



OFFICE OF THE DEAN, COLLEGE OF ETHNIC STUDIES

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TO: Jennifer Summit, Provost and Vice President of Academic Affairs

FROM: Amy Sueyoshi, Interim Dean of the College of Ethnic Studies

DATE: September 19, 2018

RE: Dean's Response to External Review Report of Africana Studies 7th Cycle Program Review

External Reviewers for Africana' Studies 7th Cycle Program Review underscored the department's historic role as the first Black Studies Program in the nation and lauded its continued success in providing high quality teaching, mentoring, community engagement, and professional achievement among its faculty. Reviewers particularly praised the department's expansive involvement in general education and its innovative approach to the Black Unity Center as a space for "collaboration, lectures, conversations, and faculty support." For sure the department has made great efforts to better serve students without extra funding, such as extending office and faculty advising hours, increasing welcoming or orienting events, and having tenured/tenure track faculty share office with lecturers. Reviewers also highlighted the department's collegial and cooperative spirit amongst faculty and staff in their "shared commitment to students, the department and the discipline." They concluded that Africana Studies has continued to "maintain a high quality program... [through] extra efforts, until needed support is achieved."

The reviewers made 16 recommendations divided into two categories of 1) what could take place in the department and 2) what must take place at the university level. I have summarized them in short form below.

- Rebuilding its writing and tutorial programs for students
- Continued expansion of its curriculum to address current and developing disciplinary trends
- Additional funding for faculty research and travel
- Re-starting *Imhotep* or another platform to distribute student writings and departmental information
- More active collaboration with the university to promote the department's 50th anniversary
- Full-time (rather than 0.5 time) administrative/clerical support for the department
- More office space for the department including its faculty
- Support for developing a proposal for a M.A. in Africana Studies
- Support for a developing a Ph.D. program in Africana Studies
- Four new faculty lines
- Resources for advancement of faculty and student technological competence and engagement

- Better promotion of Africana Studies in terms of its unique history and its distinct and valuable contribution to the academic and social project

I support the continued engagement of the department's activities in the celebration of their 50th anniversary and their historic role in the discipline. I also applaud the department's ongoing efforts to expand its curriculum based on current trends and social movements. Regarding the discontinuation of *Imhotep*, I urge the department to re-apply for IRA funds if the faculty find this recommendation to be of curricular value. They may also decide that other platforms better convey student writing and departmental information. I leave the development of M.A./Ph.D. programs up to the faculty within the department as it should be, and would like to forward the idea of implementing a post-baccalaureate certificate program that could be initiated as an easy first step towards a graduate degree. A certificate could be paired with any existing graduate program within the university to support the retention and graduation of currently matriculated post-baccalaureate Africana students as well.

In terms of support from outside the department, I encourage the university to engage in an assessment as to why existing tutorial and writing programs do not serve Africana Studies students and then work towards remedying this situation either by enhancing university-wide tutorial programs or assisting us in re-opening a tutorial center within the College of Ethnic Studies that directly serves Africana student needs. The Dean's Office will also continue to set aside additional funds when financially possible for faculty travel and research when Faculty Affairs and ORSP funds are unavailable or exhausted. Education and training on technology for departmental faculty and staff remain crucial and I ask that CEETL continue to create opportunities specific to Africana Studies needs that will likely prove beneficial for departments university-wide that already serve students of color in large numbers. Moreover, our office continues to see how departments are struggling with only part time administrative support. We would like to see more definitive guidelines from the university that take into account FTES and FTEF in determining appropriate staffing in hopes of successfully lobbying for increased funding for full-time administrative support for Africana Studies. I continue to support the addition of new faculty lines in Africana Studies as FTES or the number of majors increase and look forward to continued clarification from Academic Affairs on their priorities for approving the funding of these hires.