WHEREAS, this resolution is a proposal from Women’s Studies Program for a Graduate Certificate in Women’s Studies;

BE IT RESOLVED that the Campus Senate of the University of Illinois at Springfield approves the Graduate Certificate in Women’s Studies.
Memorandum

To: Chair, Graduate Council
From: Henry Nicholson
   Chair, Academic Standards Committee
   College of Liberal Arts & Sciences
Date: August 30, 2005
Re: Approval of Women's Studies Graduate Certificate

The Academic Standards Committee met during the Spring 2005 semester to review and provide constructive feedback on a draft of the WMS Graduate Certificate proposal. The revised proposal (attached) was approved at our April 26, 2005, meeting. Should you have any questions, please contact me at 206-7363.

Copies: Pat Langley
         Margot Duley
         CLAS Dean's Office Files
TO:       CLAS Curriculum and Standards Committee

RE:       WMS Graduate Certificate

DATE:     January 14, 2005

FROM:     Pat Langley, Convener.

Enclosed is a proposal for a graduate certificate in Women's Studies. We were hoping to have this considered so that we could make course scheduling decisions for the fall of 2006.

I would be most happy to meet with you to answer questions, should you desire. Just let me know.
Proposal for a Women's Studies Graduate Certificate

A. Purpose of certificate

The Women's Studies Certificate is designed in order to enable students to develop a graduate level women's studies perspective, inclusive or exclusive of a chosen major discipline. The graduate certificate in women's studies is well established in the United States. See the Smith College Graduate Programs in Women's Studies. Retrieved December 16, 2004 from http://www.smith.edu/wstlaradlinks.html

B. Target audiences

The certificate is for any graduate-level student with an interest in women's issues. We anticipate a number of degree seeking graduate students will take the certificate.

C. Proposed curriculum

The certificate may be taken as a stand-alone piece or may be incorporated into a student's work on a graduate degree with the permission of the student's major field. The certificate will consist of one new core course, WMS 501, and three elective courses at the graduate level, chosen in conjunction with a Women's Studies advisor.

WMS 501 Advanced Women's Studies Theory and Methods 4 Hrs A cross-disciplinary graduate-level exploration of feminist scholarship.

WMS 411 Feminist Theories* 4 Hrs
Graduate-level electives (400 or 500) 8-12 Hrs
Total 16 Hrs

* WMS 411 is a prerequisite for WMS 501. If WMS 411 is taken as part of graduate coursework, 8 hours of electives are required. If WMS 411 was completed as part of an undergraduate coursework, 12 hours of electives are required.

D. Relation to degree programs

The certificate will complement the Women's Studies minor at the undergraduate level, allowing students a formal way of pursuing graduate level women's studies work either as a stand-alone piece or as part of a graduate degree.

UIS faculty from various disciplines across campus currently offer courses which will satisfy the elective component. Approximately thirty-one 400-level cross-listed women's studies courses and three 500-level courses are now available.
In addition to the new 500-level core course described above, Women's Studies will also request a 500-level special topics number. It is intended that the teaching of WMS 501 rotate among existing women's studies faculty and no additional resources would be needed.

E. Occupational and/or student demand

The certificate will be particularly valuable to prepare students for careers which require expertise on gender issues. These include the broad areas of law and advocacy, healthcare and medicine, social work, education, counseling, human resources, and government service. As more women work, both private and public sector employers find the need for more sensitivity to women's issues such as sexual harassment, flex-time, parental leave, violence against women, pay equity, and equal employment opportunities, to name a few. The development of women's agencies and organizations is also spurring demand for graduates with specializations in Women's Studies.

See the attached document with data from the U.S. Department of Labor about employment projections in these areas.

F. Administrative issues

1. Responsible Administrative unit

   The Women's Studies Program in the College of Liberal Arts and Sciences

2. Admissions

   a) Eligibility
      Admission to graduate school

   b) Admissions process.
      Students would write a goal statement and have an interview with a Women's Studies faculty member. Students would be conditionally admitted to the certificate program until they pass WMS 501 whereupon they would be fully admitted.

3. Advising

   An advisor from Women's Studies will be assigned.

4. Tracking

   Files for each student would be kept in the Women's Studies central office.
OCCUPATIONAL DEMAND

Overall labor force participation rates will continue to rise among women and edge down among men between 1998 and 2008. As a result, women's labor force growth should be faster than men's—about half again as fast, in fact. As more women are added to the labor force, their share will approach that of men. In 2008, women will make up about 48 percent of the labor force and men 52 percent. In 1988, the respective shares were 45 and 55 percent.


The numbers of men and women in the labor force will grow, but the number of women will grow at a faster rate than the number of men. The male labor force is projected to grow by 10 percent from 2002 to 2012, compared with 14.3 percent for women. As a result, men's share of the labor force is expected to decrease from 53.5 to 52.5 percent, while women's share is expected to increase from 46.5 to 47.5 percent. "Tomorrow's Jobs, Labor Force." Retrieved December 16, 2004 from http://stats.bls.gov/oco/oc02003.htm

According to the Employment Policy Foundation, "the changing ethnic, racial, age, and gender composition of the workforce will become more evident to both the general public and American businesses. ... Demographically, the share of whites and males in the labor force will continue to fall in the 21st century, while the share of women and ethnic and racial minority workers, especially Hispanics and Asians, will grow." "Executive Summary: The Changing Face of the 21st Century Workforce: Trends in Ethnicity, Race, Age, & Gender." Retrieved December 16, 2004 from http://www.epf.org/pubs/monoaraphs/1998/raceaend.asp Information available from the Dept of labor Occupational Outlook Handbook projects job openings by occupation. Some careers areas that
that would call on and benefit from competency in women's studies include counseling, social work, human resource occupations, affirmative action officers, lawyers and paralegals, teaching, health care and social service providers. Illinois employment projections for this same time period are consistent with the national data. Illinois Department of Employment Security, *Statewide Employment Projections.* Retrieved December 16, 2004 from http://lmi.ides.state.il.us/projections/statefiles/stateprojItocc0212.pdf

Between 2002-2012, positions for counseling jobs are projected to increase 21-35% growing faster than average, and some specializations within counseling, such as substance abuse and family counselors, are projected to grow faster than others. Retrieved December 16, 2004 from http://stats.bls.aov/ocolocos067.htm

Social work is a profession that is also projected to grow faster than average-21-35% during the years 2002-2012. Retrieved December 16, 2004 from http://stats.bls.aov/ocolocos060.htm While positions such as social and human services assistants currently do not require a bachelors’ degree, it is an area that is projected to grow much faster than average between 2002 and 2012-an increase 36% or more. In order to advance, people in these jobs will need more formal education to advance. Retrieved December 16,2004 from http://stats.bls.aov/ocolocos059.htm

Human resource occupations such as human resources, training, and labor relations managers and specialists, are projected to grow faster than average. Graduate certificate courses would be especially helpful for "EED officers, representatives, or affirmative action coordinators... in large organizations. They investigate and resolve EEO grievances, examine corporate practices for possible violations, and compile and submit EED statistical reports." Retrieved December 16, 2004 from http://stats.bls.aov/ocolocos021.htm

Demand for lawyers and paralegals will be spurred by the "growth of legal action in such areas as health care, intellectual property, international law, elder law, environmental law, and sexual harassment." Competency in gender and sex will increase employability. Retrieved December 16, 2004 from http://bls.aov/ocolocos053.htm (lawyers) and http://stats.bls.aov/ocolocos114.htm (paralegals)

The education and health services "super sector" is projected to grow faster, 31.8 percent, and add more jobs than any other comparable super sector. About 1 out of every 4 new jobs created in the U.S. economy will be in either the healthcare and social assistance or private educational services sectors. Retrieved December 16, 2004 from http://stats.bls.aov/oco/oc02003.htm
Healthcare and social assistance will grow by 32.4 percent and add 4.4 million new jobs. Employment growth will be driven by increasing demand for healthcare and social assistance because of an aging population and longer life expectancies. Also, as more women enter the labor force, demand for childcare services is expected to grow. Retrieved December 16, 2004 from http://stats.bls.aov/oco/oc02003.htm