

Cover Sheet: Request 16003

Proposal to establish the Department of Gender, Sexuality and Women's Studies

Info

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|------------------------|---|
| Process | Unit New/Modify/Close Dept |
| Status | Pending at PV - University Curriculum Committee (UCC) |
| Submitter | Casey Griffith cgriffith@aa.ufl.edu |
| Created | 3/23/2021 10:01:13 AM |
| Updated | 3/23/2021 10:38:34 AM |
| Description of request | This proposal is to establish the Department of Gender, Sexuality and Women's Studies (GSWS) in the College of Liberal Arts and Sciences (CLAS) at the University of Florida, |

Actions

| Step | Status | Group | User | Comment | Updated |
|--|----------|---|------------------|---------|-----------|
| Department | Approved | CLAS - Womens Studies 16800000 | Banafsheh Moradi | | 3/23/2021 |
| 1_2021-03-04 Richardson Ltr of Support, Department of GSWS.pdf | | | | | 3/23/2021 |
| 2_CLAS Assembly Letter_CD.pdf | | | | | 3/23/2021 |
| 3_PROPOSAL for Dept GSWS 03-04-21.pdf | | | | | 3/23/2021 |
| College | Approved | CLAS - College of Liberal Arts and Sciences | Joseph Spillane | | 3/23/2021 |
| No document changes | | | | | |
| University Curriculum Committee | Pending | PV - University Curriculum Committee (UCC) | | | 3/23/2021 |
| No document changes | | | | | |
| Graduate Council | | | | | |
| No document changes | | | | | |
| Faculty Senate Steering Committee | | | | | |
| No document changes | | | | | |
| Faculty Senate | | | | | |
| No document changes | | | | | |
| Academic Affairs | | | | | |
| No document changes | | | | | |
| Board of Trustees | | | | | |
| No document changes | | | | | |
| Office of the Registrar | | | | | |
| No document changes | | | | | |
| OIPR Notified | | | | | |
| No document changes | | | | | |



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5/27/2020

Dear Colleagues,

The proposal to create a Department of Gender, Sexuality, and Women's Studies (GSWS) has been reviewed and supported through the College of Liberal Arts & Sciences (CLAS) shared governance process. I am pleased to provide the strong support of the CLAS faculty for this proposal, with an official vote of 85% in favor (March 2020).

The CLAS faculty review and input on the proposal was thorough, including the following steps:

- Review and approval of the proposal by CLAS Curriculum Committee (March 2019)
- Review and approval of the proposal by the CLAS Faculty Council (March 2019)
- Reports to CLAS faculty assembly about the proposal (April 2019 and November 2019)
- CLAS faculty and CLAS Steering Committee review and input about the proposal (November 2019 to December, 2019)
- Extensive consultation with the Dean throughout these steps, facilitated by the CLAS faculty steering committee
- CLAS faculty vote 85% in favor (March 2020)

The unit was responsive to feedback at each step of this process and the proposal successfully reflects input across these steps.

The CLAS faculty and steering committee are keen to continue to support the progress of this proposal toward implementation. This proposal is a timely and important step for the unit, CLAS, and UF.

Sincerely,

A handwritten signature in black ink, appearing to read 'Christine Davis'.

Christine Davis, PhD
Senior Lecturer, Department of Biology
CLAS Assembly Chair, 2019-2020

PROPOSAL to Create Gender, Sexuality and Women's Studies Department
University of Florida

1. PROPOSAL:

This proposal is to establish the Department of Gender, Sexuality and Women's Studies (GSWS) at the University of Florida (hereafter the Department). This proposal is put forth under the approval process outlined in UF Faculty Senate By-Law 22, <http://generalcounsel.ufl.edu/media/generalcounselufledu/documents/Bylaws.pdf>.

This is a "no new resource" proposal culminating in "notice" to the BOT, following the steps outlined in the UF policy flowchart, <http://aa.ufl.edu/media/aaufledu/policies/academic-degree-programs/flowcharts/Dept-Sch-Col-Name-Change-Flowchart.pdf>.

This proposal was supported by vote of GSWS faculty (12 to 0, in favor) and College of Liberal Arts and Sciences (CLAS) faculty (85% in favor).

2. BACKGROUND AND DISCUSSION:

The academic focus on gender, sexuality, and women's studies began at UF in 1977 in the College of Liberal Arts and Sciences (CLAS).¹ The program grew from an initial handful of affiliated faculty and cross-listed courses to a Type II research center established in 1994, with a distinct budget and reporting line to the Dean. Since then, the unit has maintained a strong portfolio of center activities focused on cross-disciplinary campus and community publics. At the same time, it has evolved to serve department functions, offering a robust array of undergraduate and graduate courses and degree programs and housing 10 tenure-line and 1 non-tenure-line core faculty members, including the Vada A. Yeomans Endowed Chair in Women's Studies. In short, the Center has been operating essentially as both a Department and a Center for some time. In fact, its faculty, students, and undergraduate and graduate degree offerings, taken together, constitute one of the most comprehensive academic programs relative to established GSWS departments in the country.

The Center's core faculty successfully competes for national fellowships and grants, wins teaching and research awards, and maintains strong research agendas. Regarding academic programs, at the undergraduate level, the unit offers the BA with concentrations in (a) Women's Studies, (b) Theories and Politics of Sexuality, and (c) Gender and International Development, as well as minors in (a) Women's Studies, (b) Theories and Politics of Sexuality, and (c) Health Disparities in Society. At the graduate level, the unit offers the Master's degree, accelerated BA/MA, joint MA/JD, concurrent degrees (e.g., MA/MPH), the MA/PHD (e.g., MA in women's studies, with PhD in another field), as well as Graduate Certificates in (a) Women's Studies and in (b) Gender and Development. The unit's academic programs have the largest internship/practicum offerings in CLAS (with 30+ sites and placement of 200+ students per year). Students are campus leaders and graduates

¹ For additional information on the history of the program at UF, see <http://wst.ufl.edu/about-us/history/>

² <https://career.ufl.edu/student-outcomes/>

³ For the UF Office of Research definitions of multidisciplinary and interdisciplinary, see

go on to rich and diverse careers in industry, public policy, and further graduate study. Indeed, UF's latest annual data indicate that over three-fourths of women's studies majors gain work experience (77%) and participate in internships (77%) during their education at UF (67% and 40% in CLAS overall). Majors have a strong post-graduation employment rate (44%) and graduate school acceptances rate (50%) (46% and 44% in CLAS overall).²

The evolution of UF's program reflects the history of the discipline.³ Over the past 50 years, Women's Studies has moved from a collection of different disciplinary approaches to scholarship on gender, sexuality, and women (multidisciplinary), to crossing traditional disciplinary boundaries and shaping an integrative field of study (interdisciplinary), and ultimately forming a discipline in its own right as scholars articulated the theoretical and methodological underpinnings of the relationship between gender and power. The first accredited course was offered at Cornell in 1969, the first program was established at San Diego State University in 1970, the first scholarly journal in the field, *Feminist Studies*, was founded in 1972, the National Women's Studies Association was created in 1977, and the first Ph.D. program in Women's Studies (Emory University) appeared in 1990. Between the early 1970s and today, Women's Studies has moved from the periphery of scholarship and teaching within other disciplines to institutional rootedness as programs evolved into departments of their own in most major research universities. The field developed its own disciplinary methodologies and theoretical approaches to analyzing social expectations of gender, class, race, and other inequities and their intersections, while maintaining a robust connection to other academic disciplines.⁴ As Gender, Sexuality, and Women's Studies established its own robust and distinctive theoretical and methodological domain, institutions across the U.S. created departments to recognize Gender, Sexuality, and Women's Studies as a discipline in its own right.

Consistent with UF⁵ and CLAS⁶ constitutions which position departments as the fundamental unit of academic and administrative organization within the College, this proposal would create a Department comprising all of the academic programs currently housed in the Center, the current faculty and students, and the budget and management responsibility for departmental activities. Departmental by-laws would provide a committee and leadership structure for department functions; the unit already has guidelines for key department functions such as tenure and promotion, merit, and mentoring. For its part, the Center would continue to serve scholars, faculty, and students across the College, UF, and beyond by advancing interdisciplinary and multidisciplinary initiatives and focusing on an inter-department and inter-college mission. No new

² <https://career.ufl.edu/student-outcomes/>

³ For the UF Office of Research definitions of multidisciplinary and interdisciplinary, see

http://research.ufl.edu/research-program-development/research_program_development_docs/Review_Criteria_Research_Opportunity_Fund.pdf

⁴ Alice E. Ginsberg (2008). "Triumphs, Controversies, and Change: 1970s to the Twenty-First Century". *The Evolution of American Women's Studies: Reflections on Triumphs, Controversies, and Change*. New York: Palgrave Macmillan.

⁵ <http://generalcounsel.ufl.edu/media/generalcounselufledu/documents/Constitution.pdf>

⁶ <https://gov.clas.ufl.edu/constitution/>

resources are requested for this continuation. In the new structure, the College budget and foundation funds would stay with the Department. The Center would function on grant F&A returns and philanthropy. New by-laws for both the Department and the Center are in draft form and would be voted on by the appropriate bodies once the new Department has been approved. For additional information on the faculty, academic programs, and governance structure, see the program's website at <http://www.wst.ufl.edu>.

3. FACULTY REVIEW PROCESS

GSWS and CLAS faculty has guided the discussion regarding these changes, and provided input. Specifically, GSWS faculty considered establishing a department as part of its strategic action plan, which was launched with a day-long strategic planning meeting (with external facilitators) on November 16, 2016, and followed by subsequent ongoing discussion. Several strategic action plan reports included further discussion and review of peer institutions, culminating in agreement at the August, 29, 2018 faculty meeting to move forward with developing a proposal for establishing a Department. GSWS faculty met to discuss this proposal on January 16, 2019 and voted (via anonymous process January 18 to 24, 2019) unanimously (12 to 0) in support.

At the College level, CLAS Faculty Council reviewed and endorsed the proposal; Chair (Dr. Kleiman) reported this endorsement to the CLAS Faculty Assembly on April 11, 2019. CLAS Curriculum Committee reviewed and endorsed the proposal; Co-Chair (Dr. Witmer) reported this endorsement to CLAS Faculty Assembly on April 11, 2019. CLAS Faculty Assembly Chair (Dr. Davis) presented the proposal at CLAS Faculty Assembly on November 13, 2019. CLAS Steering Committee conducted a survey of CLAS faculty regarding the proposal (proposal and survey distributed November 14 to 27, 2019). CLAS Steering committee submitted the results of the survey to Dean Richardson and Director Moradi on December 16, 2019. Feedback from this survey was incorporated into the proposal. Formal vote of CLAS faculty was held in March 2020. CLAS faculty voted 85% in favor of the proposal, March 27, 2020 (letter from CLAS Assembly Chair, submitted as addendum).

4. RATIONALE:

a. All US public universities ahead of UF in the rankings have a department focusing on Women's/Gender/Sexuality Studies. Establishing a Department aligns UF's program with our aspirational peers and provides appropriate national and international visibility. In fact, given the excellent quality of the faculty in UF's program, the growth in student enrollments, and the range of degree programs UF offers, UF's Department would outshine several of our peer institutions. The University of Virginia, for example, has a Department of Women, Gender, and Sexuality with an undergraduate major and minor, but no graduate degree programs. This is the case with UNC Chapel Hill and UC Irvine as well. Moreover, the number and the national and international profiles of the Center's tenure-line faculty compares favorably with several peer departments (e.g., UC Berkeley, UNC Chapel Hill). As a department, UF would immediately be a formidable presence among our peers. [For comparative information on peer institutions, see Appendix A.]

b. Department status is an important signifier to national and international reputation makers and local stakeholders (e.g., faculty, students). Departments are the most common basic governance and academic units in universities. Departmental status is a mark of stability and support from the institution and evidence of commitment by a department to the academic future of the institution. As such, departmental status facilitates recruitment and retention of excellent faculty, who will perceive the department as a long-term home. Similarly, undergraduate and graduate students can be assured that their academic program has a solid foundation that will sustain the value of their degree.

c. Women's studies is a robust, well-established, nationally and internationally-recognized discipline. Since the 1970s, Women's Studies programs have trained multiple generations of undergraduate and graduate students, and generated important research that informs policy and decision-making, both nationally and internationally. Women's Studies has evolved well beyond an incidental interest linked to a specific group or historical moment to become a robust academic discipline that contributes fundamental knowledge to the fund of human wisdom and scholarship. For example, currently, there are numerous high-quality, peer-reviewed journals, many key textbooks at the introductory level and in advanced specializations, and 22 US institutions that offer PhD programs in gender, sexuality, and women's studies. Institutional commitment in the form of departmental status recognizes this scholarly maturity, and the key role that Gender, Sexuality, and Women's studies plays in contemporary policy and public matters.

d. Lack of a department undermines UF's reputation on scholarly leadership and diversity and inclusion. Given that the study of women, gender, and sexuality has been central to many aspects of scholarly research and teaching for nearly 50 years, failure to recognize that durability in the form of an institutionalized department could be construed as institutional resistance to the premises and knowledge that continue to give the study of women, gender, and sexuality such compelling energy and focus. The absence of a department can also be construed as "out-of-step" with leading institutions and with diversity and inclusion priorities. In fact, given the quality of UF's program in this area, and the strong profile we offer in relation to our peers discussed above, it would be unfortunate for UF not to take advantage of the chance to recognize its assets in this area.

e. Center faculty and staff can efficiently and effectively establish a Department while continuing the Center, congruent with UF's aspirational peers and nationally ranked programs. With the Department carrying out the disciplinary academic and research mission, the Center would continue to be the nexus of cross-disciplinary activities. No new resources are requested for this continuation. In the new structure, the College budget and foundation funds would stay with the Department. The Center would function on grant F&A returns and philanthropy. The Department would focus on core departmental functions such as advising students in its undergraduate and graduate programs, organizing curriculum, and supporting core faculty research, mentoring, and tenure and promotion. For its part, the Center would continue to focus on inter-department, inter-college, and campus-community activities. These include making awards and grants to UF faculty and students to stimulate scholarship and extramural proposals; funding faculty and student led programs and conferences; promoting outreach and

initiatives that engage campus and community publics; and sustaining inter-department and inter-college communications for its network of 100+ faculty affiliates, 200+ graduate student affiliates, and 800+ community members. As such, the Center will continue to promote cross-disciplinary research and public engagement, bringing together community partners, faculty affiliates, and students from STEM, social sciences, humanities, arts, health professions, law, and more. Establishing a Department while continuing the Center places UF in line with nationally distinctive peers such as the University of Wisconsin and UC Berkeley.⁷ It will also continue to enable faculty and students from across UF to participate in Center initiatives, service, and planning. This preserves Center faculty’s deep commitment to its Center activities, including outreach and service to campus and community publics and providing community, mentoring, and support for underrepresented students well beyond its own majors and minors. The Department and Center also will allow for additional and synergistic development avenues for potential donors, including naming opportunities for both the Department and Center.

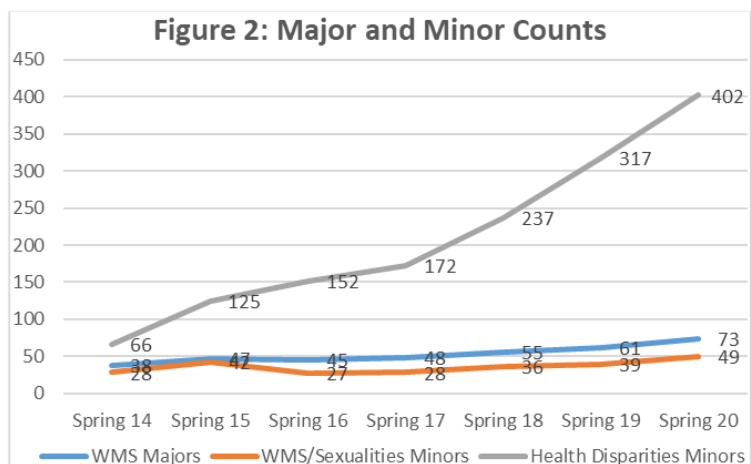
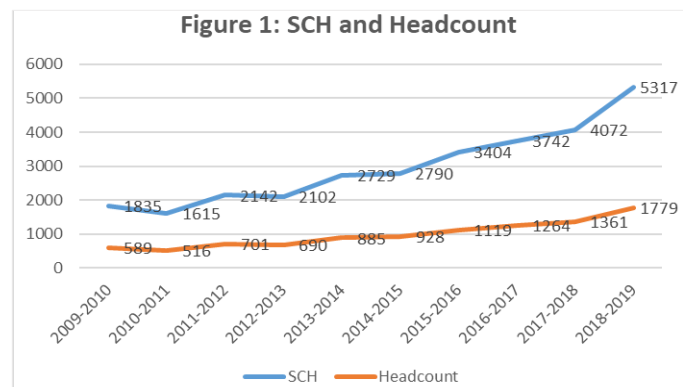
f. Establishing the Department will not require new resources. A Department will not have to be built from scratch. The Center has had tenured and tenure-line faculty for nearly two decades. Further, it has strong academic programs with 500+ majors and minors and 30+ MA and PhD Certificate students. Finally, there is precedent within the State University System (SUS) in that the University of South Florida has a Department of Women’s and Gender Studies. This further underscores the need for a department at UF given UF’s stature as a preeminent institution in the SUS.

5. CURRENT UNIT PROFILE:

a. Academic Demographics:

As Figure 1 indicates, there has been substantial growth in the Center’s undergraduate and graduate enrollments in the past 10 years, even as enrollments in the Humanities have declined.

Figure 2 presents January 23, 2020 data from UF Enterprise Analytics, indicating that there are 73 undergraduate majors and 451 minors in the Center, and that the number of majors and minors has grown steadily. In addition, we have



⁷ University of Wisconsin Department with a Center: <https://crgw.gws.wisc.edu/>. University of California Department with a Center: <http://womensstudies.berkeley.edu/research/about-bbrg/>

31 graduate students, including 11 Women's Studies MA students (1 MA/PhD) and 20 PhD Certificate students. Importantly, the Center's academic offerings serve many students beyond its undergraduate majors or graduate students. Many courses fulfill Quest and General Education requirements, students majoring in other programs enroll in the Center's minors, and many graduate students in other programs use the Center's PhD Certificates and graduate courses to strengthen their research and graduate training. Indeed, beyond its MA and PhD Certificate students, the Center currently has 200+ Graduate Student Affiliates (akin to Faculty Affiliates).

b. Center Demographics:

As of 2020-2021, the Center will have 11 faculty members totaling 9.0 tenure line FTE and 1.0 in non-tenure line FTE. Eight of the Center's ten tenure-line faculty members have tenure lines in the Center. The Center has one emeritus faculty member. The Center has one 1.0 FTE Staff member and hires adjuncts as needed to meet curricular needs.

*Denotes that tenure line is in the Center; shared unit (if applicable) noted in parentheses

Tenure-track faculty:

Maddy Coy – Assistant Professor*
Elizabeth Garcia – Assistant Professor*
Jillian Hernandez – Assistant Professor*

Tenured Faculty:

Anita Anantharam – Associate Professor*
Kendal Broad – Associate Professor*
Manoucheka Celeste – Associate Professor* (shared with African American Studies)
Bonnie Moradi – Professor (shared with Psychology)
Connie Shehan – Professor (shared with Sociology)
Trysh Travis – Associate Professor*
Alyssa Zucker – Associate Professor* and Vada A. Yeomans Endowed Chair

Non-tenure-track faculty:

Laura Guyer – Master Lecturer

Emeritus Faculty

Angel Kwolek-Folland – Professor

Staff:

Donna Tuckey – Office Manager – 1.0 FTE
Adjunct Instructors – 3 to 5 hired per academic year to cover needed courses

Funded graduate assistantships:

About twelve graduate students are funded at .40 to .50 FTE each academic year. Regular sources of funding include CLAS OPS allocation, Distance Learning fees (2), IDS1161 GoodLife (1), and UF Quest (1). Center Fellowships and partnerships with other units such as UF Multicultural and Diversity Affairs also fund select qualifying graduate students.

6. IMPACTS OF PROPOSAL

a. Students

Establishing a Department should have no negative impact on students and no disruption in their interaction with the unit since from their perspective the transition would primarily be “on paper.” Academic programs and course offerings would be unaffected by the change. Graduate Assistantships would continue to be managed as they are now, but by the Department. The largest potential impact would be positive, in that the reputation of the degree and recruitment of students to the undergraduate and graduate programs should be improved. Students will readily recognize a Department as a stable academic degree-offering unit, and this will enhance student recruitment. Discussions with undergraduate and graduate students reinforce the fact that they understand the positive impact of departmental status on their degree program, and are enthusiastic about the proposal to establish a Department.

b. Faculty and staff

Similarly, establishing a Department should have no negative impact on faculty or staff. The Center already has criteria for tenure and promotion and these would continue to operate in the Department. Those with tenure in the Center would have their tenure in the Department. Faculty with joint or shared appointments and tenure in another department would be unaffected since there are other such appointments within college units (and even across colleges). As with students, any impact should be a positive one on recruitment and retention of faculty given the perception of a department as a more institutionally solid unit. Faculty would continue to be called upon to serve on Departmental committees.

c. Governance

The unit has a fully-developed governance structure based on a departmental model, including by-laws, policies (e.g., tenure and promotion, merit), and committees (e.g., curriculum, graduate admissions) for department functions. See <http://wst.ufl.edu/about-us/by-laws-policies/>

This proposal and the Center faculty’s vote on this proposal preserve and affirm the continuation of the Center and its Center activities. The Center’s current bylaws and policies cover Department functions (e.g., tenure and promotion, merit, graduate admissions, curriculum committee) as well as Center functions (e.g., events and outreach).

Center faculty is reviewing these to delineate Department and Center domains of the by-laws and policies. A discussion and vote on Department by-laws and amended Center by-laws would take place once the new Department is approved.

d. Budget

The current Center has funding from the College for departmental types of activities such as graduate teaching assistantships, course offerings, salaries, travel grants, and operating expenses. In addition, the unit has funding from the UF Foundation as well as faculty grants and fellowships, which are used for research support, interdisciplinary projects, student scholarships, and other activities such as lectures and community outreach. In the new structure, the College budget and foundation funds would stay with the Department. The Center would function on grant F&A returns and philanthropy. As such, the unit is not asking for additional funding from the College in order to establish the Department.

7. DEPARTMENTAL TITLE:

The proposal is to create a Department of “Gender, Sexuality and Women’s Studies” (GSWS) because that most effectively captures the intellectual, research, and pedagogical strengths of the unit and its articulated mission within the discipline and the University. Because of the inclusive nature of the field and its historical development, there are a variety of titles for similar departments around the country (and internationally); Appendix A shows the titles for the top programs in the US. Importantly, over time the general trend has been to acknowledge the substantive importance of the various areas in the field by adding gender studies and sexuality studies to the original women’s studies designation. Thus, Gender, Sexuality and Women’s Studies is an inclusive, accurate, and forward-thinking title for the Department. The title will not require any changes for data-gathering entities such as the federal Integrated Post-Secondary Educational Data System (IPEDS) and its related Classification of Instructional Programs (CIP) codes. For reporting purposes, the current CIP code “Women’s Studies” 05.0207 would be retained and therefore no need to adjust or normalize historical data.

8. TIMELINE:

The unit is prepared to establish the department as soon as the approval process is finalized.

PROPOSAL to Create Gender, Sexuality and Women's Studies Department
University of Florida
APPENDIX A

Overview of Institutions Ahead of UF in US News Rankings

| Rank | Institution | Unit Type | Year of Dept Status | Tenure-Line Faculty | Grad | Have Research Center or Institute |
|-----------------------------|---------------------|--|---------------------|-----------------------------------|---|-----------------------------------|
| 1 | UCLA | Department of Gender Studies | 2008 | 18 core 14 joint | Grad cert, PhD | Y |
| 2 | UC Berkeley | Department of Gender & Women's Studies | 1991 | 7 core | Grad emph, PhD in development | Y |
| 3 | UVA | Women, Gender & Sexuality Department | 2017 | 11 core | Grad cert | Y |
| 4 | UMich | Women's Studies Department | | 31 core | Grad cert, Joint PhD | Y |
| 5 | UC Santa Barbara | Department of Feminist Studies | 2008 | 9 core | Dual MA/PhD | Y |
| 5 | UNC Chapel Hill | Department of Women's and Gender Studies | 2012 | 8 core, 1 Chair from another dept | Grad cert | Y |
| 7 | UC Irvine | Department of Gender & Sexuality Studies | 2007 | 9 core | Grad emph | N |
| 8 | UF | Center for Gender, Sexualities, and Women's Studies Research | | 10 core (8.5 FTE) | MA, Grad certificate | |
| Other Top GSWS Units | | | | | | |
| 13 | UI Urbana-Champaign | Department of Gender & Women's Studies | 2010 | 13 core | Grad minor | Y |
| 15 | UW Madison | Department of Gender and Women's Studies | 2008 | 19 core | MA, PhD minor, Grad cert | Y |
| 17 | Rutgers | Department of Women's and Gender Studies | 2001 | 26 core | MA, PhD, grad cert | Y |
| 17 | Ohio State | Department of Women's, Gender and Sexuality Studies | Early 1990s | 11 core | MA, PhD, grad minor | Y |
| 20 | Penn State | Department of Women's, Gender and Sexuality Studies | | 23 core | Grad minor, MA dual degree, PhD dual degree | Y |
| 20 | U of Wash | Department of Gender, Women & Sexuality Studies | 1996 | 12 core | PhD, Grad cert | Y |



College of Liberal Arts and Sciences
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March 4, 2021

Dear Colleagues,

The proposal to create a Department of Gender, Sexuality, and Women's Studies (GSWS) has been reviewed and supported through the College of Liberal Arts and Sciences (CLAS) shared governance process, including the CLAS Curriculum Committee (March 2019), CLAS Faculty Council (March 2019), CLAS Faculty Assembly (April 2019 and November 2019), and CLAS Steering Committee (November 2019 to December 2019), culminating in the strong favorable vote of CLAS faculty (85%, March 2020).

This proposal will not require any additional resources from the college or the university. The current state funding for faculty members in the center as well as administrative and existing academic degree program costs will be shifted to the proposed department in total. This proposal is an important step for the unit, CLAS, and UF as it would establish institutional parity in this field with other national top-tier universities.

Sincerely,

A handwritten signature in black ink, appearing to read 'David E. Richardson'.

David E. Richardson
Dean