cgi-bin/iro/maps?esuhfy1011.pdf</a> ), the support expenditure/ssh per campus is:

[illegible]

## 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 UHH'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. 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 success.

Each major and minor 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 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
- Law and criminal justice
- Education (especially Title IX issues)
- Military
- Government

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.

## 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, our 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 (and minor) 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 (and minors) will contribute to the SSH 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 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, we anticipate 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 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.

### *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

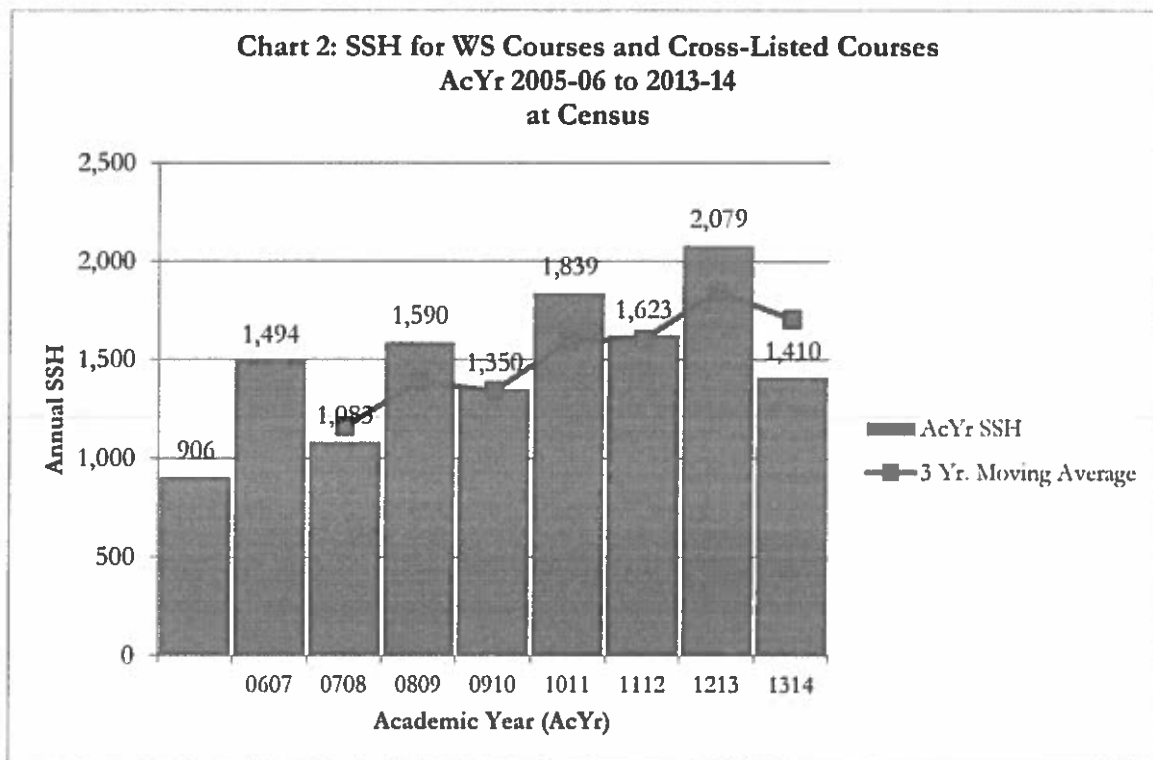
### Student Interest

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.

We anticipate that the newly introduced degree program will parallel the experience of the recently instituted major in Women's Studies at UH Mānoa. Prior to the introduction of their Women's Studies degree program, UHM Women's Studies students pursued the major via Interdisciplinary studies. In 2005, there were 12 such WS majors. By May of 2011, only a few years after BOR approval, there were 68 majors enrolled in the Women's Studies degree program. We anticipate that a similar trend will ensue here at UH Hilo with the inception of our new program.

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 (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:





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 “marker” 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.

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 <sup>1</sup>.

### 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 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. 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.<sup>2</sup> 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<sup>3</sup>.

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

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

<sup>2</sup> 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.

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

fundamental aspect of organizations and institutions. The Program learning outcomes promote skill sets like 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 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 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.<sup>4</sup> 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.

### Community Support and Career Needs

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). 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

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<sup>4</sup> Professors Susan Brown, Lynn Morrison, and Marilyn Brown, to identify a few, have involved students like these in faculty-research projects.

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. 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
- Law and criminal justice
- Education (especially Title IX issues)
- Military
- Government

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.

### 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 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)
- Mikkelsen, 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)
- Parham, Vera, Ph.D., University of California Riverside. Assistant Professor, History (World History, Native American Activism)
- 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 and, to an 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 requirements for the major and minor 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 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 credits)**

**Core (12 credits)**

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 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 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.

**Minor in Gender and Women's Studies**

21 credits

**Required Courses (6 credits):**

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 Gender and 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.

**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 UHH's General Education requirements, integrative requirements, as well as graduation requirements.

# FOUR YEAR MAP - B.A. IN GENDER AND WOMEN'S STUDIES

Colleges of Arts and Sciences

Bachelor of Arts (BA) in Gender and Women's Studies

## FOUR YEAR GRADUATION PLAN



Year 1		Spring		
Fall				
	ENG 100 English Comp. (GE Language Arts)	3	WS 200 Gender, Leadership, & Soc. Justice (CORE)	3
	WS 151 Intro. GWS (CORE)	3	Hist 151 (GE World Cultures)	3
	GE LANG ARTS (WI)	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		Spring		
Fall				
	WS 352 Gender & Sexuality (THEORY)	3	Soc/WS 391 Internship (METHODS) (GE GCC)	3
	SOC 310 Race & Ethnic Relations (BLOCK 3)	3	Soc 280/L Statistics & lab (GE QUANT.)	4
	GE Humanities Elective	3	PHIL 375 Feminist Philosophy (BLOCK 3)	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
<b>Year 3</b>				
<b>Fall</b>			<b>Spring</b>	
HIST 401 W/Hawai'i Hist.(BLOCK 1) GE HPP		3	SOC 328 Gender and Crime (BLOCK 2)	3
GE Social Science Elective (Upper)		3	Elective Upper	3
Elective Upper		3	Elective Upper	3
WI Elective UPPER (3 of 3)		3	Elective Upper	3
SOC 300 (BLOCK 1)		3	Elective Upper	3
Credits		15	Credits	15
Total Credits		77		92
<b>Year 4</b>				
<b>Fall</b>			<b>Spring</b>	
Upper Elective		3	WS 495 Capstone (Core)	3
SOC 340 Social. And Identity (BLOCK3)		3	Elective Upper	3
WI Upper Elective		3	ANTH 324 Cult/Sex & Gender (BLOCK 2)	3
Upper Elective		3	Elective Upper	3
Upper Elective		3	Elective Upper	3
Credits		15	Credits	15
Total Credits		107		122
Core Credits		12		
Theory		3		
Methods		3		
Block 1 Electives		6		
Block 2 Electives		6		
Block 3 Electives		9		
Credits		39		

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

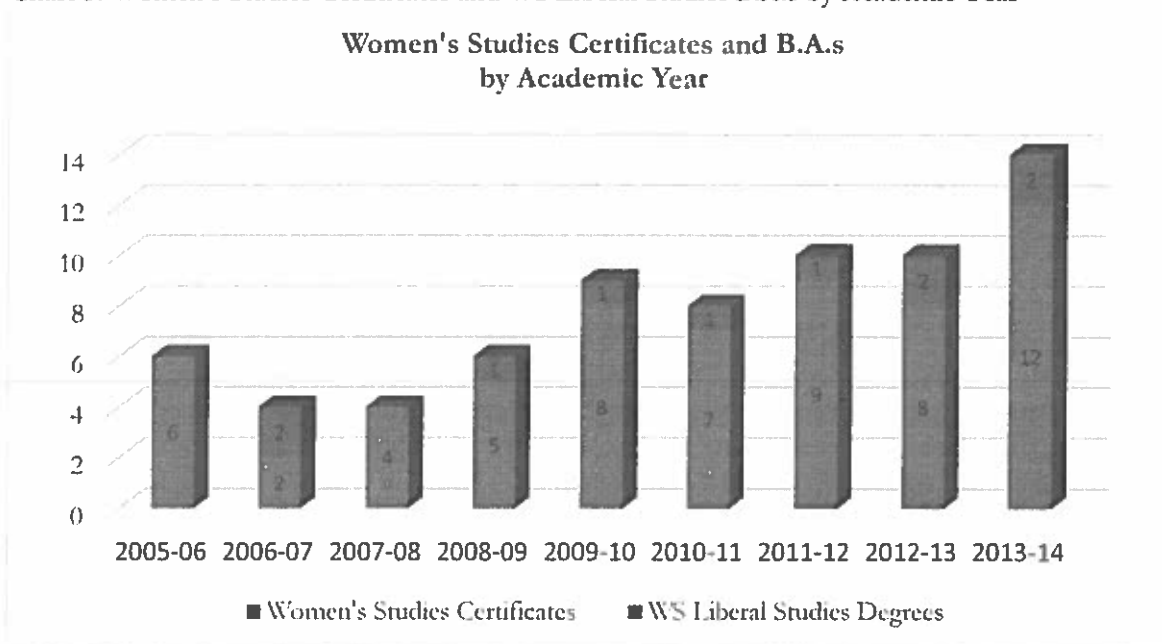
The major target population will include four types of students:

- 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 Science 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 and Minor are based on 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.

We anticipate that the newly introduced degree program will parallel the experience of the recently instituted major in Women's Studies at UH Mānoa. Prior to the introduction of their Women's Studies degree program, UHM Women's Studies students pursued the major via Interdisciplinary Studies. In 2005, there were 12 such WS majors. By May of 2011, only a few years after BOR approval, there were 68 majors enrolled in the Women's Studies degree program. We anticipate that a similar trend will ensue here at UH Hilo with the inception of our new program. Table 1 provides enrollment projections for the Program:

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

Cohort	New Majors	Cumulative Majors	Cumulative Majors (less 15% Attrition)
Cohort 1	10	10	9
Cohort 2	15	25	21
Cohort 3	15	40	34
Cohort 4	15	55	47

These projections are very conservative, anticipating slow but steady growth in the numbers of majors. 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 SSH 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: 2

**All Primary WS and Dept. 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 Reqs	AcYr SSH
0506	13	302	906
ANTH	2	60	180
ENG	1	20	60
GEOG	1	15	45
HIST	1	12	36
PHIL	1	18	54
RIEL	1	18	54
SOC	1	22	66
WS	5	137	411
0607	20	498	1,424
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
POIS	1	29	87
PSY	1	33	99
SOC	1	21	63
WS	7	140	420
0708	15	361	1,083
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
0800	23	530	1,590
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	20	450	1,350
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	26	613	1,839
ANTH	2	47	141
COM	1	28	84
ENG	4	63	189
HIST	2	44	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
1112	24	541	1,623
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
<b>1214</b>	<b>29</b>	<b>693</b>	<b>2,079</b>
ANTH	1	21	63
COM	1	26	78
ENG	9	161	483
GEOG	1	19	57
HIST	1	26	78
PHIL	2	42	126
POIS	1	31	93
SOC	3	101	303
SPAN	2	32	96
WS	8	234	702
<b>1314</b>	<b>21</b>	<b>470</b>	<b>1,410</b>
ANTH	2	59	177
COM	1	24	72
ENG	2	45	135
GEOG	2	40	120
MGT	1	9	27
PHIL	1	12	36
POIS	1	20	60
SOC	2	65	195
SPAN	1	10	30
WS	8	186	558
<b>Grand Total</b>	<b>120</b>	<b>2767</b>	<b>8301</b>

Notes:

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

Courses in the major also serve students in other departments by providing GE 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 Global and Community Citizenship 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 do not exceed those currently involved in offering the Certificate. The analysis below is based on current costs per SSH for cross-listed courses and those originating in WS. It should be noted that this Program has the additional advantage of eliminating the majority of the need for the Liberal Studies Program, one that has been used as a vehicle for offering a B.A. in Women's Studies. With the organization of an actual B.A., the intensive advising associated with the Liberal Studies Program will be dramatically reduced. Instead, as with other majors/minors, students will take a structured curriculum.

The University of Hawaii 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 UHH and UHM 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 V for a letter from UHM Director of Women's Studies, Dr. Meda Chesney-Lind.

With respect to the costs involved in the Program, given the interdisciplinary nature of this course, the analysis below provides an average based on cross-listing as well as courses originating in Women's Studies. Analyses based on WS courses only and all cross-listed courses (with X99 courses) are provided in Appendix IV.

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 St					
		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





B.	Annual SSH: Course Registration Report located at url: <a href="http://www.hawaii.edu/iro/maps.php?title=Course+Registration+Report">http://www.hawaii.edu/iro/maps.php?title=Course+Registration+Report</a> 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 ( <a href="http://www.hawaii.edu/iro/maps.php?title=Expenditures+Study">http://www.hawaii.edu/iro/maps.php?title=Expenditures+Study</a> ) *Formula for column D: =IF(OR(D37>0,D38>0,D39>0),D37+D38-D39,"")
	For example, from the 2010-11 UH Expenditure Report ( <a href="http://www.hawaii.edu/cgi-bin/iro/maps?esuhfy1011.pdf">http://www.hawaii.edu/cgi-bin/iro/maps?esuhfy1011.pdf</a> ), the support expenditure/ssh per campus is:

[illegible]

## 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 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 success.

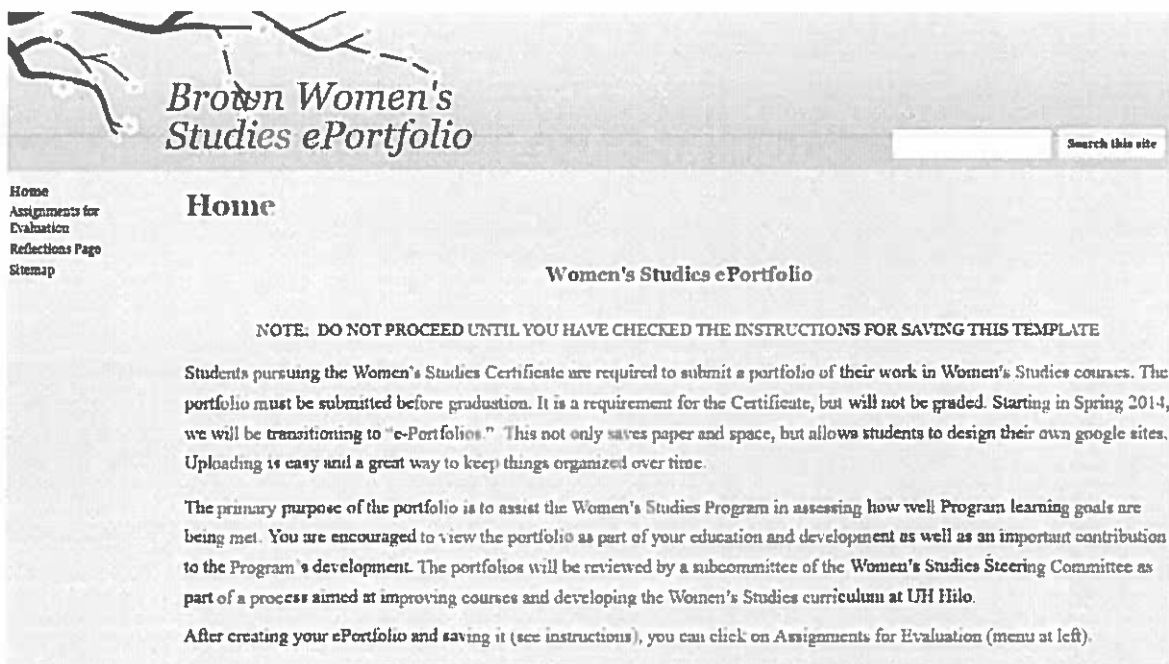
### Student Capstone Class

Each major and minor 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 UHH'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: Letters of Support for Cross-Listing Courses (Department Chairs)



UNIVERSITY  
of HAWAII  
SYSTEM

Marilyn Brown <[marilyn@hawaii.edu](mailto:marilyn@hawaii.edu)>

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## GWS Chair support letter

1 message

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Lynn Morrison <[lmorriso@hawaii.edu](mailto:lmorriso@hawaii.edu)>  
To: Marilyn Brown <[marilyn@hawaii.edu](mailto:marilyn@hawaii.edu)>

Wed, Sep 11, 2013 at 2:05 PM

Dear Dr. Brown,

I am very pleased to have ANTH320 Cross-Culture Study of Women and ANTH324 Culture, Sex, and Gender cross-listed with and part of the Gender and Women's Study curriculum.

Lynn Morrison, PhD  
Chair and Associate Professor  
Department of Anthropology  
University of Hawai'i at Hilo  
200 W. Kawili St.  
Hilo, HI 96720  
tel: 808-974-7697  
email: [lmorriso@hawaii.edu](mailto:lmorriso@hawaii.edu)

## **Marilyn Brown**

---

**From:** Yoshitaka Miike <[ymiike@hawaii.edu](mailto:ymiike@hawaii.edu)>  
**Sent:** Sunday, September 22, 2013 10:41 AM  
**To:** [marilyn@hawaii.edu](mailto:marilyn@hawaii.edu)  
**Cc:** [lmorriso@hawaii.edu](mailto:lmorriso@hawaii.edu)  
**Subject:** Cross-Listing of COM 420 and COM 461 with GWS

Dear Marilyn:

As Chair of the Communication Department, I support the cross-listing of COM 420 (Family Communication) and COM 461 (Race and Gender in Media) with Gender and Women's Studies.

Cordially,

Yoshi

Yoshitaka Miike, Ph.D.  
Associate Professor and Chair  
Fellow, Molefi Kete Asante Institute  
Department of Communication  
University of Hawai'i at Hilo  
200 West Kāwili Street  
Hilo, HI 96720-4091, USA  
Phone: (+01) 808-974-7780  
Fax: (+01) 808-974-7736  
E-mail: [ymiike@hawaii.edu](mailto:ymiike@hawaii.edu)



UNIVERSITY  
OF HAWAII  
HILO

September 19<sup>th</sup>, 2013

Lynn Morrison  
Department of Anthropology  
University of Hawai'i at Hilo  
200 West Kawili St.  
Hilo, HI 96720

Dear Lynn,

Thank you for forwarding your list of cross-listed ENG/WS courses for your proposed Women's Studies major. I certainly approve of their inclusion in a new Women's Studies major.

Aloha,

Mark Panek  
Professor and Chair, Department of English

*Humanities*

200 W. KAWILI STREET  
HILO, HAWAII 96720-4091  
PHONE: (808) 974-7479  
FAX: (808) 974-7736

<http://www.uhh.hawaii.edu>

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of HAWAII  
SYSTEM

Lynn Morrison <lmorriso@hawaii.edu>

## cross-listed courses ENG/WS

Lynn Morrison <lmorriso@hawaii.edu>

Tue, Sep 17, 2013 at 1:37 PM

To: Mark Panek <mpanek@hawaii.edu>, Marilyn Brown <marilyn@hawaii.edu>

Aloha Mark,

The Gender and Women's Studies committee has been working hard towards making what is now a certificate, into a major. Over the years, we have had a lot of really dynamite courses from English. At this stage of the process, Marilyn Brown (Coordinator of GWS and cc'd above) is getting ready to submit to Curriculum Central. We need an email of support from contributing departments. Would you be willing to email Marilyn back with a simple statement of support for the cross-listing of the following courses?  
Below is all we need:

As Chair of the English Department, I support the cross-listing of the following English courses with the new Gender and Women's Studies degree.

*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 300 Introduction to literary studies*

*ENG 355 Women in Modern Lit & Film*

*ENG 423 Post-Colonial Literature*

*ENG 442 Romantic Literature*

THANKS Mark!

Lynn

—  
Lynn Morrison, PhD  
Chair and Associate Professor  
Department of Anthropology  
University of Hawai'i at Hilo  
200 W. Kawili St.  
Hilo, HI 96720

## **Marilyn Brown**

---

**From:** kbesio@gmail.com on behalf of Kathryn Besio <besio@hawaii.edu>  
**Sent:** Wednesday, September 25, 2013 10:50 AM  
**To:** Lynn Morrison  
**Cc:** Marilyn Brown  
**Subject:** Re: cross-listed courses with GWS

Aloha,

Geography and Environmental Studies support the cross-listing of three courses.  
GEOG/GWS 430 Gender, Place, and Environment  
GEOG/GWS 305b, Geography of the Middle East  
and a course that is being submitted to CC this fall, GEOG 382/GWS XXX Qualitative Research Methods in Geography.

Thanks.  
kb

On Wed, Sep 25, 2013 at 10:45 AM, Lynn Morrison <[lmorriso@hawaii.edu](mailto:lmorriso@hawaii.edu)> wrote:

Aloha KB,

Marilyn, cc'd above, is getting ready to submit to Curriculum Central. Can you send her an email of support for following courses? All we need is.....

As Chair of Geography, I support the cross-listing of the following courses with Gender and Women's Studies.

*GEOG/GWS 430 Gender, Place, and Environment*

*GEOG 305B Geo. of the Middle East*

Thanks KB.

Lynn

--  
Lynn Morrison, PhD  
Chair and Associate Professor  
Department of Anthropology  
University of Hawai'i at Hilo  
200 W. Kawili St  
Hilo, HI 96720  
tel: [808-974-7697](tel:808-974-7697)  
email: [lmorriso@hawaii.edu](mailto:lmorriso@hawaii.edu)

## **Marilyn Brown**

---

**From:** Kerri Inglis <inglis@hawaii.edu>  
**Sent:** Monday, September 23, 2013 1:54 PM  
**To:** Marilyn Brown  
**Subject:** GWS cross-listed courses

aloha Marilyn,

As Chair of the History Department, I support the cross-listing of the following courses with GWS.

*HIST 300 Historical Methods*

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.*

~kerri

-----  
Kerri A. Inglis, Ph.D. ~*kai*  
Associate Professor & Chair  
Department of History  
University of Hawai'i at Hilo  
200 W. Kawili St.  
Hilo, HI 96720

808-974-7587 office  
808-225-2962 cell

*mālama i ka wā kahiko*



## **Marilyn Brown**

---

**From:** Seri Luangphinit <seri@hawaii.edu>  
**Sent:** Monday, September 30, 2013 4:18 PM  
**To:** Marilyn Brown  
**Cc:** Faith Mishina; Lynn Morrison  
**Subject:** Cross-Listing for WS

Dear Marilyn,

As Chair of the Languages Department, I support the cross-listing of the following course with the new Gender and Women's Studies degree:

SPAN 369 Critical Analysis in Latino & Hispanic Film

Let me know if I can be of any more assistance.

Seri

\*\*\*\*\*

Seri I. Luangphinit, Ph.D.  
Professor of English  
Chair of Humanities  
Accreditation Liaison Officer (WASC)  
University of Hawai'i at Hilo  
200 W. Kāwili Street  
Hilo, Hawai'i 96720 USA

Office: Kanaka'ole 214  
Phone: (808) 974-7570  
Fax: (808) 974-7736  
Email: seri@hawaii.edu

## Marilyn Brown

---

**From:** Todd Belt <[tbelt@hawaii.edu](mailto:tbelt@hawaii.edu)>  
**Sent:** Thursday, September 26, 2013 10:32 AM  
**To:** Lynn Morrison  
**Cc:** Marilyn Brown  
**Subject:** Re: cross-listed courses with GWS

Marilyn,

The Department of Political Science has voted unanimously (4-0) to support the cross-listing of the following courses with the new Gender and Women's Studies degree.

POLS 303 Feminist Political Theory  
POLS 327 Law and Identity  
POLS 332 Politics of Race & Gender

-todd

---

Todd L. Belt  
Professor and Chair  
Dept. of Political Science  
University of Hawai'i at Hilo  
200 W. Kawili St.  
Hilo, HI 96720-4091  
Office: UCB 359  
phone: 808-974-7375  
fax: 808-974-7737  
email: [tbelt@hawaii.edu](mailto:tbelt@hawaii.edu)  
web: <http://www.hilo.hawaii.edu/~tbelt>

On Wed, Sep 25, 2013 at 10:26 AM, Lynn Morrison <[lmorriso@hawaii.edu](mailto:lmorriso@hawaii.edu)> wrote:

Aloha Todd,

As you know, we have been working towards making the Women's Studies Certificate into a major. Marilyn Brown (Director of Gender and Women's Studies and cc'd above) is getting ready to submit to Curriculum Central. We need an email of support from contributing departments. Would you be willing to email Marilyn back with a simple statement of support for the cross-listing of the following course?

Below is all we need:

As Chair of Political Science, I support the cross-listing of the following courses with the new Gender and Women's Studies degree.

*POLS 303 Feminist Political Theory*

*POLS 327 Law and Identity*

*POLS 332 Politics of Race & Gender*

*Thanks Todd.*

*Lynn*

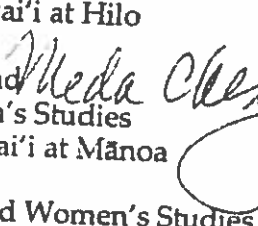
--  
Lynn Morrison, PhD  
Chair and Associate Professor  
Department of Anthropology  
University of Hawai'i at Hilo  
200 W. Kawili St.  
Hilo, HI 96720  
tel: 808-974-7697  
[email:lmorriso@hawaii.edu](mailto:lmorriso@hawaii.edu)

## Appendix II: Letters of Support (Internal and External)

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

September 9, 2011

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

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

Re: ATP for Gender and Women's Studies

The Women's Studies Program at the University of Hawai'i at Mānoa welcomes the news that your campus is proposing 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.

We are 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 Program at UH Mānoa.

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



UNIVERSITY  
OF HAWAII  
HILO

August 29, 2011

Dr. Marilyn Brown  
Department of Sociology  
University of Hawaii – Hilo

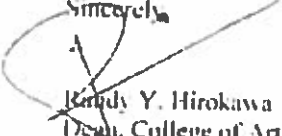
Dear Marilyn:

I am pleased to appoint you as the Coordinator of the Women's Studies Certificate Program for a 12-month period, effective August 1, 2011 through July 31, 2012. Thank you for agreeing to take on this important job.

We both share a common vision of elevating our Women's Studies Certificate program to a baccalaureate degree program in Gender Studies here at UH Hilo, and I ask that you work collaboratively with our Women's Studies faculty to make this vision a reality. I know there is a lot of work to be done, and a lot of obstacles to overcome, but I am confident that with your leadership, we can build a first-rate undergraduate program in Gender Studies here at UHH. I am confident that you are the best person to lead this effort.

Good luck and best wishes as Coordinator of the Women's Studies Certificate Program. As its administrator, you will receive a one-course (three-credit) reassignment for the 2011-12 academic year to work on, and champion, the Gender Studies program proposal through its various review stages on and off-campus. As well, you are invited to join the Social Sciences Chairs at our monthly informational meetings. Please contact Adele Koyama to get on her mailing list to be informed of scheduled meetings.

Sincerely,

  
Randy Y. Hirokawa  
Dean, College of Arts and Sciences

Copy: Kenith Simmons, VCAA  
Kerwin Iwamoto, IIR Director  
Chris Fruch, Social Sciences Division Chair  
Thom Curtis, Sociology Chair

*College of Arts & Sciences*

200 W. KAWILI STREET  
HILO, HAWAII 96720-4091  
PHONE: (808) 974-7300  
FAX: (808) 974-7690

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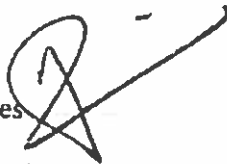
**UNIVERSITY OF HAWAII AT HILO**

Office of the Dean  
College of Arts and Sciences

April 17, 2011

To: Kenith Simmons  
Interim VCAA

From: Randy Hirokawa  
Dean, College of Arts and Sciences



Re: Support for Gender/Women's Studies Program at UHH

This is to express my support for the creation of a Major/Minor in Gender and Women's Studies in the College of Arts and Sciences at UH Hilo. This program will be built on the strong foundation of the existing Women's Studies Certificate Program and the expanding array of courses already offered by faculty in the Social Sciences and Humanities Divisions.

While Women's Studies programs exist in the UH System, the proposed Gender and Women's Studies major will be unique. It will be informed by contemporary scholarship in the areas of gender and sexuality and, at the same time, draw upon the historic strengths and solid scholarship long associated with women's studies. Courses in the major will also contribute to General Education at UHH.

More and more, we are finding today that the most interesting and exciting programs are those that are located in the interstices between traditional disciplines. These interdisciplinary programs provide students and faculty with opportunities for scholarship and teaching that are heretofore unavailable in "siloe" disciplines. The proposed Gender and Women's Studies program is such a program. I strongly support the Authorization to Plan for this new Program.



UNIVERSITY  
OF HAWAII  
HILO

**MEMORANDUM**

September 1, 2010

**To: Dr. Randy Hirokawa, Dean  
College of Arts and Sciences**

**From: Dr. Christopher Frueh, Chair** *CF*  
**Social Sciences Division**

**RE: Support for Women's/Gender Studies Program Major at University of Hawaii  
at Hilo**

This memo is to express my support for the proposed Women's/Gender Studies Program Major at University of Hawaii at Hilo. This comes after extensive discussions with you, Dr. Kathryn Besio, and other relevant faculty, as well as review of program/course proposals. I support the course offerings of the proposed major, and there is support at the Division and College level for the proposal. This major represents an important addition the Social Sciences curriculum.

I thus, I confirm my support for the Women's/Gender Studies Program Major at University of Hawaii at Hilo and its proposal for Authorization to Plan.





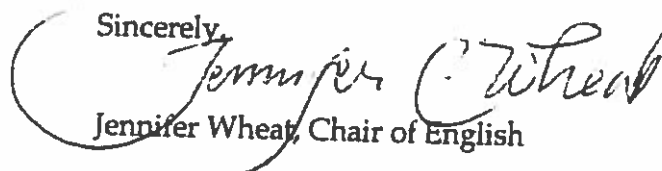
UNIVERSITY  
OF HAWAII  
HILO

15 November 2010

Dear Kenny,

I have been asked to let you know that members of the English department enthusiastically support the implementation of a Gender and Women's Studies major. We will continue to cross-list appropriate courses with Gender and Women's Studies. The major will be an important asset to UHH, which has a large, under-served GBLT community. Furthermore, anyone considering a career in education, law, law-enforcement, psychology, health services and HR will benefit from the study of in-depth perspectives on our gendered social world. I can personally attest that the students that I teach in my literature classes are in need of and benefit from these perspectives.

Sincerely,



Jennifer Wheat, Chair of English

*Humanities*

200 W. KAWILI STREET  
HILO, HAWAII 96720-4091  
PHONE: (808) 974-7479  
FAX: (808) 974-7736

<http://howw.uhh.hawaii.edu>

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GOVERNOR



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INTERIM DIRECTOR

AUDREY HIDANO  
DEPUTY DIRECTOR

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DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

830 PUNCHBOWL STREET, ROOM 321  
HONOLULU, HAWAII 96813

[www.hawaii.gov/labor](http://www.hawaii.gov/labor)  
Phone: (808) 586-8842 / Fax: (808) 586-9099  
Email: [dlir.director@hawaii.gov](mailto: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:

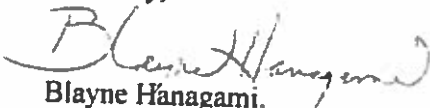
It is with great excitement and anticipation that I submit this letter of support to you and the Advisory Committee of Women's Studies in the College of Arts and Sciences. Although great strides have been made towards gender equity and parity, much more still needs to be done. Systemic and long-lasting 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!

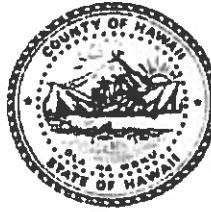
Thank you for proactively strengthening gender equity and, consequently, investing wisely in our human capital for Hawai'i Island. Please do not hesitate to contact me at [Blayne.S.Hanagami@hawaii.gov](mailto:Blayne.S.Hanagami@hawaii.gov) or call me at (808) 981-2875 if you need additional information.

Sincerely,

  
Blayne Hanagami,  
Hawaii Branch Manager

CHARLENE Y. IBOSHI  
PROSECUTING ATTORNEY

DALE A. ROSS  
FIRST DEPUTY  
PROSECUTING ATTORNEY



655 KĪLAUEA AVENUE  
HILO, HAWAII 96720  
PH: (808) 981-0468  
FAX: (808) 981-8908  
(808) 934-3403  
(808) 934-3503

WEST HAWAII UNIT  
81-880 HALEKĪ'I ST, SUITE 150  
KEALAKEKUA, HAWAII 96750  
PH: (808) 322-2552  
FAX: (808) 322-6584

OFFICE OF THE PROSECUTING ATTORNEY

September 9, 2011

Marilyn Brown, Ph.D.  
Director Women's Studies  
University of Hawai'i at Hilo  
200 W. Kāwili St.  
Hilo, HI 96720

Dear Dr. Brown:

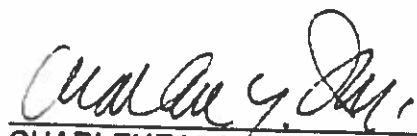
I support your efforts to seek a new degree program in Gender and Women's Studies. In our past projects studying women offenders, children of incarcerated parents, and, most recently, Big Island Drug Court, it is clear that there are gender differences that have been demonstrated in the criminal justice 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.

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.

Feel free to use me as a strong supporter of this new program in Gender and Women's Studies. I can provide more details on the reasons that we need the combination of interdisciplinary teaching approach to this complex topic along with research to evaluate the theories and practices to assist the workplace practices, especially in the criminal justice systems.

Mahalo for pursuing this important program.

Very truly yours,

  
CHARLENE Y. IBOSHI  
Prosecuting Attorney

1200 Kaneohe Bay Avenue #A-5  
Hilo, Hawaii 96720  
Phone: 808 935 7158  
Fax: 808 961 2073  
Email: info@hawaii.org  
www.hawaii.org/child-family

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Calleen Wong

#### PROGRAM RESOURCES

Ann Fred  
Executive Director

#### ACCREDITATION

Council on Accreditation

#### AFFILIATIONS

Alliance for Children  
and Families

Alaska United Way

Maine United Way

New York United Way



Hawaii Island  
United Way



Child & Family  
SERVICE

Private, nonprofit since 1899

October 14, 2011

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

Re: Gender and Women's Studies

To Whom it May Concern:

As the Director of the Hawaii Island Programs, I welcome the innovative strategies of bringing increasingly valuable undergraduate and graduate programs to the County of Hawaii. As a Social Worker, Clinician and Administrator, I very much support the idea of educating the next generation of social service providers from many aspects.

As our mission is to "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.

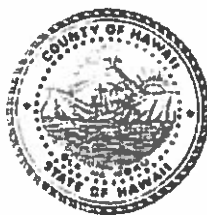
In addition, this is an excellent opportunity to provide a career path to talented and goal-oriented students who can continue with graduate programs such as MSW and Psychology. As a very supportive practicum placement organization and a strong supporter of providing education locally, I very much would like to support a new undergraduate program that focuses on Gender and Women's Studies.

Respectfully,

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

Our Mission: Strengthening Families and Fostering the Healthy Development of Children

William P. Kenoi  
Mayor



Ronald K.  
Takahashi  
Director of Human  
Resources

Sharon Toriano  
Deputy Director of  
Human Resources

## County of Hawai'i Department of Human Resources

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• Fax (808) 961-8617

website: <http://jobs.co.hawaii.hi.us> e-mail: [jobs@co.hawaii.hi.us](mailto:jobs@co.hawaii.hi.us)

October 19, 2011

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

Dear Professor Brown:

This letter is to render support for a new program titled Gender and Women's Studies for the College of Arts and Sciences at the University of Hawai'i at Hilo.

As you may be aware, the County of Hawai'i recruits for many professional positions some of which are in upper and mid-management, law enforcement, and victim/witness counseling with our Prosecuting Attorney's Office. Persons with a Bachelor's Degree in Gender and Women's Studies would have an excellent background for these positions and would most likely bring knowledge and skills essential to successful performance of the required duties.

We most certainly would welcome this new program in our community as it creates more opportunities for workforce development. It can also be used to qualify persons for many jobs in management, human services, law enforcement, and counseling positions not only in government but in the private sector as well.

Our best wishes are extended to you and your staff as you endeavor to launch this new program. Please call me at (808) 961-8361 or e-mail me at [gcabanas@co.hawaii.hi.us](mailto:gcabanas@co.hawaii.hi.us) if I can be of further assistance.

Sincerely,

*Gabriella M. Cabanas*  
Human Resources Manager II

**September 1, 2010**

**To: Phil Castile  
Vice Chancellor Academic Affairs**

**From: Randy Hirokawa  
Dean, College of Arts and Sciences**

**Re: Support for Gender/Women's Studies Program at UHH**

**This is to express my support for the creation of a Major/Minor in Gender and Women's Studies in the College of Arts and Sciences at UH Hilo. This Program will be built on the strong foundation of the existing Women's Studies Certificate and the growing array of courses already offered by faculty in the Social Sciences and Humanities Divisions.**

**While Women's Studies programs exist in the UH System, our Gender and Women's Studies major will be unique. It will be informed by contemporary knowledge creation in the study of gender and sexuality. And, at the same time, the Program will draw upon the historic strengths and solid constituencies of women's studies. Courses in the major will also contribute to General Education at UHH.**

**This Program will enhance the University's interdisciplinary opportunities for teaching and research, advancing an emphasis in UHH's developing strategic plan. Therefore, I strongly support the Authorization to Plan for this new Program.**

Appendix III: Authorization to Plan Application (Signed copy)

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

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

### a. Program Description

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

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

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

The University of Hawai'i at Hilo offers high quality undergraduate liberal arts and professional programs. Gender and Women's Studies supports the University's goal to prepare students to meet the demands of both profession and citizenship. Lower-division courses provide study in disciplinary subjects, basic theory and methodology, and the development and application of skills. Upper-division courses pursue advanced theory, applied methods, independent research, and internships. Students will be encouraged to develop projects relevant to their personal and professional goals. The UH Hilo Gender and Women's Studies degree program will offer flexibility and support for students to develop the skills necessary for post-graduate work and/or career opportunities. Through Gender and Women's Studies, a critical part of the liberal arts and professional education offered at UH Hilo is that students come to understand the social structures of gender



that influence the professional workplace as well as other aspects of human experience. Gender and Women's Studies offers students a strong emphasis in advocacy, leadership skills, critical thinking, effective writing and research in the social, scientific and cultural context of the Asian-Pacific basin. Its content will move us toward understanding issues of gender equity and globalization, particularly in the Pan-Pacific context.

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

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

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

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

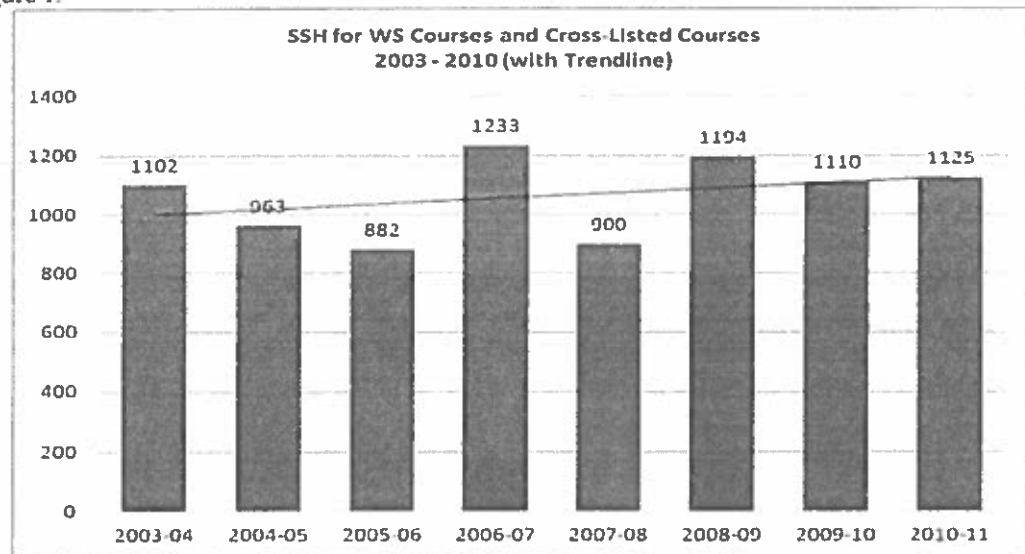
- 2) **Program Justification:** Women's Studies at UH Hilo combines the widest range of interdisciplinary perspectives in Humanities and Social Sciences at UH Hilo. The creation of a Gender and Women's Studies BA degree will expand the scope even further to include courses from Natural Sciences and Business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

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

after BOR approval, there were 68 majors enrolled in the Women's Studies degree program. We anticipate that a similar trend will ensue here at UH Hilo with the inception of our new program.

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

Figure 1.



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

Another insight into the level of "internal support" for this degree comes from students themselves. Faculty conducted an anonymous survey in Women's Studies classes (including cross-listed ones) during the week of October 10, 2011. (These are the students who are the most likely to serve as a "market" for the degree.) The total number of students surveyed was 258, of whom nearly 75% (193) were women, 24.4% were men, with the remainder transgendered (.8%). The majority (80.2%) reported being Hawai'i residents. Most students were Seniors (52.3%) and Juniors (28.3%). The students represented 32 majors from all colleges at UH Hilo. Nineteen students reported that they are currently pursuing the certificate program in Women's Studies. Most (90%) had not taken many WS courses. Of the total (258), 83% of the sample agreed or strongly agreed that there should be a Gender and Women's Studies Major at UH Hilo. And, 86% agreed that there should 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.

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.

- 3) **Economic Development:** Since Gender and Women's Studies and similar degrees are new to employers, there are very little data available concerning their impact on economic development. We anticipate that the program will provide the same tangible and intangible benefits of liberal arts programs that are critical to an educated citizenry and the workforce, in combination with those benefits conferred by post-baccalaureate education.
- 4) **Workforce Needs:** Because of the interdisciplinary nature of Gender and Women's Studies, students will have a wide range of options for careers and professional life, including nursing; health care; law enforcement; administration of justice; social work; psychological counseling; K-12 education; public policy and planning; advocacy; conservation; and environmental sciences. Attached in the Appendix are letters from area employers, leaders of State and County Agencies, and others who see this program as building the capacity of the local workforce (some of which are referenced above in Section 2). One of these community supporters is Blayne Hanagami, Hawai'i Branch Manager of the State of Hawai'i Department of Labor and Industrial Relations. His letter (attached) supports the program based on his expertise in workforce development, writing, "Thank you for proactively strengthening gender equity and, consequently, investing wisely in our human capital for Hawai'i Island." The letter from the Director of Hawai'i Island Programs of Child and Family Services (also referenced above) echoes the need for training in this area and its importance in the human service field. (CFS is a very significant Hawai'i County employer.) Ms. Gabriella Cabanas, Manager of the Human Resources Department of the County of Hawai'i concurs with these assessments, writing that the program will help to "... qualify persons for many jobs in management, human services, law enforcement, and counseling positions not only in government but in the private sector as well." (Letter attached.)

**5) Program Alignment with System and Campus Mission/Strategic Plan and Outcomes:**

The outcomes of the Gender and Women's Studies Program support the strategic goals of the UH Hilo campus in key areas<sup>1</sup>, particularly Goals 1, 2, 4, and 5 as highlighted below:

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

In support of Goal 2 of the Plan, Gender and Women's Studies is well-positioned to become a center of teaching and research excellence on our campus. The Certificate Program already draws upon the contributions of an excellent faculty. Two allied faculty were the 2011 recipients of Excellence in Teaching Awards; the Instructor for the Women's Studies Certificate received the award in 2010.<sup>2</sup> 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.<sup>3</sup>

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

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

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

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<sup>1</sup> The Strategic Plan has been approved on the UH Hilo campus and will be submitted to the BOR in Fall 2011.

<sup>2</sup> Sarah Narusek, 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.

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

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.<sup>4</sup> This degree will also prepare students for effective engagement and leadership in a global environment by providing a curriculum that promotes respect for diversity, gender equity, and multiculturalism particularly in the trans-Pacific context. Students will be well-prepared to compete in the global context, particularly in view of the interdisciplinary and global nature of the curriculum in Business, Humanities, and the Social Sciences.

#### 5.b. Existing UH Programs

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

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

### **6. Planning the New Program**

#### **a. Planning Period**

- 1) The planning period will be from May 2011 to May 2012. Significant faculty involvement in planning has preceded the "official" planning period. Therefore, the planning period has been "frontloaded" with substantial work already having been completed.
- 2) The planning process will include establishing MOU's with contributing departments ensuring that courses are regularly offered. In fact, most courses are already offered every year or every other year. Some of these fulfill requirements in the new General Education program. The Director of Women's Studies will meet with department and division chairs whose courses will contribute to the program to establish that core courses to the major will be offered regularly and can be staffed within departmental budgets. This has been the long-established process used by the existing Women's Studies Certificate Program. Once the program is developed, it will be reviewed via the established UH Hilo curriculum review process.
- 3) The anticipated date for submitting the program for approval is May 2012, with the new program to be implemented in August 2013.
- 4) The planning period will entail no budget or workload additions as the work will continue to be handled by the existing planning committee, the Women's Studies Advisory Group, and the Director of Women's Studies. During the planning period, the Director of Women's Studies will draw a one-course release per year, funded by the CAS Dean's Office.
- 5) The program will be sustained much in the same way the existing interdisciplinary major in Administration of Justice has been sustained for well over a decade at UH Hilo, through student

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<sup>4</sup> Professors Susan Brown, Lynn Morrison, and Marilyn Brown, to identify a few, have involved students like these in faculty-research projects.

tuition and existing faculty resources. This is the same organization format as the current Women's Studies Certificate.

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

**b. Description of Resources Required**

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

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

- 2) **Library Resources:** Many Women's Studies classes are already being offered by the Arts and Sciences faculty at UH Hilo. The library supports these Women's Studies classes with resources in the current collection.
- 3) **Physical resources:** No new physical resources are needed to deliver this program.
- 4) **Additional resources:** no additional staff or positions are required.
- 5) **c. Five-Year Business Plan.**

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

Business Plan Narrative:

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

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

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

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

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

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

YEAR	FY 2011	FY2012	FY2013	FY2014	FY2015
<b>PROGRAM COSTS</b>					
(A.1.) Faculty (Existing Instructor)	50,684 19,954 (Fringe)	50,684 19,954 (Fringe)	52,205 20,553 (Fringe)	53,771 21,170 (Fringe)	55,384 21,805 (Fringe)
(A.2.) Other personnel costs (Course release for Program Director)	8,125 3,199 (Fringe)	8,125 3,199 (Fringe)	8,369 3,295 (Fringe)	8,620 3,394 (Fringe)	8,879 3,496 (Fringe)
(A.3.) Library	0	0	0	0	0
(A.4.) Equipment/Supplies	1,500	1,500	1,500	1,500	1,500
(A.5.) Other	0	0	0	0	0
<b>TOTAL Expenses</b>	<b>83,462</b>	<b>83,462</b>	<b>85,922</b>	<b>88,455</b>	<b>91,064</b>
<b>REVENUES</b>					
(B.) Projected Course Enrollments	375	375	375	375	375
(C.) Projected Major Enrollments	10	20	30	40	45
(D.) No. of Courses	17	17	17	17	17
(E.) No. of Credits	51	51	51	51	51
(F.) SSH	1125	1125	1125	1125	1125
(G.) Tuition Rate/Credit	213	235	235	235	235
(H.) Total Revenue from Tuition	239,625 (375 x 213 x 3 credits)	264,375 (375 x 235 x 3 credits)	264,375 (375 x 235 x 3 credits)	264,375 (375 x 235 x 3 credits)	264,375 (375 x 235 x 3 credits)
(I.) Other Sources of Income	0	0	0	0	0
<b>TOTAL Revenues</b>	<b>239,625</b>	<b>264,375</b>	<b>264,375</b>	<b>264,375</b>	<b>264,375</b>

**7. Impact on current courses or programs.**

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

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

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

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

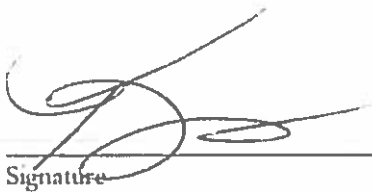
**The ATP has completed the campus approval process prior to review by Council of Chief Academic Officers (April 27, 2010.)**



Reviewed by:

*Campus Chief Academic Officer:*  
    Recommend

Comments:

  
Signature

**Kennith L. Simmons, Ph.D.**  
Interim Vice Chancellor for Academic Affairs  
Print Name

**OCT 28 2011**  
Date

*Chancellor:*  
    Approved     Disapproved

Comments:

**Donald O. Straney**  
Chancellor, UH - Hilo

  
Signature

Print Name

**3/00A-11**  
Date

*Council of Chief Academic Officers (Systemwide Consultation):*

Comments:

  
Signature

**Johnson**  
Print Name

**11-09-11**  
Date

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



## Appendix IV Cost and Revenue Analyses

Analysis for Cross-list Courses and WS Courses

A	B	C	D	E	F	G	H	I	J	K
1	Academic Cost and Revenue Template - New Program (adjust template for appropriate number of years) (Updated 10/31/12)									
2										
3	ENTER VALUES IN YELLOW CELLS ONLY									
4	CAMPUS/Program		UH Hilo/BA Gender & Women's St							
5			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)							
6			Year 1	Year 2	Year 3	Year 4	Year 5	Year 6		
7	ENTER ACADEMIC YEAR (i.e., 2011-2012)		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16		
8	Students & SSH									
9	A. Headcount enrollment (Fall)	3	2	2	3	3	8	10		
10	B. Annual SSH		1,839	1,623	2,079	1,410	1,425	1,440		
11										
12	Direct and Incremental Program Costs Without Fringe									
13	C. Instructional Cost without Fringe	\$ 47,304	\$ 50,688	\$ 50,688	\$ 50,688	\$ 52,212	\$ 54,300	\$ 56,473		
14	C1. Number (FTE) of FT Faculty/Lecturers	1.00	1.00	1.00	1.00	1.00	1.00	1.00		
15	C2. Number (FTE) of PT Lecturers	-	-	-	-	-	-	-		
16	D. Other Personnel Costs	\$ -	\$ 8,125	\$ 8,125	\$ 8,125	\$ 8,369	\$ 8,620	\$ 8,879		
17	E. Unique Program Costs	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500		

18	F. Total Direct and Incremental Costs	\$ 48,804	\$ 60,313	\$ 60,313	\$ 62,081	\$ 64,420	\$ 66,852		
19									
20	Revenue								
21	G. Tuition	\$ 391,707	\$ 381,405	\$ 509,355	\$ 363,780	\$ 394,725	\$ 398,880		
22	Tuition rate per credit	\$ 213	\$ 235	\$ 245	\$ 258	\$ 277	\$ 277		
23	H. Other	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
24	I. Total Revenue	\$ 391,707	\$ 381,405	\$ 509,355	\$ 363,780	\$ 394,725	\$ 398,880		
25									
26	J. Net Cost (Revenue)	-342,903	-321,092	-449,042	-301,699	-330,305	-332,029		
27									
28									
29									
30	Program Cost per SSH With Fringe								
31	K. Instructional Cost with Fringe/SSH	\$ 35	\$ 42	\$ 33	\$ 50	\$ 51	\$ 53		
32	K1. Total Salary FT Faculty/Lecturers	\$ 47,304	\$ 50,688	\$ 50,688	\$ 52,212	\$ 54,300	\$ 56,473		
33	K2. Cost Including Fringe of K1	\$ 63,860	\$ 68,429	\$ 68,429	\$ 70,486	\$ 73,306	\$ 76,238		
34	K3. Total Salary PT Lecturers	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
35	K4. Cost Including fringe of K3	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
36	L. Support Cost/SSH	\$ 482	\$ 442	\$ 442	\$ 442	\$ 442	\$ 442		



53	B.	Annual SSH: Course Registration Report located at url: <a href="http://www.hawaii.edu/iro/maps.php?title=Course+Registration+Report">http://www.hawaii.edu/iro/maps.php?title=Course+Registration+Report</a> 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.
54	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,""))
55		C1. Number of full time faculty and lecturers who are >.5 FTE.
56		C2. Number of part time lecturers who are <.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: 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.
59	F.	Total Direct and Incremental Cost: C + D + E *Formula for column D: =IF(OR(D13<"",D16<>0,D17<>0),SUM(D13,D16,D17),"")
60	G.	Tuition : Annual SSH X resident tuition rate/credit *Formula for column D: =IF(D10>0,D10*D22,"")
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 D: =IF(OR(D21<>"",D23<>0),SUM(D21,D23),"")
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 D: =IF(AND(D18<>"",D24<>""),D18-D24,"")
64	K.	Instructional Costs with Fringe/SSH: (K2 + K4) / B *Formula for column D: =IF(D10<>""),SUM(D33,D35)/D10,"")
65		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.
66		K2. K1 X 1.35 Formula for column D: =IF(D32="","",D32*1.35)
67		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.
68		K4. K3 X 1.05 Formula for column D: =IF(D34="","",D34*1.05)
69	L.	Support Cost/SSH:The campus' non instructional expenditure/ssh + systemwide support – organized research (UHM only) as provided by UH Expenditure Report ( <a href="http://www.hawaii.edu/iro/maps.php?title=Expenditures+Study">http://www.hawaii.edu/iro/maps.php?title=Expenditures+Study</a> ) *Formula for column D: =IF(OR(D37>0,D38>0,D39>0),D37+D38-D39,"")
70		





WS Courses Only

A	B	C	D	E	F	G	H	I	J	K
1	Academic Cost and Revenue Template - New Program (adjust template for appropriate number of years) (Updated 10/31/12)									
2										
3	ENTER VALUES IN YELLOW CELLS ONLY									
4	CAMPUS/Program		UH Hilo/BA Gender & Women's St							
5			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)							
6			Year 1	Year 2	Year 3	Year 4	Year 5	Year 6		
7	ENTER ACADEMIC YEAR (i.e., 2011-2012)		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16		
8	Students & SSH									
9	A. Headcount enrollment (Fall)	3	2	2	3	8	10			
10	B. Annual SSH		486	606	651	558	561	564		
11										
12	Direct and Incremental Program Costs Without Fringe									
13	C. Instructional Cost without Fringe	\$ 47,304	\$ 50,688	\$ 50,688	\$ 52,212	\$ 54,300	\$ 56,473			
14	C1. Number (FTE) of FT Faculty/Lecturers	1.00	1.00	1.00	1.00	1.00	1.00			
15	C2. Number (FTE) of PT Lecturers	-	-	-	-	-	-			
16	D. Other Personnel Costs	\$ -	\$ 8,125	\$ 8,125	\$ 8,369	\$ 8,620	\$ 8,879			



36	L. Support Cost/SSH	\$ 482	\$ 442	\$ 442	\$ 442	\$ 442	\$ 442	\$ 442	\$ 442		
37	Non-Instructional Exp/SSH	\$ 437	\$ 395	\$ 395	\$ 395	\$ 395	\$ 395	\$ 395	\$ 395		
38	System-wide Support/SSH	\$ 45	\$ 47	\$ 47	\$ 47	\$ 47	\$ 47	\$ 47	\$ 47		
39	Organized Research/SSH	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
40	M. Total Program Cost/SSH	\$ 613	\$ 555	\$ 547	\$ 568	\$ 573	\$ 577	\$ 577	\$ 577		
41	N. Total Campus Expenditure/SSH	\$ 774	\$ 728	\$ 728	\$ 728	\$ 728	\$ 728	\$ 728	\$ 728		
42											
43	Instruction Cost with Fringe per SSH										
44	K. Instructional Cost/SSH	\$ 131	\$ 113	\$ 105	\$ 126	\$ 131	\$ 135	\$ 135	\$ 135		
45	O. Comparable Cost/SSH	\$308	\$338	\$338	\$338	\$338	\$338	\$338	\$338		
46	Program used for comparison.	UH Manoa/Social Sciences/Women's Studies Program									
47											
48	Reviewed by campus VC for Administrative Affairs:									(signature and date)	
49											

WS Courses Only

	A	B	C	D	E	F	G	H	I	J	K
50	Instructions										
51	Please include an explanation of this template in your narrative.										
A.	Headcount Enrollment: Headcount enrollment of majors each Fall semester. Located at url: <a href="http://www.hawaii.edu/iro/maps.php?category=Enrollment">http://www.hawaii.edu/iro/maps.php?category=Enrollment</a> Campus data may be used when majors are a subset of enrollment reported in IRO reports.										
52											

53	B.	Annual SSH: Course Registration Report located at url: <a href="http://www.hawaii.edu/iro/maps.php?title=Course+Registration+Report">http://www.hawaii.edu/iro/maps.php?title=Course+Registration+Report</a> 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.
54	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,""))
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56		C2. Number of part time lecturers who are < .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: 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.
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60	G.	Tuition : Annual SSH X resident tuition rate/credit *Formula for column D: =IF(D10>0,D10*D22,"")
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 D: =IF(OR(D21<>"",D23<>0),SUM(D21,D23),"")
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66		K2. K1 X 1.35 Formula for column D: =IF(D32="","",D32*1.35)
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68		K4. K3 X 1.05 Formula for column D: =IF(D34="","",D34*1.05)
69	L.	Support Cost/SSH:The campus' non instructional expenditure/ssh + systemwide support -- organized research (UHM only) as provided by UH Expenditure Report ( <a href="http://www.hawaii.edu/iro/maps.php?title=Expenditures+Study">http://www.hawaii.edu/iro/maps.php?title=Expenditures+Study</a> ) *Formula for column D: =IF(OR(D37>0,D38>0,D39>0),D37+D38-D39,"")
70		





## Appendix V: Letter of Support, 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