Notice of Intent to Create a School Focusing on Languages, Cultures, and Race

Proposed Name
The proposed faculty of the new school have not yet had the opportunity to discuss possible names for the school. Provisionally, we propose that it be called the School of Cultures, Languages, and Race, with recognition that, should this NOI be approved and the school be created, members of the school may want to change the name. The school will be created by integrating some of the faculty from the Department of Critical Culture, Gender, and Race Studies (CCGRS) into the Department of Foreign Languages and Cultures (DFLC), and the eventual permanent name for the school will reflect this combination of expertise.

Proposed Campus
At its inception, the new school will have faculty on the Pullman, Tri-Cities, and Vancouver campuses, although it may later have faculty on other campuses in the system.

Proposed Location in the Administrative Structure
The new school will have its administrative home in the College of Arts and Sciences.

Proposed Faculty in the School

Tenured and Tenure-Track
Professor Mary Bloodsworth-Lugo (currently in CCGRS)
Professor Joan Grenier-Winther (currently in DFLC)
Professor Jolyon T. Hughes (currently in DFLC)
Professor Richard King (currently in CCGRS)
Professor David Leonard (currently in CCGRS)
Professor Carmen R. Lugo-Lugo (currently in CCGRS)
Professor Francisco Manzo-Robledo (currently in DFLC)
Associate Professor Lisa Guerrero (currently in CCGRS)
Associate Professor Mike Hubert (currently in DFLC)
Associate Professor Vilma Navarro-Daniels (currently in DFLC)
Associate Professor Xinmin Liu (currently in DFLC)
Associate Professor Rory J. Ong (currently in CCGRS)
Associate Professor Ana Maria Rodriguez-Vivaldi (currently in DFLC)

Clinical Track
Clinical Associate Professor Joshua Bonzo (currently in DFLC)
Clinical Associate Professor Weiguo Cao (currently in DFLC)
Clinical Associate Professor Sabine Davis (currently in DFLC)
Clinical Associate Professor Maria Serenella Previto (currently in DFLC)
Clinical Assistant Professor Insook Webber (currently in DFLC)

Instructor Track
Reho Abo (currently in DFLC)
Jacob Barrows (currently in DFLC)
Olga Borges (currently in DFLC)
Gabriela Gamez (currently in DFLC)
Cassandra Gulam (currently in DFLC)
Bruce Hazelwood (currently in CCGRS)
Renée Holt (currently in CCGRS)
Karen Jennings (currently in DFLC)
Effect of the Creation of the Unit on Faculty Inside and Outside of the Unit

This proposal was developed in conjunction with a plan for the Program in Women’s Studies, which currently resides within CCGRS. That plan proposes to move Women’s Studies to English, with the associated faculty moving to either English or History. There are two CCGRS faculty who also seek to move to English or History. The remaining CCGRS faculty would like to join with the Foreign Languages and Cultures faculty to form a new school that offers collaborative expertise on the connections between culture, language, and race. The new school creates opportunities on several fronts. It will notably offer programs dedicated to the study of social and cultural issues arising from race, ethnicity, and language in national and global contexts, fostering engaged, holistic interdisciplinary inquiry across these areas. Creation of the new school will encourage a renewed commitment to these issues in undergraduate and graduate education, scholarship, and outreach. The integrated study of individual identities in broader social and cultural settings of our changing world will help to empower students and the campus community to value racial, ethnic, linguistic, and national differences, while preparing students and the campus to face future challenges. Given the faculty expertise in the new school, it could serve as the foundation for new programs in Global Studies, Indigenous Studies, Popular Culture, Race Studies, and/or Sports Studies.

Description of the Effect of the Creation of the Unit on Other Administrative Units

There are no clearly identifiable effects of the creation of the new school on other academic units. Some of the intellectual interests of faculty in the new school are shared by the Department of Anthropology, but the approaches to scholarship used by anthropologists, which are rooted in social science and ethnographic studies, are largely different from those used by faculty that will be in the new school, which apply critical study of social phenomena and cultural products, such as literature, film, and television.

The transfer of faculty from CCGRS to both the departments of English and History should help to strengthen those units. The tenured faculty that have requested transfers to English (Shahani, Streamas, and Thoma) have degrees and scholarly research related to the interests of English; likewise, tenured faculty requesting transfers to History (Barclay, Guerrero, Heidenreich) have degrees and scholarly research in History.

Description of the Process Used to Consult the Affected Faculty and Other Administrative Units

At the request of Dean DeWald, Larry Hufford facilitated a conversation between faculty in CCGRS and DFLC on February 23, 2017. All faculty in both units were invited to participate in the conversation. At this meeting, the comparative ethnic studies faculty emphasized their overwhelming support in favor of a
merger with DFLC; likewise, JT Hughes, chair of DFLC, reported that DFLC faculty were unanimous in support of a proposed merger with faculty in comparative ethnic studies.

On February 24, 2017, Larry Hufford facilitated a conversation between faculty from the Program in Women’s Studies in CCGRS and chairs Todd Butler (Department of English) and Stephen Kale (Department of History). After this meeting, some faculty from the Program in Women's Studies began to meet with faculty in the Department of English about the possibility of moving the administrative home of the program to English.

On March 1, 2017, at the request of Dean Daryll DeWald, Larry Hufford moderated for the College of Arts and Sciences a visioning session on academic realignments related to language, culture, and race to which all faculty in the college were invited. Prior to this visioning session the College of Arts and Sciences created an online comment board for submission of questions, comments, and concerns about this academic realignment. Questions and comments received before the March 1 session were introduced into the discussion at the meeting. Comments and concerns received after the March 1 session were used to guide considerations for the planning committee formed in April by Provost Bernardo.

Provost Bernardo, on April 27, 2017, formed a planning committee to develop a comprehensive proposal that addressed the points of this Notice of Intent and a subcommittee to develop a proposal for the academic realignment of the Program in Women's Studies. The planning committee met in May 2017 to plan work ahead and discuss consulting with faculty, staff, and students. The committee picked up its plans at the beginning of fall semester 2017 and worked earnestly to develop the attached proposal.

Part of the committee's work has been to seek input from faculty, staff, and students in the effected units. We held on October 11, an open forum with faculty and staff from both CCGRS and DFLC to solicit their input on an early draft of the proposal for the new school. Input received at that forum and afterward was used to revise the proposal for the new school. Faculty advisory ballots on the proposed merger were held in late October, and faculty were given the opportunity to provide comments. We also solicited input from graduate students in both CCGRS and DFLC. Graduate students in both units have met and provided feedback. Undergraduate majors in both CCGRS and DFLC were surveyed to obtain their perspectives. Preliminary versions of the proposals for the new school and also for transitioning the administrative home for the Program in Women's Studies to the Department of English were also shared with faculty in English and History and given the opportunity to comment (because faculty from CCGRS have requested to move to the departments of English and History).

**Do the Affected Faculty and Other Administrative Units Agree to the Creation of the New School**

Thirteen faculty in CCGRS voted on the proposed merger of Comparative Ethnic Studies faculty with the Department of Foreign Languages and Cultures. Among those voting, 8 voted in favor of the merger to form a new school, two voted against the merger, and three abstained. The abstaining ballots were cast by members of the Women's Studies faculty. Appendix 1 of this NOI provides the two comments submitted by faculty in CCGRS with their ballots.

Nineteen of the eligible members (90.4%) of DFLC, including faculty and the graduate representative, submitted advisory ballots. There were 17 votes in favor of the merger to form a new school, 1 against the merger, and 1 abstention. Appendix 2 of this NOI provides the two comments submitted by faculty in DFLC with their ballots.

Graduate students in the Department of Foreign Languages and Cultures were given the opportunity to vote on the merger of their unit with faculty in Comparative Ethnic Studies. Among the 13 DFLC graduate students that voted, nine recommended the merger, none opposed the merger, and four abstained.
There was no dissent expressed from the Department of English or the Department of History about either the proposed new school or the transition of the Program in Women’s Studies to English.

Faculty in Anthropology were asked to provide input on the proposal to form the new school. Anthropology faculty, including those on the Pullman, Vancouver, and Tri-Cities campuses, were provided with preliminary versions of the proposal for the new school and the proposal to transfer Women’s Studies to the Department of English. Anthropology faculty were asked to return an advisory ballot and provide any comments they had. Of the ten Anthropology faculty that voted on the proposals, three voted in support of the new school, three voted in opposition to the new school, and four abstained.

**Role of the School as a Tenure Unit**

The new school will serve as a tenure unit. Faculty identified above as prospective faculty in the new school will have their appointments and tenure homes shifted from either CCGRS or DFLC to the new school.

**Proposed Budget**

Table 1 gives an overview of the proposal budget for the new school. This budget includes the transition of all fund accounts from DFLC to the new school. Because this proposal is at root tied to the interest for faculties in Comparative Ethnic Studies and Women’s Studies in the current CCGRS to separate, managing the transition of fund accounts from CCGRS to the new school has complexity that is discussed in greater detail in the accompanying proposal. The CCGRS portion of the proposed budget for the new school includes salaries for all faculty that have requested to move to the new school, staff salaries, temporary instructional support funds (excluding those tied to Women’s Studies), and 60% of the operations budget.

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<th>Table 1. Proposed Budget for the New School</th>
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<td><strong>Fund category</strong></td>
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<td>Faculty salaries</td>
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<td><strong>Staff salary</strong></td>
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<td>Operating funds</td>
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<td><strong>Total</strong></td>
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1Faculty salaries represent current salaries of all tenure-stream faculty currently in CCGRS and DFLC that have requested to have appointments in the new school.

2Staff salaries represent all current staff in in CCGRS and DFLC supported by PBL funds. Staffing needs for the new school have not been fully resolved, and this projected salary total may not represent the final total.

3Temporary commitment from CAS for clinical- and instructor-track faculty and graduate student teaching assistants.

4All PBL graduate teaching assistant funds are derived from the current DFLC budget. CCGRS does not have PBL for graduate teaching assistants.

**Description of the Effect on the Library**

Based on a review of the proposal for a new school, Joel Cummings, Head of Collection Development for WSU Libraries, indicated that the formation of the proposed school would not have a negative financial effect or create new collection needs for the WSU Libraries. He stated the following:

“After review of the proposed merger of Critical Culture, Gender, & Race
Studies (CCGRS) with the Department of Foreign Languages and Culture (DFLC). This program change is a reorganization of current faculty members and existing instructional programs. The proposal does not alter the educational or research programs of the university in a fashion that requires the Libraries to reprioritize library materials (collections) or fund increased commitments for library materials. The subject librarians may need to make adjustments in the delivery of services to students and faculty in this area, but the proposal does not suggest a need for changes in overall levels of service. The library will be able provide services and collections for the students and faculty involved in the proposed changes.”

**Timeline**

We request review of the proposal for the new school by CAS, Provost's Office, and Faculty Senate beginning fall semester 2017.

We request an official start date of July 1, 2018, for the inception of the new school.

**Name and Contact Information of Person Filing the Notice**

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**Date of Filing**

31 October 2017