

**FORM G**  
**BOARD OF REGENTS, STATE OF IOWA**  
**PROPOSAL FOR PROGRAM/DEPARTMENT CHANGE**  
**July 1, 2015**

**Institution:** Iowa State University  
**Current Title of Program/Department:** Women's Studies  
**Proposed Title of Program/Department:** Women's and Gender Studies  
**Name of College:** Liberal Arts and Sciences  
**Current CIP Discipline Specialty Title:** Women's Studies  
**Proposed CIP Discipline Specialty Title:** Women's and Gender Studies  
**Current CIP Discipline Specialty Number (six digits):** 05.0207  
**Proposed CIP Discipline Specialty Number (six digits):** No change  
**Current Level:**            B  M  D  FP   
**Proposed Level:**         B  M  D  FP   
**Degree Abbreviation (e.g., B.S., B.A., M.A.):** B.A. and B.S.  
**Approximate date to implement changes:** December 2016  
**Contact person:** Ann Oberhauser, 515.294.9283, annober@iastate.edu

**1. Provide a brief description of the current department/program.**

In 1977, the Women's Studies Program was established at Iowa State University. The Program currently has two core faculty, five lecturers, one academic undergraduate adviser and four graduate teaching assistants. There are over thirty affiliate faculty in various departments and colleges across the university which enhances the interdisciplinary spirit of the Program. As of Spring 2016 there are approximately 21 undergraduate students majoring in the program, 29 minoring, and ten graduate minors. Students can choose from a curriculum of core and cross-listed courses. The undergraduate and graduate curricula were revised in May 2013 to keep up with current research and curricula in this field. This program focuses on the study of issues and scholarship relevant to women and gender, challenges existing systems of knowledge, and forges new scholarship based on the centrality of gender as a category of analysis.

The Program currently offers courses to over 1500 students a year; nearly three-fourths of the Women's Studies courses meet the University's US Diversity requirement. The table below illustrates the recent growth in credit hours offered through the Program.

Table 1. Growth in Women's Studies Student Credit Hours (SCH), 2011 to 2015

Summary	Total WS SCH	% Change
FY11	3,296.00	
FY12	3,954.00	20.0
FY13	4,177.64	5.7
FY14	4,368.07	4.5

FY15	4,682.06	7.1
<b>FY 11 – FY 15</b>		<b>42.1</b>

Includes: Summer, Fall, and Spring

**2. Describe reasons (justification) for the proposed changes. Include information about the value of the changes to the department, program, discipline, college, and/or the university.**

This proposal is to request permission to change the name of the major from “Women’s Studies” to “Women’s and Gender Studies.” In 2011 the Faculty Senate approved a request from the Program to change the administrative unit name from Women’s Studies to Women’s and Gender Studies; this proposal continues this progress, requesting to also change the name of the program and its associated BA and BS major to Women’s and Gender Studies.

The proposed change represents a more accurate description of the teaching, research, and outreach goals of this program, is in keeping with national trends in the field, and will better serve ISU students. While women’s studies was the appropriate name in the 1970s, current work in women’s studies is no longer seen as focused solely on women; the discipline has broadened and a name that focuses on a biological category such as “women” does not represent the critical conversations about social constructions of gender such as femininity and masculinity or the way gender intersects with issues of race and class in complex ways.

The addition of “Gender” to the name also reflects current course offerings that are in support of growing student interest in the diverse ways in which our society is defining and applying gender identity. For example, growing enrollment in courses such as WS 160 Gender Justice, WS 203 Introduction to Lesbian Studies, WS 301 Women in International Development and a cross-listed course with Sociology, WS 328 Masculinity and Manhood, leverage the expertise of our faculty and give students the opportunity to learn about a variety of issues in areas such as politics, communication, history, world languages, literature, and sociology. Adding “Gender” to our major’s name, in addition to keeping “Women’s,” preserves the origins of the program, more accurately reflects the breadth of our curriculum, and, as is clear from the tables in #5 below, is consistent with names of similar majors at peer institutions .

**3. What will be the effect of the proposed change on current students?**

The proposed change will be beneficial to current students since the new name of the major will appropriately represent the breadth of their studies. Given the national trends discussed below, having this name of the major on their transcript and diploma will also be in keeping with those being earned at ISU’s peer institutions. This change may also help in recruiting students to the major and minors since it is more inclusive, reflecting the broad areas of study encompassed by Women’s and Gender Studies.

Broadening the name of the major and the name of the course designator through which students register for the courses offered by the program, will also better signal the breadth of material studied in the courses taken annually by hundreds of ISU students interested in becoming better prepared to engage increasingly diverse workplaces and communities. The **42% growth in SCH between 2011 and 2015** (from 3296 to 4682) is a strong indicator of student interest in these courses.

**4. If this is a program/department name change, describe how the proposed name is consistent with the mission of the college and university.**

This is a proposal to change the name of an undergraduate major. The requested change reflects the commitment to diversity evident in the mission statement of the LAS College and the strategic plan of the University. The Program provides a variety of courses at both the undergraduate and graduate level that address diversity issues.

The LAS College Mission Statement states that *"The primary mission of the College of Liberal Arts and Sciences is to prepare students to become knowledgeable, contributing citizens in a world of diverse cultures."* In line with this mission, the Program, major and courses, focus on the diversity of individuals in expression of gender and sexualities at both domestic and international levels. It encompasses a wide range of the social sciences and humanities with both stand-alone and cross-listed classes offered in cooperation with other departments. The proposed change will better reflect the inclusive nature of the coursework and assist the college in its work to promote and sustain a diverse and welcoming environment for all. The Program embraces its role in advancing these key features of the college and university missions and strategic goals. This proposal to change the name of the major will help us better fulfill our role.

**5. Will the proposed change be consistent with other programs at the university or other universities in the state? If this is a program/department name change, identify other institutions with the same or similar name.**

Several other programs in the state of Iowa, at both public and private universities, have names that include gender and/or sexuality in the title. The major name change of the Iowa State Program would be in line with other programs around the state.

Iowa Universities	Name of Program	Name of Degrees	
University of Northern Iowa	Program in Women's and Gender Studies	MA and Graduate certificate in Women's and Gender Studies	Undergraduate Minor in Women's and Gender Studies

University of Iowa	Department of Gender, Women's and Sexuality Studies	Graduate certificate in Gender, Women's and Sexuality Studies	BA in Gender, Women's and Sexuality Studies
Grinnell College	Program in Gender, Women's and Sexuality Studies	No graduate programs available	BA in Gender, Women's and Sexuality Studies
Drake University	Women's and Gender Studies Program	Women's and Gender Studies Concentration	

At the national level, there has been a widespread movement to change names of programs, departments and majors to include gender and/or sexuality. The following table lists several peer land-grant universities with names of the departments, programs, and degrees in this field.

<b>Peer Land-Grant Universities</b>	<b>Name of Program</b>	<b>Name of Degrees</b>	
University of Arizona	Department of Gender and Women's Studies	PhD in Gender and Women's Studies	BA in Gender and Women's Studies
University of California-Davis	Program in Gender, Sexuality and Women's Studies	Graduate Emphasis in Feminist Theory & Research	BA in Gender, Sexuality and Women's Studies
University of Illinois-Urbana	Department of Gender and Women's Studies	Graduate minor in Gender and Women's Studies	BA in Gender and Women's Studies
Michigan State University	Program in Women, Gender, and Social Justice	Graduate specialization in Women, Gender, and Social Justice	BA in Women's and Gender Studies
University of Minnesota	Department of Gender, Women, and Sexuality Studies	PhD in Feminist Studies	BA in Gender, Women, and Sexuality Studies
North Carolina State University	Program in Women's and Gender Studies	Graduate minor in Women's and Gender Studies	BA in Women's and Gender Studies
Ohio State University	Department of Women's, Gender and Sexuality Studies	PhD and MA in Women's, Gender and Sexuality Studies	BA in Women's, Gender and Sexuality Studies

University of Wisconsin-Madison	Department of Gender and Women's Studies	PhD minor and MA in Gender and Women's Studies	BA in Gender and Women's Studies
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**6. Is the proposed change consistent with association/accreditation requirements? Have accreditation requirements been addressed?**

The addition of gender to names of programs and majors is in keeping with national trends. While the National Women's Studies Association does not accredit programs, there has been an on-going discussion in the field of women's and gender studies supporting the addition of 'gender' to the names of programs. See the Women's Studies Discussion List, WMST-L, for the full discussion of this topic (<http://userpages.umbc.edu/~korenman/wmst/womvsgen.html> )

**7. Describe program configuration changes that will result from the proposed program change, e.g., change in number of credit hours required, etc.**

There are none.

**8. What costs will be incurred by the proposed program change? Identify new resources that will be needed in connection with the proposed program change, e.g., facilities, faculty, funds, etc. How will the proposed program change be administered? Provide a three-year analysis of costs resulting from the proposed program change.**

No costs will be incurred beyond the time needed to update university records, systems, and catalog to reflect the name change.

**9. Is this intended to be a temporary or permanent change? If temporary, for how long?**

This is a permanent change

**10. What are the workforce needs in the state for the proposed program change? Be as specific as possible and include sources of data.**

Students obtaining a BA or BS degree in Women's and Gender Studies would have a broad range of skills and analytical background to work within a number of fields in the state and the nation as a whole. Graduates of this program are qualified to work with advocacy groups, public and private institutions, and government in fields such as health care, agriculture, social services, research and environmentalism.

Students with a bachelor's degree in Women's Studies from ISU have worked in a wide variety of contexts including policy and lobbying organizations, journalism and media, research centers, and trade and international associations. Recent majors have found employment in the Iowa State Department of Public Health, the Riverview Center for Sexual Assault Victims in Cedar Rapids, the Iowa State University Leopold Center for Food Sustainability, and many other public, private and non-profit

organizations. Data collected by LAS Career Services from 2010 to 2015 show a 91.6% average placement rate within six months of graduation for students graduating from ISU with a Women's Studies major.

**11. Provide any other information that might be helpful to the Board of Regents in considering this request.**

Please see attached communication of support from program leaders at the University of Iowa and the University of Northern Iowa.

## Letter Requesting Support

On Fri, Feb 12, 2016 at 10:33 AM, Oberhauser, Ann M [SOC S] <[annober@iastate.edu](mailto:annober@iastate.edu)> wrote:

The Women's and Gender Studies Program at ISU is undergoing the process of changing the name of our undergraduate and graduate degrees from Women's Studies to Women's and Gender Studies. The name of our Program changed a few years ago, but we need to go through another application process to have the degree name change.

In order to demonstrate that we are in communication with other programs around the state, I wanted to inform you that the Liberal Arts and Sciences Dean's Office will be contacting your Dean's office about this proposed change. You don't have to do anything at this point, but if they do contact you, it would be a big help if you confirmed that we informed you about this change and you are supportive of the degree name change.

Let me know if you have any questions about this. As you can imagine, we are anxious to have this go through the bureaucratic steps at ISU and be approved by the Iowa Board of Regents. Thanks a lot for your support.

Sincerely,

Ann Oberhauser

Director, Women's and Gender Studies

Professor of Sociology

Iowa State University

**Communication of support from the WGS program at the University of Northern Iowa**

**From:** Catherine MacGillivray [<mailto:catherine.macgillivray@uni.edu>]  
**Sent:** Friday, February 12, 2016 11:42 AM  
**To:** Oberhauser, Ann M [SOC S] <[annober@iastate.edu](mailto:annober@iastate.edu)>  
**Subject:** Re: Support for ISU WGS degree name change

Of course we will support this! Thanks for the heads up. Good luck with the process.

Catherine

Catherine A.F. MacGillivray, Ph.D.

Associate Professor, Languages & Literatures  
Director, Women's & Gender Studies  
Sabin 225 / 319-273-7195

University of Northern Iowa

**Communication of support from the GWSS Department at the University of Iowa**

**From:** Williams, Rachel M [<mailto:rachel-williams@uiowa.edu>]  
**Sent:** Friday, February 12, 2016 1:59 PM  
**To:** Oberhauser, Ann M [SOC S] <[annober@iastate.edu](mailto:annober@iastate.edu)>  
**Cc:** Rasmussen, Maryann <[maryann-rasmussen@uiowa.edu](mailto:maryann-rasmussen@uiowa.edu)>  
**Subject:** Re: Support for ISU WGS degree name change

Dear Ann,  
of course! You all were so helpful when we started our new major. Please let me know if you need a letter, etc.  
Take care,  
Rachel

Associate Professor, Rachel Marie-Crane Williams, Ph.D.  
University of Iowa  
Departmental Executive Officer of The Department of Gender, Women's and Sexuality Studies  
faculty member of  
The School of Art and Art History/Media, Social Practice, and Design

Office Address:  
210 Jefferson Building  
Iowa City, IA  
52240  
319-335-3022

Office number: 426 Jefferson Building

*"We cannot seek achievement for ourselves and forget about progress and prosperity for our community...Our ambitions must be broad enough to include the aspirations and needs of others, for their sakes and for our own."*  
~Cesar Chavez



## Official Communication of Support from University of Iowa

Dr. Dettmer is Associate Dean for Undergraduate Programs & Curriculum, and the Humanities\*, College of Liberal Arts and Sciences

**From:** Dettmer, Helena R [<mailto:helena-dettmer@uiowa.edu>]

**Sent:** Wednesday, February 24, 2016 12:59 PM

**To:** Slagell, Amy R [LAS] <[aslagell@iastate.edu](mailto:aslagell@iastate.edu)>

**Cc:** Wickert, Jonathan A [SVPP] <[wickert@iastate.edu](mailto:wickert@iastate.edu)>; Holger, David K [SVPP] <[holger@iastate.edu](mailto:holger@iastate.edu)>

**Subject:** RE: Request for support for name change

Amy:

U of I is fine with the change.

Helena

**From:** Slagell, Amy R [LAS] [<mailto:aslagell@iastate.edu>]

**Sent:** Wednesday, February 24, 2016 11:04 AM

**To:** Dettmer, Helena R <[helena-dettmer@uiowa.edu](mailto:helena-dettmer@uiowa.edu)>

**Cc:** Wickert, Jonathan A [SVPP] <[wickert@iastate.edu](mailto:wickert@iastate.edu)>; Holger, David K [SVPP] <[holger@iastate.edu](mailto:holger@iastate.edu)>

**Subject:** Request for support for name change

Good morning Helena,

The Women's and Gender Studies program at Iowa State is requesting to change the name of its undergraduate degree from Women's Studies to Women's and Gender Studies. I am writing for two reasons, first, to let you know this request has been made by the program and will soon start its journey through the approval system here on [our](#) Campus, and second to ask for a note of support or comment from your office concerning the proposed change.

Ann Oberhauser in the department of Sociology is the new director of the program at ISU and has corresponded with Rachel Marie-Crane Williams about this proposal and about the Spring conference the program is holding on April 9<sup>th</sup>. We hope that some of your students will submit work and come to Ames to be part of that event.

Attached you will find the draft of the Form G proposal supporting the name change as well as information about the upcoming conference. If you have any questions or concerns please let me know.

All the best,

Amy

Amy R. Slagell

## Memorandum

Re: Name change for Undergraduate Minor and Graduate Minor in Women's Studies

From: Ann Oberhauser, Director, Women's and Gender Studies

Date: March 24, 2016

This memo is to request permission to change the name of the undergraduate and graduate minors from "Women's Studies" to "Women's and Gender Studies." In 2011 the Faculty Senate approved a request from the Program to change its administrative unit name from Women's Studies to Women's and Gender Studies; this proposal continues this progress, requesting to also change the name of the undergraduate and graduate minors to Women's and Gender Studies (WGS).

As outlined in Form G to change the Program and major name to Women's and Gender Studies, this change represents a more accurate description of the teaching, research, and outreach goals of this program, is in keeping with national trends in the field, and will better serve ISU students. While women's studies was the appropriate name in the 1970s, current work in women's studies is no longer seen as focused solely on women; the discipline has broadened and a name that focuses on a biological category such as "women" does not represent the critical conversations about social constructions of gender such as femininity and masculinity or the way gender intersects with issues of race and class in complex ways.

The Program currently has two core faculty, five lecturers, one academic undergraduate adviser and four graduate teaching assistants. There are over thirty affiliate faculty in various departments and colleges across the university which enhances the interdisciplinary spirit of the Program. As of Spring 2016 there are approximately 21 undergraduate majors, 29 minors, and ten graduate minors in the program. Students can choose from a curriculum of core and cross-listed courses. The undergraduate and graduate curricula were revised in May 2013 to keep up with current research and curricula in this field. This program focuses on the study of issues and scholarship relevant to women and gender, challenges existing systems of knowledge, and forges new scholarship based on the centrality of gender as a category of analysis.

The Program currently offers courses to over 1500 students a year; nearly three-fourths of the Women's Studies courses meet the University's US Diversity requirement. The proposed change will be beneficial to current students since the new name of the undergraduate and graduate minors will appropriately represent the depth of their studies. As detailed in Form G, broadening the name of the minor and the name of the course designator through which students register for the courses offered by the program, will also better signal the breadth of material studied in the courses taken annually by hundreds of ISU students. Given the national trends

discussed below, having this minor will also be in keeping with those being earned at ISU's peer institutions.

Several other programs in the state of Iowa, at both public and private universities, have names that include gender and/or sexuality in the title. The minor name change of the Iowa State Program would be in line with other programs around the state. In addition, at the national level, there has been a widespread movement to change names of programs, departments and majors and minors to include gender and/or sexuality.

The change does not reflect a change in the number of credit hours required and no costs will be incurred beyond the time needed to update university records, systems, and catalog to reflect the name change. In sum, students obtaining an undergraduate or graduate minor in Women's and Gender Studies would have a broad range of skills and analytical background to work within a number of fields in the state and the nation as a whole.

Thank you for considering this request. We look forward to hearing from you.

March 25, 2016; Approved by LAS Curriculum Committee; vote: 8-0-0

April 6, 2016; approved by LAS Faculty Representative Assembly; vote 19-0-0