

Commonwealth of Kentucky
COUNCIL ON POST-SECONDARY EDUCATION

PROPOSAL FOR INITIATION OF A NEW DEGREE PROGRAM

Submitted by

The University of Louisville
Institution Submitting Proposal

College of Arts and Sciences
College, School, or Division

Women's Studies
Academic Major

Fall 2003
Proposed Starting Date

Suggested CIP Code

Approved by
Board of Regents/Trustees on:

Date

President:

Signature

Date

MASTER OF ARTS IN WOMEN'S AND GENDER STUDIES

I. MISSION, INFLUENCE, ORGANIZATION

Thirty years ago, feminist scholars began investigating the ways in which specific academic disciplines were failing not just female students but all those interested in the objective pursuit of knowledge by omitting women from research investigations and by relying on gender stereotypes rather than empirical findings. Since that time, the field of women's studies has flourished as path-breaking research has transformed humanities, social science, and natural science disciplines. Courses in women's studies followed by the development of undergraduate and graduate degree programs have been the primary vehicle for incorporating this impressive scholarship into the curriculum at universities across the United States and globally.

Women's studies at the University of Louisville began in 1973, when English professor Lucy Freibert offered "Women and Literature," the first course to focus on women and gender from a critical interdisciplinary perspective. By the middle of the 1980s there was a sufficient number of courses being offered in several departments of the College of Arts and Sciences to create an undergraduate minor in women's studies.

Responding to the interest of students and drawing from the growing number of faculty whose research and teaching focused on women and gender, in 1995 Kentucky's Council on Higher Education (now Council on Post-secondary Education) granted the University of Louisville's request to establish the state's first and still only undergraduate major in women's studies. Two years later, the College of Arts and Sciences and the Graduate School approved a graduate certificate in women's studies. This growth in women's studies scholarship and in the degree and non-degree options in women's studies offered to UofL students occurred despite the fact that the Women's Studies Program had no faculty of its own.

As of July, 2002, Women's Studies has two full-time faculty members and one faculty member whose primary appointment is in Women's Studies. Together with the 30 Women's Studies Affiliated Faculty from the College of Arts and Sciences and other units, the Women's Studies faculty is prepared to offer a Master of Arts degree in women's studies. This degree will enhance the University's mission and also the mission of the College of Arts and Sciences.

1.01 Consistency with Mission

The M.A. in women's and gender studies will contribute to the University's mission and strategic goals in at least four areas. The new degree will aid in UofL's urban mission and will move the University closer to its goals by encouraging interdisciplinary

cooperation, promoting respect for diversity, and increasing graduate enrollment opportunities. The M.A. in women's and gender studies will also contribute to the goal of the College of Arts and Sciences to increase graduate programs and graduate enrollment.

1.02 Internal/External Influences

1.02 a. Institutional, local and regional needs

The proposed M.A. in women's and gender studies will aid the University and the College of Arts and Sciences in achieving their stated goals and priorities and will help the University of Louisville fulfill its state-mandated urban mission.

- The University of Louisville is the only Kentucky university with an urban mission. Located in the Commonwealth's largest metropolitan area, the University of Louisville was invited into the state university system to serve an urban student constituency and to forge a university/community link. The M.A. in women's and gender studies will contribute to UofL's urban mission in two ways. First, we anticipate that many students attracted to the M.A. program will follow the trend nationwide; that is, many women's and gender studies M.A. students come from community organizations and/or go into community organizations. They are people interested in problems that affect either women and families or civil rights issues more generally. Second, the proposed M.A. includes the option of a practicum in a community organization. Many students will choose this option, which will entail work in a community organization under the guidance of a Women's Studies faculty member and based on the student's course work and experience. This will directly aid the Louisville community and thus contribute to UofL's urban mission.
- The M.A. in women's and gender studies will promote UofL's strategic plan to increase interdisciplinary cooperation. Currently, UofL Women's Studies is the most interdisciplinary of the University's departments or programs. Course offerings draw from 15 departments, and faculty from 13 departments are Affiliated Faculty, which means they teach women's studies courses, participate in Women's Studies Program committees, and/or research and publish on women or gender. The M.A. in women's and gender studies will increase the opportunities for interdisciplinary work by encouraging the development of more 500- and 600-level interdisciplinary courses and by offering the opportunity for faculty to direct interdisciplinary theses and sit on interdisciplinary thesis committees. In addition, following approval of the M.A., Women's Studies plans to explore inter-unit cooperation with the Kent School of Social Work on a joint degree: M.A. in women's and gender studies and M.S.W. Dean Terry Singer of the Kent School is supportive of the idea of a joint degree (see letter in Appendix A). The M.A. in women's and gender studies is the first step toward this possibility.

- The M.A. in women’s and gender studies will enhance the University’s efforts to promote “a responsive, challenging and supportive educational environment characterized by high expectations, respect for diversity and intercultural understanding and engaged and purposeful learning” (Strategic Theme I). Before UofL adopted a diversity requirement as part of general education, the women’s studies B.A. already had such a requirement for majors in women’s studies. The women’s studies major is still the only degree in the University to incorporate a “diversity component” within the major. To meet this requirement, women’s studies students are required to take at least two courses that concentrate on non-majority or non-United States populations. The M.A. proposal continues this emphasis on diversity in its core requirements. The proposed core curriculum requires that students take at least one course concentrating on non-majority or non-United States populations, and students may choose to do an area of concentration in topics such as global feminism, African-American women, or Latin-American women for example.
- The M.A. in women’s and gender studies supports UofL’s efforts to increase graduate enrollment by providing a new graduate degree for students to pursue. In addition, we anticipate that some women’s and gender studies M.A. students will go on to pursue the Ph.D., especially the soon-to-be-implemented Humanities Ph.D., at UofL. Thus, the M.A. in women’s and gender studies may increase enrollments in other graduate programs and could aid UofL in increasing the number of Ph.D. graduates, which is a strategic goal.
- The College of Arts and Sciences shares with the University the goal of encouraging diversity in curriculum, faculty, and students and in promoting graduate education. As outlined above, the M.A. in women’s and gender studies will contribute to both goals.

By aiding the University in its urban mission, the new M.A. in women’s and gender studies will contribute to the greater Louisville community and to the state of Kentucky. Students who choose the practicum option will apply their skills and creativity to local problems as a part of their curriculum. More generally, students in the women’s and gender studies M.A. program, most of whom will remain in Louisville or in Kentucky after their degree, will increase their understanding of critical social issues confronting our community. As mentioned above, most students who pursue a women’s and gender studies M.A. do so because of their interest in working on problems affecting women and families, such as domestic violence, rape, unwanted pregnancies, legal aid, fair housing, and gender discrimination. Many graduates of the M.A. program will contribute analysis and expertise directly to these areas in Louisville and in other Kentucky communities.

1.02 b. Faculty and student needs

Currently no Kentucky university offers the M.A. in women's and gender studies, and only the University of Louisville offers the B.A. Both UofL and UK offer graduate certificates in women's studies. The University of Louisville is uniquely situated to offer the M.A. because of the strength of the Women's Studies Affiliated Faculty. In the departments of English, Political Science, Philosophy, History, Pan African Studies, Sociology, Anthropology, Modern Languages, Psychology, and in the School of Education are faculty whose research and teaching focus on women or gender. The UofL women's and gender studies M.A. will utilize this collective expertise to provide opportunities for advanced study of women and gender to Kentucky students.

1.02 c. Exceptional circumstances

Since the women's studies B.A. was approved in 1995, internal and external support has grown for the UofL Women's Studies Program. While in 1995 no faculty were assigned to Women's Studies, today there are three. In 2001, the College of Arts & Sciences undertook the expense of renovating space in Gardiner Hall and moving the Women's Studies offices to the center of campus. This internal support has enhanced the profile of Women's Studies in the College and in the University.

At the same time, external support for Women's Studies has increased. Shortly after the women's studies B.A. was approved, the Program attracted its first endowment, the Minx Auerbach Lecture Fund, which enables the Women's Studies Program to bring a nationally recognized speaker to campus each year. Since Sy Auerbach's gift establishing the lecture fund, two other donors have favored Women's Studies with their generosity, so that the Program now has three endowments with a total market value of \$170,796. In addition, the Mary Craik Scholarship fund (value of \$188,777), while not solely a Women's Studies endowment, is more closely attached to the Program than to any other unit of the University. Besides endowed funds, Women's Studies has attracted regular gifts since 1995 including a 2001 gift devoted to student scholarships.

A final indicator of external support for Women's Studies is the grant from the Kentucky Cabinet for Families and Children, which funds a Women's Studies project for students receiving Kentucky Transitional Assistance Program (KTAP) monies. The Women's Studies project, "Facilitating a Successful University Experience," was funded first in 1998 and has been renewed each year since then, due to the success of the program in providing mentoring and job-skills development for the students enrolled.

Internal and external influences and steadily growing external and internal support for the Women's Studies Program favor the proposed M.A. in women's and gender studies. The degree will bring together a talented faculty to meet the needs of the institution, the city of Louisville, and the region by offering new opportunities to students for advanced study.

1.03 Relationship to University Organizational Structure

The proposed Master of Arts will be located in the Women's Studies Program of the College of Arts and Sciences and will be administered by Women's Studies in a manner consistent with the standards and procedures of the University of Louisville Graduate School.

II. PROGRAM DESCRIPTION

2.01 Curriculum

The curriculum for the proposed M.A. in women's and gender studies is a 36-hour program of interdisciplinary work. It includes 18 hours of core courses; 9 hours in a concentration; a thesis or non-thesis option; and 3-6 hours of electives, depending on whether the thesis or non-thesis is chosen. At least 18 of the 36 hours must be in courses at the 600 level.

The 18-hour core of required courses begins with two foundation courses, Feminist Research and Theory in the Humanities (WMST 601) and Feminist Research and Theory in the Social Sciences (WMST 602). The remaining core is divided into four topic areas, and students must choose at least one course from each area. The topics are: Women's/Gender History; Gender, Race, and Colonialism; Humanities Perspectives on Women/Gender; and Social Science Perspectives on Women/Gender.

The concentration area consists of nine hours of course work either around a theme or a more traditional grouping. For example, students may choose to focus on women/gender in the humanities or the social sciences. Students may also choose to focus on gender and race, women's literature, women's history, women and/in religious traditions, etc. Upon admission to the program, the student will be assigned an advisor/mentor from among the women's studies faculty or affiliated faculty, who will work with her/him during the first or second semester of course work to develop a concentration area. Before beginning the concentration, the student and advisor will put together a three-person committee composed of members of the women's studies faculty and/or affiliated faculty who represent at least two disciplines. This committee will guide the student through the concentration courses, which need not be women's studies courses. The concentration committee will also serve as the advisory committee for students choosing the non-thesis option or the thesis committee for students choosing the thesis option.

Both thesis and non-thesis students may choose three hours of a free elective (an elective that need not be in women's studies) or a practicum, a research project based on the student's work in a community organization. For thesis students, the remaining six hours of the 36-hour M.A. will consist of thesis hours (WMST 699). Students who choose the non-thesis option will enroll in WMST 698 (Master's Project, 3 hours) for their culminating essay or research project, and will take one additional women's studies elective to complete the 36-hour M.A.

Non-thesis Option: Culminating Essay or Research Portfolio

Students who choose the non-thesis option will take one additional women's studies course in place of the six hours of thesis and prepare either a culminating essay or a

research portfolio as a final requirement for the M.A. in women's and gender studies. The student's concentration advisory committee, which is established the first year of the student's graduate work, along with the faculty advisor working with the student, will evaluate the culminating essay or the research portfolio.

a. Culminating essay: The purpose of this project is to give students the opportunity to revise a seminar paper with publication in mind. Students who choose this option will select one of their strongest seminar papers to revise to publication quality. Under the guidance of a faculty advisor (usually the instructor in whose class the original paper was written), the student will write a brief prospectus (2-3 pages) indicating the intended place of publication and types of revisions she/he will make to the paper for that publication's audience. Students should limit their final papers to no more than 25 pages (and thus choose the audience for the project accordingly).

During the semester in which the student plans to graduate, the prospectus, approved by the project advisor, must be submitted to the Women's Studies Chairperson at least eight weeks prior to the deadline for graduate students to submit theses/dissertations (see the printed Schedule of Courses for deadlines). The student's concentration advisory committee will then evaluate the prospectus, and if approved, the student will make the necessary revisions under the guidance of the project advisor. Once the project advisor approves the culminating project and distributes copies to the student's concentration advisory committee, the student and the project advisor will meet with the student's concentration advisory committee at a time and date specified by the committee to discuss the completed project.

b. Research portfolio: The purpose of the research portfolio is to give students the opportunity to demonstrate the development of their research skills over the course of their M.A. work. Students who choose this option will put together a portfolio consisting of two pieces of work already completed – the final project the student produced for WMST 602 and the final project the student completed for one course in the student's concentration area – along with a substantive research or grant proposal that the student will complete under the guidance of a faculty advisor. Typically, the research or grant proposal should be 10-15 pages in length. It should include a critical literature review, a description of the student's proposed project, and an explanation of how the student's project makes a significant contribution to the field or to the problem addressed.

During the semester in which the student plans to graduate, the portfolio, approved by the faculty advisor, must be submitted to the Women's Studies chairperson at least three weeks prior to the deadline for graduate students to submit theses/dissertations (see the printed Schedule of Courses for deadlines). The Women's Studies chairperson will notify the student's concentration advisory committee of the portfolio's completion, and the committee will read the portfolio. The student and the project advisor will meet with the student's concentration advisory committee at a time and date specified by the committee to discuss the completed project.

The thesis and non-thesis options are outlined on the following two pages. Graduate courses, along with notation of faculty members associated with each course, are listed on pages 12-14, followed by a typical sequence of courses for the thesis and non-thesis options.

**Master of Arts in Women's Studies
Thesis Option**

Core Curriculum, 18 hours:

WMST 601: Feminist Research and Theory in the Humanities	3
WMST 602: Feminist Research and Theory in the Social Sciences	3
Area 1: Women's/Gender History (Students choose among 5 course possibilities)	3
Area 2: Gender, Race, and Colonialism (Students choose among 4 course possibilities)	3
Area 3: Humanities Perspectives on Women/Gender (Students choose among 6 course possibilities)	3
Area 4: Social Science Perspectives on Women/Gender (Students choose among 7 course possibilities)	3
Concentration (May include courses outside of women's studies)	9
Practicum or Elective (Elective need not be in women's studies)	3
Thesis (WMST 699)	6
Minimum total	36

**Master of Arts in Women's Studies
Non-Thesis Option**

Core Curriculum, 18 hours:

WMST 601: Feminist Research and Theory in the Humanities	3
WMST 602: Feminist Research and Theory in the Social Sciences	3
Area 1: Women's/Gender History (Students choose among 5 courses possibilities)	3
Area 2: Gender, Race, and Colonialism (Students choose among 4 course possibilities)	3
Area 3: Humanities Perspectives on Women/Gender (Students choose among 6 course possibilities)	3
Area 4: Social Science Perspectives on Women/Gender (Students choose among 7 course possibilities)	3
Concentration (May include courses outside of women's studies)	9
Practicum or Elective (Elective need not be in women's studies)	3
Women's Studies Elective	3
Culminating Master's Project (WMST 698)	3
Minimum total	36

Graduate Courses in Women's Studies

All courses are 3-credit hour unless otherwise noted. Faculty members associated with each course are noted in parentheses. Courses followed by an asterisk are in the proposal stage. Syllabi for 601, 602, and one course in each category can be found in Appendix B.

Foundation courses

WMST 601: Feminist Research and Theory in the Humanities
(Heinecken/Theriot/Stenger)

WMST 602: Feminist Research and Theory in the Social Sciences
(Christopher/Burns/Negrey)*

Area 1: Women's/Gender History

WMST 530: Feminism in Western Civilization (Allen)

WMST 531: Women in Europe and the U.S. in the 20th Century (Allen)

WMST 633: Women in 19th Century America (Theriot)

WMST 532: History of Sexualities (Theriot)

WMST 535: Latin American Women (Ehrick)*

Area 2: Gender, Race, and Colonialism

WMST 643: Black Women's Studies (Rajack-Talley)*

WMST 640: Women's Health in Africa (Iyun)*

WMST 558: Women and Leadership in Developing Nations

WMST 612: Gender, Race, Work, and Welfare (Christopher)*

Area 3: Humanities Perspectives on Women/Gender

WMST 500: The Body in Popular Media (Heinecken)

WMST 520: Women's Personal Narratives (Fosl/Henke)

WMST 560: Feminist Philosophical Literature (Potter)

WMST 573: Feminist Films: Practice & Theory

WMST 571: Francophone Women Writers and Critics

Area 4: Social Science Perspectives on Women/Gender

WMST 556: Feminist Theory (Caldwell)

WMST 538: American Women in Sports (Hums)

WMST 535: Women's Health (Kolander)

ECPY 675: Gender & Sexual Abuse Issues in Therapy (Kirby)

WMST 643: Black Women's Studies (Rajack-Talley)*

WMST 640: Women's Health in Africa (Iyun)*

WMST 558: Women and Leadership in Developing Nations
WMST 612: Gender, Race, Work, and Welfare (Christopher)*

Other graduate courses included in the M.A.

WMST 591: Topics in Women's Studies in the Social Sciences
WMST 592: Topics in Women's Studies in the Social Sciences-WR
WMST 593: Topics in Women's Studies in the Humanities
WMST 594: Topics in Women's Studies in the Humanities-WR
WMST 689: Advanced Studies in Women's Studies in the Humanities (1-3 hours)
WMST 690: Advanced Studies in Women's Studies in the Social Sciences (1-3 hours)
WMST 691: Advanced Topics in Women's Studies in the Social Sciences
WMST 692: Advanced Topics in Women's Studies in the Humanities
WMST 695: Practicum*
WMST 698: Master's Project*
WMST 699: Thesis*

Explanation of independent study and topics courses

Most Arts & Sciences departments offer a topics course on two different levels, and most also offer independent study courses at both the undergraduate and graduate levels. Courses are often taught under a topics rubric before being proposed as part of a department's regular offerings, and topics course numbers also make it possible for departments to offer one-time courses to take advantage of visiting faculty members' expertise and permanent faculty members' special interests. Independent study courses make it possible for students to do research or readings in an area of special interest under the guidance of a faculty member. There are more topics and independent study course numbers in women's studies because of its interdisciplinary nature and because of the demands of the computer program the University uses to track curriculum. To accommodate all of the possibilities – courses open to advanced undergraduate/graduate **or** graduate-only, courses in the social sciences **or** humanities, courses offered as writing-intensive (WR) **or** not-WR – it was necessary that Women's Studies activate eight different course numbers. All of these courses will be available to students in the M.A. program.

Area 1 courses in the Women's and gender studies M.A. (Women's/Gender History) will always be social science courses because history is in the social science division. Area 2 (Gender, Race, and Colonialism) can include courses from either division because it is not associated with a particular discipline or exclusively with either the social sciences or the humanities. Area 3 courses (Humanities Perspectives on Women/Gender) are humanities courses, and Area 4 (Social Science Perspectives on Women/Gender) are social science courses. Therefore, courses offered under the topics numbers in the social sciences (WMST 591, WMST 592, WMST 691) may count for Area 1, 2, or 4, depending on the focus of the course. Similarly, courses offered under the topics numbers in the humanities (WMST 593, WMST 594, WMST 692) may count for Area 2

or 3, depending on the focus of the course. Topics courses may also be counted as an elective. Recent topics offerings and possible offerings will illustrate the complexity of options. “Women in 19th-Century America” was first offered as WMST 691, which would count under Area 1 in the proposed M.A. “Women’s Personal Narratives” was offered as WMST 593, which would count under Area 4. “Gender, Race, Work and Welfare” is offered fall of 2002 under WMST 691, which would count under Area 2 or Area 3. A course on “Black Women Poets” would count under Area 2 or Area 4. A student who finished all Area requirements could count any of these four as women’s studies electives or free electives.

The advanced independent study course numbers allow students to do intensive research or reading in an area of particular interest under faculty guidance. Depending on the topic, students working on a humanities project under the WMST 689 number may count their course in Area 2 or 3, and students working on a social science project under the WMST 690 number may count their course in Area 1, 2, or 4. Advanced independent study courses may also count as an elective.

Sequence of Course Work

Assuming full-time graduate enrollment (nine credit hours per semester), a typical women’s studies graduate student would schedule courses as follows:

	Thesis Option	Non-Thesis Option
Semester 1:	WMST 601 Area 1 course Area 2 course	WMST 601 Area 1 course Area 2 course
Semester 2:	WMST 602 Area 3 course Area 4 course	WMST 602 Area 3 course Area 4 course
Semester 3:	Course in concentration area Course in concentration area Elective or WMST 695	Course in concentration area Course in concentration area WMST elective or WMST 695
Semester 4:	Course in concentration area Thesis (WMST 699, 6 hours)	Course in concentration area WMST elective WMST 698

2.02 Didactic/Clinical Relationship

2.02 a. Experiential component

The women's and gender studies M.A. does not require an experiential component. However, students may choose to do a practicum (WMST 695) in a community organization or government agency that works in some way on gender issues. Students may complete WMST 695 in two different ways. A student may turn previous or current work or volunteer experience into a research project, or a student not previously affiliated with the practicum site may develop a project useful to the organization. In both cases, the student will work with a women's studies faculty member or affiliated faculty member to shape the project, and a formal paper evaluated by the faculty member will result from the practicum. Students who choose the practicum will be applying knowledge acquired in women's studies course work directly to community needs, thus serving the community and helping to build stronger university/community ties.

2.02 b. Sites for experiential component

The undergraduate major in women's studies requires that students do an internship in a community organization serving the needs of women or dealing in some way with gender issues. Many organizations expressed interest in working with an intern, and it is anticipated that this same group of organizations will be equally enthusiastic about working with a women's studies graduate student. Women's studies majors have worked as interns in several of the sites listed below, and the organizations have indicated their satisfaction with student interns. The following organizations/agencies have expressed interest in having a women's studies student intern, have already worked with a women's studies intern, or have been contacted about working with one:

AAUW	Fairness Education Fund Inc.
ACLU/Pro-Choice Project	Family Place
Alliance Against Racism	Jefferson County Office for Women
Alliance Against Women's Oppression	Jewish Community Federation
Ars Femina Ensemble	Jewish Family & Voc. Service
Artswatch	Kentuckiana Girl Scout Council
Center For Women & Families	Kentucky Commission on Women
Coalition of Labor Union Women	Kentucky Nurses Association
Council on Peacemaking	Kentucky Theater
Crossover Mission Services	Kentucky Women's Alliance
Dare to Care Inc.	Kentucky Youth Advocates
Emma's List	KY Comm on Human Rights
Fairness Campaign	KY Correctional Inst. For Women

KY Fairness Alliance
KY Foundation for Women
Lou/Jeff Cty Human Relations Comm
Louisville Fellowship of Reconciliation
Maryhurst
Metropolitan Housing Coalition
MOMS Program c/o HCM
Nat'l Council of Jewish Women
NOW
Peace Education
Planned Parenthood
Project Women
Racial & Econ. Justice Prog.
RC Bus&Pro Women's Club

KY Women Advocates
League of Women Voters
Relig Coalit. for Reprod Choice
St. Elizabeth's So. Indiana
UofL Children & Youth Clinic
Urban League of Louisville
Volunteers of Amer Family Emerg
Shelter
Wom. Ctr./Growth & Leadership/JCC
Women 4 Women
Women Church
Women Lawyers Assoc. c/o Vencor
Women's Alliance/First U.
Women's Concerns Comm.
Women's Political Caucus

Letters from some of the organizations listed above can be found in Appendix C.

2.02 c. Student-faculty FTE ratio

The normal student-faculty FTE ratio for the didactic component is the standard promulgated by the graduate school: FTE is 1/5 or .20 for graduate courses. Students who choose to do a practicum will work one on one with a faculty member in the same way as students work on independent study courses with individual faculty members.

2.02 d. Experiential opportunities

As outlined above, numerous Louisville organizations have either expressed interest in working with a women's studies student or have already done so and are eager to do so again.

2.03 Accreditation/Certification

There are no recommended curricula and/or program standards from an accrediting body, certifying agency, or professional society for the M.A. in women's and gender studies. However, the women's studies faculty examined numerous women's and gender studies M.A. programs in planning the curriculum for the UofL M.A., and the proposed curriculum is in keeping with programs nationwide. Women's and gender studies M.A. degrees begin with two to four foundational courses, require exposure to course work in both the social sciences and the humanities, and most frequently involve a concentration area.

2.04 Admission Criteria/Standards/Procedures

2.04 a. Criteria and procedures

Students applying for admission to the Master of Arts degree in women's studies must meet the admission criteria established by the UofL Graduate School. In addition, the following criteria and procedures apply:

- Students must have a 3.0 GPA in undergraduate work. Provisional admission is possible for students who do not meet this requirement.
- Students must submit three letters of recommendation and achieve a combined score of at least 900 on the GRE verbal and quantitative sections. In addition, students must submit one academic writing sample.
- Any undergraduate major is acceptable for admission; however, students without some women's studies background may be required to take preparatory courses before beginning the M.A. curriculum or in addition to the M.A. curriculum. This will be determined by the student's graduate advisor, who will be assigned upon admission to the program.
- Students must maintain a 3.0 average in order to be in good standing.
- Up to 6 hours of graduate-level women's studies work done at another institution may be applied toward the student's UofL degree, upon approval of the chairperson.

2.04 b. Advanced Placement

Courses taken for the UofL women's studies graduate certificate may be applied to the M.A. in women's and gender studies if the student receives a "B" or better in the course.

2.05 Objectives/Evaluation Scheme

The women's and gender studies M.A. curriculum is designed to meet four learning objectives. Students who complete the M.A. should accomplish the following:

- Be familiar with feminist research and theories in the social sciences and humanities
- Have knowledge of questions and critiques raised by women's and gender history
- Demonstrate an awareness of diversity in terms of race, class, culture, nationality, and sexualities
- Be able to apply interdisciplinary methods of inquiry to the study of women or gender within an area of concentration

Students' success in meeting these objectives will be evaluated in the following ways:

- Research papers and other class projects
- Completion of course requirements and achievement of a grade of B or better in core courses
- Successful completion of an interdisciplinary thesis or satisfactory performance on a comprehensive examination

2.06 Advisory Committee

This proposal was developed and approved by the women's studies faculty and affiliated faculty. However, members of the faculty most involved in developing the proposal were:

Nancy Theriot, Chairperson, Women's Studies
Karen Christopher, Women's Studies
Dawn Heinecken, Women's Studies

Ann Allen, History
Lilialyce Akers, Sociology
Beth Boehm, English
Delinda Buie, University Libraries
Barbara Burns, Psychology
Anne Caldwell, Political Science
Julia Dietrich, English
Rinda Frye, Theatre Arts
Susan Griffin, English
Suzette Henke, English
Susan Herlin, History
Eileen John, Philosophy
Katherine Johnson, University Libraries
Cheryl Kolander, School of Education
Mary Ann Stenger, Humanities

2.07 Plans for Articulation/Transfer Cooperation

The proposed M.A. in women's and gender studies will be a "feeder program" for the new humanities Ph.D. for students wishing to continue interdisciplinary studies at the next academic level. Within the state as a whole, the new M.A. will provide a unique opportunity for Kentucky students to earn a graduate degree in women's and gender studies. Since women's studies courses are taught in every Kentucky public university,

with undergraduate minors offered at two and a certificate at two, it is anticipated that these other programs will be feeders for the proposed M.A.

III. SUPPORTIVE DATA

3.01 Humanpower Requirements

Since the M.A. in women's and gender studies is not designed to prepare students for a specific occupation, this section is not applicable. However, the women's and gender studies M.A. will equip students for advanced study in law, social work, and public policy, as well as in the humanities and social sciences. In addition to those who go on for professional or doctoral studies, graduates of women's and gender studies M.A. programs report employment in business, journalism, teaching, government, and non-profit institutions providing social services or dealing with human resources.

3.02 Similar Programs in Kentucky

No other Kentucky university offers the M.A. in women's and gender studies. The University of Louisville women's and gender studies M.A. will be the first in the state. Although the UofL Women's Studies Program approached the UK Women's Studies Program about the possibility of a joint or dual women's and gender studies M.A., the UK faculty is unwilling to undertake a collaborative effort without more support from the UK administration.

3.03 Comparative Programs in Other States

3.03 a. Comparable programs in benchmark institutions

Although several of UofL's benchmark institutions offer graduate certificates or graduate concentrations in women's studies, only two offer the master of arts in women's studies: the University of Cincinnati and the University of South Florida. The course of study outlined in the proposed UofL M.A. is similar to the curriculum offered by these two benchmark institutions. In each case, students take core courses on research in the social sciences, research in the humanities, and research/theories focused on non-majority or global feminism. Each curriculum also requires that students work in an area of concentration. A difference between the UofL curriculum and both others, however, is that the University of Cincinnati designates six specific courses (on the quarter system) and University of South Florida designates five specific courses as the core, while the UofL curriculum specifies two and offers choice within three other core areas. Still, all three curricula cover the same themes. The University of South Florida curriculum differs from the one we propose in another way. In addition to the thesis option, students at South Florida may choose to do an internship in a community organization and produce a narrative report based on the internship. The proposed UofL M.A. includes no such option; however, the UofL M.A. does allow a practicum and report as an elective option.

3.03 b. Enrollments/degrees at Cincinnati and South Florida

The University of Cincinnati has offered the M.A. in women's and gender studies since 1991. In addition, the university offers a combined M.A./J.D. degree, with these students sharing the core courses with the stand-alone M.A. students. This complicates the enrollment figures for fall semesters, since students in both programs are enrolled in the same courses and since the M.A./J.D. students take four years to matriculate through the combined program. The program's director, Dr. Lisa Hogeland, provided the figures listed below. It should be pointed out that nearly all University of Cincinnati students in the women's studies master's level programs are full-time students who are supported by some kind of assistantship.

Enrollment for fall of each year, M.A. and M.A./J.D.:

1998: 25
1999: 25
2000: 23
2001: 21
2002: 22

Graduates for academic years:

1997-1998: 9, M.A.
1998-1999: 14, M.A.
1999-2000: 9, M.A.; 2, M.A./J.D.
2000-2001: 7, M.A.; 1, M.A./J.D.
2001-2002: 5, M.A.; 3, M.A./J.D.

The University of South Florida began its M.A. in women's and gender studies in 1997. Like the University of Louisville but unlike the University of Cincinnati, South Florida has many part-time students, which means students take a longer time to matriculate through the program.

Enrollment for fall of each year:

1998: 4
1999: 9
2000: 10
2001: 12
2002: 18

Graduates for academic years:

2000-2001: 2
2001-2002: 2; Anticipate 2 more will graduate in fall of 2002

3.04 Student Demand

3.04 a./b./c./f. Projected headcount, fte/graduates

Like other departments in the College of Arts and Sciences, Women's Studies offers graduate-level classes during the day and in the evening. There is no evening-only program and no weekend program. With a limited number of graduate assistantships, we anticipate higher part-time enrollment in the M.A. than full-time enrollment. This will depress graduation rates for several years. The following projection is based on both day and evening enrollment.

Projected Demand for the Master of Arts in Women's Studies: 2003-2007

<u>Semester</u>	<u>Full-time Headcount</u>	<u>Part-time Headcount</u>	<u>F.T.E. Enrollment</u>	<u>Graduates</u>
Fall, 2003	3	7	8.0	
Fall, 2004	4	7	9.0	
Fall, 2005	4	9	10.0	2
Fall, 2006	5	11	12.0	4
Fall, 2007	5	12	13.0	6

3.04 d./e. Basis for enrollment projections/relationship to existing programs and net enrollment

The enrollment projections above are conservative. According to the American Association of Colleges, women's studies is a growth area in higher education. Judging from the numbers of applicants for M.A. programs nationwide, the UofL M.A. will be popular. For example, San Diego State's women's studies program, which has existed since 1995, receives over 30 applicants a year for the M.A. in women's and gender studies. The University of Arizona's M.A. program is in its seventh year and regularly matriculates 7-8 students per year. Going by national trends, we expect the UoL degree will attract many students. In addition, since the degree will be the first, and for a time the only, Kentucky women's and gender studies M.A., we anticipate drawing students from the entire state.

We also have our own current student base and local area from which to gauge our projections. UofL Women's Studies has offered a graduate certificate for the past five years. Students may either enroll as WS-only students in a stand-alone non-degree

program or pursue the certificate along with a degree in another department. All of the past and present students in the stand-alone certificate program are in the program because it is the only graduate-level program in women's studies; they would prefer a degree program. There are now 13 students enrolled in the non-degree certificate program. We anticipate that many of these students will pursue the M.A. in women's and gender studies. In addition, students in other social sciences or humanities M.A. programs may choose to do a "double M.A.," combining the women's and gender studies M.A. course work with their other degree work. Two students thus far have indicated interest in doing this.

Our undergraduate women's studies majors are another possible source for enrollment in the master's level program. Several have expressed interest in the proposed M.A. Once the degree is in place, the Women's Studies Program will begin an accelerated B.A./M.A. program to facilitate movement through both degrees for our most talented students.

The Louisville community is also a source of women's and gender studies M.A. students. UofL Women's Studies received several calls and emails in response to a letter to community organizations announcing the possibility of a women's and gender studies M.A. Since the proposed curriculum was posted on the UofL Women's Studies web site, we have received emails and phone calls requesting more information. Two of the respondents will serve as examples. One woman, who works in a community organization serving the needs of women, sent an email immediately when the letter of announcement arrived in her organization. She is eager to begin graduate work in women's studies. Another future student saw the announcement on the web site. She is a Kentucky native, has an MSW degree, and has lived out of state for the past six years. Moving back to Kentucky and wanting more education in women's issues, she saw the web site and called about the M.A.

Note that neither student would pursue graduate studies except in women's studies. These are new students to the institution. The women's and gender studies M.A. will increase graduate enrollments and will aid other graduate programs without taking students away from other graduate programs, just as the women's studies certificate program does now. Students pursuing the M.A. in women's and gender studies will take cross- or co-listed courses, courses offered on the graduate level in other departments of the College of Arts and Sciences and School of Education. These students will increase enrollment in these courses, courses that support the M.A. and Ph.D. programs in both units. By offering the M.A. in women's and gender studies, UofL will support, not detract from, the degree offerings in other units of the University.

If students can find support, with assistantships, scholarships, or loans, the M.A. program will grow more rapidly than the projections.

3.05 Evaluation Results of Related Programs

not applicable

3.06 Anticipated Issues/Trends

Women's studies is one of the most swiftly growing fields of inquiry to emerge in the past twenty years, generating significant and influential shifts in academic thought. By making visible the experiences and contributions of women and the complex social arrangements dependent on assumptions about gender in a vast range of historical and social locations, women's studies has influenced the conceptual basis of virtually all of the "traditional" humanities and social science disciplines and ultimately has produced an interdisciplinary body of knowledge and theory exceeding old disciplinary boundaries. Academic programs and departments of women's studies have become increasingly numerous and prominent on university and college campuses across the country. By the mid-1980s, nearly every major university offered undergraduate curricula in the field; almost 700 colleges and universities now have formal women studies academic programs and offer undergraduate degrees. The growth at the graduate level has accelerated in the past decade. In 1992 there were five M.A. programs in women's studies and gender studies in the United States. Today there are twenty-five free-standing M.A. programs and nine free-standing Ph.D. programs in women's studies in the United States.

It is the right time for the state of Kentucky to offer its students the M.A. in women's and gender studies. The University of Louisville Women's Studies Program is the strongest in the state and is eager to make this degree available.

IV. RESOURCES

4.01 Resources Required

4.01 a. Facilities

At this time, no new facilities will be required for the women's and gender studies M.A. However, if funding is provided for assistantships and/or an additional faculty line, more offices will be needed on the third floor of Gardiner Hall.

4.01 b. Library

The University of Louisville Libraries collections and electronic resources are sufficient to provide appropriate support for graduate work in Women's Studies. In each of the past three years the Libraries have spent over \$5,000,000 for monographs, journals, and indices and databases in print and electronic form. Between 1998 and 2001, the Libraries devoted ten percent of these amounts; over \$150,000 over the three years, to purchases of materials specifically for Women's Studies. Although library materials budgets experience the same reductions as other University functions, in 2001-2002 the regular budget for Women's Studies was \$16, 085. In addition, the Lucy Freibert Fund, valued at \$23,079 as of June 30, 2002, provides approximately \$1500 income annually for library purchases supporting the Women's Studies curriculum.

The general circulating collection in Ekstrom Library includes 14,000 volumes in classifications specific to Women's Studies, in addition to many thousands in related subject areas. The Libraries' approval plan, purchased through Blackwell, augments these holdings with almost all books published by university presses in these subject areas, as well as those of selected academic publishers.

Graduate level research requires strong holdings of primary source materials. The University of Louisville Libraries hold the two most important microform collections for research in Women's Studies: *The History of Women*, with 1,248 reels of microform books, journals, and other materials; and the *The Gerritsen Collection of Women's History*. The latter is fully available in microform and also now through a developing digital access. Most recently the Libraries have added *North American Women's Letters and Diaries*, an electronic repository with frequent additions and updates. For primary sources held here by the Libraries, *The Women's Manuscript Collections Guide* and *For Love of Learning: a Guide to Special Collections and Primary Source Materials* offer both print and electronic forms of indexing for collections available to researchers.

Although volume counts in some of the classification ranges traditionally assigned to women's studies appear sparse, the Libraries actually hold all of the titles recommended as essential in the Core Lists in Women's Studies issued by the Association of College and Research Libraries, and seventy-five percent of all titles

identified on those lists. In addition, the Libraries fund a number of database subscriptions for Women's Studies including *GenderWatch*, *Contemporary Women's Issues*, and *CIS History Universe: Access to Women's Studies*. Other databases such as *Project Muse* and *American Periodical Series* provide full text of historic and contemporary scholarly and popular journals of particular interest for research in Women's Studies.

The University of Louisville Ekstrom Library has supported women's studies scholarship and teaching for at least the last fifteen years and is well equipped to support the women's and gender studies M.A. The library's annual allocation for new acquisitions in women's studies represents only part of women's studies purchases since countless books and periodicals pertaining to women's studies are ordered through other university departments.

4.01 c. Faculty

1. Ranked faculty:

Faculty who will teach courses for the women's and gender studies M.A. include the women's studies faculty, several members of the affiliated faculty, and some faculty members who are not officially affiliated. The following list includes faculty who have taught and/or intend to teach 500- and/or 600-level courses in women's studies. Their curriculum vitae can be found in Appendix D.

Women's Studies Faculty

Karen Christopher, Women's Studies

Dawn Heinecken, Women's Studies

Nancy Theriot, Women's Studies

Women's Studies Affiliated Faculty

Ann Allen, History

Tom Byers, English

Anne Caldwell, Political Science

Julia Dietrich, English

Cate Fosl, Humanities

Patricia Gagne, Sociology

Susan Griffin, English

Riffat Hassan, Religious Studies

Suzette Henke, English

Mary Hums, School of Education

Fola Iyun, Pan African Studies

Cheryl Kolander, School of Education

Wendy Pfeffer, Classical and Modern Languages

Nancy Potter, Philosophy

Theresa Rajack-Talley, Pan African Studies

Mary Ann Stenger, Humanities

Pam Takayoshi, English

Unaffiliated Faculty

Lilialyce Akers, Sociology

Teaching loads for the three faculty in women's studies are projected as follows:

WS Faculty Teaching Loads for M.A. in women's and gender studies

Faculty member	Projected # of Courses	500-/600 level	Ratio
Christopher	5	1.5	.3
Heinecken	5	1.5	.3
Theriot	2	1	.5

4.01 c. Faculty (continued)

2. Nonranked faculty:

The proposal calls for two graduate assistants in the first year, increasing to three in subsequent years. While the graduate assistants will not teach in the M.A. program, they will contribute to the program and to the teaching mission of the College in direct and indirect ways. A part of graduate assistants' duties may be an assignment to a Women's Studies faculty member as a classroom assistant in a 200-level women's studies class. As a classroom assistant, the graduate student may be assigned some discussion leadership, evaluation of student papers, and mini-lectures on topics designated by the instructor. Graduate assistants will also be assigned to assist at the Writing Center, or with language instruction for the Department of Classical and Modern Languages, or to teach recitation sections in other social science departments as appropriate, or to Women's Studies to coordinate the undergraduate internship and to coordinate the Women's Studies KTAP project. Both Women's Studies Program positions involve working with community organizations, establishing contacts with community leaders, developing project ideas, and possibly seeking funding opportunities. Students selected for the Writing Center assistantship will be required to undergo the training course required by the Writing Center. Students selected to assist in Modern Languages will be those with expertise in a language, such expertise determined by the Department of Classical and Modern Languages.

3. Additional faculty:

No additional faculty will be required to launch the new women's and gender studies M.A. However, in order to insure that 500- and 600-level courses are offered in the

social science and humanities departments now contributing cross-listed courses in support of women's studies, the current number of feminist scholars working in the disciplines must be maintained. We recommend that the Dean's Office consider formalizing agreements between the Women's Studies Program and the departments whose faculty contribute regularly to the interdisciplinary women's studies curriculum.

There is one important area missing from the course offerings represented in the M.A. curriculum: lesbian/gay/bi-sexual/transgender studies. The Women's Studies Program plans to seek outside funding to support a faculty position in this area.

4.02 Expenditures

The proposal calls for a total budget of \$55,996 in the first year of the M.A., 2003-2004; \$73,047 in 2004-2005; \$74,657 in 2005-2006; and \$76,319 in 2006-2007. A list of expenditures and rationale for the budget follows this page, on Form 2 and Form 2A.

4.03 Source of Revenue

The revenue for the women's and gender studies M.A. will come from reallocation within the Women's Studies Program and the A&S Dean's Office, and new allocation to A&S from the Graduate School to support graduate assistantships in Women's Studies.

In the first four years of the M.A. program, Women's Studies will reallocate \$20,569, \$21,165, \$21,779 and \$22,412 as faculty, staff, and S&E support for the M.A. program. The proposal calls for the A&S Dean's Office to reallocate \$1000 in 2003-04 to support advertising the new M.A. Funds to support graduate assistants' stipends and tuition remission will be requested by the A&S Dean from the Graduate School, and will result in a new allocation of \$32,669 in 2003-04, \$50,124 in 2004-05, \$51,120 in 2005-06 and \$52,149 in 2006-07. See Form 3 on page 28. University Libraries' support of the women's and gender studies M.A. is simply a percentage of the regular library allocation for material supporting the Women's Studies Program; it does not represent additional funds. See explanation on Form 2A.

Form 2

Departmental Expenditures for the M.A. in women's and gender studies

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>
I. <u>Personnel</u>				
1. Full-time ranked faculty (FTEF)				
a. N of FTEF	.23	.23	.23	.23
b. Average salary	\$60,321	\$62,131	\$63,995	\$65,915
c. Fringe	14,477	14,911	15,359	15,819
Cost of FTEF: a(b+c)	17,204	17,720	18,251	18,799
2. Part-time faculty				
a. Course credit hrs.	0	0	0	0
b. Average salary	0	0	0	0
c. Fringe	0	0	0	0
Cost of PTF: a(b+c)	0	0	0	0
3. Graduate assistants				
a. Number of GA's	2	3	3	3
b. Average stipend	10,000	10,300	10,609	10,927
c. Fringe, inc.med.	2165	2888	2911	2936
Cost of GA's: a(b+c)	24,330	39,564	40,560	41,589
4. External instructors				
a. Contact hours	0	0	0	0
b. Average fee	0	0	0	0
Cost of EIA	0	0	0	0
5. Other: Program Assistant 10%				
a. Salary	21,650	22,299	22,968	23,657
b. Fringe	5,196	5,352	5,512	5,678
Cost: 10%(a+b)	2686	2785	2848	2933
Total Personnel Cost	\$44,219	\$60,049	\$61,659	\$63,321

Form 2 (continued)

Non-Personnel Departmental Expenditures for the M.A. in women's and gender studies

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>
II. <u>Operating Costs</u>				
1. Supplies	\$580	\$580	\$580	\$580
2. Travel	100	100	100	100
3. Library				
Departmental budget	150	150	150	150
Central library budget	1608	1608	1608	1608
a. Journals				
b. Books				
c. Other				
4. Student support:				
Tuition	8339	10,560	10,560	10,560
5. Equipment	0	0	0	0
6. Off campus facilities	0	0	0	0
7. Accreditation	0	0	0	0
8. Other: brochure	1000	0	0	0
Total Operating Costs	\$11,777	\$12,998	\$12,998	\$12,998
III. <u>Capital Costs</u>				
Total Capital Costs	0	0	0	0
Total Expenditures	\$55,996	\$73,047	\$74,657	\$76,319

Form 2A

Budget Justification

I. Personnel

1. Full-time ranked faculty: Course offering projections indicate that 500- and 600-level courses will represent roughly 39 percent of all courses offered by Women's Studies faculty. Assuming that 20 percent of all students enrolled in these courses will be pursuing the M.A., with the remaining 80 percent comprised of undergraduates and students pursuing other graduate programs (including the two Graduate Certificate programs in Women's Studies), results in an FTE of 7.8 percent of the faculty (3 faculty members) holding appointments in Women's Studies, which is 7.8×3 , or .23. A 3 percent annual increase in the average salary and fringes is based on projected annual raises.

3. Graduate assistants: Rationale for two graduate assistants, increasing to three the second year, is provided in section 4.01.c.2. A graduate assistant's stipend is \$10,000, fringe benefits, \$765, medical insurance, \$700. A 3 percent annual increase is based on projected annual raises.

5. Program assistant: Staff support for the M.A. is calculated at 10 percent of the salary and fringe benefits of the women's studies program assistant. A 3 percent annual increase is based on projected annual raises.

II. Operating Costs

1./2. Supplies/Travel: Supplies and travel in support of the M.A. is calculated at 10 percent of the Women's Studies Program budget. No annual increase is projected, based on past experience.

3. Library: Departmental support of the M.A. is calculated at 10 percent of the money available each year from the Lucy Freibert endowment for library resources in women's studies, and University Libraries' support of the M.A. is calculated at 10 percent of the total library budget for the Women's Studies Program. Strictly speaking, however, this cannot be considered an additional expense for the M.A. since library materials are available to all women's studies students and the expenditure would occur without the M.A. The M.A. does not put additional burden on the library budget allocated for Women's Studies support. University Libraries support is described fully in section 4.01.b.

4. Student support: Rationale for two graduate assistants, increasing to three the second year, is provided in section 4.01.c.2. The figures for tuition are based on one in-state and one out-of-state student the first year, and two in-state students and one out-of-state student in subsequent years.

8. Other: Advertising: The \$1000 listed as an advertising expense in the first year is to cover the cost of designing and printing a brochure describing the new M.A. in women's and gender studies, as well as the cost of mailing the brochure to other universities with women's studies programs/departments.

III. Capital Costs

There are no capital costs associated with the new M.A. in women's and gender studies.

Form 3

Amount and Sources of Revenue

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>
1. Regular state appropriation				
a. new money	0	0	0	0
b. internal reallocation*				
*Women's Studies	\$20,569	\$21,165	\$21,779	\$22,412
*A&S Dean's Office	1000	0	0	0
*Graduate School	32,669	50,124	51,120	52,149
*University Libraries	1758	1758	1758	1758
2. Institutional funds, restricted endowment	0	0	0	0
3. Institutional funds, unrestricted endowment	0	0	0	0
4. Gifts	0	0	0	0
5. Extraordinary state appropriation	0	0	0	0
6. Grants or contracts	0	0	0	0
7. Capitation	0	0	0	0
8. Capital	\$55,996	\$73,047	\$74,657	\$76,319
Total Revenue				

* All revenue will come from reallocation within the Women's Studies Program, the Arts & Sciences Dean's Office, the Graduate School, and University Libraries. For explanations, see section 4.03 and Form 2A.