

**A. PROPOSAL FOR A WOMEN'S STUDIES INTERDISCIPLINARY
GRADUATE MINOR**
Iowa State University

1. Proposed Program

Interdisciplinary Graduate Minor in Women's Studies

2. Proposed Degree

Interdisciplinary Graduate Minor in Women's Studies

3. Name of Department Involved

Women's Studies Program

4. Need for Proposed Program

During the last several years, faculty teaching upper undergraduate level and graduate cross-listed courses in Women's Studies have observed an increased number of graduate students from a range of disciplines taking Women's Studies courses to complement and enhance their programs of study. In order to incorporate Women's Studies officially into their programs of study, some Masters students opted for the Graduate Interdisciplinary Studies degree which allowed them to designate Women's Studies as one of their three chosen fields. This option, however, does not allow for combining a degree in a traditional discipline with Women's Studies as a supporting field. Women's Studies faculty (both core and affiliate) are also serving on an increasing number of Program of Study committees of students who are focusing their theses or dissertations on women's and gender issues and topics. A survey conducted in 2000 by the Women's Studies Curriculum Committee found that graduate students in anthropology, art and design, curriculum and instruction, educational leadership and policy studies, English, history, human development and family studies, journalism and communication, and sociology were strongly interested in a graduate minor in Women's Studies. Fifty-six out of eighty-nine (62 percent) surveyed indicated that they would have taken such an option were it available when they came to ISU.

Since the students who will take the interdisciplinary graduate minor in Women's Studies will come from our existing graduate programs, their career choices will be primarily determined by their home departments. However, we expect the Women's Studies graduate minor to strengthen their career potentials. Today, most U.S. universities and colleges have Women's Studies programs and graduates who possess knowledge and credentials in Women's Studies will have the advantage and flexibility to teach and/or do research in the field or even become administrators of such programs. Job advertisements for positions in Women's Studies increasingly require at least a minor or a concentration in the field. (See Section F for examples.) Graduates seeking jobs in industry or the public sector will have the additional advantage of possessing better diplomatic and arbitration skills, and as potential leaders will be more compassionate and informed about the situation of women and under-represented groups--qualities desired by employers in an increasingly diverse labor force.

5. Objectives of the Proposed Program and Student Learning Outcomes

The general objective of the proposal is to make graduate work in Women's Studies visible, available, and officially acknowledged at ISU. More specifically, the proposed Interdisciplinary Graduate Minor in Women's Studies is designed to achieve the following learning outcomes:

- Students in the program will articulate a theoretical and applied understanding of how the social construction of gender shaped the roles, contributions, and experience of women in many different cultures in the U.S. and globally, currently and in the past. Such awareness will help them better understand the contemporary world with its changing roles of women and men.
- To the gender analysis of any situation, students will bring knowledge of the complex ways in which gender interacts with race, ethnicity, social class, sexual orientation and other dimensions of difference.
- Students will understand the connection between and achieve a synthesis of Women's Studies scholarship and the scholarship of their home disciplines.
- Students will be prepared to take leadership roles in supporting gender equity and diversity in their careers in education, social service work, business, law, public policy, governmental and non-governmental organizations, and research.

6. General Description of the Program

The Women's Studies Interdisciplinary Graduate Minor at Iowa State University will be available for masters and doctoral students seeking to integrate interdisciplinary work on women and gender into their programs of study. The graduate minor is designed to provide students with knowledge of theories and methods within a variety of approaches in feminist scholarship. The program seeks to integrate and synthesize knowledge from many disciplines and to offer students opportunities for systematic study of gender and women's experiences and perspectives in all knowledge fields.

7. Comparisons of the Proposed Program with

- a. Standards, if any, established by accrediting associations

While currently there is no accrediting association, the National Women's Studies Association is working toward establishing standards. External evaluations of Women's Studies programs are commonly practiced.

- b. Similar programs at other universities

Currently, close to 100 universities have graduate minors, concentrations or certificates in women's studies. Among those that have graduate minors are Cornell, Florida State, Indiana University, Purdue University, University of Minnesota, North Carolina State, Penn State, University of Michigan, University of Wisconsin, and University of North Carolina.

Our plan was developed after surveying graduate minors and concentrations nationally, and we have designed a program similar to established and successful Women's Studies graduate minors.

8. Program requirements

a. Prerequisites for prospective students

Official acceptance into any ISU graduate degree program. In addition, prospective students will be required to complete at least two undergraduate courses in Women's Studies.

b. Language requirements

Determined by primary department.

c. Courses and seminars presently available for credit towards program

W S/Ex Sp 523 Gender Roles and Sport

Analysis of the influence of sport on female and male sex role development. Survey of literature related to sport and sex role socialization, stereotyping, and conflict.

W S/Soc 528 Sociology of Gender

Examination of the social construction of gender and the social organization of gender inequality. Investigation of the intersection of gender, race, and class.

W S/Anthr 544 Gender in Cross-cultural Perspective

Cross-cultural examination of the social construction of genders out of the biological fact of sex. Emphasis on non-western societies.

W S/Engl 545 Women's Literature

Primary texts by women writers; historical, thematic, formal or theoretical approaches; secondary readings; e.g., Nineteenth Century Women Writers; American Women's Personal Narratives; Southern Women Writers of the U.S.

W S/Hist 586 Proseminar in Women's History and Feminist Theory

Feminist theory from the 1960s to the present as it relates to the writings of women's history. Analysis of interpretations of U.S. women's history from patriarchal to postmodern perspectives.

W S/Art H 594 Women in Art

Lives, careers, and achievements of women artists and the related cultural environment from the Middle Ages to contemporary times in Europe and America. Feminist movement beginning in the 1970s and specifically feminist issues in art that are becoming widespread in the artistic culture.

Every department has a graduate level topics course that can be used to offer cross-listed courses that focus on women and gender. For example:

W S/Engl 611 Topics in History of Rhetorical Theory: Women's Voices, Women's Power

Women's struggle to gain access to the public platform is examined as the story of women's rise to political power.

In addition, students can take 300 and 400-level Women's Studies courses for graduate credit, including:

W S 450 – Topics in Women's Studies

Special and/or experimental topics in a discipline, e.g., women and education, women and the law, or in a specific area, e.g., domestic violence, women's movements, women and development.

W S 401 – Feminist Theories

Current theories of feminism, the feminine, and sexual difference. Problems in race, class, sexuality and ethnicity as they are developed in diverse feminisms.

W S 402 – Feminist Research Methodologies and Scholarship

Introduction to feminist research methods and the history and influence of feminist research. Examination of scholarly works by U.S. and international feminists.

W S 301 – International Perspectives on Women and Gender

Study of women and gender in a range of cultures, depending on faculty expertise. Special emphasis on women in development in postcolonial context.

d. Proposed new courses

W S 510 – Contemporary Feminist Theories and Methodology (3 credit hours)

This course will provide an advanced study of current theoretical developments in women's studies in the U.S. and around the world, and examine the epistemological bases of feminist research.

W S 620 – Advanced Seminar in Feminist Scholarship (3 credit hours)

This course will provide the opportunity for students to read and analyze feminist interdisciplinary scholarship most relevant to their programs of study. Based on their own research, students will create original work.

W S 550 - Advanced Topics in Women's Studies

Special and/or experimental topics in a discipline or in a specific area of Women's Studies. Graduate equivalent of W S 450; dual-listed with W S 450.

Overall, the program would require:

12 credit hours for the Masters or Ph.D. degree: 2 graduate W S courses (W S 510 and W S 620) + 2 electives taken from among available cross-listed courses or those offered in Women's Studies.

e. Thesis and non-thesis options

This would be determined by students' primary departments.

f. Implications for related areas within the university.

The minor would enhance the existing graduate programs rather than competing directly with any existing programs (see #4 above).

g. Admissions standards for graduate programs
Acceptance into existing graduate program.

9. General Description of Resources Currently Available and Future Resource Needs

a. Faculty members

A number of faculty members currently in or affiliated with the Women’s Studies Program can teach the two proposed new courses and direct students in the graduate minor. All of these faculty members are already on the graduate faculty, have served on many POS committees of students whose work has focused on women, gender and feminist scholarship, and have experience teaching core women’s studies courses.

Jill Bystydzienski, Women’s Studies Program Director and Professor of Sociology.

Jacquelyn Litt, Associate Professor of Women’s Studies and Sociology

Karen Kessel, Assistant Professor of Women’s Studies and Anthropology

Brenda Daly, Professor of English and Women’s Studies Affiliate

Leslie Bloom, Associate Professor of Education and Women’s Studies Affiliate

Diane Price Herndl, Associate Professor of English and Women’s Studies Affiliate

Kathleen Hickok, Professor of English and Women’s Studies Affiliate

Christie Pope, Associate Professor of History and Women’s Studies Affiliate

Michelle Mattson, Associate Professor of German and Women’s Studies Affiliate

Theresa McCormick, Professor of Education and Women’s Studies Affiliate

Sheryl St. Germain, Associate Professor of English and Women's Studies Affiliate

Betty Wells, Professor of Sociology and Women’s Studies Affiliate

(Please see appended list of Women’s Studies core and affiliated faculty. All of the listed faculty have graduate faculty status and can serve on student POS committees.)

b. Effects of the new courses on the work load of present staff

The Women’s Studies Program has been budgeted an additional half-time position beginning in the fall of 2003. This will allow us to teach the two proposed courses.

Based on the number of POS committees on which Women’s Studies faculty serve that deal with topics of women and gender, as well as the recent numbers of students in the undergraduate major, the projected growth in the graduate minor is:

1 st year	2 nd year	3 rd year	4 th year	5 th year
5-7 students	8-10 students	10-12 students	12-15 students	15-20 students

We anticipate, however, that the two graduate courses will fill to capacity (15-20) in the first year as some graduate students (non-minors) will take especially W S 510 (Advanced feminist theory) toward their degree. We also anticipate that through W S 510 some students will be recruited into the graduate minor.

c. Research facilities

No additional research facilities would be required.

d. Library facilities

Iowa State University Library has a strong collection in Women's Studies core materials. It also provides access to the most important reference and indexing sources for Women's Studies information. The University Library's growing collection of Women's Studies research materials reflects the increasing integration of gender as an important aspect in the research of many fields. The Women's Studies Bibliographer is committed to providing support for the interdisciplinary graduate minor as it develops, and to coordinating support for the minor among other subject specialist librarians. This can be done with existing resources.

e. Supplies, fieldwork, student recruitment, etc.

No additional need in these areas. Recruitment of students will be done through departments which will be made aware that the program exists and how it can enhance students' options. We will work with Carolyn Payne in the Graduate Office so that she will know about the program when she is recruiting students. Our current budget will be able to absorb the cost of new brochures developed specifically for the graduate minor.

10. Relationship of proposed program to strategic plans of:

a. The Program

The 1995-2000 strategic plan of the Program emphasized curricular development at both undergraduate and graduate level. It specifically included intentions to develop a graduate minor in response to repeated inquiries from graduate students. The 2001 "Plan of Action" submitted to the Dean of the College of Liberal Arts and Sciences lists the graduate Women's Studies minor as one of the priorities for further development of the Program.

b. The College of Liberal Arts and Sciences

In the best tradition of the liberal arts and sciences, Women's Studies offers students a broad and balanced vision of human experiences. The proposed Interdisciplinary Graduate Minor extends this vision to the graduate level.

The LAS College strategic plan for 2000-2005, emphasizes support for programs that are nationally competitive. By adding a graduate component to the Women's Studies Program, the Program's national reputation will be strengthened. The College is committed to meeting the needs of students, and the proposed program responds to a need expressed by many graduate students. The Interdisciplinary Graduate Minor in Women's Studies also addresses the goal of the College of LAS to develop a stronger appreciation for multiculturalism and diversity within programs offered.

c. The University

Women's Studies is central to the University's mission and to the principles of Land Grant Colleges and Universities in many ways. We strive to instill in our students an understanding of humane and ethical values, intellectual curiosity, knowledge and skills essential for their individual development and their useful contributions to society. The interdisciplinary nature of the field helps students integrate the diverse components of

their education and to make meaningful connections between the disciplines to better address the questions and problems confronting Iowa, the nation, and the world.

In line with the University Strategic Plan, the Women's Studies Interdisciplinary Graduate Minor will help to enhance student graduate learning by providing enrichment opportunities for those seeking graduate degrees in many disciplines and thus to strengthen graduate programs. It will promote sensitivity to other cultures, to international concerns, and to human diversity particularly for those students engaged in programs that may not directly address diversity and internationalization. It will help to better prepare students and future faculty to be productive and responsible citizens of the world, and to contribute to increased cultural and socio-political interchange and understanding between and among Iowans and other members of the world community.

11. Attachments:

B. Regents Questions

C. Support letters from outside ISU

Programs at the other Regent universities: University of Iowa and University of Northern Iowa.

D. Support letters from other ISU units

Programs and departments at ISU associated with the proposed program or having an interest in the proposed program: Departments of Anthropology, Art & Design, Curriculum & Instruction, Educational Leadership and Policy Studies, English, Greenlee School of Journalism & Communication, History, Human Development and Family Studies, and Sociology.

E. Profiles of Women's Studies Faculty

F. Position announcements

B. REGENTS QUESTIONS

Regents Program Review Questions (Minors)

Masters/Ph.D. Degree, Interdisciplinary Minor in Women's Studies

1. Need

- a. How will this proposed program further the education and curriculum needs of the students in this discipline?

While primarily designed to further the educational needs of students in other fields than Women's Studies, students who decide to take the Women's Studies graduate minor at the Masters level could go on to pursue Ph.D.'s in Women's Studies at other institutions, including the University of Iowa.

- b. How does it further the educational and curriculum needs of other units in the college or university?

The Women's Studies interdisciplinary graduate minor will enhance students' programs of study within a number of disciplines, initially in the College of Liberal Arts & Sciences, the College of Education, the College of Design, and the College of Family & Consumer Science. We anticipate that some students in several departments in the remaining colleges will also become interested in and take this option. This graduate minor will further the educational needs of these students by helping them understand interdisciplinary scholarship and allowing them to integrate interdisciplinary work on women and gender into their programs of study. The minor will also strengthen the students' career potentials by expanding their range of job opportunities.

2. Duplication and Collaboration

- a. What programs in this field of study are available in other colleges and universities in Iowa?

University of Iowa has a Ph.D. in Women's Studies, while University of Northern Iowa has the M.A. degree in the field. Neither institution offers a graduate minor. Other colleges and universities in Iowa offer only undergraduate programs in Women's Studies. The proposed Women's Studies interdisciplinary graduate minor would be unique in the state.

- b. With what representatives of these programs have you consulted in developing this proposal? Provide a summary of reactions of each institution consulted.
We consulted with the other two Regents universities and they were highly supportive of our proposal. The letters of support are appended to this proposal.

- c. In what ways is the proposed program similar to those mentioned in 2a? In what ways it is different?

As indicated above in 2a, the proposed program is at the graduate level, but no other college or university in Iowa offers a graduate minor.

d. How does the proposed program supplement the current programs available?
It provides a different option for study in the field of Women's Studies than those offered by other universities and colleges in the state.

e. Has the possibility of some kind of inter-institutional program or other cooperative effort been explored?
The Women's Studies Programs at all three Regents' Universities in Iowa have been involved since 1999 in inter-institutional collaboration. We have held annual meetings for Women's Studies programs in Iowa, have shared information about events on our campuses, and have discussed plans for jointly sponsored conferences. In the future, we will explore more possibilities for collaborative programming.

f. List the Iowa institutions in which articulation agreements are being developed for the proposed program.
N/A

g. Provide the Classification of Instructional Program (CIP) code for the proposed Program.
05.0207

3. Are there accreditation standards for this program? If so, please provide a copy of the accreditation standards.

While currently there are no accreditation standards, the National Women's Studies Association is working toward establishing standards.

4. Does the proposed program meet minimal national standards for the program, e.g., Council of Graduate Schools or other such bodies?

Yes. It conforms in structure to graduate minors in traditional disciplines. Our proposal was developed after surveying graduate minors in Women's Studies nationally and we have designed a program similar to established and successful Women's Studies graduate minors in such institutions as Cornell, Florida State, Indiana University, Purdue University, University of Minnesota, North Carolina State, Penn State, University of Michigan, University of Wisconsin, and University of North Carolina.

5. Please report any additional resources required.

The program requires only reallocated resources. The Women's Studies Program has been budgeted a half-time position beginning in the fall of 2003. This will allow us to teach the two proposed courses. Based on the number of POS committees on which Women's Studies faculty serve that deal with topics of women and gender, as well as the recent numbers of students in the undergraduate major, the projected growth in the graduate minor is:

1 st year	2 nd year	3 rd year	4 th year	5 th year
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Additional resources may be required when the program enrolls 30 or more students. However, that is not anticipated during the first five years of the program. No additional costs (or *incremental increases in expenditures*) will be necessary as a result of the new program for the next three years. Courses will be taught with current faculty allocations, and students will be advised by existing faculty.

6. Please report any reactions of the Iowa Coordinating Council for Post-High School Education.

The proposal has not yet been reviewed by the Council.