

Attachment 1
Undergraduate Degree Proposal:
Add: Bachelor of Arts /Bachelor of Science
(Drop: Secondary Major)

American Ethnic Studies Program
Kansas State University

Basic Program Information

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| 1. Proposing Institution: | Kansas State University |
| 2. Title of Proposed Program: | American Ethnic Studies |
| 3. Degree to be offered: | Bachelor of Arts or Bachelor of Science |
| 4. Anticipated date of implementation: | Fall 2009 |
| 5. Responsible department or unit: | College of Arts and Sciences |
| 6. CIP code | 05.0102 |

Program Proposal Narrative

1. Central to the mission of Kansas State University

The College of Arts and Sciences has offered a secondary major/minor in American Ethnic Studies since 1987. Under this degree option students took either a secondary major (24 hours) or a secondary minor (15 hours). The American Ethnic Studies program proposes to add a Bachelor of Arts and/or Science degree in American Ethnic Studies, retain the secondary minor (15 hours) and discontinue the secondary major.

American Ethnic Studies is an interdisciplinary program that provides students the conceptual tools to analyze the historical, political, social and cultural realities that have shaped the development of America's diverse ethnic populations, with primary focus on African Americans, Asian Americans, Latino/Hispanic and Native American populations.

The new American Ethnic Studies major is an interdisciplinary curriculum that provides students opportunities to integrate knowledge, understand diverse viewpoints and use research methodologies from a multiplicity of disciplines. The proposed undergraduate major will provide students a broad liberal arts education with skills in critical thinking, comparative analysis, social theory, data analysis and oral and written expressions. These skills coupled with the emphasis on diversity makes the American Ethnic Studies degree particularly useful for the 21st century as students become civically engaged.

The rationale for this change comes from local and national trends in higher education, where greater curriculum emphasis is being placed on preparing students to live and work in a diverse world. Increased population diversity, sensitivity to achievement differences and recognition of institutional contributions to inequity have affected how institutions of higher education perceive their missions. Universities and colleges across the country are responding to these issues through increased emphasis on multiculturalism in the curriculum. The findings give evidence that curricular change for better preparing students for their role in a global society is occurring on significant numbers of college campuses.

The American Council of Education has presented strong empirical evidence that campus diversity represents an educational benefit for all students, which therefore, should lead to expanded educational possibilities and better educational outcomes for all students, regardless of race or ethnic origin.

The mission statements and supporting documents from the 28 top liberal arts colleges in the country as ranked by the *U.S. News and World Report* all list a range of essential aspirations that go well beyond the

intellectual mastery to include diverse learning perspectives and the importance of gaining an increased capacity for tolerance, respect and the ability to learn from others.

Kansas State University's own mission and strategic planning process demonstrate a core commitment to multiculturalism. According to the published mission statement, Kansas State University "embraces diversity, encourages engagement, and is committed to the discovery of knowledge," elements central to this program. Moreover, American Ethnic Studies is the university's central academic home that prepares students to develop the knowledge and skills related to diversity, race and ethnicity, which has been instrumental in supporting and furthering the university's academic mission to "develop a highly skilled and educated citizenry necessary to advancing the well-being of Kansas, the nation, and the international community."

2. Student demand for the program

It is estimated that approximately 35 students will apply to the program during the first year. By the third year, the American Ethnic Studies program can easily attract 50 full time students.

Students who apply to major in American Ethnic Studies must fill out a Change of Curriculum form and be admitted to the College of Arts and Sciences and have at least 124 credit hours for graduation. The aim of these requirements is to provide a liberal education in major areas of knowledge outside of the student's field of specialization. Introductory and intermediate-level courses are available in departments in humanities, social sciences and natural sciences. The American Ethnic Studies program will be looking not only at the student academic performance, but also assessing their interest and diversity experience.

As of September 2008, there are approximately 100 students in the American Ethnic Studies program. While our students come from a wide variety of disciplines, there are several important characteristics of students participating in the program.

Among the Kansas State University colleges,

- 61.8% of our students come from Arts and Sciences,
- 11.8% from Education,
- 8.8% from Human Ecology,
- 8.8% from Business,
- 2.9% from Engineering,
- and 5.9% from students who have no college affiliation.

At the departmental level, most of our students come from Social Science (11.7%), Education (10.9%), Family Studies and Human Services (7.5%), Art (7.5%) and Social Work (6.7%). Four of the five above disciplines make significant contributions to the provision of educational and social services to the public. Students who plan on entering these professions appear to be particularly attracted to American Ethnic Studies. These students recognize the degree to which skills working with diverse populations will be critical to their future success.

Focus groups and survey analysis were conducted with multiethnic students groups and former graduates to ascertain the level of interest and support for an American Ethnic Studies degree program. Students wholeheartedly expressed an interest in a degree program that would provide additional course options to explore race and ethnicity for an undergraduate degree. When polled, the majority of students currently taking a secondary major or minor indicated that if the degree were available, they would pursue that option.

Current students and past alumni of the American Ethnic Studies program were given a Needs Assessment Survey. Among current students, 85.7% reported a need for further coursework and more course options. All current students reported that the program was effectively preparing them for graduate school and/or future career goals. All alumni respondents who completed a minor in American Ethnic Studies reported that

completing a major in the area would have been beneficial in accomplishing their career goals. All alumni and current students reported being better prepared to work in a global society.

With the creation of a Bachelor's of Arts and Science degree, American Ethnic Studies will attract a higher caliber of students who recognize the importance of race and ethnicity as they enter the fields of law, education, medicine, public health, social work, journalism, business, urban planning, politics, counseling, international relations, creative writing as well as university teaching and research.

A marketing plan will be developed through student organizations, colleges and secondary schools in Kansas to recruit students. Additional marketing strategies (e.g. program brochures, conference displays and information dissemination through list serves) will be completed to promote program.

3. Demand for graduates of the program

Kansas State University will be the sole state higher education institution to offer a degree in American Ethnic Studies. Students who earn degrees in this program will be well situated to compete for jobs in economic sectors projected to grow in the coming years. A study produced by the Kansas Board of Regents describes the growth of the "knowledge economy" and the "office economy," as the "largest and fastest growing sector in the nation." Specifically, the report points to a growing need for workers in such areas as criminal justice, childcare, and governmental service, which "are especially important to the success of rural areas of Kansas." American Ethnic Studies degrees can provide the kind of diverse education necessary for success in these careers.

Moreover, the report identifies as a key goal for Kansas postsecondary education system to "prepare students for a changing workplace and a changing world." Students who major in American Ethnic Studies will be better prepared than most for the changing, more globally interconnected world that awaits them. Such preparation--and proof of that preparation through the attainment of a degree in American Ethnic Studies--will help make Kansas students competitive with those who may get their degrees from institutions that are considered more diverse. ("A Plan for Coordination of Kansas Postsecondary Education," retrieved from the Kansas Board of Education website, 25 Oct 2008.)

A variety of career options are available to majors in American Ethnic Studies. The major offers specialized knowledge of underrepresented communities, which is useful in careers such as social work, education, journalism, marketing, community and housing development, radio and television, health and medicine, community organizing, and a wide variety of positions in federal, state, and local governments as well as those at the city and county levels.

The Kansas Department of Labor predicts that occupations in the areas of "Community and Social Service Specialists" will grow by 42% in coming years. In addition, the need for educators, health industry workers, and business managers and operations specialists are all expected to experience significant growth within the next decade in Kansas. Graduates of the American Ethnic Studies program will be well prepared to meet the needs of these high-growth areas.

In addition, students who double major in areas such as business, psychology, criminology, geography and planning, and education, will find they are better prepared for a diversity of experiences in their careers. The double major with American Ethnic Studies will enhance their skills and add to their overall breadth of knowledge.

A degree in American Ethnic Studies will be beneficial to students who are considering graduate studies in many areas, including education, law, medicine, public health, social work, business, psychology and international relations. An American Ethnic Studies curriculum that focuses on multicultural competency development will provide these students with fundamental knowledge and skills that will equip them for further academic work for employment in an increasingly diverse world.

There are also a variety of graduate and professional school options. Students can further their education in American Ethnic Studies by pursuing an MA or PhD. Another popular career option is attending law school for a JD. Completing a master's degree in education, public policy, social work, or public health are also popular career options.

4. Locational and comparative advantages of the program

Upon Kansas Board of Regents approval, Kansas State University would be the only college in the regents systems offering a Bachelor of Arts or Science degree in American Ethnic Studies.

What makes the Kansas State University program unique is the curriculum focus on American Ethnic Studies, which is inclusive of many multiethnic groups including, but not limited to, African Americans, Asian Americans, Latino/Hispanic, and Native Americans and other ethnic groups. Such groups represent increasing numbers within the K-State campus, Kansas and the United States populations. The University of Kansas is the only other regents' institution that offers a Bachelor of Arts and the Bachelor of General Studies in either two concentrations: African Studies and African American Studies.

Currently, there are several curriculum programs within the Kansas Regents system that offer either an ethnic studies secondary major or minor. Emporia State offers a minor in Ethnic and Gender studies. Fort Hays State offers an Ethnic Studies Certificate (9 credit hours) and an 18-hour ethnic studies field of emphasis. The University of Kansas is now offering an undergraduate minor in Latino Studies, African American Studies, African Language and Haitian Studies; in addition it offers graduate degrees in American Studies that focuses on the institutional and cultural meaning of America popular culture, society and identity and in its African, African American Studies program.

Washburn University has a "Center for Diversity," and Johnson County Community College has just added a new program in Gender and Ethnic Studies that leads to an associate degree.

National accreditation requirements and degree programs in education, social work, journalism and business among many others recognize the importance of coursework to prepare students to live and work in a changing world. In addition, through the work of the K-State Tilford group the university has recognized the needs for graduates to be prepared multiculturally by identifying the competencies needed for students to be engaged citizens. Based on Kansas State University's stated priorities, and those of the Kansas Board of Regents, Kansas students benefit from a curriculum like that offered through the American Ethnic Studies degree program.

In summary, Kansas State University's American Ethnic Studies proposed degree program would be the only comprehensive undergraduate university curriculum that addresses multiethnic populations within the framework of American Ethnic Studies.

5. Characteristics of students who will participate in the proposed program

As of September 2008, there are approximately 100 students in the American Ethnic Studies program. While our students come from a wide variety of disciplines, there are several important characteristics of students participating in the program.

Among the Kansas State University colleges,

- 61.8% of our students come from Arts and Sciences,
- 11.8% from Education,
- 8.8% from Human Ecology,
- 8.8% from Business,
- 2.9% from Engineering,
- and 5.9% from students who have no college affiliation.

At the departmental level, most of our students come from Social Science (11.7%), Education (10.9%), Family Studies and Human Services (7.5%), Art (7.5%) and Social Work (6.7%). Four of the five above disciplines make significant contributions to the provision of educational and social services to the public. Students who plan on entering these professions appear to be particularly attracted to American Ethnic Studies. These students recognize the degree to which skills working with diverse populations will be critical to their future success.

With the creation of a Bachelor of Arts and Science degree, American Ethnic Studies will attract a higher caliber of students who recognize the importance of race and ethnicity as they enter the fields of law, education, medicine, public health, social work, journalism, business, urban planning, politics, counseling, international relations, creative writing as well as university teaching and research.

Students who apply to major in American Ethnic Studies must fill out a Change of Curriculum form and be admitted to the College of Arts and Sciences.

Students admitted to American Ethnic Studies will have opportunities for significant interaction in three key areas. First, the curriculum stresses the importance of student-to-student interaction throughout the program. Students will regularly work with each other as they learn critical assessment skills. In addition, students will work closely with faculty in a number of their courses, but especially as they develop their final senior capstone project, a requirement of all American Ethnic Studies majors. Third, students will be encouraged to interact with communities outside the university through their own research choices and as part of various course curriculums within the program. Such interactions fit well within Kansas State University's mandate as a land grant institute.

5b. Curriculum of proposed program

The proposed undergraduate major provides students an opportunity to earn either a Bachelor of Arts or Bachelor of Science degree in American Ethnic Studies. Students will be required to meet the general requirements for the College of Arts and Science bachelor's degree consisting of a minimum of 124 credit hours, including thirty-six hours within the American Ethnic Studies program.

Both degrees require students to take the American Ethnic Studies core curriculum, ethnic specific elective courses and other supportive courses. The difference between the two degrees are: The Bachelor of Arts requires four foreign language courses and requires a three hour mathematics course to give students a college level competency in mathematical reasoning and analysis and to give students command of a foreign language.

The Bachelor of Science degree in American Ethnic Studies will require one, three-credit course minimum in a natural science, with a prerequisite in the same department. The purpose is to give students who elect the bachelor of science degree a solid foundation in the natural sciences. In addition, students are to take three courses (nine credit hour minimum) related to quantitative and abstract formal reasoning.

The objectives of the American Ethnic Studies undergraduate degree program are to:

- allow students to think comparatively and cross-culturally about the relationship within and across racially defined communities, and the dominant society.
- allow students to gain a considerable level of knowledge and expertise across various racial-ethnic fields.
- reinforce students' acquisition of critical approach to knowledge.
- involve learning and thinking within interdisciplinary frameworks.
- encourage participatory, experiential, diverse and student-centered learning.

- develop skills in oral and written communication.
- develop appropriate skills in research design, information retrieval, and utilization from an ethnic studies perspective.
- work towards being subjects of their own social realities, with a voice of their own.
- motivate all students to examine and interrogate their inherited political/economic and social/cultural positions.
- prepare all students to live and contribute to an increasingly diverse America, in an ever inter-dependent world.

The American Ethnic Studies curriculum has been organized into the following curriculum units:

• Required core	(15 credit hours)
• Ethnic specific courses	(6 credit hours)
• Supporting courses	(9 credit hours)
• American Ethnic Studies electives	(6 credit hours)
(See Attached curriculum outline)	

To accommodate this degree the program has developed seven new courses:

- AMETH 449 – Comparative Ethnic Studies I
- AMETH 450 – Comparative Ethnic Studies II
- AMETH 451 – African American Perspectives
- AMETH 452 – American Indian Perspectives
- AMETH 453 – Latino/a Perspectives
- AMETH 454 – Asian American Perspectives
- AMETH 550 – Research Methods in American Ethnic Studies

(See Appendix 1- AMETH Curriculum Checklist for Bachelor of Arts and Appendix 2- AMETH Curriculum Checklist for Bachelor of Science)

What makes Kansas State University’s American Ethnic Studies Program unique is its multicultural competency based curriculum, which has identified student-learning outcomes and provides an assessment process to measure the infusion of these competencies within all core and ethnic specific courses. (See Appendix 3- Student Learning Outcomes).

All American Ethnic Studies majors will be required to complete a student portfolio, which will be used for ongoing assessment of their learning and for a summative assessment of multicultural learning at degree completion. The following are some examples of areas of study on which students can focus:

- Social issues that affect racial groups (e.g. racial inequalities on health or education)
- The study of cultural production or cultural representations of particular racial groups
- The history of particular racial and ethnic groups
- U.S. based historical or subject-oriented comparisons of racial groups
- The study of comparative process of racialization
- The formation and history of diasporas and/or transnational communities

All core American Ethnic Studies faculty attend faculty development opportunities coordinated by the program, entitled: The Pedagogy of Multicultural Teaching, using a conceptual framework to review teaching effectiveness related to content, instructional strategy, assessment, student/faculty interaction and student/student interaction.

5c. Program faculty

The American Ethnic Studies undergraduate degree approval requires no additional costs or requirements in terms of faculty. The program has the faculty to teach core, ethnic specific and elective courses. All are either academically qualified in their respective fields of study, or professionally qualified through their teaching, research and experience in race/ethnicity and diversity.

The American Ethnic Studies Program currently has approximately thirty-three faculty representing five colleges, (i.e. Arts and Science, Education, Human Ecology, Agriculture, Architecture and Planning) and seventeen academic disciplines, ranging from university distinguished professor, professors, associate professors, assistant professors and instructors. American Ethnic Studies Faculty are recognized internationally and nationally for their commitment to multicultural research, teaching and service. The instructional and scholarly work of the core faculty teaching in the program will lead to a high quality program consistent with the mission of Kansas State University.

Core -Tenure Track Faculty and instructors have the primarily responsibility for teaching required and ethnic-specific courses.

- Juanita McGowan, Ph.D. Associate Professor – (American Ethnic Studies)
- Cheryl Ragar, Ph.D. Assistant Professor – (American Ethnic Studies)
- Mary McElroy, Ph.D. Professor – (Kinesiology and American Ethnic Studies)
- Lisa Tatonetti, Ph.D. Assistant Professor – (English and American Ethnic Studies)

Core: Instructors

- Allen Eason, Ph.D. (American Ethnic Studies)
- Diana Caldwell (American Ethnic Studies)
- JohnElla Holmes (American Ethnic Studies)

American Ethnic Studies Interdisciplinary Faculty

Members of the American Ethnic Studies Faculty are members of the KSU faculty who meet the criteria established by the American Ethnic Studies Program to receive the additional designation of American Ethnic Studies Faculty. For appointment to the American Ethnic Studies Faculty, the following standards are necessary:

- Published original scholarship or creative work concerning an American ethnic group
- Documented expertise to teach a course in the American Ethnic Studies curriculum
- Demonstrated familiarity and participation in the field of ethnic studies

- Janet Benson, Ph.D. Associate Professor (Anthropology)
- Douglas Benson Ph.D. Professor (Modern Language)
- Melissa Bopp, Ph.D. Assistant Professor (Kinesiology)
- Alfred Cochran, Ph.D. Professor (Music)
- John Exdell, Ph.D. Associate Professor (Philosophy)
- Elizabeth Fallon, Ph.D. Assistant Professor (Kinesiology)

- Kurt Gartner, Ph.D. Associate Professor (Music)
- Wayne Goins, Ph.D. Associate Professor (Music)
- David Griffin, Ph.D. Associate Professor (Education)
- Leslie Hannah, Ph.D. Associate Professor (English/Salina Campus)
- Michelle Janette, Ph.D. Associate Professor (English)
- Tiffany Kershner, Ph.D. Assistant Professor (Anthropology)
- Maria Martinez-Ortiz, Ph.D. Assistant Professor (Modern Languages)
- Salvador Oropesa, Ph.D. Professor (Modern Languages)
- Harald Prins, Ph.D. Professor (Anthropology)
- Marcelo Sabates, Ph.D. Associate Professor (Philosophy)
- Donald Saucier, Ph.D. Assistant Professor (Psychology)
- Walter Schumm, Ph.D. Professor (Human Ecology)
- James Sherow, Ph.D. Professor (History)
- Jeffrey Smith, Ph.D. Associate Professor (Geography)
- Kay Ann Taylor, Ph.D. Assistant Professor (Education)
- Tanya Gonzalez, Ph.D. Assistant Professor (English)
- Cia Verschelden, Ed.D. Associate Professor (Social Work)
- Farrell Webb, Ph.D. Associate Professor (Human Ecology)
- LaBarbara Wigfall, M.A. Associate Professor (Architecture)
- Zelia Wiley, Ph.D. Assistant Dean (Agriculture)
- Young Ok-Young, Ph.D. Associate Professor (Speech Communication, Theater and Dance)

5d. Academic Support

The American Ethnic Studies Program has established an advising program to work with degree recipients and secondary majors. The program director, core tenure track faculty and instructors will advise American Ethnic Studies students as they enter the program and through pre-enrollment advising. An advisor will be assigned for students as they are admitted to the program. Faculty will work with students to prepare their multicultural portfolios for the American Ethnic Studies capstone course.

Beyond the classrooms, K-State Online will be used as the course management system of the courses offered in the program. Faculty members use the system to post assignments, instructions, notes and other resources. Students will have access to such resources needed, in addition to their course grades.

American Ethnic Studies has a positive working relationship with the Dow Multicultural Resource Center (Hale Library), which serves as an interdisciplinary resource for students, faculty, staff, and community members who are interested in exploring the reality of human diversity and the changing landscape of American demographics.

American Ethnic Studies has successfully partnered with the Dow Multicultural Resource Center to provide library instruction to all students enrolled in the Introduction to American Ethnic Studies classes to further develop undergraduate students research skills.

5e. Facilities and equipment

Beyond planned additions and improvements in spaces, equipment and facilities that will replace old, broken and outdated spaces and materials, the creation of this new degree does not require any additional resources or spending.

The American Ethnic Studies program has access to comprehensive technology classrooms, which has enhanced the instructional capabilities to provide media guided instruction. We will continue to require

access to technology classrooms for American Ethnic Studies courses that depend on a broad variety of teaching materials, often drawn from non-traditional, cutting-edge sources

5f. Program review, assessment and accreditation

The American Ethnic Studies Program has developed a comprehensive student learning assessment plan. Central to this process is the identification of student learning outcomes for the Bachelor of Arts/Science Degree in American Ethnic Studies. Undergraduate degree majors will develop multicultural competencies in three areas:

- (1) **Knowledge** – an awareness and understanding needed to live and work in a diverse world.
 - Understanding their ethnic identity and how it influences identity development.
 - Knowledge of diverse ethnic groups and their cultures.
 - Understanding of how race and ethnic relations have been and continue to be shaped by economic, social and political realities.
 - Knowledge of the changing demographics of ethnic minority and majority populations in the United States.

- (2) **Personal Attributes** – traits needed by those who live and work in a diverse world.
 - Ability to respond and adapt to new and changing situations.
 - Appreciation for those who are different from themselves.
 - Ability to empathize with another person’s cultural perspective.

- (3) **Skills** – behaviors and performance tasks needed to live and work in an increasingly interconnected world.
 - Verbal and nonverbal communication skills in interaction with those who are culturally different from themselves.
 - Ability to work effectively in culturally diverse groups toward common goals.
 - Ability to listen effectively.
 - Ability to apply conflict resolution skills in multicultural dyads and groups.
 - Ability to apply critical thinking skills.
 - Ability to speak and write in more than one language.
 - Leadership skills in multicultural settings that reflect concern for social and economic justice and a service orientation.

Students will be expected to develop portfolios prepared during their degree program and used for on-going assessment of their multicultural learning and for a summative assessment of learning at degree completion.

The American Ethnic Studies faculty person who is the instructor of the course will grade the portfolios. For degree program assessment of student learning other American Ethnic Faculty will participate. During the two months following the end of finals in the Fall and Spring semesters, the portfolio of each graduate will be evaluated independently by two members of the American Ethnic Studies faculty and rated on the level of student achievement of the American Ethnic Studies and the university student learning outcomes. These ratings will constitute the aggregate assessment of how well our graduates are achieving these outcomes.

Using the following assessment rubric, the evaluator will rate the individual components of the portfolio according the following scale (a) exemplary (b) exceeds expectations (c) acceptable and (d) below minimum standards.

<u>Criteria</u>	<u>Program Summary</u>
1. Program Identification CIP	<p>Proposing Institution: Kansas State University Title of Proposed Program: American Ethnic Studies Degree(s) to be offered: Bachelor of Arts, Bachelor of Science Anticipated Date of Implementation: Fall 2009 College: Arts and Sciences</p> <p>Center for Education Statistics Code: 05.0102</p>
2. Academic Unit	American Ethnic Studies Program, College of Arts and Sciences
3. Program Description	<p>The College of Arts and Sciences has been offering a secondary major/minor in American Ethnic Studies since 1987. Under this degree option students took either a secondary major (24 hours) or a secondary minor (15 hours). The American Ethnic Studies program proposes to add a Bachelor of Arts and/or Science degree in American Ethnic Studies, retain the secondary minor (15 hours) and discontinue the secondary major.</p> <p>American Ethnic Studies is an interdisciplinary program that provides students the conceptual tools to analyze the historical, political, social and cultural realities that have shaped the development of America's diverse ethnic populations, with primary focus on African Americans, Asian Americans, Latino/Hispanic and Native American populations.</p> <p>The new American Ethnic Studies major is an interdisciplinary curriculum that provides students opportunities to integrate knowledge, understand diverse viewpoints and use research methodologies from a multiplicity of disciplines. The proposed undergraduate major will provide students a broad liberal arts education with skills in critical thinking, comparative analysis, social theory, data analysis and oral and written expressions. These skills coupled with the emphasis on diversity makes the American Ethnic Studies degree particular useful for the 21st century as students become civically engaged.</p>
4. Demand/Need for the Program	<p>The rationale for this change comes from local and national trends in higher education, where greater curriculum emphasis is being placed on preparing students to live and work in a diverse world. Increased population diversity, sensitivity to achievement differences and recognition of institutional contributions to inequity have affected how institutions of higher education perceive their missions. Universities and colleges across the country are responding to these issues through increased emphasis on multiculturalism in the curriculum. The findings give evidence that curricular change for better preparing students for their role in a global society is occurring on significant numbers of college campuses.</p> <p>There is strong empirical evidence presented by the American Council of Education that campus diversity represents an educational benefit for all students, which therefore, should lead to expanded educational</p>

	<p>possibilities and better educational outcomes for all students, regardless of race or ethnic origin.</p> <p>The mission statements and supporting documents from the 28 top liberal arts colleges in the country as ranked by the <i>U.S. News and World Report</i> all list a range of essential aspirations that go well beyond the intellectual mastery to include diverse learning perspectives and the importance of gaining an increased capacity for tolerance, respect and the ability to learn from others.</p> <p>Kansas State University’s own mission and strategic planning process demonstrate a core commitment to multiculturalism. According to the published mission statement, Kansas State University “embraces diversity, encourages engagement, and is committed to the discovery of knowledge,” elements central to this program. Moreover, American Ethnic Studies is the university’s central academic home that prepares students to develop the knowledge and skills related to diversity, race and ethnicity, which has been instrumental in supporting and furthering the university’s academic mission to “develop a highly skilled and educated citizenry necessary to advancing the well-being of Kansas, the nation, and the international community.”</p> <p>National accreditation requirements and degree programs in education, social work, journalism and business among many others recognize the importance of coursework to prepare students to live and work in a changing world. In addition, through the work of the K-State Tilford group the university has recognized the needs for graduates to be multiculturally competent by identifying the competencies needed for students to be engaged citizens.</p> <p>Focus groups and survey analysis were conducted with multiethnic students groups and former graduates to ascertain the level of interest and support for an American Ethnic Studies degree program. Students wholeheartedly expressed an interest in a degree program that would provide additional course options to explore race and ethnicity for an undergraduate degree. When polled, the majority of students currently taking a secondary major or minor indicated that if the degree were available, they would pursue that option.</p> <p>A degree in American Ethnic Studies will be beneficial to students who are considering graduate studies in many areas, including education, law, medicine, public health, social work, business, psychology and international relations. An American Ethnic Studies curriculum that focuses on multicultural competency development will provide these students with fundamental knowledge and skills that will equip them for further academic work for employment in an increasingly diverse world.</p>
<p>5. Comparative/ Locational Advantage</p>	<p>Upon Kansas Board of Regents approval, Kansas State University would be the only college in the regents systems offering a Bachelor of Arts or Science degree in American Ethnic Studies.</p> <p>What makes the Kansas State University program unique is the curriculum focus on American Ethnic Studies, which is inclusive of many multiethnic groups including, but not limited to, African Americans, Asian Americans, Latino/Hispanic, and Native Americans and other ethnic groups. Such groups represent increasing numbers within the K-State campus, Kansas and the United States populations. The University of Kansas is the only</p>

	<p>other regent’s institution that offers a Bachelors of Arts and the Bachelor of General Studies in either two concentrations: African Studies and African American Studies.</p> <p>Currently, there are several curriculum programs within the Kansas Regents system that offer either an ethnic studies secondary major or minor. Emporia State offers a minor in Ethnic and Gender studies. Fort Hays State offers an Ethnic Studies Certificate (9 credit hours) and an 18 hour ethnic studies field of emphasis. The University of Kansas is now offering an undergraduate minor in Latino Studies, African American Studies, African Language and Haitian Studies; in addition it offers graduate degrees in American Studies that focuses on the institutional and cultural meaning of America popular culture, society and identity and in its African, African American Studies program.</p> <p>Washburn University has a “Center for Diversity,” and Johnson County Community College has just added a new program in Gender and Ethnic Studies that leads to an associate degree.</p> <p>In summary, Kansas State University’s American Ethnic Studies proposed degree program would be the only comprehensive undergraduate university curriculum that addresses multiethnic populations within the framework of American Ethnic Studies.</p>
<p>6. Curriculum</p>	<p>The proposed undergraduate major provides students an opportunity to earn either a Bachelor of Arts or Bachelor of Science degree in American Ethnic Studies. Students will be required to meet the general requirements for the College of Arts and Science bachelor’s degree consisting of a minimum of 124 credit hours, including thirty-six hours within the American Ethnic Studies program.</p> <p>Both degrees require students to take the American Ethnic Studies core curriculum, ethnic specific elective courses and other supportive courses. The difference between the two degrees are: The Bachelor of Arts requires four foreign language courses and requires a three hour mathematics course to give students a college level competency in mathematical reasoning and analysis and to give students command of a foreign language.</p> <p>The Bachelor of Science degree in American Ethnic Studies will require one, three-credit course minimum in a natural science, with a prerequisite in the same department. The purpose is to give students who elect the bachelor of science degree a solid foundation in the natural sciences. In addition, students are to take three courses (nine credit hour minimum) related to quantitative and abstract formal reasoning.</p> <p>The objectives of the American Ethnic Studies undergraduate degree program is to:</p> <ul style="list-style-type: none"> • allow students to think comparatively and cross-culturally about the relationship within and across racially defined communities, and the dominant society. • allow students to gain a considerable level of knowledge and

expertise across various racial-ethnic fields.

- reinforce students' acquisition of critical approach to knowledge.
- involve learning and thinking within interdisciplinary frameworks.
- encourage participatory, experiential, diverse and student-centered learning.
- develop skills in oral and written communication.
- develop appropriate skills in research design, information retrieval, and utilization from an ethnic studies perspective.
- work towards being subjects of their own social realities, with a voice of their own.
- motivate all students to examine and interrogate their inherited political/economic and social/cultural positions.
- prepare all students to live and contribute to an increasingly diverse America, in an ever inter-dependent world.

The American Ethnic Studies curriculum has been organized into the following curriculum units:

- Required core (15 credit hours)
 - Ethnic specific courses (6 credit hours)
 - Supporting courses (9 credit hours)
 - American Ethnic Studies electives (6 credit hours)
- (See Attached curriculum outline)

To accommodate this degree the program has developed seven new courses:

- AMETH 449 – Comparative Ethnic Studies I
- AMETH 450 – Comparative Ethnic Studies II
- AMETH 451 – African American Perspectives
- AMETH 452 – American Indian Perspectives
- AMETH 453 – Latino/a Perspectives
- AMETH 454 – Asian American Perspectives
- AMETH 550 – Research Methods in American Ethnic Studies

(See Appendix 1- AMETH Curriculum Checklist for Bachelor's of Arts and Appendix 2- AMETH Curriculum Checklist for Bachelor's of Science)

What makes Kansas State University's American Ethnic Studies Curriculum unique is its multicultural competency based curriculum, which has identified student learning outcomes and provides an assessment process to measure the infusion of these competencies within all core and ethnic specific courses. (See Appendix 3- Student Learning Outcomes).

All American Ethnic Studies majors will be required to complete a student portfolio, which will be used for ongoing assessment of their learning and for a summative assessment of multicultural learning at degree completion.

	<p>The following are some examples of areas of study on which students can focus:</p> <ul style="list-style-type: none"> • Social issues that affect racial groups (e.g. racial inequalities on health or education) • The study of cultural production or cultural representations of particular racial groups • The history of particular racial and ethnic groups • U.S. based historical or subject-oriented comparisons of racial groups • The study of comparative process of racialization • The formation and history of diasporas and/or transnational communities <p>All core American Ethnic Studies faculty attend faculty development opportunities coordinated by the program, entitled: The Pedagogy of Multicultural Teaching, using a conceptual framework to review teaching effectiveness related to content, instructional strategy, assessment, student/faculty interaction and student/student interaction.</p>
<p>7. Faculty Profile</p>	<p>The American Ethnic Studies undergraduate degree approval requires no additional costs or requirements in terms of faculty. The program has the faculty to teach core, ethnic specific and elective courses.</p> <p>The American Ethnic Studies Program currently has approximately thirty-three faculty representing five colleges, (i.e. Arts and Science, Education, Human Ecology, Agriculture, Architecture and Planning) and seventeen academic disciplines, ranging from university distinguished professor, professors, associate professors, assistant professors and instructors. American Ethnic Faculty are recognized internationally and nationally for their commitment to multicultural research, teaching and service.</p> <p>Core -Tenure Track Faculty and instructors have the primarily responsibility for teaching required and ethnic-specific courses.</p> <ul style="list-style-type: none"> • Juanita McGowan, Ph.D. Associate Professor – (American Ethnic Studies) • Cheryl Ragar, Ph.D. Assistant Professor – (American Ethnic Studies) • Mary McElroy, Ph.D. Professor (Kinesiology and American Ethnic Studies) • Lisa Tatonetti, Ph.D. Assistant Professor – (English and American Ethnic Studies) <p style="text-align: center;">Core: Instructors</p> <ul style="list-style-type: none"> • Allen Eason, Ph.D. (American Ethnic Studies)

- Diana Caldwell (American Ethnic Studies)
- JohnElla Holmes (American Ethnic Studies)

American Ethnic Studies Interdisciplinary Faculty

Members of the American Ethnic Studies Faculty are members of the KSU faculty who meet the criteria established by the American Ethnic Studies Program to receive the additional designation of American Ethnic Studies Faculty. For appointment to the American Ethnic Studies Faculty, the following standards are necessary:

- Published original scholarship or creative work concerning an American ethnic group
- Documented expertise to teach a course in the American Ethnic Studies curriculum
- Demonstrated familiarity and participation in the field of ethnic studies

- Janet Benson, Ph.D. Associate Professor (Anthropology)
- Douglas Benson Ph.D. Professor (Modern Language)
- Melissa Bopp, Ph.D. Assistant Professor (Kinesiology)
- Alfred Cochran, Ph.D. Professor (Music)
- John Exdell, Ph.D. Associate Professor (Philosophy)
- Elizabeth Fallon, Ph.D. Assistant Professor (Kinesiology)
- Kurt Gartner, Ph.D. Associate Professor (Music)
- Wayne Goins, Ph.D. Associate Professor (Music)
- David Griffin, Ph.D. Associate Professor (Education)
- Leslie Hannah, Ph.D. Associate Professor (English/Salina Campus)
- Michelle Janette, Ph.D. Associate Professor (English)
- Tiffany Kershner, Ph.D. Assistant Professor (Anthropology)
- Maria Martinez-Ortiz, Ph.D. Assistant Professor (Modern Languages)
- Salvador Oropesa, Ph.D. Professor (Modern Languages)
- Harald Prins, Ph.D. Professor (Anthropology)
- Marcelo Sabates, Ph.D. Associate Professor (Philosophy)
- Donald Saucier, Ph.D. Assistant Professor (Psychology)
- Walter Schumm, Ph.D. Professor (Human Ecology)
- James Sherow, Ph.D. Professor (History)
- Jeffrey Smith, Ph.D. Associate Professor (Geography)
- Kay Ann Taylor, Ph.D. Assistant Professor (Education)
- Tanya Gonzalez, Ph.D. Assistant Professor (English)
- Cia Verschelden, Ed.D. Associate Professor (Social Work)
- Farrell Webb, Ph.D. Associate Professor (Human Ecology)
- LaBarbara Wigfall, M.A. Associate Professor (Architecture)
- Zelia Wiley, Ph.D. Assistant Dean (Agriculture)
- Young Ok-Young, Ph.D. Associate Professor (Speech Communication, Theater and Dance)

<p>8. Student Profile</p>	<p>Students who apply to major in American ethnic studies must fill out a Change of Curriculum form and be admitted to the College of Arts and Sciences. As of September 2008, there are approximately 100 students in the American Ethnic Studies program. While our students come from a wide variety of disciplines, there are several important characteristics of students participating in the program.</p> <p>Among the Kansas State University colleges,</p> <ul style="list-style-type: none"> • 61.8% of our students come from Arts and Sciences, • 11.8% from Education, • 8.8% from Human Ecology, • 8.8% from Business, • 2.9% from Engineering, • and 5.9% from students who have no college affiliation. <p>At the departmental level, most of our students come from Social Science (11.7%), Education (10.9%), Family Studies and Human Services (7.5%), Art (7.5%) and Social Work (6.7%). Four of the five above disciplines make significant contributions to the provision of educational and social services to the public. Students who plan on entering these professions appear to be particularly attracted to American Ethnic Studies. These students recognize the degree to which skills working with diverse populations will be critical to their future success.</p> <p>A variety of career options are available to majors in Ethnic Studies. As reflected in the current student characteristics, teaching in secondary schools at the K-12 level is a popular career option. Many students also pursue a career in the social services. The major offers specialized knowledge of underrepresented communities, which is useful in careers such as journalism, marketing, community and housing development, radio and television, health and medicine, community and union organizing , social work, and a wide variety of positions in federal, state, and local governments as well as those at the city and county levels (University of California, 2008).</p> <p>There are also a variety of graduate and professional school options. Students can further their knowledge in Ethnic Studies by pursuing an MA or PhD. Another popular career option is attending law school for a JD. Completing a master's degree in education, public policy, social work, or public health are also popular career options.</p> <p>Currents students and past alumni of the American Ethnic Studies program were given a Needs Assessment Survey. Among current students, 85.7% reported a need for further coursework and more course options. All current students reported that the program was effectively preparing them for graduate school and/or future career goals. All alumni respondents who completed a minor in American Ethnic Studies reported that completing a major in the area would have been beneficial in accomplishing their career goals. All alumni and current students reported being better prepared to work in a global society.</p> <p>With the creation of a Bachelor’s of Arts and Science degree, American</p>
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	<p>Ethnic Studies will attract a higher caliber of students who recognize the importance of race and ethnicity as they enter the fields of law, education, medicine, public health, social work, journalism, business, urban planning, politics, counseling, international relations, creative writing as well as university teaching and research.</p>
<p>9. Academic Support</p>	<p>The American Ethnic Studies Program has established an advising program to work with degree recipients and secondary majors. The program director, core tenure track faculty and instructors will advise American Ethnic Studies students as they enter the program and through pre-enrollment advising.</p> <p>American Ethnic Studies has a positive working relationship with the Dow Multicultural Resource Center (Hale Library) which serves as an interdisciplinary resource for students, faculty, staff, and community members who are interested in exploring the reality of human diversity and the changing landscape of American demographics.</p> <p>American Ethnic Studies has successfully partnered with the Dow Multicultural Resource Center to provide library instruction to all students enrolled in the Introduction to American Ethnic Studies classes to further develop undergraduate students' research skills.</p>
<p>10. Facilities and Equipment</p>	<p>Beyond planned additions and improvements in spaces, equipment and facilities that will replace old, broken and outdated spaces and materials, the creation of this new degree does not require any additional resources or spending.</p> <p>The American Ethnic Studies program has access to comprehensive technology classrooms, which has enhanced the instructional capabilities to provide media guided instruction. We will continue to require access to technology classrooms for American Ethnic Studies courses that depend on a broad variety of teaching materials, often drawn from non-traditional, cutting-edge sources.</p>
<p>11. Program Review, Assessment and Accreditation</p>	<p>The American Ethnic Studies Program has developed a comprehensive student learning assessment plan. Central to this process is the identification of student learning outcomes for the Bachelor of Arts/Science Degree in American Ethnic Studies. Undergraduate degree majors will develop multicultural competencies in three areas:</p> <p>(1) Knowledge – an awareness and understanding needed to live and work in a diverse world.</p> <ul style="list-style-type: none"> • Understanding their ethnic identity and how it influences identity development. • Knowledge of diverse ethnic groups and their cultures. • Understanding of how race and ethnic relations have been and continue to be shaped by economic, social and political realities. • Knowledge of the changing demographics of ethnic minority and majority populations in the United States. <p>(2) Personal Attributes – traits needed by those who live and work in a diverse world.</p> <ul style="list-style-type: none"> • Ability to respond and adapt to new and changing situations.

	<ul style="list-style-type: none"> • Appreciation for those who are different from themselves. • Ability to empathize with another person’s cultural perspective. <p>(3) Skills – behaviors and performance tasks needed to live and work in an increasingly interconnected world.</p> <ul style="list-style-type: none"> • Verbal and nonverbal communication skills in interaction with those who are culturally different from themselves. • Ability to work effectively in culturally diverse groups toward a common goals. • Ability to listen effectively. • Ability to apply conflict resolution skills in multicultural dyads and groups. • Ability to apply critical thinking skills. • Ability to speak and write in more than one language. • Leadership skills in multicultural settings that reflect concern for social and economic justice and a service orientation. <p>Students will be expected to develop portfolios prepared during their degree program and used for on-going assessment of their multicultural learning and for a summative assessment of learning at degree completion.</p> <p>The American Ethnic Studies faculty person who is the instructor of the course will grade the portfolios. For degree program assessment of student learning other American Ethnic Faculty will participate. During the two months following the end of finals in the Fall and Spring semesters, the portfolio of each graduate will be evaluated independently by two members of the American Ethnic Studies faculty and rated on the level of student achievement of the American Ethnic Studies and the university student learning outcomes. These ratings will constitute the aggregate assessment of how well our graduates are achieving these outcomes. Using the following assessment rubric, the evaluator will rate the individual components of the portfolio according the following scale (a) exemplary (b) exceeds expectations (c) acceptable and (d) below minimum standards.</p>
12. Costs, Financing	No additional financing is required for this new undergraduate major.

Curriculum Outline
Kansas State University
American Ethnic Studies New Degree Proposal

I. Identify the new degree:

Bachelor of Arts – American Ethnic Studies
 Bachelor of Science - American Ethnic Studies

II. Provide courses required for each student in the major:

Hours	Course Name & Number	Credit
Core Courses:		
	AMETH 160 Intro to American Ethnic Studies	3
	AMETH 449 Comparative Ethnic Studies I	3
	AMETH 450 Comparative Ethnic Studies II	3
Electives:		
ETHNIC SPECIFIC COURSES (6 credit hours)		
	AMETH 451 African American Perspectives	3
	AMETH 452 American Indian Perspectives	3
	AMETH 453 Latino/Latina Perspectives	3
	AMETH 454 Asian American Perspectives	3
	ANTH 570 North American Archaeology	3
	ANTH 630 North American Indians	3
	ENGL 386 African American Literatures	3
	ENGL 387 American Indian Literatures	3
	ENGL 388 Asian American Literatures	3
	ENGL 389 Latino/a Literatures	3
	HIST 537 History of the Indians of North America	3
	HIST 539 African American History	3
	SOC 541 Wealth, Power and Privilege	3
	SPAN 560 Chicano Literature & Culture in the U.S.	3
	SPAN 760 Hispanic Literature & Culture in the U.S.	3
SUPPORTING COURSES (9 credit hours)		
	ANTH Any Anthropology Course	3
	ANTH 200-204 Cultural Anthropology	3
	PHILO 380 Philosophy of Race	3
	ENGL 385 Multiethnic Literature Course	3
	ENGL 280 American Ethnic Literature	3
	SOCIO 570 Race & Ethnic Relations in the USA	3
	GEOG 200 Human Geography	3
AMERICAN ETHNIC STUDIES ELECTIVES (6 credit hours)		
	MANGT 560 Management of Diversity in Workforce	3
	ECON 505 South Asian Civilizations	3
	EDCI 730 Education of the Disadvantaged	3
	EDCI 735 Curriculum Materials for Nonsexist Teaching	3
	EDCI 740 Curriculum Materials/Dual Language	3

AMERICAN ETHNIC STUDIES ELECTIVES (6 credit hours continued)

EDCI 742 ESL/Dual Language Assessment	3
EDCI 745 ESL/Dual Language Assessment	3
EDCI 746 ESL/Dual Language Secondary Program	3
EDCI 755 Multicultural Issues in Teaching	3
EDEL 310 Foundations of Education	3
EDSEC 310 Foundations of Education	3
EDLST 350 Culture and Context in Leadership	3
EDSEC 455 Teaching in a Multicultural Society	3
ENGL 285 American Ethnic Literature	3
ENGL 315 Introduction to Cultural Studies	3
ENGL 385 Selected American Ethnic Literatures	3
ENGL 450 Literature and Society: Literature of the Holocaust	3
ENGL 580 Selected World Literature	3
ENGL 655 Readings in American Ethnic Minority Literature	3
GEOG 100 World Regional Geography	3
GEOG 505 South Asian Civilizations	3
GEOG 620 Geography of Mexico, Central America and Caribbean	3
GEOG 621 Geography of South America	3
GEOG 640 Geography of Europe	3
GEOG 715 World Population Patterns	3
GEOG 780 Cultural Geography	3
HIST 505 South Asian Civilizations	3
HIST 539 African American History	3
HIST 554 History of the South	3
HIST 537 History of the Indians of North America	3
HIST 560 Latin American Nations	3
HIST 561 Colonial Hispanic America	3
HIST 562 Modern Mexico	3
HIST 596 Holocaust: The Destruction of the European Jews	3
FSHS 552 Families and Diversity	3
MC 530 Media, Race and Social Change	3
KIN 702 Minority Groups in Sport	3
KIN 796 Topics: Cultural Competency for Health Professionals	3
SPAN 505 Spanish Literature in Translation	3
SPAN 520 Hispanic Readings	3
SPAN 550 Introduction to Literature in Spanish	3
SPAN 560 Chicano Language and Literature	3
SPAN 565 Spanish Civilization	3
SPAN 566 Hispanic American Civilization	3
SPAN 567 Literature of Spain	3
SPAN 568 Literature of Spanish America	3
SPAN 569 Special Studies Spanish: Chicano Lang & Literature	3
SPAN 760 Hispanic Literatures and Culture in the U.S.	3
SPAN 768 Cinema of Spain	3
SPAN 769 Cinema of Spanish America	3
SPAN 772 Spain Today	3
SPAN 773 Spanish America Today	3

AMERICAN ETHNIC STUDIES ELECTIVES (6 credit hours continued)

SPAN 776 Spanish in the World	3
MUSIC 245 Introduction to American Music	3
MUSIC 420 History of Jazz	3
MUSIC 421 Salsa: Afro-Cuban Music of the Past and Present	3
MUSIC 424 Jazz in Kansas City and the Southwest	3
MUSIC 425 Topics in Jazz	3
POLSC 333 World Politics	3
POLSC 344 Introduction to Comparative Politics	3
POLSC 505 South Asian Civilizations	3
POLSC 511 Contemporary Chinese Politics	3
POLSC 545 The Politics of Developing Nations	3
POLSC 621 West European Politics	3
POLSC 622 Latin American Politics	3
POLSC 623 South Asian Politics	3
POLSC 624 Middle Eastern Politics	3
POLSC 626 African Politics	3
POLSC 627 Eastern and Central European Politics	3
POLSC 630 Politics of Russia and the Former Soviet Union	3
POLSC 742 International Conflict	3
SOCIO 535 Population Dynamics	3
SOCIO 541 Wealth, Power and Privilege	3
SOCIO 633 Gender, Power and International Development	3
SOCIO 670 Diversity and Social Interaction in the Workplace	3
SOCIO 738 Inter-American Migration	3
SOCIO 742 Society and Change in South Asia	3
SPCH 480 Intercultural Communication	3
THTRE 253 Multicultural Storytelling	3
THTRE 363 Integrating Cultural Diversity with Stories & Style	3
THTRE 672 American Ethnic Theatre	3
WOMST 205 Gender, Ethnicity and Class	3
WOMST 700 Politics of Women of Color	3

Research:

AMETH 550 Research Methods in American Ethnic Studies	3
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Practica:

AMETH 650 Seminar in American Ethnic Studies	3
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Total: 36 hours

Fiscal Summary for Proposed Academic Programs

IMPLEMENTATION YEAR FY 2009-2010

Institution: Kansas State University

Proposed Program: American Ethnic Studies

Part I. Anticipated Enrollment	Implementation Year		Year 2		Year 3	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
A. Full-time, Part-time Headcount:	10		20		30	
B. Total SCH taken by all students in program	900		1200		1500	
Part II. Program Cost Projection						
A. In implementation year one, list all identifiable General Use costs to the academic unit(s) and how they will be funded. In subsequent years, please include only the additional amount budgeted.						
	Fall, Implementation Year		Year 2		Year 3	
<u>Costs:</u>	N/A		N/A		N/A	
Salaries						
OOE	N/A		N/A		N/A	
Total	No additional costs		No additional costs		No additional costs	

Indicate source and amount of funds if other than internal reallocation: