REQUEST FOR AUTHORIZATION TO IMPLEMENT A MASTER OF ARTS IN AFRICOLOGY
AT UW-MILWAUKEE
PREPARED BY UW-MILWAUKEE

ABSTRACT

The University of Wisconsin-Milwaukee proposes to establish a Master of Arts in (research on the African continent and persons of African descent). Currently, UWM possesses an Africology doctoral program, which in its short life has seen students matriculate and enter posts as tenure-track academics, visiting scholars and other professional areas. Presently, we lack a Master’s program that would confer the following benefits to Milwaukee-area professionals (health-care workers, educators, strategic sales and market development specialists, etc.) and existing students working with African-American populations that make up nearly 40% of the Milwaukee’s population. The challenges plaguing Milwaukee’s urban black community persist, if not worsening, as US trends, such as de-industrialization, mature.

Our department provides research and education addressing challenges these communities face: high rates of underemployment, wage inequality, disproportionate incarceration, hypersegregation, and educational achievement gaps. Chiefly, our proposed MA program would: 1) meet the demand of local professionals in areas such as healthcare and teaching (as indicated by inquiries to our department) seeking additional credentialing; 2) providing local professionals and entrepreneurs with advanced knowledge of African and African-American people as they engage these communities either in service or commerce.

Students can complete the degree with a written thesis, comprehensive examination, or if the student advisor agrees a special paper or project.

PROGRAM IDENTIFICATION

Institution Name
University of Wisconsin-Milwaukee

Title of Proposed Program
Master of Arts in Africology

Degree/Major Designations
Master of Arts

Mode of Delivery
Single institution. Primarily face-to-face instruction.

Projected Enrollment as of Year 5

Table 1 illustrates enrollment and graduation projections for the first five years of the program after implementation. By Year 5, it is expected that 20 students will be annually enrolled in the program and 9 students will have graduated in Year 5.
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<thead>
<tr>
<th></th>
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<th>Year 2</th>
<th>Year 3</th>
<th>Year 4</th>
<th>Year 5</th>
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</table>

Table 1

**Tuition Structure**

For students enrolled in the Masters in Africology program, the following tuition per credit rates will apply:

For 2017-18, tuition for fulltime students who are enrolled in 8 credits per semester is $5,930.46 for WI residents, $12,448.94 for non-residents, and $9,101.10 for Minnesota residents with reciprocity. These rates are standard Graduate School fees and include segregated fees, which currently amount to $737.10 for a Master’s student enrolled in 8 credits for a semester. Students enrolled up to 8 credits are considered fulltime and eligible for financial aid.

For 2017-18, tuition for part time students who are enrolled in 6 credits per semester is $4,605.29 for WI residents, $9,494.15 for non-residents, and $6,983.27 for Minnesota residents with reciprocity. These rates are standard Graduate School fees and include segregated fees, which currently amount to $710.27 for a Master’s student enrolled in 6 credits for a semester.

**Department or Functional Equivalent**

The proposed MA in Africology will reside within the Department of Africology. The Department of Africology is a unit in the College of Letters and Science.

**College, School, or Functional Equivalent**

College of Letters and Science

**Proposed date of Implementation**

September, 2018

**INTRODUCTION**

**Rationale and Relation to Mission**

Now a Research 1 institution, UW-Milwaukee has long been recognized as a center for urban scholarship, especially in regard to its graduate school. This fact positions Africology to attract students globally, nationally, and locally (which we already have with our PhD program).

In light of recent national and local events that have heightened racial tensions, it is even more imperative that UWM develops graduate programs addressing these themes. This imperative resonates with the mission of the College of Letters and Science, which is “to provide excellent instruction and conduct high-quality research in the humanities, social sciences, and natural sciences seeking out, preserving, and transmitting knowledge to provide an intellectual
foundation in the basic areas of knowledge and to foster critical thinking about human problems and their solutions.”

Need as Suggested by Current and Market Demand

There are six principal reasons for offering an MA in Africology: 1) the importance of training students to help solve the mounting problems confronting people of African origin in Milwaukee, as well as the state and nation; 2) the importance of servicing the Milwaukee area professional community (e.g., health, social and educational professionals) in their jobs as they seek further credentialing and enhanced understanding of peoples of Africa and its diaspora; 3) responding to inquiries for such a program coming from local organizations, such as the Community Brainstorming Conference, Social Development Commission, Transition High School, etc.; 4) the necessity of generating additional revenue for the college and UWM; 5) providing further visibility for the department, which can serve to attract more undergraduate majors; 6) students who began the doctoral program but for which personal and professional reasons now demand a timely exit, but without losing the sunk costs of tens of graduate course credits and no degree.

Presently, the Department of Africology receives requests from local professionals for a Master’s Program, a market demand we wish to fulfill. Significant need exists for people educated in the definition and solution of problems (wage inequality, disproportionate incarceration, educational achievement gaps, etc.) that confront people of African descent, as well as cultural literacy and culturally relevant pedagogy. Africology graduates, with either the MA or PhD degrees, will be positioned to play leading roles in sustaining research; performing public service directed toward meeting the social, economic, and cultural needs of the Milwaukee community and the state of Wisconsin; and providing educational leadership in meeting the social, cultural and technological challenges of the metropolitan area and beyond.

DESCRIPTION OF PROGRAM

General Structure

Our program is designed to be completed in 2 years and consists of 30 graduate credit courses. These 30 credits are broken down into 24 credit hours of coursework, followed by 6 credit hours of thesis work. If a thesis option is not taken, then 30 credit hours of coursework are required. See “Program Curriculum” below for more detail.

Institutional Program Array

The MA in Africology will fit well within a department that houses a major and minor for undergraduates seeking a bachelor’s degree and a PhD program for graduate students. The MA degree may serve as a springboard for students wishing to continue on to the PhD program, may serve as a student’s terminal degree, or may serve as an exit degree for those who enter the PhD program and decide not to (or cannot) complete the doctorate. MA students will enroll in the same core courses as PhD students in their first year in the program, and may take electives with peers in ours (or other) PhD programs as part of their electives towards the degree.
Being an interdisciplinary field whose theories delve into the sociocultural thicket of race, equity, politics, economics, culture, and identity, graduate courses in Africology are enrolled by Africology and non-Africology graduate students and many are cross-listed or fulfill requirements for other departments or centers. For example, Africology faculty members have taught courses that are cross-listed with Urban Studies or Global Studies, count toward graduate certificates in Global Health (School of Nursing), or are part of the array of Center for Latin American and Caribbean Studies courses.

UW Milwaukee is now a top tier, R1 research university according to Carnegie Classifications, and the MA in Africology will allow students to develop and integrate their practical knowledge and experiences with Africology PhD students whose focus may be more centered on research and teaching. This diversity among students should help improve the educational experiences for both MA and PhD students in Africology. The collaborative nature of the MA in Africology should assist UW Milwaukee in retaining its R1 research status by helping to support and sustain our PhD program and providing another avenue for graduate student research through its MA thesis option.

Other Programs in the University of Wisconsin System

The following list consists of departments and programs in the UW system either in Black Studies, or with a Black Studies dimension. In Wisconsin, only UW (Madison) has an MA program, and it is restricted to the study of African-Americans (i.e., the United States). None of the programs have the global diasporic coverage of our proposed program.

Other UW Graduate Programs in Black Studies

*UW-Madison*
MA: Afro-American Studies

Other UW Undergraduate Black Studies Programs

*UW-Madison*
Major: Afro-American Studies
Certificate/Minor: African Studies

*UW-Milwaukee*
Major: Africology
Minor: Africology
Major: Comparative Ethnic Studies

*UW-Whitewater*
Minor: African American Studies

*UW-Oshkosh*
Minor: African American Studies

*UW-La Crosse*
Minor: Ethnic and Racial Studies

*UW-Parkside*
Minor: Ethnic Studies

*UW-Platteville*
Minor: Ethnic Studies
Collaborative Nature of the Program

The above listed University of Wisconsin system BA programs and minors can serve as feeders for our proposed MA program. Moreover, they can benefit from our program’s global coverage, by incorporating elements of its curriculum into their chiefly US based Black Studies coursework.

Africology is interdisciplinary and thus intersects with other fields including sociology, literary studies, anthropology, history, economics, geography, urban studies and more. Black Studies has generated unique and important theoretical, methodological, and epistemological perspectives that have impacted other disciplines. Faculty members in other departments whose work aligns with Africological paradigms serve as affiliated faculty. This means that Africology Master’s students can work with affiliated faculty on their theses and take course electives offered by these other professors. There also exists the potential for joint Master’s degree programs with other schools and departments. For example, the department has been in conversation with the Master’s in Library and Information Science program in School of Information Studies regarding a potential joint Master’s degree program.

Diversity

Many of the students who are attracted to the MA in Africology will come from diverse racial and ethnic backgrounds, as has been true for our other programs. Programs in Africology welcome and encourage students from these backgrounds, especially those historically under-represented in college and/or come from economically disadvantaged circumstances. Students can tap a variety of electives and core courses in Africology that address the examination of race and ethnicity as a central focus of its course content.

Student Learning Outcomes

Our program is designed to give graduates an understanding of the African and African diasporic experiences in both local and global contexts. The program is interdisciplinary and incorporates culturally distinct perspectives. Upon completion of the program graduates will be able to:

- develop a praxis (connecting theory and practice) to address challenges faced by communities of people of African descent
- have professionals and entrepreneurs better perform in careers as they engage persons of African descent
- enter or advance careers in teaching and research outside the academy
- enter careers in non-profit and public sectors
- be prepared for doctoral research, chiefly in the humanities and social sciences
Program Objectives

Graduates from our program will pursue careers in public policy, administration, social work, and careers in other non-profit and public policy enterprises, including non-governmental organizations (NGO’s). They will, typically, be engaged in:

- enhancing understanding of diversity
- developing public policies germane to our target populations researched
- addressing issues affecting people of African descent
- education and career development in communities of African descent

Assessment Objectives

The program will utilize both formative and summative assessment techniques to evaluate learning outcomes. Summative assessment will be used to measure the overall effectiveness of the program. In addition, this can be applied to ensure that the best quality and performance standards are maintained. Formative assessment will be applied to pre-mastery learning to provide important developmental feedback to students. This technique will also be applied to identify those students that may need additional support during their course of study.

These methods of assessment will be used to review learning outcomes and establish the standards for performance. To this end the department will create rubrics that can be applied to evaluating thesis defenses as well as qualifying examinations as provided in the course requirements. Furthermore, program reviews will be undertaken annually by Africology’s Graduate Affairs Committee to determine effectiveness of both instructional methods and program outcomes. These program reviews will consist of analyzing student performance; discussions among faculty of program strengths and deficiencies, along with corrective measures to be taken; and requests for feedback by employers of our program graduates’ performance.

Program Curriculum

Our program will consist of Africology seminars currently embedded in our existing PhD program. These courses also form the basis of our doctoral program’s 1st year core courses. This core coursework introduces students to both research methods and canonical literatures in the political economy and cultures and society tracks in our doctoral program. These 12 credit hours of core courses will be followed by 12 (or 18 if the thesis option is not taken) credits of other graduate coursework, with up to 6 of these credits (upon approval of the student’s advisor), being from other graduate programs at UWM. Upon completion of this coursework, students can complete (including during in the summer after their 2nd year) their Master’s Thesis. If students do exercise this thesis option, they can matriculate through a comprehensive examination or special project (a student’s advisor permitting). At least 15 of these credit hours will be at 700 level of above (1st year core courses already constitute 12 700 level credits). Our proposed program will be run by our Africology graduate faculty, with other courses taught by our affiliated faculty from other departments at UWM.

Year 1: Core courses constitute 12 credits for the proposed Master’s degree. These courses form the intellectual foundations in the discipline of Black Studies (Africology).

Those core courses are:
1) AFRICOL 700 - Foundations and Theories in Africology

2) AFRICOL 701 - Theories and Methods in Empirical Research in Africology.


4) AFRICOL 708 - Critical Literary Theory I: Cultural Roots of Africological Literary Theory.

**Year 2.** Students take 12 credits of the courses below or 18 credits if the thesis option is not chosen. Six of those credits must be in Africology graduate courses. Up to six credits of related graduate credits can be taken from other departments, *upon approval of the student's advisor*. Students are limited to taking a total of six U/G credits (Advisors can make exceptions to this general rule).

AFRICOL 300 - Urban Violence
AFRICOL 311 - African Religious Thought and Social Organizations
AFRICOL 319 - African American Urban History
AFRICOL 321 - Black Workers in the 21st Century
AFRICOL 322 - Order and Disorder: The Quest for Social Justice
AFRICOL 325 - Africa/China Relations
AFRICOL 326 - Economic Problems of Black Business
AFRICOL 329 - Economic Growth and Sustainable Development in Africa
AFRICOL 344 - Global Black Social Movements
AFRICOL 350 - The Black Family
AFRICOL 450 - Cultural Transmissions: Black Africa and Black America
AFRICOL 451 - Rites of Passage in Black Societies
AFRICOL 497 - Study Abroad
AFRICOL 545 - Raising Children, 'Race-ing' Children
AFRICOL 565 - Selected Texts/Topics in Africology
AFRICOL 700 - Foundations and Theories in Africology
AFRICOL 701 - Theories and Methods in Empirical Research in Africology
AFRICOL 705 - Classic Works: Intellectual Production in Africa and the Diaspora I
AFRICOL 706 - Classic Works: Intellectual Production in Africa and the Diaspora II
AFRICOL 708 - Critical Literary Theory I: Cultural Roots of Africological Literary Theory
AFRICOL 709 - Critical Literary Theory II: Modern Concepts in the African World
AFRICOL 799 - Graduate Independent Study
AFRICOL 800 - Introduction to Qualitative Research Methods in Africology
AFRICOL 804 - Qualitative Interviewing and Grounded Theory
AFRICOL 812 - Political Economy: Conceptual
AFRICOL 814 - Public Policies, Development, and Underdevelopment in Africa & the Diaspora
AFRICOL 816 - Political Economy of Development in African Countries
AFRICOL 817 - Political Economy of Development in African Countries II
AFRICOL 818 - Race Matters: Government and Politics in Latin America and the Caribbean
AFRICOL 820 - Political Economy of Income and Wealth Inequality
AFRICOL 821 - Race and Inequality
AFRICOL 834 - Seminar on Slavery
AFRICOL 836 - Comparative Social Institutions in African World Communities
AFRICOL 837 - Memory and Tradition: Identity-Making and Memory in the African Diaspora
AFRICOL 840 - Healing Traditions in the African Diaspora
AFRICOL 845 - Race/Ethnicity and the Psychology of Oppression
AFRICOL 851 - African-American Literary Theory and Criticism
AFRICOL 852 - Folklore in the African World
AFRICOL 862 - Development of African-American Children in Urban and Rural Areas
AFRICOL 865 - The Quest for Pan-Africanism
AFRICOL 866 - Black Power Reconsidered
AFRICOL 867 - Problems in African American Urban History
AFRICOL 868 - Black Intellectuals and the Public Sphere
AFRICOL 880 - Seminar on Issues in Africology

Projected Time to Degree

The program is chiefly targeted at (but not limited to) professionals seeking further credentialing. Students studying full time can complete the program in 2 years, with the last semester being thesis write-up. It is conceivable a student could even complete the program in 1.5 years, if they used a summer session mid-program as an independent study. Most students will likely hold jobs. These students will need 2 years, including a final summer session for thesis write up (as indicated previously). Those working students can realistically take 6 credits per semester.

Program Review Process

Feedback from students, via teaching reviews and regular faculty engagement of students. Ongoing Africology department review of curriculum and advising structure will take place during faculty meetings, convening of the department’s Graduate Affairs Committee and periodic faculty workshops. More thorough program reviews will be undertaken on an ad hoc basis as program needs change.

Institutional Review

The Master of Arts in Africology will be subject to the routine program reviews of the Graduate School in accordance with The Graduate Faculty Committee Document 951. Assessment may include a 5-year new program review, subsequent continuing program reviews every 10 years, and mid-cycle reviews which evaluate progress made based on program review recommendations.

Conclusion

Milwaukee area businesses and underserved student populations are poised to benefit from a Master’s Program in Africology. UW-Milwaukee, by definition, is an urban university. As such, we are positioned to offer essential research and training to area professionals addressing our urban-core’s problems, as well as business persons seeking to engage Milwaukee’s African-American community in commerce. The glaring hole in our ability to serve underserved student
populations and Milwaukee professionals is a Master’s Degree (we currently offering Bachelor and Doctoral degrees). This degree delivers credentialing options for area professionals already possessing a Bachelor’s degree, and thus are interested in acquiring a professional degree; yet also a program of study that is below that of a PhD, which is designed to train academic researchers.

The problems of Milwaukee’s predominately black urban core, chiefly produced by a decades’ old maturing deindustrialization, demands attention. Underemployment, wage inequality, disproportionate incarceration, hyper segregation and educational gaps remain stubbornly persistent. For area healthcare and other professionals generally, engaging this community requires specialized knowledge of its cultural specificities and the specific mix of political, social and economic factors that have shaped it. Investors and employers seeking to engage this population numbering in the hundreds of thousands can also profit from access to this specialized research.
TO: Dev Venugopalan  
Associate Vice Chancellor, Academic Affairs

FROM: David P. Clark  
Interim Dean, Letters and Science

DATE: January 30, 2018

RE: Recommendation of the Department of Africology, the L&S Academic Policies and Curriculum Committee, and the Faculty of the College of Letters and Science to Approve the Request for Authorization to Implement an MA in Africology

We have received a recommendation from the above-named groups to request authorization to implement an MA in Africology. A full rationale appears below in the body of the faculty document. In brief, an MA in Africology would provide the opportunity for individuals in the areas of nonprofit administration, healthcare, and education to earn a credential enabling them to work more effectively with the Milwaukee area's diverse population.

Enclosed please find a copy of the Authorization to Implement an MA in Africology, approved as Fac. Doc. No. 1016. Also enclosed are the cost-revenue projections and a financial narrative. This proposal also may be viewed at the L&S faculty document website: http://uwm.edu/letters-science/for-faculty-staff/committees. I endorse this recommendation and am forwarding the proposal to you for further action.

If you have any questions concerning this matter, please feel free to contact Professor Jeffrey Sommers of the Department of Africology, Associate Dean James Moyer, Assistant Dean Michael Darnell, or me. I look forward to action on this recommendation as soon as possible.

DC/md  
Enclosures  
cc: Vice Chancellor and Provost Johannes Britz  
Associate Dean James Moyer  
Professor Jeffrey Sommers, chairperson, Dept. of Africology  
Assistant Dean Michael Darnell, L&S  
Program Assistant Cheryl Andres
The University of Wisconsin at Milwaukee proposes to establish a Master of Arts (MA) in Africology. The proposed program is comprised of at least 30 credits of coursework and research. An MA in Africology would provide Milwaukee-area professionals (health-care workers, educators, strategic sales and market development specialists, etc.) and existing students distinct advantages in understanding African-American populations. Such enhanced cultural literacy would allow graduates to more effectively interact with the community in their varied professional capacities.

Section I – Enrollment
By the end of year five, it is expected that 38 new students will have enrolled in the program and 24 students will have graduated from the program. Student FTE counts in the cost-revenue estimates are based on a typical pattern that for every one full-time student, there are two part-time students.

Section II – Credit Hours
The credit hour estimates in the cost-revenue projections are computed as student FTE multiplied by 8 credit hours, typically full-time enrollment for graduate students.

Section III – Faculty and Staff Appointments
No new faculty or staff appointments are anticipated during the five-year period. Current instructional academic staff appointments are sufficient to teach existing and new course sections. The current FTE in faculty and instructional staff for the department is 8.5. Salary and fringe for faculty and instructional staff is $891,308. The front office position in the department is currently unfilled, office support being furnished by a person in an LTE position. Estimated cost for office staff is $32,000 per year. Supplies and expenses for the department average $9000 a year. Thus, the total cost for the existing undergraduate and doctoral programs offered by the department are estimated to be $932,308 per year over the upcoming five-year period.

Section IV – Program Revenues
New revenues are calculated in the following way:
Each student FTE is assumed to take 8 credits per semester, thus yearly, 16 credits. For example, in year 1, and FTE of 4.13 is multiplied by 16 to yield 66 credits, rounded to the nearest whole number. Recalling that the per-credit cost goes down when a student takes more credit hours in a semester, and that some students will be part-time, the revenue estimate is based on the cost for a three-credit course, $2617.52. Thus, the formula for year 1 is 66 credit hours divided by 3, to equal 22, multiplied by $2617.52 to yield revenue of $57,585.

Section V – Program Expenses
There will be no increases to program expenses if the Authorization to Implement is approved. Incoming MA students will enroll in currently offered graduate classes.
Given the estimated number of new MA students, these students will not require additional sections of graduate classes. As noted above in section III, the current FTE in faculty and instructional staff for the department is 8.5. Salary and fringe for faculty and instructional staff is $891,308. The front office position in the department is currently unfilled, office support being furnished by a person in an LTE position. Estimated cost for office staff is $32,000 per year. Supplies and expenses for the department average $9000 a year. Thus, the total cost for the existing undergraduate and doctoral programs offered by the department are estimated to be $932,308 per year over the upcoming five-year period.

Section VI – Net Revenue

The Department of Africology’s existing instructional and administrative resources will need no increase in order to offer the MA in Africology. Additionally, the target audience, as mentioned in the Authorization document, is existing professional seeking to improve their ability to work in the diversity which exists in Milwaukee. These students then will be paying tuition as opposed to receiving any institutional support. Thus no new expenses are counted against the estimated new revenues.
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Narrative: Explanation of the Numbers and Other Ongoing Commitments that will Benefit the Proposed Program

Add additional rows, if necessary.

a - Number of students enrolled
b - To be based on 12 credits at the undergraduate level and 7 credits at the graduate level
c - Number of faculty/instructional staff providing significant teaching and advising for the program
d - Number of other staff providing significant services for the program

Provost's Signature:  
Date: