COLLEGE OF
SOCIAL SCIENCES AND HUMANITIES

I.   Program inventory

A. & B. Current listing of approved programs and proposed listing are identical: see appendix.

Faculty from the following CoLA programs have come together to propose a College of Social Sciences and Humanities (CoSSH).

> Africana Studies
> Anthropology
> Economics
> English
> History
> Languages, Cultures, and International Trade
> Linguistics
> Philosophy
> Political Science
> Sociology
> Women, Gender, and Sexuality Studies

All of the programs associated with each of the existing departments, including undergraduate and graduate degree programs, concentrations, and specializations associated with the degree programs, minor programs, and certificate programs will be transferred to the College of Social Sciences and Humanities. The names and academic requirements of the degree programs will not change. A full program inventory is appended to this document.

We are also willing to consider additional units in CoSSH should any other related departments or schools wish to join us.

II.   Reason for proposed action

As this document is being drafted, our understanding is that the administration will propose merging all CoLA units with all MCMA units. This would be an intermediate step before the planned adoption of the full-blown restructuring model without departments, with new schools, and with further changes to college structure. Implementation of that plan would require a two-stage process, in which departments first gather into a new college arrangement, only to have to restructure again into schools, which would require some departments and programs to switch colleges yet again. The combined CoLA/MCMA college would be not only temporary but particularly large and unwieldy.

Instead of this time-consuming, two-stage process, we are proposing, in parallel with colleagues in the arts who are proposing a new college of their own, a one-stage process in which current departments and schools are realigned into two colleges that are coherent and compact enough to allow for innovation and interdisciplinarity without further restructuring. Current departmental operating papers will be retained, with minor changes, leaving only revisions to the current CoLA operating paper to produce a new college operating paper.

Thus in place of a lengthy process that lacks support from faculty and students in our areas, we propose CoSSH as a one-step restructuring plan, which the overwhelming majority of faculty and students support.

The proposed College of Social Sciences and Humanities will:

> 1. **Retain faculty control** over the curriculum and administration of their own disciplines by retaining departments and department chairs.

> 2. Promote faculty and student interdisciplinary collaboration, and the development of innovative research and programs, through the creation of **interdisciplinary centers**.

> 3. Promote collaboration by establishing a **Council of Social Sciences and Humanities** made up of elected student and faculty representatives.

> 4. **Save money** through a leaner dean's office and a commitment to work collaboratively to pool resources.

We address the first three of these points in this section; the fourth will be addressed under the heading on budgetary effects.

1. Faculty and departmental autonomy

In our disciplines, departments are viewed as the primary scholarly units, and demonstrate that a university is committed to a discipline. Degree programs not based in departments are simply not taken as seriously by potential students (particularly potential graduate students) or potential faculty, nor will graduates of such programs be accorded the same respect by graduate schools or employers. Loss of departments will thus limit our chances to attract qualified students and faculty and harm the prospects of our graduates.

Faculty autonomy in disciplinary departments will allow faculty with the relevant expertise to maintain disciplinary standards in curriculum, hiring, and promotion and tenure. Faculty and students will continue to benefit from the academic communities formed by departments, and these departments will provide a solid foundation from which to launch and foster interdisciplinary collaboration.

2. Interdisciplinary centers

Successful peer institutions foster innovative, interdisciplinary student and faculty learning and research through a combination of disciplinary departments and interdisciplinary centers. Centers can play a variety of roles, including:

- Providing shared space and equipment for new and emerging research agendas (such as Digital Humanities)
- Allowing us to organize conferences or to develop shared resources to push our disciplines forward (a possible role for a Center for Social Science Research Methods)
- Designing and implementing innovative degree programs and certificates at the graduate and undergraduate level (a possible role for a Center for Social Justice).

Interdisciplinary centers can help us pool existing resources and open up new funding and research opportunities. Many granting agencies and private donors today seek to fund interdisciplinary projects. Centers will allow our college to raise the profile of SIUC as a whole by holding innovative conferences, inviting cutting-edge speakers, sponsoring new scholarships for undergraduates with interdisciplinary interests, offering competitive fellowships to recruit exceptional graduate students, and underwriting outstanding dissertation research.

We will task the Council of Social Sciences and Humanities with creating an Incubator Committee for Interdisciplinary Innovation with the charge of enabling new interdisciplinary projects. This committee will work with groups of faculty and students to start up informal centers, initially drawing only on already-available resources, including:

- A University web presence;
- Access to otherwise underutilized office space;
- Listings of existing courses and faculty members;
- Research assignments of appropriate undergraduate assistants, REACH recipients, and fellowship and scholarship recipients;
- Support from any available underutilized staff members.

The Incubator Committee will supply institutional wisdom and guidance to move these incipient centers toward larger-scale projects, to locate available or underutilized resources which could support developing projects, and, when a Center is able to offer a return on investment, to lobby for appropriate internal and external resources. It will provide centers assistance and advice on such matters as organizing conferences, launching journals, and developing MoUs and articulation agreements with national and international universities, membership organizations, and research bodies.

In addition to creating new centers, we would retain and support the following existing centers:

- The Phenomenology Research Center
- The Dewey Center
- The Center for Archaeological Investigations
- The Writing Center
- The Writing Across the Curriculum Program

3. Social Sciences and Humanities Council

We propose to revamp the current CoLA Council as the Social Sciences and Humanities Council, and assign it expanded authority. Elected student and faculty representatives of this newly empowered council will foster cooperation and innovation across the college. To meet concerns about departmental autonomy and larger units dominating smaller ones, council membership would need to be carefully designed so as to mesh equal representation of all units (the Senate model) with some appreciation for the greater size of other units (House). Tasks for the council would include:

- Supporting the foundation and growth of interdisciplinary centers
- Coordinating course offerings and scheduling
- Fostering collaborative teaching
- Promoting collaborative hiring
- Consolidating and making creative use of space

- Developing initiatives to help humanities and social science grads land first jobs
- Developing a college curriculum (revising the current CoLA curriculum where advisable)
- Redesigning accounting practices to promote cooperation rather than competition by counting second majors and rationally and transparently assigning credit hour production.

Accreditation and licensure requirements

Since all departments and programs in this college will remain intact, there will be no effect on accreditation and licensure requirements.

Impact on enrollment

Our new focus on interdisciplinary centers and initiatives is intended to enhance and increase research productivity and innovation, thereby attracting more students. The bottom-up nature of this proposal will empower faculty, increasing morale and commitment to the new college, its programs, and its students.

Employment prospects

In February of 2018, _Inside Higher Ed_ and the _Chronicle of Higher Education_ flagged a newly released study showing that humanities graduates have good employment prospects, narrow the gap in initial salaries with graduates in science and engineering, and report job and life satisfaction scores as high as graduates in other fields. Data for social science graduates are harder to come by, given the variety of fields involved, but the same study shows that graduates in the social sciences are also faring well in the job market, and report satisfaction with their careers. Only a bit more than 4% of bachelor's degree holders in each area are unemployed, with less than 3% of advanced degree holders in each field unemployed.

A study cited in the _Chronicle of Higher Education_ notes that liberal arts graduates fare particularly well when they graduate with specific skills, including in social media or data analysis, which can be developed with a modest amount of coursework. As part of its review of the college curriculum, the Social Sciences and Humanities Council, in collaboration with other colleges on campus, will consider ways to incorporate such skills into our new college curriculum.

III. Program delivery mode

This change will have no effect on program delivery mode.

IV. Anticipated budgetary effects

No additional staffing will be required, nor would this plan lead to reductions in staff. We plan to free up resources for new hires and initiatives via the following means.

- We plan to reduce staffing in the deans' office from a dean and 1.5 associate deans to a single dean.
- We will task the Social Sciences and Humanities Council with coordinating course offerings and scheduling between our programs, both in order to avoid duplication, and to foster those course offerings which expedite student progress in multiple programs. Where practicable, departments will pool resources and share costs, where doing so will not impinge on our core academic and research missions. We will seek such opportunities in all areas, including staffing, OTS, and GA

budgets.

Centers will be run by faculty from existing units, who may be compensated with a course release where needed and feasible. Centers would also incur some minimal costs in creating letterhead and the like.

V. Arrangements to be made for (a) affected faculty, staff and students; and (b) affected equipment and physical facilities

There will be no reduction in faculty or staff positions. Faculty will remain where they are, as will most staff. Any reassignment of staff due to consolidation of office work or to staff new centers will be done after thorough consultation, and follow Civil Service rules and the ACsES contract. Some minor redistribution of printers and other equipment may be done to consolidate and save on costs, or to provide resources for larger centers.

VI. Will other educational units, curricula, or degrees be affected by this action?

Our interdisciplinary centers will welcome involvement from colleagues in other colleges, and we would hope that our efforts to reform internal accounting rules would allow more cooperation among faculty from different colleges.

Current CoLA units that do not wish to be part of this proposal (or the parallel proposal for the arts) would need to be assigned a collegiate home elsewhere.

VII. Assessment of Student Learning Outcomes

There is no college-level assessment plan. As current academic programs will remain intact, current plans will continue to be used.

VIII. Catalog copy to be deleted or added

Catalog copy will be provided once the approval process is completed.

IX. The requested effective date of implementation July 1, 2018.

Appendix: Program listing.

All current programs will be retained, so the list of current programs is the same as the list of proposed programs.

BA	Anthropology	45.0201
BA	Linguistics	16.0102
BA	Political Science	45.1001
BA	Sociology	45.1101
MA	Anthropology	45.0201
MA	Linguistics	16.0102
MA	Political Science	45.1001
MA	Sociology	45.1101
MA	Teaching English to Speakers of Other Languages	13.1401

PHD	Anthropology	45.0201
PHD	Political Science	45.1001
PHD	Sociology	45.1101
GR	Women, Gender, & Sexuality Studies	05.0207
Minor	Anthropology	
Minor	Neuroscience	
Minor	Africana Studies	
Minor	Linguistics	
Minor	Political Science	
Minor	Sociology	
Minor	American Studies	
Minor	Women, Gender, and Sexuality Studies	
Minor	Peace Studies	
Minor	Asian Studies	
Minor	Global Studies	
Minor	Native American Studies	
Minor	Latino and Latin American Studies	
BA	Economics	45.0601
MA	Economics	45.0601
MS	Economics	45.0601
PHD	Economics	45.0601
BA	Economics	45.0601
MA	Economics	45.0601
MS	Economics	45.0601
PHD	Economics	45.0601
Minor	Economics	
BA	Africana Studies	05.0201
BA	English	23.0101
BS	English (TEP)	13.1305
BA	History	54.0101
BS	History (TEP)	13.1328
BA	Languages, Cultures, International Studies	16.0101
BA	Philosophy	38.0101
BA	University Studies	24.0101
BS	University Studies	24.0101
MA	English	23.0101
MA	History	54.0101
MA	Languages, Literatures, & Cultures	16.0101
MA	Philosophy	38.0101
MFA	Creative Writing	23.1302
PHD	English	23.0101

PHD	Historical Studies	54.0101
PHD	Philosophy	38.0101
Minor	American Sign Language	
Minor	Chinese	
Minor	Classical Civilization	
Minor	East Asian Civilization	
Minor	French	
Minor	German	
Minor	Greek	
Minor	International Studies	
Minor	Japanese	
Minor	Latin	
Minor	Spanish	
Minor	English	
Minor	History	
Minor	Museum Studies	
Minor	Philosophy	