

CALIFORNIA STATE UNIVERSITY, HAYWARD

DESIGNATION CODE: 02-03 CAPR 3
DATE SUBMITTED: February 10, 2003

TO: The Academic Senate
FROM: Committee On Academic Planning & Resources (CAPR)
SUBJECT: Ethnic Studies Five-Year Review

ACTION

REQUESTED: Approval of the Five-Year Program Review of the Department of Ethnic Studies and continuation of the program without modification

BACKGROUND: The Department of Ethnic Studies is a uniquely interdisciplinary department that prides itself on its innovative and rigorous academic programs. The department is represented by four full-time and two FERP faculty with disciplinary backgrounds in History, Sociology, Education, Political Science and Folklore and specializations in African American, Native American and Women's History, Asian American, African American, Gender, and Chicano/Latino Studies, as well as Educational and American Public Policy. Ethnic Studies majors can select among options in African American, Asian American, Mexican/Latino American and Native American Studies. Students selecting minors in the department can choose among the same four areas as well as an overall minor in Ethnic Studies. In addition, Ethnic Studies and African American Studies Options are offered in Liberal Studies. Since 1987 the department has averaged from 20 to 25 majors, with 19 majors enrolled during Fall 2001.

To comply with the review process, the Ethnic Studies Department prepared and submitted to CAPR a comprehensive Self-Study prepared for the review year 2001/2002. The Self-Study focuses on the previous program external review in 1999, assessment efforts, relevant statistical program data, comparative ethnic studies programs, and achievements since the 1999 review.

Five Year Program Review/Self Study: In response to an external review performed in 1999, the department modified the Ethnic Studies major to address the question of a pedagogically consistent core. This involved the inclusion of cross-option comparative courses, an expansion of existing course offerings and the incorporation of primary and secondary options. This modified major became effective in Fall 2002.

The Ethnic Studies Department is in transition, having moved from a stable faculty of 6 FTE, to one with only four full-time faculty (two of whom are nearing retirement) and two faculty members continuing part-time in FERP. Like other ALSS departments, Ethnic Studies' has grown increasingly reliant on lecturers. Unless the department is able to increase its tenure-track base, the department's ability to meet its programmatic needs will be jeopardized.

The department has developed a faculty-driven assessment plan to monitor both qualitative and quantitative progress of majors at critical stages. The plan includes a mission statement and program goals for the major, learning outcomes in general, comparative and interdisciplinary competencies, writing and oral competencies, an initial survey-type assessment tool and an exit

interview.

To promote retention and outreach to students the department has established an Ethnic Studies Academic Society, an Annual Martin Luther King Jr. Peace Breakfast, a revitalized newsletter, which welcomes submissions from across the campus, and an annual lecture series. The department is actively pursuing grants and scholarships for its majors. It has established a textbook scholarship as well as an “Against All Odds” Award that is granted to an Ethnic Studies major who has overcome tremendous obstacles in the pursuit of career and life goals.

External Reviewer’s Comments: The Ethnic Studies Department was reviewed by Dr. Otis Scott, Associate Dean, College of Social Sciences and Interdisciplinary Studies, California State University, Sacramento in April 2002. In his report of June 12, Dr. Scott, commended Ethnic Studies for its important curriculum development activities in modifying its major and for developing an assessment plan which sets forth its mission and ties it to a series of learning outcomes, and encouraged the department to continue refinement and implementation of this assessment initiative. He noted the commendable work done to develop collegial and collaborate working relationship with the Women’s Studies program, the faculty’s steadfast commitment to the Department’s teaching mission, and the leadership provided by its attentive and responsible chair.

Dr Scott expressed concern that the department’s ability to fully engage its instructional, research, retention and service missions is being jeopardized by over-reliance on part-time faculty. He urged for the replacement of the two FERP faculty teaching core Ethnic Studies courses with tenure track appointees so as to continue to provide leadership in the program options in African American and Native American Studies, considering them critical to the department’s mission. He noted that another justification for the requested replacement of these faculty relates to the department “paying its way”, producing steady FTES, and serving a critical mass of students.

While the number of Ethnic Studies majors has remained relatively steady over recent years, Dr. Scott suggested the department investigate factors that might underlie enrollment decline since its high in 1997.

The reviewer’s recommendations for curricular areas directed the department’s attention to an examination of curriculum to determine if offerings are in alignment with new content developments in areas such as international or global ethnic studies; the development of more courses relating to women of color; joint curriculum development with Women’s Studies; development of internship opportunities for majors; and the development of learning objectives to guide course selection for the major core and options.

With regard to governance and internal departmental matters, Dr. Scott noted the need for faculty to update vitae annually; to review levels of service and scholarly activities expected of faculty; to explore enhancing intellectual exchange among faculty; and to provide increased opportunity for faculty input into Department decision-making. Dr. Scott also recommends an upgrade for the clerical support position that serves the department.

Department Response: The department found that Dr. Scott’s report presented a balanced view of the department and was pleased with his emphasis on the department’s potential for growth and need for additional faculty positions. It concurred that the lack of an adequate number of

tenure-track faculty is exacerbated by inadequate clerical support. It agrees that there is a need to articulate clear learning objectives for the core and options and notes that this will be addressed in third year assessment efforts.

In response to Dr. Scott's comment regarding new curricular trends in Ethnic Studies, the Department observed in some ways it is on the "cutting edge". The new requirement for primary and secondary options in the major reflects a new shift in the field to greater emphasis on comparative studies among people of color. While Dr. Scott made note of the absence of courses dealing with global ethnic studies and women of color, the department felt that their focus must remain on people of color in the United States, particularly due to limited tenure-track faculty. Although the reviewer suggested the development of internship opportunities for majors, the department does in fact provide one internship opportunity annually through ES3898.

The department is strongly committed to serving the University's diverse student body. Despite insufficient staffing levels (by 2007, the department projects that only two senior rank faculty will remain in the department), it has played a critical role in promoting the University's mission to diversity and excellence.

Program's Five Year Strategic Plan: The department's programmatic response to the self-study focuses on the challenge of doing more with less: sustaining an academically rigorous program, while expanding majors, minors and options to meet the needs of a diverse student body.

Curriculum:

- Develop and implement an Asian American Studies Option within the Liberal Studies Major.
- Exploration of incorporation of an Ethnic Studies option within the Ethnic Studies major (presently all options within the major are group specific).
- Exploration of the integration of the Ethnic Studies curriculum into multiple and single subject credential programs.

Students:

- Continue to schedule evening and weekend courses
- Expansion of courses to Contra Costa and downtown Oakland
- Expand community-based service and research beginning Fall 2002 with required senior seminar and senior these with field components.
- Exploration of innovative ways to increase enrollment in introduction course.
- Develop courses that address changing research trends.
- Continue to evaluate and develop assessment program.
- Continue to support programs beyond the walls of the classroom.
- Continue to support extra-curricular components of the Ethnic Studies program.

Faculty:

- Recruitment of African American tenure track position in 2002/3
- Recruitment of a full-time faculty in humanities, in either Mexican American or Asian American Literature.
- If the department is unable to successfully recruit for the Native American position within the next three years, there will be no full-time faculty member to teach the Native American option after 2005/2006.

CAPR Analysis of the Program's Five Year Review: Prof. Barbara Paige met with CAPR to discuss the Ethnic Studies Five-Year Review at its October 17 meeting. CAPR noted positively the department's work in modifying its major to make the major more academically sound, the initiation of assessment measures, and new outreach activities within the department. The planned addition of a separate Ethnic Studies option as well as the inclusion of a secondary option in the program will permit greater breadth while insuring that depth is provided through the secondary option.

The department views itself as a small department, with academically sound programs, that is large enough to fill student needs. There are a limited number of majors (currently 19). Although the number of majors has decreased overall, there has been an increase in interest in Asian American courses, thus it is anticipated that the new Asian American option in Liberal Studies may attract more students and that the number of majors will recover to 97/98 levels. Growth has occurred in the number of minors and Liberal Studies majors who have an Ethnic Studies option. The department has an adequate FTES, and provides an important service to the University through PACE, GE Clusters, etc.

The department has determined its top priority in its Five Year Plan to be recruitment and retention of junior faculty. In 1985 the department consisted of six faculty members; currently there are still six faculty in the department, but two of them are retired and continuing on a part-time basis in FERP, leaving only four full-time members, with just three in the classroom full-time. While the department is attempting to do more with less in the short term, without additional faculty resources the existing faculty will face burnout. CAPR members strongly shared the external reviewer's concern for this critical issue.

CAPR commended the department on its forward-looking plan and the clarity of its mission statement, but expressed concern that the prioritization of faculty resource requirements might be stated more strongly in the Five-Year Review documents. The department is recruiting an African American specialist in 2002/3, but there is a pressing need for a Native American specialist, not only as a replacement for the department's FERPing Native American specialist but also to support the restructured major. The department is hoping to pursue the possibility of funding an endowed chair in Native American Studies through the Casino Movement. If this could be linked with scholarships the department could recruit Native American students from Indian Colleges. In addition to the Native American and African American positions, there is also a need for a faculty member with strength in the humanities. CAPR urged the Ethnic Studies Department to continue to make a strong case for these positions when they submit their tenure track faculty proposal for 2003/04.

CAPR Recommendation for Continuation of the Program: CAPR commends the Ethnic Studies department for the thoroughness of its report and encourages the department to consider strengthening the five-year planning document to more vigorously reflect the need for faculty positions, especially the Native American position. CAPR voted unanimously, with one abstention, to continue the program without modifications. The program's next Five Year Review is scheduled in 2005/06.