



June 10, 2005

To: Francisco Scarano, Professor of History/Chair of the Ethnic Studies Implementation Committee
Gary Sandefur, Dean of the College of Letters and Science

From: Peter D. Spear, Provost

Re: Ethnic Studies Implementation Committee Final Report

Thank you for attending the April and the June University Academic Planning Council (UAPC) meetings to discuss the Ethnic Studies Implementation Committee's (ESIC) final report.

Your presentations and the report generated a lively and interesting discussion. At the June meeting, the UAPC voted unanimously to accept the final report, which includes the criteria for being considered an ethnic studies course as well as other recommendations.

As outlined in the ESIC final report, the following descriptive guidelines will be used to facilitate evaluation of courses that are proposed to carry the ethnic studies designation:

- Ethnic studies courses must be offered for a minimum of 3 credits.
- Evidence (e.g. syllabus, reading list) must be provided demonstrating that the course material illuminates the circumstances, conditions, and experiences of racial and ethnic minorities in the United States.
- Courses that explore the circumstances, conditions, and experiences of racial and ethnic minorities in a comparative international format must devote at least 25% of the course (lecture, discussion, reading material, etc.) to the experience and/or theoretical understanding of the means by which persistently marginalized groups in the U.S. negotiate the conditions of exclusion or marginalization.
- Courses that explore the condition of U.S. ethnic groups that were at one time marginalized but which have since been widely assimilated into the dominant U.S. culture must devote at least 25% of the course to the experience and/or theoretical understanding of the means by which persistently marginalized groups in the U.S. negotiate the conditions of exclusion or marginalization.
- In cases where religion is intertwined with respect to ethnic/racial minorities that are persistently marginalized or discriminated against in the U.S., courses that focus on religion may fulfill the ethnic studies requirement.

The ESIC final report also included the following recommendations, which were accepted by the UAPC:

1. Responsibility for the administration of the ethnic studies requirement should be formally transferred to the General Education Committee. The General Education Committee should be encouraged to convene a subcommittee to review proposals, maintain communication with campus administrators and governance bodies, consult broadly on ways to augment the ethnic studies course array, and develop and implement a plan for assessment of ethnic studies requirement goals.

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2. Campus administration (chiefly under the Associate Vice Chancellor for Teaching and Learning, the AVC for Diversity and Climate, and college-level undergraduate advising offices) in consultation with the General Education Committee and the ethnic studies requirement subcommittee, should pursue a variety of strategies to educate campus constituencies about the ethnic studies requirement. That education should include communication about the goals of the ethnic studies requirement, strategies for managing enrollment, and support for expanding the ethnic studies requirement course array.
3. Campus administration (chiefly under the Associate Vice Chancellor for Teaching and Learning, the AVC for Diversity and Climate) in consultation with the General Education Committee and the ethnic studies requirement subcommittee, should work to enhance and develop structures to improve the administrative and philosophical foundation that supports the teaching of ethnic studies at UW-Madison.
4. The deans of each school/college should encourage their departments, faculty, and staff to examine how their instructional efforts align with the goals of the ethnic studies requirement. Wherever possible, departments should be encouraged to propose adding existing courses that might meet, or might be modified to meet, the ethnic studies requirement criteria. Given the scarcity of ethnic studies courses in particular programmatic areas, deans should provide additional incentives to motivate departments, faculty, and staff to offer courses in these areas.
5. The Chancellor should establish an Ethnic Studies Teaching Award to emphasize UW-Madison's commitment to excellence and innovative teaching of ethnic studies courses.

The UAPC looks forward to learning more about the implementation of these recommendations in the context of future annual reports of the General Education Committee.

I thank you and the entire ESIC for the tremendous energy and wisdom you have dedicated to this project. The recommendations from the 2002 review committee were extensive, and I commend you for meeting the challenges proposed by this first stage of implementation.

xc: Academic Deans

Virginia Sapiro, Associate Vice Chancellor for Teaching & Learning, Office of the Provost

Bernice Durand, Associate Vice Chancellor for Diversity & Climate, Office of the Provost

Nancy Westphal-Johnson, Associate Dean, College of Letters and Science

Elaine Klein, Academic Planner, College of Letters and Science

David Musolf, Secretary of the Faculty

Jocelyn Milner, Director, Academic Planning and Analysis, Office of the Provost