

P12-193



THE FACULTY SENATE

December 18, 2006

MEMORANDUM

TO: President Robert M. Gates

FROM: R. Douglas Slack, Speaker *R. Douglas Slack*

SUBJECT: Approval of University Curriculum Committee Item (FS.24.65)

At its regular meeting on December 11, 2006 the Faculty Senate approved the following curriculum item from the University Curriculum Committee and submits it for your approval. Attached is a copy of the material sent to our Senators.

Special Consideration:

College of Liberal Arts
 Women's Studies Program
 AWIL Scholars Program, a Certificate in Gender and Leadership

Thank you for your time and consideration. Please inform me of your action on this matter.

Attachment

cc: David Prior
 Karan Watson
 Paul Meyer
 Linda Lacey
 Charles Johnson

Approved:

Eddie J. Davis

 Robert M. Gates, President
 Eddie J. Davis, Interim President

1/11/07

 Date

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TEXAS A&M UNIVERSITY
Women's & Gender Equity Resource Center

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MEMORANDUM

June 30, 2006

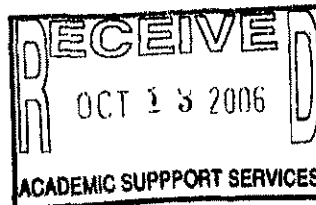
To: University Curriculum Committee

Through: Charles Johnson
Dean, College of Liberal Arts

Through: Pamela Matthews
Associate Dean, College of Liberal Arts

From: Claudia Nelson
Director, Women's Studies Program

Brenda Bethman
Director, Women's & Gender Equity Resource Center



RE: Proposed AWIL Scholars Program, a Certificate in Gender and Leadership

We are writing to propose offering a certificate program in gender and leadership, which would be named the AWIL Scholars Program. This program, which on the academic level will function as a separate track within the Women's Studies Program undergraduate minor, will be a collaborative effort between the Women's Studies Program and the Aggie Women in Leadership (AWIL) Program, located in the Women's & Gender Equity Resource Center.

The development of this program will be modeled on the successful Women Involved in Living and Learning (WILL) Program at the University of Richmond. We believe a WILL-type program will offer significant benefits to female students at Texas A&M, who have already expressed a great interest in gender and leadership through their participation in AWIL. Female students at A&M continue to hold a disproportionately low number of high-level leadership positions on campus compared to male students, despite the fact that women make up approximately fifty percent of the undergraduate student body. Furthermore, the AWIL Scholars Program will benefit the general university community inasmuch as this type of program promotes diversity in leadership and parallels the leadership goals set forth in Vision 2020. Creating an AWIL Scholars Program presents an exciting opportunity to bridge the activities of Academic and Student Affairs, curricular with co-curricular, a hallmark of the Aggie experience. Such a program is also in alignment with the goals set forth in the "Enhancing the Undergraduate

Experience" report, which was submitted to President Gates in May 2005 (the report is available at: <http://www.tamu.edu/president/documents/Enhancetheundergradexp.pdf>).

Once approved, the Women's Studies Program and the Women's & Gender Equity Resource Center will take joint responsibility for administering the certificate. The Women's Studies Program will be responsible for confirming that students have completed the minor requirements, while the Women's & Gender Equity Resource Center will track the completion of the co-curricular and student organization membership requirements. We will then provide the appropriate information for students satisfying the certificate requirements to the Registrar's Office so that the certificate may be listed on their transcripts.

Please direct any questions to Claudia Nelson at 845-7994 or claudia_nelson@tamu.edu or Brenda Bethman at 845-8784 or bbethman@tamu.edu.

AWIL Scholars, a Certificate in Gender and Leadership

The AWIL Scholars program is guided by the following mission:

- To encourage critical thinking, intellectual curiosity, and active learning opportunities that empower young women as leaders during and beyond their college tenure;
- To foster a deeper understanding of women's diverse roles and contributions to society;
- To increase awareness of obstacles women have faced and are facing, and of individual and collective strategies to address these issues;
- To promote self-esteem and self-confidence of its members;
- To provide opportunities for women to explore career and life choices;
- To cultivate skills for living and working with people of diverse backgrounds and opinion.

The AWIL Scholars Program is a curricular and co-curricular, certificate-bearing program designed to provide leadership experience, encouragement, and opportunity for development of critical and analytical skills. AWIL Scholars provides active learning opportunities that empower women as leaders, fosters a deeper understanding of women's roles and contributions to society, and offers opportunities for women to investigate career and life choices.

Summary of Requirements for the Certificate

- Minor in Women's Studies (18 hours);
- One year membership in the Aggie Women in Leadership Program OR One year's residency in a proposed Women's Leadership Living Learning Community;
- Two years membership in the AWIL Scholars student organization;
- Attendance at a minimum of two co-curricular events (lectures, etc.) per semester, excluding summer sessions, during the student's enrollment in the AWIL Scholars program;

The AWIL Scholars Program consists of a three-pronged approach:

Academics

The curriculum component of the AWIL Scholars Program will consist of the current minor in women's studies offered through the Women's Studies Program. In order to complete the minor in Women's Studies, students must successfully complete 18 credit hours including at least 9 hours at the upper-division (300 and 400) level (please see Appendix A for a complete list of Women's Studies minor requirements).

Co-Curriculum

AWIL Scholars students will have many opportunities to participate in workshops, films, cultural events, and other gender-focused programming. They will also have opportunities to design their own programming in the form of leadership projects. Students will be required to participate in a minimum of two co-curriculum events per semester. In addition, all AWIL Scholars students will be required to complete one of the following:

- Participation in the Aggie Women in Leadership Program as a first-year AWILer. In order to participate in and receive an AWIL certificate of completion, students participating in the AWIL Program must:
 - meet with their assigned Mentor;
 - attend Leadership Sessions and other events throughout the academic year;
 - perform community service relating to women's or gender issues. Service can take various forms, such as working at a battered women's shelter, tabling on campus to raise awareness, etc. The Program will assist in organizing and identifying service opportunities.

OR

- One year's residency in a proposed Women's Leadership Living Learning Community (WL3C). This residential experience would be open to all AWIL participants, with priority given to AWIL Scholars. WL3C participants will complete two one-credit seminars on women and leadership as part of the community. (Discussions regarding the development of the WL3C are currently underway with the Department of Residence Life. We tentatively plan to accept the first students in Fall 2007).

Student Organization

The student organization is one of the key features that will distinguish membership in AWIL Scholars from simply completing a minor in Women's Studies. Significantly, it will create a sense of community and offer shared experiences for students in an otherwise interdisciplinary program. At the same time, the student organization can serve as a self-contained social movement organization. The organization provides an essential structure for leadership because it will hold regular meetings and allow participants to share ideas and strategize with other members of the group.

The AWIL Scholars student organization will perform the following tasks:

- Coordinate leadership development sessions for AWIL participants. This includes contacting speaker(s), assisting with preparation, encouraging interactive activities, and confirming logistics;
- Facilitate small-group activities with mentors and protégées to personalize the AWIL Program;
- Arrange social activities for the Program;
- Attend one-hour AWIL Scholars meetings approximately once every other week or as needed;
- Assist with the coordination of other programmatic aspects on an as needed basis, including help with the end-of-year reception, on-going social events or maintaining attendance records;

In addition, the AWIL Scholars student organization will organize leadership projects as part of their co-curricular experiential learning. In order to receive the certificate, students must participate in the AWIL Scholars student organization for a minimum of two years.

Appendix A: Course Requirements for the Minor in Women's Studies

Students must successfully complete 18 credit hours including at least 9 hours at the upper-division (300 and 400) level, as follows:

- WMST 200 – Introduction to Women’s Studies (AWIL Scholars-only sections will be offered when possible);
- WMST 481 - Senior Seminar (AWIL Scholars-only sections will be offered when possible);
- 3 hours WMST humanities courses;
- 3 hours WMST social sciences courses
- 6 hours WMST electives as approved by the Director of Women's Studies

Core Courses in Women's Studies

- *Introduction to Women's Studies* (WMST 200 - 3 credit hours): Historical and cross-cultural perspectives on women's roles in culture, the work place, the family and other sociopolitical institutions; the social construction of gender, sexuality and racism; social control mechanisms and ideologies.
- *Senior Seminar in Women's Studies* (WMST 481 - 3 credit hours): Survey of key feminist texts; history of women's thought with emphasis on post-World War II feminist theory; analysis of recent landmark texts and contemporary theories, with attention to the diversity of women's ethnic, class, sexual and cultural experience; application of theories to current debates and controversies. Usually only offered in the Spring semester.

Other courses may be chosen from the following:

Social Sciences

- WMST 207 Introduction to Gender and Society (Sociology)
- WMST 300 Psychology of Women (Psychology)
- WMST 316 Sociology of Gender (Sociology)
- WMST 317 Women in Politics (Political Science)
- WMST 334 Women’s Health (Health)
- WMST 404 Women and Culture (Anthropology)
- WMST 407 Women, Minorities and Mass Media (Communication)
- WMST 420 Gender and Communication (Communication)
- WMST 424 Women and Work in Society (Sociology)
- WMST 430 Employment Discrimination Law (Management)
- WMST 462 Women and Law (Political Science)

Humanities

- WMST 330 Women in Ancient Greece and Rome (European and Classical Languages/History)
- WMST 333 Gay and Lesbian Literature (English)
- WMST 374 Women Writers (English)
- WMST 461 History of American Women (History)
- WMST 473 History of Modern American Women (History)
- WMST 474 Studies in Women Writers (English)
- WMST 476 Sex and Sexuality in History (History)
- WMST 477 Women in Modern European History (History)

Courses with either humanities or social science credit, depending on the topic:

- *WMST 484: Internship in Women's Studies.* Placement in an agency dealing with women's issues or clientele. Work with a faculty member and agency supervisor to receive university credit and work experience. See description at http://www.tamu.edu/women_genderequity/women_gender/internship.htm
- *WMST 485: Independent study.*

Special topics:

- *WMST 489:* Special topics courses are offered each semester in a variety of departments. In the recent past, these have included Women in Music, Language and Gender, Representations of Motherhood, Gender in Contemporary East Asia, and many others. Some of these count as Social Science courses, and others as Humanities. Check our schedules for current listings.

Appendix B: Aggie Women in Leadership Program

Program Design

Modeled on the successful Womentoring program developed at the University of North Carolina at Chapel Hill, the AWIL Program was founded during the 2003-2004 academic year. During the first few weeks of the fall semester, the AWIL Steering Committee matches interested first and second-year women with professional faculty, staff, graduate student, and community Mentors. Mentors represent a diverse group of female leaders from across the TAMU campus and B/CS community. This group includes faculty, staff, community members, and graduate students at all levels representing a wide array of disciplines including liberal arts, sciences, business, medicine, and administration.

- *Monthly Leadership Development Programs:* Each month, AWIL participants are invited to participate in leadership workshops and programs conducted by professional community members as well as TAMU faculty and staff. Student participants are required to attend five leadership sessions throughout the academic year in order to receive an AWIL certificate of completion and to be recognized as participants of the program.
- *Program Social Events:* In addition to the monthly leadership development sessions, AWIL participants also have the opportunity to take part in social events, such as lunches, potlucks and cultural performances. These activities vary from year to year depending on the interests expressed by AWIL participants.
- *Informal Gatherings:* Each Mentor and her protégée are encouraged to meet on an informal basis, either to enjoy a cultural event, attend a women's athletic competition, or simply talk over lunch. Below is a list of various offices and organizations that host events that may be of interest to Mentors and students and may provide opportunities for joint activities:
 - Aggie Women in Computer Science
 - Department of Student Activities
 - Graduate Women in Business
 - OPAS
 - Society of Women Engineers
 - Women's Athletics
 - Women's & Gender Equity Resource Center

- Women in Engineering Science and Technology
- Women's Faculty Network
- Women in Science and Engineering
- Women's Studies Program

Mission

Leadership development is central to the mission of Texas A&M University. While many people believe that leadership is an in-born trait, at AWIL we believe that leadership is something that is learned, that everyone has leadership potential, and that a vision of leadership needs to include women and men of all backgrounds. The world needs women leaders in politics, education, business, and other fields and we are committed to increasing the diversity of women leaders, which necessitates a commitment to the inclusion, welcome, and support of individuals from all groups, encompassing the various characteristics of persons in our community. Among these characteristics are race, ethnicity, national origin, gender, age, socioeconomic background, religion, sexual orientation, and disability. The AWIL Program endeavors to strengthen women's leadership in all its diversity on campus and in the world beyond, and was created in response to the lack of women undergraduate students in high-visibility leadership positions across campus, despite the fact that approximately half of the student body is female, and that women do hold many other leadership positions in campus organizations. AWIL seeks to foster women's leadership by:

- providing leadership-focused social support by pairing first- and second-year students with a faculty, staff, community, or graduate student Mentor, preferably in the student's area of academic interest;
- increasing leadership competence among undergraduate women through monthly leadership skills development workshops.

Below is the leadership model on which the AWIL program is based.

- *Definition of Leadership:* Leadership is a relational process of people working together to accomplish change or to make a difference that will benefit the common good.

Relational Leadership is:

- INCLUSIVE of people and diverse points of view;
- EMPOWERING of others who are involved;
- PURPOSEFUL, there is individual commitment to a goal or activity;
- ETHICAL, it is driven by values and standards;
- PROCESS-ORIENTED, how the group goes about being a group and how it accomplishes its purpose is as important as the achievements of the group.

Source: Komives, Susan R., Nance Lucas, and Timothy R. McMahan. *Exploring Leadership for College Students Who Want to Make A Difference*. San Francisco, CA: Jossey-Bass Publishers, 1998.

Core Values

- Quality leadership is inclusive and ethical, respects individuals, puts emphasis on both process and outcomes, and produces quality results;

- Leadership is a process, not simply a position or a title;
- Leadership must be shared by women and men of all colors, creeds, religions, sexual orientations, abilities, and ages;
- Principled leadership can transform society for the good of all people;
- Leadership can and should be taught and developed;
- Developing excellence in leadership among all people will create a more just, equitable and thriving society.

Learning Outcomes

Participants in the AWIL Program will:

- meet successful women leaders across the University and the community and develop ongoing relationships;
- receive advice and support in their attempts to become effective students, leaders, and citizens;
- learn about topics relevant to women and leadership;
- become aware of ways to become active in the University community.