

**DATE:** January 25, 2007

**SUBJECT:** East Tennessee State University, Bachelor of Arts (BA) in Women's Studies

**ACTION RECOMMENDED:** Approval

**BACKGROUND INFORMATION:** The proposed program is designed as an interdisciplinary program from the well-established minor offered for several years. The purpose of the program is to direct attention to women's historical and contemporary experiences, accomplishments, and perspectives; to focus on diversity; to promote and sustain an atmosphere for women's leadership; and cultivate the civic engagement skills of women.

**PROPOSED START-UP DATE:** Fall 2007

Commission staff has reviewed program proposals according to the following academic standards and criteria adopted by the Commission referenced below:

**1.1.20A MISSION:** The proposed program is consistent with the mission of serving the state, region, and nation by helping students become responsible world citizens enlightened by liberal education and prepared for professional careers.

**1.1.20B CURRICULUM:** The proposed curriculum requires completion of 120 semester hours that will include development of five new courses.

<u>Curriculum Requirements</u>	<u>Credit Hours</u>
General Education	41-42
Major Field Core	12
Women's Studies Electives	24
Electives	10-16
Minor	18-24
Other requirements	<u>9</u>
	120

**1.1.20C ACADEMIC STANDARDS:** Admission, retention, and graduation requirements will be the same as standard institutional requirements of other baccalaureate degree programs offered at ETSU and are published in the institution's *Catalog*.

Student Projections	<b>Projected Program Productivity</b>		
	Full-time Enrollment	Part-time	Graduates
Year 1	10	5	0

Year 2	12	5	0
Year 3	16	7	5
Year 4	18	7	8
Year 5	20	9	10

**1.1.20D FACULTY:** One half time adjunct faculty will be used as needed.

**1.1.20E LIBRARY RESOURCES:** The library holdings with respect to Women’s Studies journals are limited. The library will need to subscribe to a Women’s Studies database, *Women’s Studies International*, at minimal annual costs.

**1.1.20F ADMINISTRATION/ORGANIZATION:** Although proposed as an interdisciplinary program with contributions from more than ten other disciplines, the B.A. in Women’s Studies will be housed in the Department of Communication in the College of Arts and Sciences. The Program Director, coordinating the program, will report to the Department Chair.

**1.1.20G SUPPORT RESOURCES:** The interdisciplinary program design will involve faculty and resources from several disciplines at ETSU.

**1.1.20H FACILITIES/INSTRUCTIONAL EQUIPMENT:** No additional instructional space or equipment will be required.

**1.1.20I STUDENT/EMPLOYER DEMANDS:** The University anticipates the proposed program to strengthen the interdisciplinary and diversity emphases, training students to address issues affecting women nationally, and in Appalachia in particular. The proposed program will respond to the National Initiative for Women in Higher Education, the complexities faced by women in Tennessee as identified by the Institute for Women’s Policy Research and the Appalachian Regional Commission, and the continuing problems women face that result from persistent gender inequities in the larger society. Workforce trends show a need for students trained in diversity and social equity issues. The proposed major is expected to draw students currently enrolled as minors in Women’s Studies, as well as others who prefer the major.

**1.1.20J NO UNNECESSARY DUPLICATION:** ETSU will be the only institution in Tennessee to offer a baccalaureate degree in Women’s Studies. UT Knoxville and Vanderbilt both offer a Women’s Studies concentration within Interdisciplinary Studies.

**1.1.20K COOPERATIVE INSTITUTIONS:** None indicated.

**1.1.20M ASSESSMENT/EVALUATION AND ACCREDITATION:** The proposed program is not a career program; therefore, the metric to evaluate its effectiveness will be different from that used for professional or traditional “applied” programs. The success of the program will be measured by the number of graduates with a Women’s Studies major that: 1) become gainfully employed in jobs related to social justice, improve women’s lives or address cultural diversity issues, 2) become involved in

significant civic engagement efforts, or 3) continue their academic studies at the graduate level.

Alumni surveys would be appropriate for evaluating the success of the Women's Studies major program. The Women's Studies Program will track and record the academic, professional, and social change careers of graduates from the program on a yearly basis. No agency exists for Women's Studies accreditation.

**1.1.20N ARTICULATION:** N/A

**1.1.20O EXTERNAL JUDGMENT** (Graduate Programs): N/A

**1.1.20P COST/BENEFIT/SOURCE:** The proposed program is structured to work collaboratively with contributions of multiple departments offered through campus-wide extracurricular programs. The program structure also is designed to connect with programs such as Storytelling, Multicultural Affairs, Women's Resource Center, Campus Advocates Against Sexual Violence, University Productions, Student Activities, and the Division of Theatre, as well as student groups such as Tri-Iota Women's Studies Honor Society, Feminist Majority Leadership Alliance, Rainbow Alliance, and Patchwork Players. These intricate relationships are planned as part of the operations and success of the proposed program.

**THEC Financial Estimate Form  
East Tennessee State University  
B.A. in Women's Studies**

Five-year projections are required for baccalaureate and post-baccalaureate programs and certificates. Three-year projections are required for associate degrees and undergraduate certificates. Projections should include cost of living increases per year.

	Year 1	Year 2	Year 3	Year 4	Year 5
<b>I. Expenditures</b>					
<b>A. One-time Expenditures</b>					
New/Renovated Space	\$ -	\$ -	\$ -	\$ -	\$ -
Equipment	1,350	-	-	-	-
Library	-	-	-	-	-
Consultants	-	-	-	-	-
Travel	-	-	-	-	-
Other	-	-	-	-	-
Sub-Total One-time	<u>\$ 1,350</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
<b>B. Recurring Expenditures</b>					
<b>Personnel</b>					
<b>Administration</b>					
Salary	\$ -	\$ -	\$ -	\$ -	\$ -
Benefits	-	-	-	-	-
Sub-Total Administration	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>Faculty</b>					
Salary	\$ 25,000	\$ 25,500	\$ 26,775	\$ 27,310	\$ 27,857
Benefits	16,852	16,932	17,203	17,317	17,433
Sub-Total Faculty	<u>\$ 41,852</u>	<u>\$ 42,432</u>	<u>\$ 43,978</u>	<u>\$ 44,627</u>	<u>\$ 45,290</u>
<b>Support Staff</b>					
Salary	\$ 7,780	\$ 7,935	\$ 8,094	\$ 8,255	\$ 8,421
Benefits	7,407	7,440	7,474	7,508	7,543
Sub-Total Support Staff	<u>\$ 15,187</u>	<u>\$ 15,375</u>	<u>\$ 15,568</u>	<u>\$ 15,763</u>	<u>\$ 15,964</u>
<b>Operating</b>					
Travel	\$ 1,200	\$ 1,200	\$ 1,200	\$ 1,200	\$ 1,200
Printing	-	-	-	-	-
Equipment	3,444	3,444	3,444	3,444	3,444
Other	1,500	1,500	1,500	1,500	1,500
Sub-Total Operating	<u>\$ 6,144</u>	<u>\$ 6,144</u>	<u>\$ 6,144</u>	<u>\$ 6,144</u>	<u>\$ 6,144</u>
Total Recurring	<u><u>\$ 63,183</u></u>	<u><u>\$ 63,951</u></u>	<u><u>\$ 65,690</u></u>	<u><u>\$ 66,534</u></u>	<u><u>\$ 67,398</u></u>
<b>TOTAL EXPENDITURES</b>	<u><u>\$ 64,533</u></u>	<u><u>\$ 63,951</u></u>	<u><u>\$ 65,690</u></u>	<u><u>\$ 66,534</u></u>	<u><u>\$ 67,398</u></u>
(A+B)					

**THEC Financial Estimate Form  
East Tennessee State University  
B.A. in Women's Studies**

<b>II. Revenue</b>	Year 1	Year 2	Year 3	Year 4	Year 5
Tuition and Fees <sup>1</sup>	-	-	-	-	-
Institutional Reallocations <sup>2</sup>	64,533	63,951	65,690	66,534	67,398
Federal Grants <sup>3</sup>	-	-	-	-	-
Private Grants or Gifts <sup>4</sup>	-	-	-	-	-
Other <sup>5</sup>	-	-	-	-	-
<b>TOTAL REVENUES</b>	<b>\$ 64,533</b>	<b>\$ 63,951</b>	<b>\$ 65,690</b>	<b>\$ 66,534</b>	<b>\$ 67,398</b>

**Notes:**

1. In what year is tuition and fee revenue expected to be generated and explain any differential fees. Tuition and fees include maintenance fees, out-of-state tuition, and any applicable earmarked fees for the program.
  
  
  
  
  
  
  
  
  
  
2. Please identify the source(s) of the institutional reallocations, and grant matching requirements if applicable. Institutional pool funds reallocated.
  
  
  
  
  
  
  
  
  
  
3. Please provide the source(s) of the Federal Grant including the granting department and CFDA number.
  
  
  
  
  
  
  
  
  
  
4. Please provide the name of the organization(s) or individual(s) providing grant(s) or gift(s).
  
  
  
  
  
  
  
  
  
  
5. Please provide information regarding other sources of the funding.

**1.1.30 POST APPROVAL MONITORING:** An annual performance review of the proposed program will be conducted for the first five years following approval. The review will be based on benchmarks established in the approved program proposal. At the end of this period, campus, governing board, and Commission staff will perform a summative evaluation. The benchmarks include, but are not limited to, enrollment and graduation, program cost, progress toward accreditation, library acquisitions, student performance and others set by the institution and agreed upon by governing board and Commission staff. As a result of this evaluation, if benchmarks are not met during the monitoring period, the Commission may recommend that the governing board terminate the program. The Commission may choose to extend the period, if additional time is needed and requested by the governing board.