To: Robin Garrell, Chair, Faculty Executive Committee  
From: Christine Littleton, Chair, UCLA Women’s Studies Program  
Re: Proposal to Receive Department Status

The Women’s Studies Program Advisory Committee (“WSPAC”), duly appointed to administer the Interdepartmental Program in Women’s Studies (“WSP”), hereby proposes to establish a Department of Women’s Studies. The decision to seek departmental status has been discussed by WSPAC, additional affiliated faculty, students and staff. Last spring WSPAC unanimously authorized the filing of such a proposal and approved preliminary by-laws for the new department. All faculty affiliated with WSP were surveyed to determine intent to seek appointment in the new department. This year WSPAC unanimously approved the accompanying Proposal and the proposed faculty confirmed intent to seek appointment.

Departmentalization of WSP will, to some extent, merely extend formal recognition to a de facto organization. WSP has a long history and a respected place at UCLA, has experienced steady growth in student demand and faculty support; currently serves almost 150 undergraduate majors and 20 doctoral students, as well as a large number of minors; and offers general education and upper division courses to thousands of UCLA students each year. It participates in both joint hiring and in retention and promotion decisions with already established departments. It is recognized nationally and internationally as a leader in the field of women’s studies and has a distinguished roster of affiliated junior and senior faculty.

Departmental status will, however, have significant benefits both for WSP and for the University, as outlined below. It will increase the stature of WSP, allow for increased recognition and productivity of faculty, provide additional stability for both instructors and students, allow for curricular development on both the undergraduate and graduate levels, and increase administrative efficiency both within WSP and across the University.

This proposal briefly describes the history of women’s studies as an interdisciplinary academic field in general and at UCLA, the current and proposed structure of WSP, and the likely impact of departmentalization. It starts, however, with a mission statement, since it is that mission which has guided the growth and development of WSP since its inception and which now necessitates its establishment as a department.
UCLA WOMEN’S STUDIES PROGRAM

PROPOSAL FOR DEPARTMENTAL STATUS

Submitted April 19, 2007

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# UCLA Women's Studies Program

## Proposal for Departmental Status

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Executive Summary

The Interdepartmental Program in Women’s Studies requests approval of its establishment as the Department of Women’s Studies. A Proposal justifying this request has been prepared by faculty affiliated with the Program and authorized by the Program’s Advisory Committee.

Women’s studies as a field has grown enormously in its thirty-plus year history, and it continues to grow rapidly, both nationally and internationally. There are approximately 400 women’s studies programs and departments in the U.S. and another 300 in other countries across the globe. Women’s studies scholars are in high demand as more colleges and universities add programs and departments in women’s studies and related fields every year. As one of less than a dozen institutions offering a Ph.D. in women’s studies, UCLA is poised to become the major source of the next generation of women’s studies scholars.

The UCLA Women’s Studies Program (“WSP”) has, over the three decades since its establishment, developed in both size and stature. It currently serves approximately 150 undergraduate majors, dozens of minors, and thousands of other undergraduate students at UCLA through its lower and upper-division curriculum. Since the establishment of its graduate program in 1999, WSP has conferred four M.A.’s and one Ph.D. It currently enrolls 20 doctoral students, four of whom have advanced to candidacy, and most of whom have won prestigious intra- and extra-mural awards.

Faculty affiliated with WSP are held in high regard both within their respective disciplines and across the entire field of women’s studies. A large number of these faculty support departmentalization and will become active members of the new department. Among these are recipients of the Macarthur Award, the Guggenheim Fellowship, Fulbright Fellowship, University Distinguished Teaching Award, and numerous departmental honors.

Within the UC system, WSP matches or outperforms other women’s studies programs and departments, even those with significantly more resources. UCLA has long been a leader within the UC Council of Women’s Programs, and is the only campus to have an independent Organized Research Unit devoted to research on women.

The benefits of departmentalization will accrue not only to faculty and students in WSP, but to the campus as a whole, and to the field of women’s studies nationally and internationally. A Department of Women’s Studies will be better able to recognize and reward the teaching, service and scholarship of its faculty. It will be able to offer a more stable undergraduate curriculum, increase and enrich the graduate curriculum, and recruit high quality graduate students. It will be better able to assist in faculty recruiting and retention in cooperating departments, and to recruit and retain its own high quality faculty. It will also foster more cutting-edge research and contribute to the burgeoning literature in the emerging subfields of transnational feminisms, critical race feminism and sexuality studies.
Departmentalization will also allow for greater efficiency in Women’s Studies’ internal operations and relations with other departments. It will raise the profile of women’s studies at UCLA and help us meet the challenges and opportunities of the new landscape of women’s studies institutionalization and globalization. We are likely to see gains in development and research programs as potential donors and funding agencies recognize the aura of permanence that departmental status confers.

Because WSP is already mounting a full undergraduate curriculum and successful doctoral program, the impact of departmentalization is likely to be positive or neutral in terms of faculty, students and staff as well as operational budget issues. Some impact on standing departments is inevitable if faculty housed in those departments follow through on their expressed intention to transfer a portion of their FTE to the new Department of Women’s Studies. These effects can be mitigated through negotiations involving relevant administrators to allow for a more gradual process or other ameliorating arrangements.

Documentation contained in the appendices of the Proposal demonstrate the current size and institutionalization of women’s studies as a field, the leading position of WSP in that field, and the success of WSP in meeting its teaching and research missions. It also demonstrates the support for the change in status from an IDP to a department expressed by prior review committees; chairs of other women’s studies departments inside and outside of the UC system; by the Executive Dean of the College; by cooperating departments; by current graduate students and by the affiliated faculty.

Most important, the Dean of the Division of Social Sciences, where WSP is currently housed, and where the new Department of Women’s Studies will belong, has carefully reviewed the academic merit, comparable size and current and future resources available and endorsed this request for departmental status.

The UCLA Women’s Studies Program has outgrown the interdepartmental program structure. It has succeeded in developing a strong presence locally, nationally and internationally. It has succeeded in attracting a large number of undergraduate students to the major and serving the general education needs of many others. It has succeeded in establishing a strong doctoral program that is already serving as a model for other women’s studies departments and programs. It has succeeded in attracting and maintaining a large group of highly regarded faculty to participate in its programs and activities. To continue to flourish, a new structure – that of a department – is required.
INTRODUCTION

The Interdepartmental Program in Women’s Studies in the Division of Social Sciences at UCLA requests approval of its proposed establishment as a department, effective January 1, 2008 or as soon thereafter as practicable.

This Proposal sets forth the justification for departmental status and describes the proposed structure and membership of the new department. Supporting documentation, the endorsement of the Dean of Social Sciences, and relevant letters of support are included in appendices to the Proposal.

1. MISSION STATEMENT

1. To provide interdisciplinary instruction in all aspects of women’s studies to UCLA undergraduates.
2. To prepare graduate students to become researchers in and teachers of women’s studies at colleges and universities.
3. To encourage, define and develop a body of scholarship and curricular offerings in women’s studies.

Over three decades, the mission of the Women’s Studies Program (hereafter “WSP”) has expanded as the program has grown. In the first decade, we met the first of our three goals by establishing both a major and a minor in women’s studies. In the second decade, we fulfilled much of the third through supporting the establishment of and cultivating close ties to an Organized Research Unit, the UCLA Center for the Study of Women (hereafter “CSW”). In the third decade, we added a free-standing graduate program, allowing for the awarding of the M.A. and Ph.D. degrees as well as a Concentration in women’s studies designed for Ph.D. students in other departments.

As of March 2007, we have 20 students in our Ph.D. program (4 of whom have advanced to candidacy) and over 140 in our undergraduate major. About 5,000 UCLA undergraduates annually enroll in our core courses and in the courses we cross-list with a dozen departments. The UCLA Women’s Studies Program has grown. We now need to make permanent the achievements of the past 32 years by becoming a department with our own faculty and full autonomy in personnel matters.
2. DEVELOPMENT OF WOMEN’S STUDIES AS A DISCIPLINE

2.1 Growth and Maturity of a Cross-Disciplinary Discipline

Since its birth in the 1970s, women’s studies has become a recognized field of knowledge and scholarly attainment. The number of journals inspired by academic feminism has grown exponentially. The first journal — *Women’s Studies Journal* — was founded in 1975. In 2007 there are over three dozen scholarly, peer-reviewed journals devoted to aspects of feminist thinking: *Differences, Feminist Theory, Feminist Studies, Feminist Review, Feminist Economics, Gender and Society, Genders, Isis: Journal of Women in Science, Journal of Women’s Studies, Journal of Women’s History, Masculinities, Signs: Journal of Women in Culture and Society, Women’s Review of Books* among others. Many of these journals are highly selective. *Signs: Journal of Women in Culture and Society* receives over 200 articles a year and publishes fewer than 20.

Since the 1980s, the number of books informed by feminist theory has also exploded. Distinguished series in women and gender have been established at many university presses. Among these are: “Thinking Gender” (Routledge), Rutgers Series on Women and Politics (Rutgers University Press), “The Other Voice” (University of Chicago Press), and so forth.

As women’s studies has grown it has also become more diverse, more theoretically sophisticated and more self-critical. Early research focused on women within the Anglo-Saxon world. In the past twenty years feminist inquiry has become much broader, focusing on the interactions of gender with race and class, the diversity within the category “women,” the construction of masculinity, women and post-colonialism, “queer” sexualities and theory, transnational feminisms, and experiences of women in all segments of the world, most recently the developing world. Women’s studies has also come to include and be informed by a larger number of disciplines. First embraced by humanists and social scientists, feminism has established beachheads in economics, law, architecture and urban planning, archaeology, medicine and the biological sciences. The result is that many standing departments — English, History, Sociology and Law for instance — consider courses in gender or feminist theory an indispensable part of their curricular offerings.

2.2 Women’s Studies Departments in the U.S.

As noted above, many disciplines have embraced at least some forms of feminist scholarship. Nonetheless, women’s studies is widely recognized as a field in its own right. This is demonstrated by the multiplication of women’s studies programs, many of which have already obtained departmental status. As of 2005, there were 395 Women’s Studies programs and departments offering undergraduate minors and majors in the U.S. (Appendix A). Of these, 43 were departments. Since then a number of colleges and universities have added women’s studies programs, and several more programs have become departments. Just as women’s studies departments and programs have multiplied, so too have research units devoted to increasing
knowledge of women and gender. According to the National Council for Research on Women, there are currently over 100 research and policy development units devoted to women’s issues in the U.S. today. (Appendix B)

2.3 Women’s Studies Programs and Departments Abroad

Women’s studies has become an international discipline. There are over 700 women’s studies departments and programs around the world (Appendix C). Most are located within the United States and Canada, but multiple units also exist in the United Kingdom, Scandinavia, Korea, Japan, Australia, India and increasingly Eastern Europe and the Middle East. Similarly women’s research and advocacy groups have emerged throughout the world from Albania to Zimbabwe. In 2005, there were over 300 such centers in 80 countries, many housed in universities.

Currently WSP and CSW jointly sponsor the Global South Gender Initiative, which links UCLA with women’s studies programs and scholars in Malaysia, Sudan, Egypt, Palestine, Lebanon, Iran, Pakistan and India. In addition, arrangements for bilateral exchanges are in process between WSP and programs in the Netherlands, Israel and Malaysia. Additional linkages are contemplated, including shared virtual conferences and classes, with programs in Korea, Japan and Singapore; Ireland and the United Kingdom; and several countries in Eastern Europe.

2.4 Women’s Studies Graduate Programs

Perhaps the best measure of women’s studies’ maturity and established role in university life is the proliferation of post-graduate programs. In 1979, no university offered a post-graduate degree in women’s studies. In 2006, 61 universities conferred a graduate certificate, concentration, M.A. or Ph.D. in women’s studies. (Appendix D) Since then, as many as a dozen more have either established or are currently reviewing proposals for a graduate program in women’s studies. As of January 2007, eleven offered the Ph.D. (Appendix E).

3. UCLA WOMEN’S STUDIES PROGRAMS BACKGROUND

3.1 History of the UCLA Women's Studies Interdepartmental Program (“IDP”)

At UCLA, the first women's studies courses were offered in 1969 within the Psychology, History and English departments. In 1975, Women’s Studies became an IDP and in 1981 it began offering a major in women’s studies. In 1991, WSP added an Honors component to its Major. In 1999, WSP received approval to offer graduate courses and grant the Ph.D. as well as a Masters degree, and in 2000 admitted its first graduate students. Currently, WSP offers undergraduate major, minor and honors degrees, and a Ph.D., all of which are supervised by an interdepartmental faculty advisory committee, the Women’s Studies Program Advisory Committee (“WSPAC”).
In 1984, the UCLA Center for the Study of Women ("CSW"), a separate ORU, was established. CSW works in conjunction with WSP as well as other departments, schools and programs to promote research on women/gender throughout the University. Over the years, WSP and CSW have pursued many projects jointly, and for some years operated with a single merged staff. Joint projects have included an annual reception for new faculty, six graduate student research conferences, several different speaker series, a Regent’s Lecturer, and many others. Currently we co-sponsor the Global South Gender Initiative (described in Section 2.3 above), several lectures and workshops, and a Fulbright Scholar from Pakistan expected to arrive next fall. The CSW Director is an ex-officio member of WSPAC, and the Chair of WSP is an ex-officio member of the CSW Advisory Committee.

WSP also has developed strong working relationships with other interdisciplinary programs, and departments as well as with more traditional ones. The Director of the IDP in Lesbian, Gay, Bisexual and Transgender Studies ("LGBTS") is an ex-officio member of WSPAC, and a majority of the courses offered by LGBTS are cross-listed with WSP. In both 2004 and 2006, split appointments (50/50) were made between WSP and the Department of Asian American Studies, one at the junior and the other at the senior level. WSP and the Department of Chicana/o Studies have cooperated on offers of appointment in that department, and this year made an offer of a 50/50 split appointment. WSP has two additional 50/50 split appointments, one between WSP and Spanish/Portuguese and one between WSP and Anthropology. We cross-list courses with departments in the Humanities, Social Sciences and Life Sciences, as well as the Schools of Public Health, Education, Public Affairs and Law.

3.2 Undergraduate Program

On the undergraduate level, the history of WSP is one of sustained growth. In 1990, WSP enrolled 50 majors. When the 2004-05 UCLA course listings closed, there were 125 Women’s Studies majors. (See Dean’s letter at Appendix S.) In 2007-08, there are more than 150 majors, 147 registered for Winter Quarter 2007 according to the Registrar’s Web-based Departmental Roster. For the past ten years, the UCLA WSP has graduated annually over 45 majors and over 30 minors.

Majors are required to take a total of 14 courses including four core courses (the lower-division introductory survey; upper-division courses in feminist theory and the intersection of race and gender; and a capstone seminar). Upper-division electives are also offered by WSP — alone or multi-listed -- and some courses offered within departments can also be approved for credit towards the major, either on a regular basis or by special petition. Minors are required to take a total of eight courses including three core courses (the lower-division introductory survey; upper-division course in feminist theory; and upper-division course in race and gender). Appendix F describes the requirements for the major and minor in greater detail, and includes five sample Academic Plans for four-year and two-year transfer students pursuing a Women’s Studies major.

WSP offers one General Education course (WS 10 Introduction to Women’s Studies) and approximately 20 upper-division courses every quarter (including both WS and multi-listed
courses), thus providing or assisting departments in providing instruction to approximately 5,000 undergraduates annually. Core undergraduate courses offered at least once each year include:

WS 10 (Introduction to Women’s Studies): 3 times/year plus Summer  
WS 110A (Feminist Theory – social science emphasis): 1-2/year  
WS 110B (Feminist Theory – humanities based): 1-2/year  
M 110C (Philosophy & Feminist Theory): 1/year  
WS 120 (Internship Seminar): 1/year  
WS 187 (Senior Seminar): 3-4/year plus Summer  

Undergraduate electives offered at least every other year include:

WS 125 (Women and Health Care in the U.S.)  
WS 134 (Gender, Science and Theory)  
WS 139 (Women and Art)  
WS 168 (Feminist Economics)  
WS 171 (Jurisprudence/Women and the Law)  
WS 185 (Special Topics in Women’s Studies)  

In addition, individual tutorials are offered in three formats:

WS 195 (Internship) – supervised independent field studies  
WS 197 (Individual studies) – assigned reading in topic  
WS 198A-198B (Honors Research) – supervised independent research  
WS 199 (Directed research) – supervised independent research  

Multi-listed courses involve close cooperation with a large number of departments and schools:  
primary ones of Anthropology, Asian-American Studies, Chicana & Chicano Studies, English,  
History, and Sociology; as well as Communications, Political Science, Psychology, World Arts &  
Cultures, Comparative Literature, Musicology; programs such as LGBT Studies, Honors and  
(Appendix H). WSP is currently planning a new cross-listed course on gender and disability in  
cooperation with the recently approved minor in Disability Studies.  

Although the frequency with which multi-listed and approved departmental courses are offered is  
not entirely within the control of WSP, there are enough of them in total (66) and enough offered  
each year (more than half of the total) to assure that students can readily complete the  
requirements of the major within four years, and that transfer students can do so within two years.  
The Registrar’s enrollment data for Fall 2000 through Winter 2006, which lists only those cross-  
listed courses in which students registered through the Women’s Studies course number,  
demonstrates this regularity and frequency. This data is reproduced at Appendix I.
3.3 Graduate Program

The Ph.D., M.A. and graduate Concentration in Women's Studies were established in 1999 to educate teachers, researchers and professionals in the interdisciplinary field of women's studies. The Ph.D. program is designed to prepare students for work in the competitive atmosphere of post-secondary teaching and research. An M.A. designed for individuals employed by non-profits or engaged in woman-centered services was temporarily suspended in 2004 in order to allow WSP to focus scarce resources on assuring the success of the Ph.D. program. WSP is currently investigating the potential for joint degrees such as an M.A./J.D. with the School of Law, which would allow students to complement their professional training with expertise in women’s studies. The Concentration (similar to a “Designated Emphasis” or “Certificate”) is also offered by WSP to permit students from other departments to acquire a credential in women's studies in addition to the Ph.D. granted by their home departments.

The first class of Ph.D. students entered in Fall 2000. From approximately 30 applications, one Ph.D. student and one M.A. student were admitted. In 2006, four Ph.D. students were admitted from a pool of 45 applicants, and three accepted admittance to the program. Our “yield rate” has consistently been 50-75%, despite the fact that other Ph.D. programs in women’s studies are able to offer much more generous funding packages. Currently, there are 20 students enrolled in the graduate program, four of whom are advanced to candidacy. In January, 2007, we offered admission to the doctoral program to six applicants. (Future planning calls for a gradual increase in the number of doctoral students admitted to a final goal of eight students enrolling per year.) WSP has conferred one Ph.D. (2003) and four Masters degrees, as well as over 20 certificates of completion for the graduate Concentration.

Requirements for the Ph.D. and Masters are rigorous and comprehensive. Doctoral students are required to complete 60 units of course work, not counting practicums, tutorials or dissertation research. These minimum units include 16 units of the four-course core sequence (WS 210, 201, 202, and 204); at least 4 units in research methods (WS 203 or appropriate disciplinary alternative); and 40 units of electives. In order to advance to candidacy, doctoral students must pass two written, pre-qualifying examinations and the standard oral qualifying exam. The first written pre-qualifying examination (the “breadth exam”) demonstrates a broad knowledge of women’s studies. The second pre-qualifying exam (the “depth exam”) tests expertise in the student’s chosen area of emphasis. The oral qualifying examination is devoted largely to the dissertation prospectus, and is administered by the student’s Dissertation Chair, two faculty members affiliated with WSP, and one additional faculty member from a UCLA department other than Women’s Studies. (Appendix J)

WSP offers the core graduate sequence each year:

WS 201 (Feminist Knowledge Production) -- Early/modern
WS 202 (Feminist Knowledge Production) -- Contemporary
WS 210 (Women and Public Policy) -- occasionally cross-listed with Law or Public Health; often offered twice/year

6
WS 204 (Feminist Research Seminar) – One unit per quarter, total requirement of 4 units; in cooperation with CSW
WS 203 (Research Methods) – usually offered every other year; students may take additional or alternative disciplinary methods courses

Most elective courses are taken outside of WSP, in cooperating departments and schools, or through cross-listed graduate offerings. However, WSP has gradually been developing its own graduate electives, and since 2002-03 has offered two or three each year. We intend to add to the number of graduate electives available, with the goal of eventually being able to mount four or five graduate electives each year. Course descriptions for the core sequence and electives are contained in Appendix K. Graduate course enrollments included in the 2000-2006 summary in Appendix I, following those for undergraduate courses.

Graduate students in WSP have been of high caliber, receiving both intra- and extra-mural recognition. Our first Ph.D. Karina Eileraas was selected as a Marshall for the UCLA Graduate Hooding Ceremony and received a two-year Mellon Post-Doctoral Fellowship. The next student to advance to candidacy (last year) Sharmila Lodhia will complete her dissertation this spring on “Gender, Culture and Violence in a Transnational Age: A Study of Legal Responses to Domestic Violence Homicides in India and the US,” and has already been invited for finalist visits for tenure-track positions at UC San Diego, CSU Fresno, and College of New Jersey, as well as a teaching post-doc at Smith.

Last year three students advanced to candidacy, two of whom have received multiple awards from prestigious foundations:

Azza Basarudin, currently doing fieldwork on her dissertation topic “In Search of Moral Communities: Negotiating Gender, Religion and Feminism in Egypt and Malaysia,” has received multi-year funding from the National Science Foundation, as well as fellowships from the Social Science Research Council, and the Wenner-Gren Foundation. Before advancing to candidacy, she received awards from WSP, CSW, FLAS and other University sources.

Khanum Shaikh, also doing fieldwork outside the U.S. on “Global Networks and the Circulation of Islamic Womanhood: Pakistani Women and the Al-Huda Academy” received the Woodrow Wilson Women’s Studies Award, the Constance Coiner Award, the Asia Institute Award, and funding from NSF.

Our other students have all received recognition through such awards and programs as the Cota Robles Fellowship, the Chancellor’s Award, the Pauley Fellowship, the Shepherd’s Fellowship, FLAS fellowships and Twin Pines awards, among others.

Basic funding for graduate students is provided by the Graduate Division on the same basis as graduate programs in departments. Appendix I documents allocations from the Graduate Division for the current and two prior years. WSP has also received funds from the Graduate Division to support doctoral student travel for research and conference presentations under its
Quality of Graduate Education Award program, and our students have received a number of Graduate Summer Research Mentorship Awards. WSP provides teaching assistantships and graduate student research positions from funds made available by the Dean of Social Sciences and provides additional stipends from several small donor funds and Summer Sessions income.

4. UCLA WOMEN'S STUDIES FACULTY

4.1 Affiliated Faculty

There are currently about 40 faculty actively engaged in WSP — teaching our courses, advising our students, serving on WSPAC or other WSP committees. Many more participate peripherally or occasionally, by teaching cross-listed courses, supervising an independent research paper, organizing a workshop or attending our programs. These faculty come primarily – but not exclusively – from the Divisions of Social Sciences and Humanities, and represent a wide range of departments and professional schools. As detailed below, a significant number of them (34) have expressed their intention to become members of the Department of Women’s Studies once it is established.

The faculty currently affiliated with WSP are highly distinguished. Among them are recipients of the MacArthur Award, the Guggenheim Fellowship, Fulbright Fellowship, University Distinguished Teaching Awards and numerous departmental honors. The research of WSP faculty is supported by the National Endowment for the Humanities, the American Council of Learned Societies and the National Science Foundation. Two members have been presidents of national academic organizations and many more serve on the editorial boards of feminist journals and selection committees for book prizes and fellowships. Three members have edited feminist journals (Signs, Journal of Middle Eastern Women Studies) and many have won book and article prizes.

4.2 Proposed Faculty

The faculty of a new Department of Women’s Studies will strive to create a combination of full-time, split and joint appointments, in order to reap the benefits of each kind of membership. As a department, we will be able to recruit full-time Women’s Studies faculty to provide a core of 100% appointments. In addition, a significant number of 50% split appointments will assure sufficient teaching and service obligations to serve the current and future needs of the Department. Finally, a large number of 0% joint appointments will assure that we continue to maintain strong ties with cooperating departments and schools, both to stay informed of developments within other fields and to fulfill our mission of encouraging the study of women’s experience, gender analysis and related areas within traditional disciplines.
At departmentalization, Women’s Studies will have funding for 10 FTE. These appointments are as follows:

<table>
<thead>
<tr>
<th>FTE</th>
<th>Faculty</th>
<th>Funding</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.00</td>
<td>Juliet Williams</td>
<td>Soc Sci</td>
<td>To be appointed in WS at departmentalization</td>
</tr>
<tr>
<td>1.00</td>
<td>Sule Ozler</td>
<td>Soc Sci</td>
<td>Will transfer full appointment from Economics to WS</td>
</tr>
<tr>
<td>0.50</td>
<td>Grace Hong</td>
<td>Soc Sci</td>
<td>Has split appointment with WS and Asian Am Studies</td>
</tr>
<tr>
<td>0.50</td>
<td>Sondra Hale</td>
<td>Soc Sci</td>
<td>Has split appointment with WS and Anthropology</td>
</tr>
<tr>
<td>0.50</td>
<td>Elizabeth Marchant</td>
<td>Humanities</td>
<td>Has split appointment with WS &amp; Spanish/Portuguese</td>
</tr>
<tr>
<td>0.50</td>
<td>Purnima Mankekar</td>
<td>Humanities</td>
<td>Has split appointment with WS &amp; Asian Am Studies</td>
</tr>
<tr>
<td>0.50</td>
<td>Sandra Harding</td>
<td>Education</td>
<td>Will seek split appointment with WS and Education</td>
</tr>
<tr>
<td>0.50</td>
<td>Ruth Bloch</td>
<td>Soc Sci</td>
<td>Will seek split appointment with History and WS</td>
</tr>
<tr>
<td>0.50</td>
<td>Kathryn Norberg</td>
<td>Soc Sci</td>
<td>Will seek split appointment with History and WS</td>
</tr>
<tr>
<td>0.50</td>
<td>Sharon Traweek</td>
<td>Soc Sci</td>
<td>Will seek split appointment with History and WS</td>
</tr>
<tr>
<td>0.50</td>
<td>Emily Abel</td>
<td>Provost</td>
<td>Will vacate 0.5 FTE in Public Health and seek WS appt</td>
</tr>
<tr>
<td>0.50</td>
<td>Christine Littleton</td>
<td>Provost</td>
<td>Will vacate 0.5 FTE in Law and seek WS appt</td>
</tr>
<tr>
<td>0.50</td>
<td>Unfilled</td>
<td>Soc Sci</td>
<td>Used for temporary faculty in WS</td>
</tr>
<tr>
<td>0.25</td>
<td>Rachel Lee</td>
<td>Humanities</td>
<td>Will seek split appointment with WS and English</td>
</tr>
<tr>
<td>0.25</td>
<td>Karen Brodkin</td>
<td>Soc Sci</td>
<td>Will seek split appointment with WS &amp; Anthropology</td>
</tr>
<tr>
<td>1.00</td>
<td>Promised FTE</td>
<td>Soc Sci</td>
<td>To be allocated at departmentalization</td>
</tr>
<tr>
<td>1.00</td>
<td>Promised FTE</td>
<td>Exec Dean</td>
<td>To be allocated at departmentalization</td>
</tr>
<tr>
<td>10.00</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Two faculty members will seek to transfer their full appointments to Women’s Studies: Associate Professor Sule Ozler and Visiting Associate Professor Juliet Williams (in visiting status from UCSB until departmentalization).

Four faculty currently have split appointments with Women’s Studies and their appointments will continue to be split at the 50% level; these are: Assistant Professor Grace Hong, Associate Professor Sondra Hale, Associate Professor Elizabeth Marchant, and Professor Purnima Mankekar.

Six faculty members who have been affiliated with Women’s Studies for years will seek a split appointment at 50% when departmentalization is approved; these are: Associate Professor Kathryn Norberg, Associate Professor Sharon Traweek, Professor Emily Abel, Professor Ruth Bloch, Professor Sandra Harding and Professor Christine Littleton. Professors Abel and Littleton will vacate 50% of their appointments in Health and Law, respectively, and EVC/Provost Scott Waugh will provide Women’s Studies with one FTE to accommodate these two split positions.

Two faculty members, Associate Professor Rachel Lee and Professor Karen Brodkin, will seek split appointments with Women’s studies at 25%.

Given these commitments, the Department of Women’s Studies will include **14 ladder faculty** with salaried appointment:
Professor
Emily Abel
Ruth Bloch
Karen Brodkin
Sondra Hale
Sandra Harding
Christine Littleton, CHAIR
Purnima Mankekar

Associate Professor
Rachel Lee
Elizabeth Marchant
Sule Ozler
Kathryn Norberg
Sharon Traweek
Juliet Williams

Assistant Professor
Grace Hong

In addition, the following 20 faculty members will seek a joint appointment at 0% with the Department of Women’s Studies:

Professor
Carole Browner (Psychiatry and Biobehavioral Sciences)
Sue-Ellen Case (Theater)
Ellen Dubois (History)
Alicia Gaspar de Alba (Chicana and Chicano Studies)
Douglas Kellner (Philosophy)
Gail Kligman (Sociology)
Kathleen Komar (Comparative Literature; Germanic Languages)
Francoise Lionnet (French and Francophone Studies)
Susan McClary (Musicology)
Ruth Milkmann (Sociology)
Felicity Nussbaum (English)
Carole Patemen (Political Science)
Lucia Re (Italian)
Karen Rowe (English)
James Schultz (Germanic Languages)
Jenny Sharpe (English)

Associate Professor
Sara Melzer (French and Francophone Studies)
Haiping Yan (Theatre)
Assistant Professors:  
Maylei Blackwell (Chicana and Chicano Studies)  
Abigail Saguy (Sociology)

In sum, the Department of Women’s Studies in its augural year will consist of 34 faculty members: 23 Professors, 8 Associate Professors, and 3 Assistant Professors.

In addition, the Department will receive additional faculty FTE immediately following departmentalization; these will include:

1) 1.0 new FTE promised from the College Executive Dean Patricia O’Brien
2) 1.0 new FTE promised from Social Science Dean Reynaldo Macias

Also, Professors Karen Brodkin (Anthropology) and Sandra Harding (Education) are expected to retire in the next few years. In both cases their FTEs will be transferred to Women’s Studies, and the department will be able to recruit two new ladder faculty members.

In summary, within two years of departmentalization, the Department of Women’s Studies expects to have four new FTEs for ladder faculty members. WSP has already identified several areas in which new appointments are needed to meet existing and future curricular needs to allow for development of areas in which WSP has recognized strengths; these include: women of color in the U.S.; transnational feminisms; women’s health; and sexuality studies.

4.3 Faculty Governance

Currently WSP is overseen by a Faculty Advisory Committee (WSPAC) consisting of 13 faculty members appointed by the Dean and the College FEC. Meetings are held at least twice quarterly and both undergraduate and graduate student representatives participate in meetings. The Directors of CSW and LGBTs sit ex-officio on WSPAC. The graduate and undergraduate representatives are elected by their respective student organizations.

Following departmentalization, the Department of Women’s Studies will be governed by its faculty, headed by the Chair and subject to the departmental by-laws as currently proposed (Appendix N) and as amended by appropriate action of the faculty.

5. UC WOMEN’S STUDIES PROGRAMS AND RESEARCH CENTERS

5.1 UC Women’s Studies

In California, there are over 65 women’s studies programs and departments at private institutions, community colleges and the California State University system. Many of these offer an undergraduate degree in women’s studies, and several offer an M.A.
Appendix O provides relevant data from all UC women’s studies programs and departments in the University of California system. All of the campuses except the new UC Merced offer some program of women’s studies instruction. Eight of these nine campuses provide an undergraduate major. UC San Francisco has no undergraduates, but does provide two different women’s studies programs of emphasis within its Sociology doctoral program. A graduate emphasis, certificate or concentration is also offered by six of the others. Only UCLA grants a Ph.D., though several others (UC Irvine, UC Santa Cruz, UC Riverside, UC Berkeley) are seeking to establish doctoral programs. There are three current women’s studies departments in the UC system: Berkeley, Riverside and Santa Cruz. UCLA joins two others currently seeking departmental status: Santa Barbara and Irvine.

Interestingly, UCLA’s WSP has as many affiliated faculty as any other UC women’s studies program or department and more undergraduates than all the UC women’s studies units save Santa Cruz. We also are the only unit to grant the Ph.D. Yet UCLA’s WSP has always had fewer faculty FTE than any campus other than the smallest program at UC San Diego. The fact that IDPs at UCLA cannot initiate hiring of faculty (as they can at UC Santa Barbara, for instance) is one of the reasons it has been impossible to keep pace with other UC women’s studies units over the years.

WSP participates actively in the UC Council of Women’s Programs, which meets annually to share information about the field of women’s studies within the UC system. It has hosted the UC Council meeting several times, most recently in 2005-06.

5.2 Center for the Study of Women

Although several other UC women’s studies programs and departments are affiliated with research centers on their campuses, none enjoys the benefit of affiliation with an Organized Research Unit such as UCLA’s Center for the Study of Women. As noted elsewhere in this Proposal, WSP and CSW have long had a close working relationship. Launched through the efforts of faculty affiliated with WSP, most notably Professor of English Karen Rowe, CSW quickly established itself as a leading center for women’s studies research. Before the establishment of WSP’s graduate program, CSW offered graduate students in standing departments the opportunity to work with established faculty, distinguished visitors and independent local scholars. It also offered a showcase for work in progress by UCLA faculty through its participatory Feminist Research Seminar and sponsored lectures, workshops and conferences that fostered and disseminated women’s studies research.

Through both formal and informal work-sharing arrangements, WSP and CSW supported each other’s missions. As an ORU, CSW engaged in fundraising and grants management, established undergraduate and graduate student awards, sponsored the five-year residence of the premier journal in the field of women’s studies and provided a campus-wide community of feminist scholars. All of these activities benefited WSP either directly or indirectly. During the worst of the California state budget crisis, WSP and CSW arranged to merge their separate staffs and most
administrative operations in order to wring the greatest possible efficiency from their reduced resources. Following establishment of a full graduate program in WSP, complete merger of the two units was reluctantly considered by both units, but no consensus for merger developed.

In 2003-05, when CSW found itself without a director, WSP "loaned" its Chair to CSW on a temporary basis in order to allow CSW to complete its 15-year Review process. The 15-year Review Report (Appendix P) not only recommended the continuation of CSW, but made a number of recommendations concerning the relationship between CSW and WSP. Most notably, the Reviewers suggested that CSW needed to re-establish its independence in order to regain its former leadership position in feminist research. And most relevant to this Proposal, the Reviewers also recommended departmentalization of WSP independent of CSW.

Since then, CSW and WSP have, with the support of the Dean of Social Sciences, gained separate staffs tailored to their individual missions and have gradually transformed their relationship from interdependence into one of cooperation between independent organizations. There is no longer significant overlap between the governing boards, and WSP graduate students now compete on equal terms with students from other programs for most CSW fellowships and awards.

Nonetheless, the continuing cooperation between WSP and CSW is vital to both units. Both affiliated faculty and graduate students in WSP rely on CSW's wide range of programming for the kind of scholarly interchange that can only be accomplished through well-established centers. Concomitantly, CSW relies on the active participation of WSP faculty and students in the success of its own programming as well as for co-sponsorship of projects such as the Global South Gender Initiative.

6. RATIONALE FOR DEPARTMENTALIZATION

6.1 Recognition of "de facto" department

As the earlier sections of this Proposal demonstrate, WSP has looked more and more like a department over the past six years. The establishment of a free-standing Ph.D. in Women's Studies, the appointment of four 50% faculty in WSP, and the increasing size of both the undergraduate and graduate programs has made IDP status an increasingly awkward one. WSP admits and recruits graduate students, participates fully with departments in hiring and recruiting shared faculty, and offers a full curriculum recognizable as its own.

Indeed, as long ago as WSP's last 8-year Review in 1998, departmentalization was recommended as a recognition of the growth and development of WSP and its then contemplated graduate program. (The full report appears as Appendix Q.) An internal follow up assessed the impact of that graduate program on the undergraduate curriculum and study body and provided a positive report (Appendix R.) In this regard, departmentalization at this time would simply provide formal
recognition of the de facto reality.

6.2 Internal Consideration

Since 1985, the women's studies community has debated the advantages and disadvantages of departmentalization both internally and in conversation with UCLA colleagues and scholars from other universities and colleges. For a decade, priority was given to the establishing of a graduate program which was judged more important to the teaching and research mission. Once the graduate program was established in 2000, talk of departmentalization resumed, encouraged by the success of women's studies departments throughout the UC system and the departmentalization here at UCLA of Comparative Literature, Asian-American Studies and Chicano/a Studies.

Sentiment among WSP faculty has always run in favor of departmentalization but there was some apprehension that ties to standing departments would be lost. Such fears have vanished, however, with the increasing use by those departments of split and joint (0%) appointments. These arrangements will allow faculty to maintain their departmental homes and have a formal, easily recognized affiliation with the new department.

At the same time, becoming a department will bring numerous benefits to the women's studies faculty and its students. Aware of these benefits, in June of 2006, 34 faculty responded to an initial request to register their intentions, with 33 of those opting for at least a 0% appointment in a new Women’s Studies Department. This was updated in April, 2007 (Appendix M), confirming the current 34 proposed faculty described in Section 4.2, above.

The unanimous support for departmentalization within the WSP Advisory Committee and the strong support of affiliated faculty comes from the realization that WSP is handicapped by its IDP status. The university is designed for departments and an IDP must waste time and resources adapting to procedures to which it is ill suited. Significant inefficiencies and instability result in a number of areas, as explained below.

6.3 Increased Efficiency, Consistency and Stability

Departmentalization will result in increased consistency and stability in the undergraduate curriculum as well as in the mentoring of graduate students. It will also increase the efficiency of administration, course staffing, and counseling.

Because an IDP is so heavily dependent on faculty with full-time obligations in their own departments, the WSP undergraduate curriculum has been subject to standing departments’ priorities which produce numerous last minute changes and unpredictability. Communication with departments is often difficult and always time-consuming. With few exceptions, every course must be separately negotiated each year and sometimes each quarter. WSP’s Chair must first approach
appropriate faculty affiliates, then negotiate with a dozen departments to release their faculty, then arrange for buy-outs as needed and locate suitable lecturers to fill the gaps. The result is that too many courses are staffed at the last minute or (even worse) canceled. Unpredictable course offerings make it more difficult for the undergraduate students to graduate in a timely manner and create additional work for the undergraduate advisor who has to redirect students to alternatives. The Chair and affiliated faculty are unnecessarily burdened by developing “work around” solutions to individual course or student problems rather than relying on established customs.

The graduate program is even more profoundly affected. Here, the problem is not providing courses but meeting the requirements for the Ph.D. laid down by Graduate Division. For example, Graduate Division specifies that every Ph.D. student must have a dissertation chair, two additional committee members from his/her department and one faculty member from outside that department. At WSP, it sometimes hard to tell who is and who is not a member of the program. Does a faculty member have to teach in the Women’s Studies Program to be a Ph.D. dissertation chair? Does he/she have to be a member of the Faculty Advisory Committee? Can a faculty member who last taught in the WSP ten years ago still be eligible? The undefined boundaries of WSP make it a vital community, but they also make interpreting rules and guidelines designed for departments time-consuming and ad hoc.

Finally, the disjunction between university practice and the IDP status undermines the efficiency of the WS staff. Yearly changes mean that both undergraduate and graduate advisors have more confused students to advise and more paperwork to complete. Financial staff are likewise burdened by the inability to rely on a stable set of instructors even in the core curriculum. In addition, different financial arrangements with different departments create unnecessary complexity and prevent streamlining of budget functions.

Departmentalization by itself will not solve all of these problems. It will, however, go a long way toward stabilizing the curriculum, simplifying procedures and increasing the efficiency of staff. The department structure offers a way to distinguish cleanly between “inside” and “outside” faculty, between voting and non-voting members and between regular teaching faculty and occasional special opportunities.

6.4 Recruiting Women’s Studies Faculty

The ability to hold FTE and hire faculty independently, and to initiate joint hires, is considered by WSPAC and other affiliated faculty the most important benefit of departmentalization. Currently, WSP cannot appoint new faculty without persuading a standing department not only to share our hiring recommendation but to initiate the appointment. Although many departments count on WSP to aid in their own recruiting and retention efforts, their priorities are necessarily their own, and may not match the areas in which WSP needs to recruit. Departments often prefer to hire faculty imbedded in and principally active in their own discipline. Joint appointments are extremely hard to effect and the WSP has lost the chance to recruit distinguished scholars because standing
departments were unwilling to contemplate joint hires or uninterested in a particular candidate however distinguished his/her credentials.

In the past, before IDPs could hold even partial appointments, WSP was completely dependent on the hiring and retention efforts of its cooperating departments. Even in cases where the FTE was assigned specifically to WSP, this was the case. A handful of appointments have been made this way and have been very successful. Yet the benefits have tended to flow to the departments rather than to WSP, which has rarely gained more than one course from each full FTE.

Now that FTE may be split between departments and IDPs, WSP has gained significantly from more formal arrangements. Yet, the faculty member’s “home” must still be a department rather than an IDP and the number of split appointments made (four) is still quite small.

These problems will only get worse in the future. There are now a group of distinguished feminist scholars who are embarked on truly interdisciplinary projects that have little grounding in a single, traditional discipline. At the same time, the first group of scholars with women’s studies Ph.D. is fast emerging. Will a traditional department be willing to cooperate with WSP to hire a scholar, however, promising, who lacks a degree in that department’s specific discipline? Will UCLA departments be willing to hire candidates with degrees in women’s studies? Currently we cannot compete with women’s studies departments at other universities and lose candidates who do cutting edge research to other institutions.

Departmentalization would solve several of these problems. While we will continue to cooperate with standing departments on split and joint appointments, a Women’s Studies Department would be a full partner in recruiting and retaining such faculty. WSP would also gain the ability to hire faculty trained in interdisciplinary women’s studies, faculty which are necessary to the maintenance of our national standing and reputation.

6.5 Rewarding and Increasing Faculty Involvement

Currently, all WSP faculty are housed in standing departments, departments which naturally expect them to do service and teaching within that department. These same departments recommend the faculty member for tenure, promotion and merit raises, thereby rewarding departmental service and teaching or punishing its lack. While technically departments are required to solicit input from IDPs on personnel actions affecting affiliated faculty, this requirement is honored more in the breach than in the observance. In fairness, of course, it is often unclear which faculty are affiliated because campus listings are often inaccurate or out of date. Nonetheless, WSP has no more than an advisory role in most personnel actions, regardless of how active the affiliate is in the IDP. Extraordinary service and teaching in WSP too often goes unrewarded (and is sometimes even penalized) by traditional departments.

Because WSP has no role in determining salary and rank, many faculty are hesitant to teach in the
program, regardless of their interest or expertise. This is especially the case if their own departments pressure them to keep their teaching within the department. Junior faculty are particularly vulnerable to this kind of pressure, but all faculty are dependent upon their “home” departments for merit raises and promotions. A Women’s Studies Department would be fully involved in the personnel process for all voting faculty and therefore able to recognize and reward its members’ teaching and service.

6.6 Updating and Expanding Women’s Studies Undergraduate and Graduate Curriculum

So long as WSP is completely dependent on standing departments for faculty, we will continue to have difficulty keeping up with the burgeoning field of women’s studies. We need more faculty with different specialties to make our curriculum reflective of new developments and arenas of research in women’s studies. Holding our own appointments would allow us to offer a wider variety of courses in areas of concern to women’s studies students and scholars today and in the future.

6.7 Recruiting Graduate Students

Departmentalization will increase our ability to attract and enroll first rate graduate students. Although our acceptance rate is enviable high, every year we lose one or more of our highly prized admits to established departments at other institutions. While some of these losses can be attributed to the general problem of underfunding of graduate students at UCLA, others are clearly related to the lack of departmental status. Students worry that IDPs are unstable and might disappear. They also fear that their Ph.D. may be less respected because it is granted by a program and not a department. That these fears are probably irrational in light of WSP’s long history and stature is beside the point; the general perception of impermanence is an impediment to recruiting.

Graduate student support may also be affected positively by departmentalization. The departmental structure may reassure funding agencies and private donors that the effects of their grants and donations will be long term. Indeed, there is anecdotal evidence that some potential donors have delayed contributing to WSP pending departmentalization.

6.8 Enhancing National and International Reputation

Departmentalization would give UCLA Women’s Studies more visibility on campus and throughout the nation. We were among the first units in the country to offer a free-standing Ph.D. in women’s studies, but we do not appear on some national and international listings of women’s studies departments, simply because the IDP structure is not universally recognized. As a department, we would have the flexibility to hire feminist scholars in cutting-edge areas of inquiry and our national profile will be raised. National and international recognition of our strength in transnational and international women’s issues will also help us achieve a visibility equivalent to the quality of our faculty.
7. IMPACT OF DEPARTMENTALIZATION

7.1 Faculty and Departments

As noted in Section 4.2 above, the proposed faculty of the new Department of Women’s Studies will be composed of those affiliated faculty who are or will have joint or split appointments, plus those hired with already committed FTE. Four faculty members already have 50% appointments in Women’s Studies. Departmentalization would provide them with the choice to designate Women’s Studies as their primary department.

Another ten affiliates currently 100% in departments have expressed an intention to seek split appointments of either 25% or 50% in the new department. While several of these faculty already have formal teaching obligations in WSP, most do not. Thus several departments will experience some loss in teaching staff. Some departments will be able to absorb such losses, while others may experience temporary or long-term difficulty. In a few cases, the imminent retirement of the faculty member may simply accelerate a loss that would have occurred soon in any event.

Fortunately, all of the most significant of these issues have already been worked out through the cooperation of the Acting Dean of Social Sciences, the Vice Provost and the Executive Dean of the College, and the Executive Vice Chancellor. Chairs and deans of affected departments and schools have also cooperated with the reorganization of Women’s Studies. We therefore expect few if any difficulties in accomplishing the appointments of the proposed faculty once departmentalization is approved.

All faculty with a 0% appointment or more would be eligible to serve on department committees or dissertation committees. Faculty with 0% appointments would teach courses in the Women’s Studies only when released by their home departments just as they do now in the IDP. The new Women’s Studies bylaws (Appendix N) confer upon such faculty complete citizenship in the new Department including the ability to vote on new appointments. However, voting on personnel actions involving tenure, promotion and merit raises will be limited to faculty who have not waived review by Women’s Studies.

7.2 Undergraduate and Graduate Curriculum

Departmentalization would enrich the undergraduate and graduate curricula because the number of faculty with partial appointments in the Women’s Studies Department would increase, thereby also increasing the number of line faculty committed to teach one or two courses in the Women’s Studies Department each year. Core courses would be staffed more easily and funds previously used to buy these individuals “out” of home department teaching obligations would be freed to develop and staff new courses in new areas of women’s studies.
7.3 New Programs

WSP has not accepted applications to its M.A. program for the past several years. Originally this degree had been designed to meet the needs of non-profit employees, lawyers, social workers, health care professionals and other individuals whose vocational life would be enhanced by a women’s studies expertise and a degree. Given the particular expertise of affiliated faculty and the many demands on their time, we found it impossible to staff a first-rate program suited to the needs of this population. However, WSP continues to receive at least five inquiries a month about an M.A. degree with professional content. The WS Advisory Committee has decided to investigate the potential of joint M.A. programs with the UCLA Professional schools, in particular Law, Public Health, and Public Policy. Departmentalization would aid in planning and implementation of this reconfigured masters program.

7.4 Budget

Departmentalization itself would not require an increase in the current WS budget. The number of undergraduate majors will continue to grow but will not rise abruptly and the Ph.D. program will remain small and highly selective. A resumed master’s program would only add a handful of graduate students. Because it is requested for an already large and functioning IDP, departmentalization will not require additional counseling or clerical staff. We will need an additional .5 FTE to handle increased responsibility for academic personnel actions and anticipated increases in the number of faculty grants. Otherwise, the efficiency gains noted earlier in the proposal should offset any increase in administrative work.

WSP currently receives substantial temporary teaching funds to buy out faculty from departments and hire part-time and temporary instructors. The new department should require significantly less in temporary funds as a result of increased regular faculty teaching. Overall, departmentalization is likely to improve the financial situation of Women’s Studies by reducing the number of lecturers needed and by eliminating the costly course buyouts which now constitute a substantial portion of WSP expenditures.

7.5 Space

Adequate space has been a long-standing problem for WSP and one that departmentalization will only exacerbate.

In the summer of 2006, the Women’s Studies Program moved from Hershey Hall to Rolfe Hall where it occupies 1680 square feet. Because WSP faculty are heavily concentrated in north campus, they find the new space more convenient. However, WSP remains desperately in need of more office space. As of December 1, 2006, all office space was fully occupied. WSP currently
has only three faculty offices, one of which is the Chair’s office; no separate office for lecturers or teaching assistants; and only one graduate student office shared among 20 doctoral students. It will be impossible to hire new faculty without more office space.

7.6 Development

Until recently, WSP has relied on the Center for the Study of Women to undertake development initiatives under a long-term work sharing agreement between the two units. Since the establishment of the WSP doctoral program and the reorganization of CSW’s administration and staff, WSP is beginning to establish its own development plans. It is thus too early to assess the impact of departmentalization on these plans.

However, it seems likely that the connotation of permanence that departmental status provides will make it easier to persuade potential donors of the long-term value of their contributions and increase the likelihood of alumni involvement. Indeed, there are already signs to support such optimism. An earlier draft of this Proposal has encouraged one donor to consider creating the first endowed chair in Women’s Studies, and talk of departmentalization has sparked renewed interest among alumni/ae of the Women’s Studies Program.

Conclusion

The UCLA Women’s Studies Program has outgrown the interdepartmental program structure. It has succeeded in developing a strong presence locally, nationally and internationally. It has succeeded in attracting a large number of undergraduate students to the major and serving the general education needs of many others. It has succeeded in establishing a strong doctoral program that is already serving as a model for other women’s studies departments and programs. It has succeeded in attracting and maintaining a large group of highly regarded faculty to participate in its programs and activities. To continue to flourish, a new structure – that of a department – is required.

The affiliated faculty of the IDP in Women’s Studies, represented by WSPAC, therefore request approval of this Proposal for the establishment of a Department of Women’s Studies.