The College of Arts & Letters at Michigan State University requests the establishment of a Department of African American and African Studies (AAAS) within the College. This unit will support the work of students, faculty, and staff associated with the existing Program in African American and African Studies (AAAS) and provide a sustainable structure that will enable us to re-establish our leadership position in Black and Africana Studies.

Executive Summary

This report recommends the establishment of the Department of African American and African Studies (AAAS) in the College of Arts & Letters and the concurrent dissolution of the African American and African Studies Program. The AAAS Program is an interdisciplinary intellectual collective dedicated to producing, challenging, and elevating knowledge on African-descended people, especially in the United States, Africa, the Caribbean, and Latin America. Our core faculty are drawn from various departments in the Colleges of Arts & Letters, Education, and Social Science and our areas of expertise include Education, English, History, and Philosophy. We are committed to making concrete connections between our scholarship, pedagogy, and the cause of social justice. Our program, like the discipline of Black Studies, is interdisciplinary at its core and embraces diverse and comparative scholarly approaches to research, teaching and civic engagement required for vibrant, complex and comprehensive study of the Black world.

A comparative approach to Black Studies scholarship at MSU situates the history, migration, and culture of Africa and its peoples in diaspora within the larger context of global political, economic, and cultural movements. The strengths of the faculty at MSU who are currently associated with the AAAS program (and would move to the department) point to a Diaspora focus, with an emphasis on Gender and Sexuality Studies and critical feminist approaches to structures of power and knowledge production that will distinguish us from our peers and deepen our institutional commitments to equity and inclusiveness. A focus on migration will allow the Department to bring the experiences of regional African American and African-descended populations and themes in Michigan and/or the Upper Midwest into dialogue with scholarship on the broader African Diaspora. This vision will position the Department of African American and African Studies at Michigan State University to advance engaged scholarship that is capable of shaping responses to the concerns of these vibrant and resilient regional communities within a broader cultural, historical, and global context. The emphasis on Gender and Sexuality Studies and critical feminists approaches as it relates to African and African descendants is something that is lacking at other institutions of higher learning and will position Michigan State University to be a leader in the discipline.

At many U.S. institutions of higher learning, there is an increasing awareness that inclusiveness (diversity) – be it in the curriculum or the composition of the student body and faculty (e.g., racial and ethnicity/culture aspects, gender, language, language variation, physical and mental capabilities, political persuasion, religion, sexual orientation, socioeconomic status, etc.) – is good for the academy, especially in the multicultural and globalized world that we inhabit. Inclusiveness helps enrich college and university experiences for students and non-students alike. Given
today's multicultural society, knowledge of, and experiences with diversity are essential to any academic enterprise that purports to foster excellence and intends to prepare students who can meaningfully contribute to the public good.

African American and African Studies is essential to this mission of diversity, equity and inclusion at Michigan State University, and to the overall core values, strategic priorities and initiatives of the College of Arts & Letters, specifically interdisciplinarity, and critical diversity, inclusion and community engagement. With regard to students and faculty of color, further, the presence of AAAS amplifies the priorities of the Office of the Provost to support faculty, elevate scholarship, and enhance student success. In order to strengthen AAAS as a Black/Africana Studies unit suitable for a world-class institution like MSU, department status is essential to create the necessary structural anchor.

The current program was founded in 2002 as a Ph.D. granting unit. It has since evolved to also offer a Masters of Arts degree and an undergraduate minor. The creation of a AAAS department has been the long-term goal since its founding, but has evolved in recent years due in part to the realization from deliberations between faculty, graduate students, and other university stakeholders that the current programmatic structure does not provide the quality mentoring and professional development necessary to train students to be competitive both on the academic job market and as leaders in the field of Black Studies. It is impossible to define a sustaining academic mission, train successful graduate students, and remain a major contributor to the field with no dedicated faculty housed in the unit. Also, the lack of an undergraduate major inhibits the ability of undergraduate students to gain a nuanced understanding of critical issues related to diverse populations and the global political, economic, and cultural implications of an increasingly diverse United States.

The AAAS program has gone through a number of transformations in recent years. We are concluding a three-year moratorium on graduate admissions. The program has been in a restructuring phase since the 2015-2016 academic year. The AAAS core (voting) faculty confirmed its support to move forward with a department on May 23, 2017 at our faculty retreat with a vote of 11-0. The director serves as ex-officio and does not vote. Five core faculty members were not present at the retreat. Three of these core faculty members have since voluntarily moved to affiliate status and the remaining two are no longer employed at Michigan State University.

I. Unit involved

African American and African Studies (AAAS) is a cross-college, university-wide, academic unit hosted by the College of Arts & Letters at Michigan State University. The AAAS Program is an interdisciplinary intellectual collective which currently consists of 17 core faculty members and 15 affiliated faculty members. There are 12 Ph.D. students and 36 undergraduate minors matriculating through the program. Of the core faculty, 8 are actively advising graduate students and 4 teach the undergraduate minor curriculum. The faculty are drawn from various departments in the Colleges of Arts & Letters, Social Science, and Education. Based on the strength of committed core faculty, AAAS has defined its major areas of intellectual inquiry as Histories, Social and Cultural Theory, and Feminisms, Gender, and Sexuality as they pertain to Africa and Transnational Diasporic Studies. These areas were singled out because they are core strengths and provide the opportunity to distinguish AAAS at MSU as a leader in the field
of Black Studies. Faculty engaged in this scholarship at MSU are already award-winning scholars in these areas within their individual disciplines. However, when working collectively within a AAAS department, these combined strengths will make Michigan State University the center for such inquiry both nationally and globally. Prior to this recent change, the program mission was broader in that it centered on the teaching, research, and production and creation of knowledge; and the cultivation of scholars committed to academic excellence and social responsibility in the Black world. Part of this openness was due to the program structure in which the unit has relied solely on any faculty member at the university who expressed an interest in being a part of AAAS, rather than on specific areas of strength. The program continues to embrace diverse scholarly approaches to research, teaching and civic engagement required for vibrant, complex and comprehensive study within the larger Black Studies discipline. However, rather than continue a dilettante approach to Black Studies, a focus on the previously mentioned areas allows for specialization and forward thinking.

The Graduate Program
The graduate program in AAAS was founded in 2002 when there was an urgent need for model interdisciplinary Ph.D. programs focused on Black and Africana Studies to educate a new generation of faculty to lead and develop these important areas of research. At the time, there were only a handful of Ph.D. granting departments in the nation, and the interdisciplinary program faced little competition as it established itself as a leader in the field. Innovative members of the faculty like Geneva Smitherman and Darlene Clark Hine helped establish MSU as a leader in African American socio-linguistics, education, and comparative African-American history.

In its current program structure, AAAS PhD students are required to take four graduate seminars AAAS 829, 830, 831, and 832. Each course serves as an important scholarly delivery of our disciplinary academic model to graduate students that introduces AAAS students to the core tenets of the Black Studies discipline. AAAS 829 examines these tenets from a Black Studies African continental perspective. AAAS 830 examines these tenets from African-American US perspective. AAAS 831 incorporates an African Diaspora perspective. The AAAS 832: Multi-Cultural Pedagogy and Methods Seminar in African American and African Studies provides instruction in methods, leadership and mentoring for graduate students.

In addition to the core courses, graduate students are required to take 15 additional graduate credits (including a 3-credit methods course) in at least one of the following sub-disciplinary concentrations: Anthropology, Education, English, Geography, History, Philosophy, Political Science, Sociology, and Writing Rhetoric and American Culture (WRAC).

Students also complete foreign language instruction as well as domestic and international internships.

The first class of students graduated from the Ph.D. program in 2009. Since then, 30 students have matriculated through the program, with roughly two-thirds working as professors in community colleges and four-year institutions across the nation. Some of the institutions where AAAS graduate students have found tenure-track positions in recent years are Santa Clara University, the University of North Carolina-Charlotte, the University of Alabama, the University of California-Merced, California State University-Northridge, the University of Pittsburgh, and the University of North Carolina-Pembroke. Many of these students have also won prestigious...
grants and received post-doctoral fellowships at the College of William and Mary, the Pennsylvania State University, Syracuse University, and Bowdoin College.

The first cohort of three AAAS doctoral students entered the program a year after its founding in the 2003-2004 academic year. From that initial class through the 2015-2016 academic year, 68 students have entered the program with most finishing within a 5-6-year time to degree.

The M.A. program in AAAS began in the 2007-2008 academic year with one student, and experienced significant growth after the 2010-2011 academic year. Since 2010-2011, fourteen students entered the program. Five of these students left the program earlier, with three of them moving on to earn PhD’s in departments at Michigan State University such as Teacher Education, History, and Sociology. There were five additional students in the M.A. program who entered under the M.A. bridge program in which after the completion of the degree they automatically transitioned into the AAAS doctoral program. Two of these students chose to remain for the Ph.D., with the others opting for Ph.D. departments at highly competitive institutions such as the University of London and the University of Wisconsin-Madison.

The Undergraduate Program
The Minor in African American and African Studies is administered by the College of Arts & Letters and was created in 2010 as a specialization. It transitioned to an undergraduate minor in 2013 and provides students with an interdisciplinary study of the historical and contemporary lived experiences of African descendants in the United States and elsewhere in the northern hemispheric African Diaspora, as well as continental African nations and peoples. The minor is available to students who are enrolled in bachelor’s degree programs at Michigan State University. With the approval of the department and college that administers the student’s degree program, 6 of the 18 credits in courses that are used to satisfy the minor may also be used to satisfy the requirements for the bachelor’s degree. The 12-credit core curriculum requirement comprised of AAAS 100, 300, 390, and 495 are unique credits that offer undergraduates a foundation in Black Studies and may not be used to satisfy the requirements for the student’s bachelor’s degree program. As of Fall 2017, students in the minor may choose from an Arts and Humanities track or a Social Science track that satisfies the requirements for the respective colleges.

Requirements for the Minor in African American and African Studies (Social Science Track)

Students must complete 18 credits from the following:

All of the following core courses (12 credits)-

- AAAS 100  Race and Community in Local to Global Perspective (Introductory Course)
- AAAS 300  Survey in Africana Studies (Capstone)
- AAAS 390  Special Topics in Black/Africana Studies
- AAAS 495  Advanced Research Methods in African American and African Studies

Complete a minimum of 6 credits from the following:

- ANP 330  Race, Ethnicity, and Nation: Anthropological Approaches to Collective Identity
- EC 414  Economic Analysis of Sub-Saharan Africa
Requirements for the Minor in African American and African Studies (Arts and Humanities Track)

Students must complete 18 credits from the following:

All of the following core courses (12 credits):

- AAAS 100 Race and Community in Local to Global Perspective
- AAAS 300 Survey in Africana Studies
- AAAS 390 Special Topics in Black/Africana Studies
- AAAS 495 Advanced Research Methods in African American and African Studies

Complete a minimum of 6 credits from the following:

- ENG 317 Readings in African and Caribbean Literature
- ENG 350 Readings in African, African American, and African Diaspora Literature
- ENG 450 Seminar in African American Literature
- HST 310 African American History to 1876
- HST 311 African American History since 1876
- HST 312 African American Women
- HST 360 African History to 1800
- HST 361 African History since 1800
- HST 383 The Caribbean
- PHL 350 Introduction to Social and Political Philosophy
- MC 324B Regional Politics, Cooperation, and Conflict in Sub Saharan Africa
- MC 372 Comparative Black Political Thought
- MC 377 Culture, Politics, and Post-Colonialism
- MC 383 African American Politics
- WRA 125 Writing: The American Ethnic and Racial Experience

All four undergraduate course offerings are filled to capacity regularly and are taught by the faculty with contractual assignments in the unit and the occasional advanced graduate student. The unit recently hired a fixed term academic specialist to serve as an advisor to both graduate and undergraduate students. Her responsibilities include helping to enhance the undergraduate experience and recruit minors as well as lead the study abroad program to South Africa. She
has also assisted with professional development for graduate students by organizing workshops and sessions on conference presentations and the academic job market.

II. Rationale for formation of the Department of AAAS

National Trends

Since the founding of the program in 2002, the field of Black and Africana Studies has become highly competitive as universities refine their strategic focus on educating scholars capable of bringing their research and pedagogy to bare on the complex interdisciplinary questions with which the field is concerned. Initially, Michigan State University had one of only a small handful of Ph.D. programs in the entire field of Black/Africana Studies. These early departments included the University of California-Berkeley, University of Massachusetts-Amherst, and Temple University. MSU’s Ph.D. program once ranked as high as number 2 ahead of Harvard University. Since then, however, most major universities have begun offering Black Studies doctorates, with many universities resourcing and developing Ph.D. programs in already functioning departments. At present, 17 major institutions offer a Black Studies Ph.D., attracting top students in almost every scholarly topic in the field. Of those, Michigan State University is now the only institution that offers a Ph.D. in Black Studies and/or related field in a program structure as opposed to supporting it within the context of a department. In addition to the previously mentioned University of California-Berkeley, University of Massachusetts-Amherst, and Temple University, of the 17 departments, 7 departments exist at peer institutions within the Big Ten academic conference (See Appendix A).

A 2013 University of Illinois survey on African American Studies units across the nation pointed to five priorities for African American Studies at the graduate level. Each of these priorities reflected the needs of these units to meet the historical challenges posed by the field and achieve success in the modern university: 1) Black intellectual history, including ongoing research on the current state of Black Studies through surveys, case studies, and comparative studies of other ethnic studies units, 2) Interdisciplinary study of the Black American Experience; 3) Global connections and diaspora dialogues which is inclusive of continental Africa, the Caribbean, Latin America, and other areas around the globe with African descended populations; 4) Application, that is, putting theory into practice; 5) Creative use of new technologies. While these priorities are general, AAAS at Michigan State has sought ways in which to align its unit with these national trends. Moreover, through engaging with broader notions of the African diaspora, the unit has the potential to move beyond superficial notions of global connections and diaspora dialogues to make a real impact in the field.

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1 Cornell University, Harvard University, Indiana University, Northwestern University, The Ohio State University, Pennsylvania State University, Temple University, University of California-Berkeley, University of Colorado-Boulder, University of Louisville, University of Massachusetts-Amherst, University of Pennsylvania, University of Texas at Austin, University of Wisconsin at Milwaukee, Virginia Polytechnic Institute and State University, Yale University. See, http://www.ncbsonline.org/africana_studies_graduate_programs
III. Background: The Developmental Process

Conversations regarding the existing program model and the realization that a shift in its structure was needed generated momentum beginning in 2011. With the support of the College of Arts & Letters, the AAAS faculty have used a moratorium on the graduate program implemented by the college in 2015 to strategize about ways to move forward. Throughout the 2016-2017 academic year, the faculty met frequently to develop strategies for restructuring the program to better serve the needs of students and faculty and remain competitive in the larger field. The initial actions were to review AAAS bylaws and reconcile them with existing university and college bylaws. As part of that process, we solidified the role of the director, articulated the duties and responsibilities of core and affiliated faculty, and responsibilities of AAAS committees. The goal was to develop an infrastructure to make the best use of limited faculty resources within the current program structure and provide a foundation to better train graduate students. As part of the strategic planning for the 2016-2017 academic year, the unit also brought in two senior scholars (one each in the Fall and Spring) to consult with the dean, AAAS faculty and graduate students about the best ways to move forward and reopen graduate admissions in the unit. Part of these discussions involved refining the academic vision and mission of the unit and revising the graduate handbook and undergraduate minor. The AAAS curriculum committee initiated this process at the graduate level.

At the undergraduate level, the College of Social Science (CSS) instituted requirements that all majors within their college must also enroll in a minor from that college. Because AAAS recruits heavily from CSS, the unit revised its minor to meet CSS requirements and also streamlined courses to remain current within its home college (CAL). Courses that were no longer on the books were eliminated and the two academic tracks were revised to an Arts and Humanities Track and a Social Science Track in order to better serve students and keep the AAAS minor in line with changes throughout the colleges. By doing so, the unit can continue to recruit minors from across the university.

Though the initial efforts regarding the bylaws, and curriculum revisions were successful, the limitations of the program model resurfaced when planning to reopen graduate admissions for Fall 2017. To work through this process, the core faculty participated in a faculty retreat on May 22-23, 2017. Much of our discussion at the retreat centered on lifting the moratorium on graduate admissions, creating new directions for the program, and restructuring the program in light of disciplinary strengths we have from the committed core faculty. During the retreat, the faculty worked to construct a vision and mission statement for the program that aligned with the research and teaching interests of core members of the unit. Central to this process was envisioning a program in which MSU’s AAAS could attract and recruit competitive students and compete in the larger discipline of Black Studies nationwide. In addition to constructing a vision, faculty defined the core fields of the AAAS program and outlined a cluster of foci that would showcase our areas of strength. These areas included Critical Knowledge Production, Feminisms, Gender and Sexuality Studies, and Languages, Literatures and Cultures. Because the unit has historically relied on volunteer faculty, there has never been a clear scholarly area(s) of focus in the unit. Finally, the faculty discussed the implementation of a process for the revision of both the graduate handbook, the undergraduate curriculum, and the possibility of finding ways to hire faculty into the unit. We engaged in a generative and productive deliberation, but came to an impasse when determining how to implement proposed changes. The faculty came to the following conclusions: AAAS at Michigan State University cannot sustain a graduate program under the current conditions. Most of the faculty in AAAS at Michigan State are not rooted in Black Studies, but within other disciplines (primarily the College of Education, English, History, and Philosophy). More often than not, these faculty do not
engage the field of Black Studies as their primary vehicle for research and academic inquiry and have utilized structures from their respective disciplines to cobble together a cohesive program, graduate handbook, and other unit processes. As a result, the program at Michigan State University is not in a position to compete with peer institutions. Our current Ph.D. structure relies on the volunteerism of tenured faculty (the majority of which are not in the College of Arts & Letters). The undergraduate minor relies exclusively on junior faculty with 25%, and 50% contractual assignments in AAAS.

The faculty requested from Dean Christopher P. Long of the College of Arts & Letters an external review of the program by senior scholars in the field of Black Studies to offer insight as to the viability of the program. Drs. Carole Boyce-Davies (Cornell) and Clarence Lang (Kansas) were chosen and visited AAAS on October 26-27, 2017. A total of 12 core faculty members and 14 graduate students participated. The reviewers were asked to structure their visit and report by addressing the following questions:

1) Based on the strengths of its current faculty and the proposed vision for the program, how might the Ph.D. program be uniquely positioned to take a lead nationally in specific direction of Black Studies scholarship (Africa, African American, the African Diaspora, etc.)? How can the program best position itself to be competitive in attracting top graduate students?

2) What are the fundamental skills and experiences (research, teaching, publication) that graduate students should have when they leave the program in order to be competitive on the academic job market?

3) Given the interdisciplinary nature of Black Studies from its inception, does the AAAS program in its current structure foster interdisciplinarity, while at the same time maintaining the core foundations and principles of Black Studies as a stand-alone discipline?

4) Is the graduate curriculum at MSU in line with disciplinary standards? What are the best practices for organizing the graduate curriculum (handbook, areas of focus, comprehensive examination, internships, etc.)?

5) What are disciplinary foundations that students in the undergraduate minor should graduate from the program knowing? Can they successfully transition into a Ph.D. program in Black Studies or a related field from MSU based on our current offerings?

6) Is the current structure of African American and African Studies as a Ph.D. granting program (without department status) viable? What are the strategies/structures that could be put in place to help strengthen the unit?

7) What are the advantages to department status? What structures need to be in place (faculty, curriculum, programming, institutional resources) in order to insure a successful transition?

The external reviewers concluded the following in their report dated November 26, 2017:

1) The African American and African Studies Program should become a department by the next academic year, with its own faculty and an increase in clerical staff
support.

2) The College of Arts and Letters, with the support of central MSU administration, should approve an average of three (3) new hires per year for full-time AAAS faculty lines in order to achieve a core faculty of 11 (eleven) over the next three years. We stress that AAAS faculty growth should not rely on the recruitment of existing faculty, which could foster animosity from their existing home departments, as well as stoke ill will between the College of Arts and Letters and other colleges housing current AAAS faculty.

3) The College of Arts and Letters, with the support of MSU administration, should assist African American and African Studies in developing a Bachelor’s Degree, and possibly also a five-year combined BA/MA so as to attract talented students from the undergraduate major into the graduate program.

4) The College of Arts and Letters, in partnership with AAAS and other colleges and units, should continue the ongoing work of clarifying expectations regarding teaching, service, and evaluations in Memoranda of Understanding for AAAS-affiliated faculty.

5) The College of Arts and Letters, in partnership with AAAS and other colleges and units, should continue to be mindful of ways to support the research productivity of pre-tenure faculty who have affiliations with AAAS. A better structured leave of absence before tenure would ensure that their service to AAAS is rewarded as it also prepares them for tenure, promotion, and professional advancement in the field.

6) The College of Arts and Letters, in partnership with AAAS and the Graduate School, should compose a joint message to all current AAAS doctoral students assuring them of their value to MSU and the University’s commitment to their academic success and professional advancement. Continuing efforts also should be made to monitor and assist these doctoral students with funding opportunities and other necessary academic support.

7) The College of Arts and Letters should make deliberate efforts to anchor and integrate its strategic plan initiatives (e.g., “Critical Diversity in a Digital Age”) in existing interdisciplinary units like AAAS, instead of creating new units that duplicate the labor they already have been performing with few resources. That is, the College’s emerging new strategic initiatives should provide opportunities to enhance the work of units like AAAS rather than occasions to diminish or mischaracterize them as “silos.”

Following the external review and report, the unit was given the approval from Dean Christopher Long on March 9, 2018 to pursue a formal proposal for the establishment of a AAAS Department.
IV. Description of Department of AAAS

**Mission**
The mission of African American and African Studies (AAAS) as an interdisciplinary intellectual collective is centered on the study and production of knowledge of Africa and the African Diaspora, especially in the United States, the Caribbean, and Latin America. We feel charged with the task of providing an integrative education aimed at illuminating the experiences, lives and circumstances of peoples in Africa and its diasporas, along with the many diasporas of Black peoples globally and transnationally. Our major areas of intellectual inquiry include Histories, Social and Cultural Theory, and Feminisms, Gender, and Sexuality Studies as they pertain to Africa and Transnational Diasporic Studies. As a unit, we are committed to making concrete connections between our scholarship, pedagogy, and the cause of racial and social justice.

Areas of Study:

1) Histories
2) Social and Cultural Criticisms
3) Feminisms, Gender, and Sexuality Studies

1. **Name**

   The core faculty of AAAS recommend that the new Department be named *African American and African Studies*.

   The name of the department firmly situates the department in the larger field of African American Studies which is rooted in the United States experience. However, it maintains the Michigan State University and AAAS scholarly commitment to engage the global position of the African continent, while assessing its global impact through the African Diaspora.

2. **Faculty**

   The Department will be true to the founding interdisciplinary vision of AAAS at MSU by establishing departmental bylaws, policies, practices, and a curriculum that require faculty and students to draw on disciplinary expertise in doing transdisciplinary work. Our ability to hire and grant tenure to faculty in the Department will enhance this interdisciplinary approach by grounding it in Black Studies. This will enable our faculty to reach out in collaboration with a broader range of disciplines as full partners. These collaborations will be the catalyst through which the Department will advance the intellectual vision outlined above and re-establish the Ph.D. program as a national and international leader in the field.

   To accomplish this, we will need to combine the existing strengths of our faculty with a strategic hiring plan that will enable us to recruit 6 new faculty members from within the university beginning in Spring 2019 for AY 19-20 and 6 external hires over the next three years (2 each year with searches starting in AY 19-20). Such a critical mass of scholars in
Black Studies will be able to shape a visionary interdisciplinary graduate curriculum and support the success of a new cohort of creative and engaged graduate students.

At least four of these new external hires should come at the rank of Associate or Full professor to give the new department the depth of scholarship and experience it will need to succeed. The Dean of the College of Arts and Letters has committed to leveraging all the tools at our disposal—including MSU Foundation Professorships—to recruit the best candidates for the positions the unit identifies.

As the vision and mission of the unit continues to be refined and developed in AY 18-19, we will undertake conversations about which faculty members internal to MSU are best positioned to contribute to the new Department. How those appointments are structured will be tailored to the career pathway and goals of each individual faculty member. The Dean has committed to working with each faculty member, the Chair of their current Department, and, when necessary, the Dean of their home College, to ensure that appointments advance the mission of the new Department and the success of the individual faculty members involved. This will be done in the spirit of mutually beneficial collaboration without the intent to compromise the quality programs of the faculty members’ home departments.

AAAS has been in conversations with chairs in the College of Arts and Letters and are committed to maintaining strong relationships. As all of the initial hires to the unit will come from other departments, it is our expectation that many of them will not shift their entire lines to AAAS. To accommodate existing departments, but also to ensure that the department can function properly, AAAS is prepared to accept 15%, 25%, and 49% jointly appointed faculty from faculty internal to MSU. All external (new) hires will have their tenure homes in the Department of AAAS.

3. Undergraduate Program

No changes are anticipated in AAAS offerings of the undergraduate minor at this time. The minor was most recently revised during the 2017-2018 academic year to streamline courses and allow more course options for minors in the College of Arts & Letters and the College of Social Science. Those changes went into effect this fall. All currently enrolled students will continue to have the same opportunities to fulfill their program without any impact. Students who minor in AAAS come from a broad array of majors and colleges including, James Madison College, CAL, and CSS among others. In agreement with the College’s priority of enriching the undergraduate experience, the curriculum of all our undergraduate minor is regularly discussed and reviewed to confirm that it meets students’ needs and meets their goals in sufficient breadth and depth.

With the establishment of a AAAS department, the goal is to create an undergraduate major within the first 5 years of its creation. The Bachelor’s degree in AAAS will provide opportunities for graduate students in AAAS to acquire much needed experience teaching in their discipline.

The undergraduate minor will continue to be offered with the establishment of the department. The core courses from the undergraduate minor are transferrable to the undergraduate major. In AY 19-20, the AAAS faculty (internal hires) will begin constructing the undergraduate major using the existing undergraduate minor curriculum as a model. Once the first cohort of external hires arrives in AY 20-21, undergraduate course revisions and creation of new courses will continue. The expectation is that a completed major will
move through academic governance in AY 21-22 and students will be able to major in AAAS beginning in AY 22-23.

4. **Graduate Program**
   No changes are anticipated in AAAS offerings of the graduate program at this time. Once the Department has been created, the program will move out of moratorium and we will pursue curricular change. Currently there are 12 students in the program with all but 3 having achieved Ph.D. candidacy status. Most candidates in the program have advanced to this status within the past two academic years. All should advance to candidacy by the end of AY 18-19 with the majority completing their degrees in AY 19-20. The transfer of these students to a department structure will not affect their time to degree. Moving forward, the university has guaranteed the program 20 fully funded Ph.D. lines over a five-year period. This translates to four students admitted each year with five-year funding packages. The expectation is that the AAAS department will begin taking applications for a new cohort of Ph.D. students in AY 19-20 for the following academic year.

   As the remaining members of the last graduate cohort defend their dissertations and are successfully placed, the faculty in the new AAAS department have an opportunity to reset the culture of the program with a revised graduate handbook that ensures interdisciplinary training for students that aligns with the vision of the Department outlined above.

5. **Assessment**
   We approach assessment from a variety of perspectives; a fuller assessment plan will be developed by the new Department Chair and his/her administrative team and faculty beginning in AY 19-20 once the department is established. The new Department would conduct assessment of its curriculum, students, and faculty members on a regular basis in order to evaluate their position vis-à-vis the university metrics of excellence and productivity such as the University Learning Goals and the interactive rubrics provided in: [http://learninggoals.undergrad.msu.edu/](http://learninggoals.undergrad.msu.edu/). A foundation already exists, as the existing Program has assessment plans in place in the current AAAS program bylaws that govern faculty and graduate students. These bylaws were revised most recently in October 2016.

   Currently, AAAS is going through a detailed vision process in which faculty interested in joining the new department are required to submit updated curriculum vitae and statements of interest indicating their level of commitment to transferring all or portions of their line to the unit. Interested faculty will meet throughout this academic year and will be the core group to construct and implement any new assessment plan.

6. **Department Governance** Initially, the department will be governed by the College of Arts & Letters and University bylaws. Once the department is established, tenure stream faculty within the new unit will create department bylaws that will address issues of faculty governance, annual review, reappointment, tenure and promotion, among other procedures for administering the unit. This process will begin in AY 20-21 (i.e. the second year) once there is an established AAAS faculty.

7. **Budget and statement about resources**
   The success of the Department of African American and African Studies is a top priority for the College of Arts & Letters as it puts its core commitment to diversity, equity, and inclusion into practice. All existing AAAS Program-related resources will be invested into the new Department. The Provost has committed funding for 2 new faculty lines a year for three years (6 total) to support the hiring strategy outlined in this proposal. The College of
Arts & Letters will work with Department Chairs and College Deans to negotiate the transfer of salary lines for internal faculty into the new Department. To reiterate, this will be done in the spirit of mutually beneficial collaboration without the intent to compromise the quality programs of the faculty members’ home departments. Current resources to support graduate fellowships in AAAS will be transferred into the new Department. A detailed 5-year budget plan has been submitted to the Provost’s Office as part of the College of Arts & Letters Spring 2018 budget request. This plan outlines the recurring funds required to ensure the success of the Department, including the redirection of existing funds in the College and the request for new funds to support faculty hiring and graduate student support. An official request for space has been made with the Office of Facilities Planning and Plant Management.

8. Personnel plans and impact on faculty and staff

Tenure stream faculty
Since AAAS is currently a program, no tenure stream faculty are directly impacted by the transition to a department. The four faculty with teaching assignments in the unit have 100% appointments in other departments. Should they choose to transfer all or portions of their lines to the new department or maintain teaching assignments in AAAS, then their current memorandums of understanding must be renegotiated.

The core and affiliated faculty model under which the program currently operates would be abolished and all responsibilities for teaching, advising, and mentoring of graduate and undergraduate students would be the responsibility of the tenure system faculty in the new department or have a portion of their tenure line allocated to the new department.

Non-tenure stream faculty
AAAS currently has one fixed-term academic specialist. This position will be reassigned to the Department of African American and African Studies as a permanent position consistent with the university policies and procedures and in consultation with Human Resources.

Assessment of Department Faculty
Until bylaws are established for the department in AY 2019-20, AAAS will operate based on the College of Arts & Letters and University bylaws and procedures regarding tenure, promotion, annual review, and reappointment.

Staff
All staff members currently appointed in AAAS will be reassigned to the Department of African American and African Studies consistent with contractual agreements and in consultation with Human Resources. This includes one graduate secretary.
V. Internal Consultation with AAAS Program Faculty and Students

Faculty
In addition to the previously mentioned activities, with the support of the College of Arts & Letters, the AAAS faculty have used the moratorium to strategize about ways to move forward. The external faculty consultations, program revisions, core faculty retreats on May 22-23, 2017, May 11, 2018, and the external review from October 26-27, 2017 insured that all affected faculty, staff, and stakeholders were offered extensive opportunities for input and to actively participate in deliberations that resulted in these recommendations. All the meeting minutes, reports, correspondence with administrators, proposal drafts, and department proposal drafts were made available on a AAAS D2L page established for this process. Professors at the Assistant, Associate and Full levels, and the graduate students all met by rank with the external reviewers. Graduate students elected a representative to the most recent retreat and the current vision process. All indicated that Michigan State’s AAAS program had reached a critical “turning point” in its evolution and cannot continue under the current conditions of its existence.

Students
A representative elected by the AAAS graduate students was involved in the department proposal process and attended the most recent faculty retreat in May 2018. This representative is also involved in the current vision process for the selection of faculty and curriculum revisions and will continue in this role through the establishment of the department.

The Program Director met with undergraduate minors on April 4, 2018 at one of our monthly “Talk Back” sessions. The sessions provide an opportunity for undergraduate minors and other interested MSU students to come together and discuss issues impacting them as students at MSU and the larger community. There was enthusiasm about the possibility of department status. The students particularly raised the question of a AAAS major and were excited that future generations of undergraduates would be able to take advantage of such an opportunity. A follow-up meeting with the undergraduate students is scheduled for October 17, 2018.

Staff
The academic specialist and the graduate secretary attend all AAAS core faculty meetings and have been actively involved in the proposal process.

VI. Consultation by Unit and College Governance

Unit
A vote at the May 22-23, 2017 faculty retreat on whether to move forward with a plan to push for the establishment of a department was called and all were in favor of moving forward with a AAAS department. The vote was 11-0, excluding the director who serves ex-officio at AAAS meetings. According to AAAS bylaws, the quorum for a vote is 25% of core faculty (five faculty members). AAAS has 17 core faculty members. The 11 members present at the meeting was well over this number.
**College Advisory Committee**

On October 4, 2018, the Department was an agenda item at the College Advisory Committee’s (CAC) monthly meeting. The Program Director and two elected members of the AAAS executive committee members attended and answered questions. The Program Director has also extended an offer to the CAC to attend any meeting in which the Department Process and Program Bylaws may be discussed as well as their impact on the College Bylaws. The CAC enthusiastically endorsed the department proposal and voluntarily wrote the memo attached to this proposal in support.

**VII. Start Date and Calendar**

**Timeline**

**Spring/Summer 2018**

Prepare proposal to create a new Department of African American and African Studies.

**October 2018**

Submit proposal to create the Department to Provost Office for Approval and subsequent Academic Governance review and Administrative processes routing.

**Fall 2018**

Refine the strategic plan and academic vision for the new Department of African American and African Studies.

Develop a strategic hiring plan to be executed in Spring 2019 (vision, mission, areas for hiring), AY 19-20 and AY 20-21.

Begin assessing the Graduate Handbook to align it with the new vision and structure in anticipation of curriculum revisions and the re-opening of the graduate program in AY 2020-21.

**Spring 2019**

Articulate and establish a process by which faculty may apply to be founding members of the Department based on its academic mission, while preserving and enhancing the current strengths of existing programs at MSU.

Receive applications from MSU faculty to join the Department.

Review internal faculty applications to the Department.

Execute the strategic hiring plan (establish search committee, create job descriptions).

Develop a strategic recruitment plan for a new cohort of highly qualified graduate students.
July 1, 2019

Creation of the new Department of African American and African Studies

AY 2019-2020

Execute the strategic recruitment plan for a new cohort of highly qualified graduate students.

Recruit and hire new faculty according to the approved strategic hiring plan.

Recruit and admit 4 new students into the graduate program for fall 2020.

Submit proposed graduate curriculum changes to the College/Graduate School and the Provost’s Office.

Begin conversations regarding creating the new undergraduate major.

AY 2020-2021

Welcome new faculty to MSU.

Welcome new cohort of graduate students to MSU.

Continue undergraduate course revisions and creation of new undergraduate courses to submit to academic governance.

Recruit and hire two new faculty according to the approved strategic hiring plan.

AY 2021-22

Welcome new faculty to MSU.

Begin accepting undergraduate majors.

Recruit and hire two new faculty according to the approved strategic hiring plan.
Appendix A:

Overview of Peer Institutions
The following data were taken from two surveys 1) a 2016 peer survey by AAAS graduate student Leah Gaines on Northwestern, Purdue, Indiana-Bloomington, Ohio State, Penn State, Illinois, Maryland and 2) a 2018 survey by academic specialist Joy Coates gathered from current web sites of MSU, UMass-Amherst, UC-Berkeley, and Temple.

I. PROGRAM, COURSES, FACULTY

<table>
<thead>
<tr>
<th>Institution</th>
<th>Faculty Core</th>
<th>Status</th>
<th>Offering</th>
<th>Faculty Core</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michigan State University</td>
<td>African American and African Studies</td>
<td>Program</td>
<td>PhD, MA, BA-minor</td>
<td>Full professor – 7, Assoc professor – 9, Assist professor – 9, Affiliated faculty - 15</td>
</tr>
<tr>
<td>Northwestern</td>
<td>African American Studies</td>
<td>Department</td>
<td>PhD, MA &amp; Certificate, BA-major, minor &amp; honors</td>
<td>Full professor – 7, Assoc professor – 6, Assist professor – 0, Affiliated faculty – 28, Postdoc - 1</td>
</tr>
<tr>
<td>Purdue</td>
<td>African American Studies and Research</td>
<td>Center</td>
<td>PhD, MA, BA-major &amp; minor</td>
<td>Full professor – 1, Assoc professor – 4, Assist professor – 0, Affiliated faculty – 13, Courtesy faculty - 1</td>
</tr>
<tr>
<td>Indiana-Bloomington</td>
<td>African American and African Diaspora Studies</td>
<td>Department</td>
<td>PhD/PhD minor, MA, BA-major &amp; minor</td>
<td>Full professor – 3, Assoc professor – 2, Assist professor – 2, Affiliated faculty – 22, Lecturer – 1, Postdoc – 1</td>
</tr>
<tr>
<td>Ohio State</td>
<td>African American and African Studies</td>
<td>Department</td>
<td>PhD, MA, MA&amp;MA-minor, BA-major &amp; minor</td>
<td>Full professor – 8, Assoc professor – 7, Assist professor – 2, Affiliated faculty - 17</td>
</tr>
<tr>
<td>Penn State</td>
<td>African American Studies</td>
<td>Department</td>
<td>PhD, MA, BA-major &amp; minor</td>
<td>Full professor – 4, Assoc professor – 6, Assist professor – 4, Affiliated faculty – 11, Postdoc - 2</td>
</tr>
<tr>
<td>Illinois</td>
<td>African American Studies</td>
<td>Department</td>
<td>Grad concentration, BA-major, minor &amp; certificate</td>
<td>Full professor – 5, Assoc professor – 6, Assist professor – 2, Affiliated faculty – 44, Visiting assistant professor - 3</td>
</tr>
<tr>
<td>Maryland</td>
<td>African American Studies</td>
<td>Department</td>
<td>PhD, MA &amp; Certificate</td>
<td>Full professor – 1, Assoc professor – 3, Assist professor – 2, Affiliated faculty – 63, Lecturers - 6</td>
</tr>
<tr>
<td>Institution</td>
<td>Program</td>
<td>Department</td>
<td>Degrees Offered</td>
<td>Faculty</td>
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<tr>
<td>UMass-Amherst</td>
<td>Afro-American Studies</td>
<td></td>
<td>PhD MA &amp; Certificate BA-major &amp; minor</td>
<td>Full professor – 5 Assoc professor – 1 Assist professor – 4 Affiliated faculty – 12 Lecturer - 1</td>
</tr>
<tr>
<td>UC-Berkeley</td>
<td>African American Studies ( &amp; African Diaspora Studies)</td>
<td></td>
<td>PhD MA BA-major, summer minor &amp; certificate</td>
<td>Full professor – 5 Assoc professor – 8 Assist professor – 3 Affiliated faculty – 5 Visiting lecturers/faculty – 4</td>
</tr>
<tr>
<td>Temple</td>
<td>Africology and African American Studies</td>
<td></td>
<td>PhD MA BA-major &amp; minor</td>
<td>Full professor – 3 Assoc professor – 1 Assist professor – 2</td>
</tr>
</tbody>
</table>
II. MISSION, AREA OF STUDY, DEGREE REQUIREMENTS

<table>
<thead>
<tr>
<th>Institution</th>
<th>Mission</th>
<th>Areas of Study</th>
<th>Degree Requirements</th>
</tr>
</thead>
</table>
| MICHIGAN STATE UNIVERSITY, African American and African Studies est. as a program in 2002 (See Coates survey, 2-4. for complete details on program) | The AAAS Program at MSU is an interdisciplinary intellectual collective dedicated to producing, challenging, and elevating knowledge on African-descended people, especially in the United States, Africa, the Caribbean, and Latin America. Though our faculty are drawn from various departments in the Colleges of Arts and Letters, Social Science, and Education, our disciplines of expertise include History, English, Philosophy, and Education. Our major areas of intellectual inquiry include Gender and Sexuality Studies, Feminisms, Critical Knowledge Production, and Languages, Literatures, and Cultures. We are committed to making concrete connections between our scholarship, pedagogy, and the cause of social justice. | PhD-Three important elements define our core curriculum graduate study of African American and African Studies at MSU: 1) a discrete set of interconnected, required core seminar courses based in African-American studies, African studies and African Diaspora studies, 2) two required internships courses (domestic and international) and one required teaching mentoring/pedagogy professional development course, 3) a required Africana Language immersion program. | PhD- requires its graduate students to complete 30 credits of course work including: three (3) graduate seminar courses in Introduction to African American and African Studies I, II, and III (AAAS 829, 830, 831):  
  - AAAS 829 examines these tenets from a Black Studies African continental perspective  
  - AAAS 830 examines these tenets from a Black Studies African-American US perspective  
  - AAAS 831 examines these tenets from a Black Studies African Diaspora perspective  
Requires two (2) internship courses  
  - AAAS 893a Internship in African American and African Studies (must be performed in a Black community outside of the United States)  
  - AAAS 893c Multi-Cultural Pedagogy and Methods Seminar in African American and African Studies (Methods, leadership and mentoring for graduate students of undergraduate students of color)  
  - minimum of 3 credits in research methods in the area of concentration  
  - additional 12 credits of course work in an area of concentration |
|   |   | Language requirement—students must attain spoken and written second-year proficiency in a language used in Africa, the U.S. or elsewhere in the African Diaspora, other than the Language of Wider Communication of the United States and England. Assist faculty in one offering of AAAS 495 Advanced Research in African American and African Studies. Comprehensive exams—written/oral |
| NORTHWESTERN, African American Studies, est. as a department in 1972 (See Gaines survey, pg. 8-26 for complete details on program) | Our scholarship and teaching build and explore analytic paradigms that tease out the commonalities and connections, as well as the differences and debates, with respect to how people organize communities, shape cultures, and navigate dominant racial power structures. We use a variety of methodologies and engage both academia and the wider community in order to contribute to African American Studies' intellectual canon while offering insights, prescriptions, and critical challenges to address larger societal issues. | PhD—Three substantive areas form the basis of this program: 1. Expressive Arts and Cultural Studies 2. Histories 3. Politics, Society, and Culture | PhD—require all our students to take eighteen (18) courses total over two years (all things being equal, an average of three courses per quarter). Program Breakdown: 18 required courses go as follows:  • 6 core courses  • 4 track courses  • 4 courses within one's chosen discipline of specialization  • 3 elective courses  • 1 research methods course  Language requirements—Some students, depending on their research projects, will be required to attain competence in a foreign language. Qualifying Exams—written/oral |
| PURDUE, African American Studies and Research est. as a center in 1970 (See Gaines survey, pg. 50-69 for complete details on program) | The mission of African American Studies and Research Center is to provide an interdisciplinary education, which prepares students to be astute readers, clear writers, and critical thinkers. Our courses allow students to engage complex social problems with the tools of historical resources and theoretical perspectives. AASRC is building an intellectual | The African American Studies Interdisciplinary Graduate Program is offered to M.A. and Ph.D. students who wish to specialize in African American Studies within their chosen disciplines. This concentration is completed in collaboration with the graduate student’s home department or program and in consultation with the student’s major adviser. The | To receive the concentration designation on your transcript, students must complete our two core graduate seminars (6 credit hours). Interdisciplinary Graduate Program Core Courses:  • AAS 574 Research Methods in African American Studies and  • AAS 575 Theories of African and African American Studies. Doctoral students can take as many additional |
community for the 21st century, as students are equipped to adjust to the nuances of our ever-changing world.

following departments and programs currently offer the AAS concentration: American Studies, Anthropology, English, History, Languages and Cultures, and Political Science.

courses as necessary to provide expertise in their specific research area. Electives come from multiple fields, which represent the breadth of African American Studies’ interdisciplinary scope. Eligible courses:

<table>
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<tr>
<th>Interdisciplinary Graduate Program Elective Courses:</th>
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<tbody>
<tr>
<td>• AAS 590 Directed Reading in African American Studies</td>
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<tr>
<td>• HIST 594 Afro-American Thought &amp; Ideology</td>
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<tr>
<td>• HIST 651 Reading Seminar in American History [when the focus is Race/Civil Rights in the US]</td>
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<tr>
<td>• ENGL 557 19th-Century African American Narrative</td>
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<tr>
<td>• ENGL 583 US Ethnic/Multicultural Literature [when the focus is African American Literature]</td>
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<tr>
<td>• ENGL 597 Contemporary Black Feminist Literature</td>
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<tr>
<td>• ENGL 672 Seminar in Women’s Literature and Feminist Theory [when offered as African American Women Writers]</td>
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<td>• LC 601 Seminar in Latin America and the African Diaspora</td>
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<td>• PHIL 542 Rationality and Relativism: African American Perspectives</td>
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<tr>
<td>Course Code</td>
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<tr>
<td>POL 520</td>
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<tr>
<td>POL 611</td>
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<tr>
<td>SOC 515</td>
</tr>
<tr>
<td>SOC 611</td>
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<tr>
<td>WGSS 681</td>
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</tbody>
</table>

**INDIANA-BLOOMINGTON, African American and African Diaspora Studies**

 est. as a department in 1970 as Afro-American Studies; PhD offered in 2008 (see Gaines survey, pg. 2-7 for complete details on program)

It is the mission of AAADS to create and share scholarship of the highest quality dealing with the African American and African diasporic experience; promote the study and understanding of the historical and contemporary connections among Africans, African Americans, and other New World black communities; and affirm the democratic tradition of equal opportunity for all by combating all forms of discrimination based on ethnicity, gender, class, sexual orientation, disability, and religious differences.

The curriculum for the AAADS doctoral program has been shaped by two concentrations that have an influence on research and teaching:

1) Race, Representation, and Knowledge Systems focuses on examining how race is represented, reconstructed, and reproduced across the African diaspora. It concerns the role of race-making in intellectual life, popular culture, literary and artistic expression, and in new media, Power, Citizenship and

2) The Ph.D. degree requires completion of at least 90 credit hours of an advanced course of study.

Major Subject and Minor Subjects

**Major Subject**

- The student will select a major subject from the departments and programs listed in this bulletin. The major department or program is responsible for monitoring the student's progress toward the degree and for making recommendations to the University Graduate School regarding the nomination to candidacy, the appointment of a research committee, the defense of the dissertation, and the
The Body Politic concerns inequality, legal status, and social agency as experienced by people of African descent in national political processes and world affairs. It studies racialized systems of privilege and discrimination affecting citizens, migrants, slaves, and sojourners in diasporic, transnational, colonial, and postcolonial racial formations. It also addresses the role of civil society and the practices of social movements in upholding or contesting citizenship and human rights.

**Minor Subjects**
- The student will select at least one minor subject. A minor provides additional breadth and depth to the individual's program. It must be taken outside the major department from among those minors offered listed in this bulletin or in a specifically approved inter- or intradepartmental area—see departmental entries.

**Language requirement**
Qualifying exams—written (may require oral if necessary)

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| **Ohio State** | The mission of the department is to produce and disseminate knowledge and understanding about African peoples globally. The department offers students from all communities the opportunity to acquire the theories, | For the African American Studies and African Studies area concentrations, at least 6 credits are required in each of two “focus areas”
1) Social Studies
2) Cultural Studies | The required Ph.D. coursework is inclusive of 51 credits, of which:
- 15 credits in the main area of concentration (African American, African, or Comparative Diaspora Studies).
- 9 credits in the other two areas of |
practices, methodologies, critical thinking, and communication skills necessary to master an interdisciplinary approach to the historical, cultural, social, psychological, political and economic experiences of people of African descent throughout the world. To foster and maintain an intellectual environment in our community on and off campus, assisting students and community members in their development as lifelong learners and informed citizens, seeking to better the community, nation, and world.

| PENN STATE, African American Studies est. as a department in 1993, offered dual PhD in 2013 (See Gaines survey, pg. 36-49 for complete details on program) | The Department of African American Studies is a meeting ground for scholars, students and thinkers committed to the study of African American and African-descended peoples in the Americas. With faculty trained in anthropology, English, history, philosophy, and other disciplines, our collective work fosters critical understanding of the diaspora's many cultures and expressions. As we foster meaningful | Students electing this program through participating departments will earn a degree with a dual-title at the Ph.D. level, i.e., Ph.D. in (graduate program name) and African American and Diaspora Studies. The following graduate program offers a dual-title degree in African American and Diaspora Studies: 1) Art Education 2) English 3) History 4) Philosophy | Degree Requirements
The minimum course requirements for this dual-title Ph.D. degree are 15 credits of coursework related to African American and Diaspora Studies, all at the 500 level or above. Of these 15 credits, 9 must come from the required core course sequence in African American and Diaspora Studies, which comprises the following courses: AFRICAN AMERICAN STUDIES (AF AM) • 501. Seminar in African American and Diaspora Studies |
engagement with the economic, social and political conditions of black life on campus and beyond, we seek to build a vibrant community of inquiry and innovation at Penn State.

- 502. Blacks in the African Diaspora
- 503. Sexual and Gender Politics

Students must also take 6 elective credits, all of which must come either from the list below or otherwise have the prior approval of African American and Diaspora Studies Graduate Faculty Officer:

- AFR 501. Key Issues in African Studies
- PHIL 539. Critical Philosophy of Race
- HIST 547. Slavery in the Americas
- HIST 549. Topics in African-American History
- HIST 551. The African American Freedom Struggle in the Twentieth Century
- HIST 572. Race and Empire in the Americas, Caribbean & Pacific
- ENGL 565. Period Studies in African-American Literature
- ENGL 566. Genre Studies in African-American Literature
- ENGL 567. Thematic Studies in African-American Literature
- ENGL 568. Gender Issues in African-American Literature

Language Requirement

Comprehensive exams--written/oral

<p>| ILLINOIS, African American Studies originated as Afro-American | Our teaching and research focus primarily on the experiences of African American Studies offers a Graduate | 24 total credit hours: 12 credit hours |</p>
<table>
<thead>
<tr>
<th>Academic Program in 1970; received department status in 2008 (See Gaines survey, pg. 70-76 for complete details on program)</th>
<th>people of African descent in the United States, and to a lesser degree, in the rest of the hemisphere. The program integrates courses and research from the social sciences and humanities in the College of Liberal Arts and Sciences with other academic areas throughout the university such as fine arts, education, journalism, and law. Twelve core faculty members and more than thirty faculty affiliates from throughout the University participate in the department’s activities. We have offered an Interdisciplinary Minor in African American Studies since Fall 1988. Twenty years later, in June 2008, the Illinois Board of Higher Education approved a proposal giving the Department of African American Studies the right to grant Bachelor of Arts degrees. Students began enrolling in the major in 2008.</th>
<th>Concentration (24 graduate hours) for any student enrolled in one of the following doctoral programs at the University of Illinois at Urbana: 1) History, 2) Educational Psychology, 3) African Studies, 4) Sociology, 5) Political Science, 6) Education Policy, Organization and Leadership.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MARYLAND, African American Studies est. as a department in 1969 (see Gaines survey, pg. 80-86 for complete details on program)</strong></td>
<td>An end to racial disparities in education, HIV, cardiovascular disease and labor opportunities can be more than a dream. Through our rigorous</td>
<td>Does not offer a PhD. Offers graduate certificate. The African American Studies Department at the University of Maryland, College</td>
</tr>
<tr>
<td></td>
<td></td>
<td>The Certificate program is a 21 credit-hour complementary study component, which offers students an excellent opportunity to develop a specialization in African American issues while</td>
</tr>
</tbody>
</table>
research, excellence in teaching and community engagement, the African American Studies Department (AASD) at the University of Maryland continues to develop the social understanding, future leaders and stronger communities to make these dreams a reality. Scholarly examination of black communities helps illuminate the parallels, contradictions and strengths evident in all communities. Thus, while the specific subject matter of the program concerns black communities in the U.S., Africa and the African Diaspora, the essential value of the program extends to the scientific study of other cultures and communities around the world.

Park is the nation’s leading program of its kind dedicated to social science and policy research. The program’s pre-designed specializations reflect the unique strengths of the African American Studies Faculty:

1) Global, Urban and Community Studies
2) Health and Family Wellbeing
3) Race, Culture and Social Status

Pursuing an undergraduate degree in another field. Students may select the cultural and social analysis concentration or public policy concentration in AASD. All credits for the certificate must be completed at the University of Maryland College Park.

### Segment 1: The Foundation Courses (9 credit-hours)
- AASP 100, AASP 101, and AASP 200 or AASP 202

### Segment 2: 9 credit hours of AASP upper division level electives.
- (300 level or above)

### Segment 3: 3 credit-hour seminar
- AASP 400 or AASP 402

### UMASS-AMHERST, Afro-American Studies est. as a department in 1970; offered PhD in 1996 (see Coates survey, pg. 5-29 for complete details on program)

The Department will be a leader in Africana Studies research and teaching, and in service to black communities and black studies in the 21st century. Our mission is to create academically excellent, socially responsible, and globally concerned scholar activists in the tradition of

Our graduate students receive a thorough grounding in the historical and cultural realities of the African American experience and are assisted in developing the intellectual and scholarly capacity to undertake a meaningful critique of society, history, and cultural life, as

### Total Requirements:
- 16 Graduate Courses
- Qualifying Exam Credit
- 10 Dissertation Credits

### Required Courses
- AfroAm 701/702 Major Works in Afro-American Studies I and II
- AfroAm 692A Literary Theory
- AfroAm 691F Black Politics
Massachusetts native W.E.B. Du Bois, through teaching, research and creative activity, and service and outreach to the campus, the community, and scholarly professional fields, well as to make ongoing contributions to scholarship on the questions of race and race relations. Our graduate program encourages our students to adopt a critical perspective requiring an integrative approach to the study of:

A) history,
B) politics,
C) economics, and
D) culture

Students are required to focus not only on the experiences of African Americans, but also on the linkages of those experiences to the cultural, political, and economic forces of the larger society to which Black people have been, and are, inextricably linked.

<table>
<thead>
<tr>
<th>UC-BERKELEY, African American Studies (&amp; African Diaspora Studies) est. Ethnic Studies department in 1970; offered PhD in 1997 (see Coates survey, pg. 30-49 for complete details on program)</th>
<th>The African American Studies graduate program focuses on the life, culture, and social organization (broadly defined) of persons of African descent. The study of Africa, North America, and the Caribbean are central components of the program. Students are expected to apply a multidisciplinary approach to the study of the international and national divisions</th>
<th>The PhD program in African Diaspora Studies is the first such program of its kind, training students to theorize the African Diaspora and racialized blackness across history, social institutions, culture and geographical location. We recruit the most promising and disciplinary-diverse young scholars and</th>
</tr>
</thead>
<tbody>
<tr>
<td>• AfroAm 691C Historiographical Methods Language Requirement Comprehensive exams—written</td>
<td>A minimum of two years or four semesters of academic residence is required by the university for all Ph.D. programs. Academic residence is defined as enrollment in at least 12 units in the 200 series of courses. Every graduate student must enroll in and complete a minimum of 12 units of graduate course work per required semester of academic residency.</td>
<td></td>
</tr>
</tbody>
</table>
of race as they pertain to persons of African descent, wherever they may find themselves. Such an approach is to be employed for the study and understanding of development and underdevelopment, domination and power, self-determination, mutual cooperation, and aesthetic and creative expression. Issues of identity construction, marginality, territoriality and the universal role of race in the organization of political economy and in class formation are critical to the program’s intellectual agenda.

specifically educate them to direct the future research trajectory of African Diaspora Studies as a field. Emphasizing a rigorous inter-disciplinarity, our program is particularly strong in:

1) African American and sub-Saharan African history;
2) cultural studies (with emphases in literature, performance, visual culture, and creative practice);
3) women’s, gender & sexuality studies;
4) education;
5) sociology; and
6) African languages.

- After successful completion of course work with a minimum GPA of 3.30, a pre-qualifying examination based upon general knowledge in the field of African American Studies will be administered by the department.

Language requirement

Comprehensive exams--written/oral

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**TEMPLE, Africology and African American Studies** est. as Afro-Asian Institute in 1971; as Pan African Studies in 1972; first to offer PhD (see Coates survey, pg. 49-68 for complete details on program)

The mission of the Department of Africology and African American Studies is to provide an intellectual arena in which students learn to critically examine, analyze, and interpret the experiences, traditions, and dynamics of people of African descent. The department's undergirding philosophy is that the specific historical experiences of a people must be the central axis guiding

Applicants to the Ph.D. program should have a clearly articulated research interest that fits within the department's faculty expertise. Africology and African American Studies is a discipline that draws from diverse academic fields. Most research areas fall into two general categories: the cultural aesthetic, which engages

A student who enters the Ph.D. program with an M.A. degree in an area other than African American Studies may apply to have up to 6 credits considered for credit toward the Ph.D.

**PROGRAM REQUIREMENTS**

General Program Requirements: Number of Credits Required to earn the Degree: 51.

Required Core Courses:

- AAAS 8002 African Civilizations
- AAAS 8004 Theories and Methods in
and informing any effective analysis and interpretation of that people’s past, present, and future. Our graduate program is informed by the African-centered/Afrocentric paradigms in relation to other perspectives in Africana studies. The program reflects a deeply ingrained commitment to the self-directed study of African peoples and has benefited from a variety of conceptual and political inputs from diverse, but fully committed, faculty participation as well as invaluable contributions from the community. It is the goal of the department that graduates of our Ph.D. program be prepared to engage in a diverse range of intellectual issues that affect the lives of Africans on the continent and in the diaspora.

2) interests in the humanities, particularly history, literature, and the performing arts; and the social behavioral, in which issues may be addressed under the broad domains of sociology, psychology, political science, philosophy, anthropology, and the like.

**African American Studies**
- AAAS 8008 Ethnographic Methods
- AAAS 8009 The Afrocentric Paradigm
- AAAS 9642 Seminar in African American Social Philosophy

**Electives:** 30 Non-Didactic Courses: 6
- AAAS 9994 Preliminary Examination Preparation
- AAAS 9998 Pre-Dissertation Research
- AAAS 9999 Dissertation Research

**Language Examination:** The language requirement in Africology and African American Studies is intended to ensure that students have a working familiarity with a language and culture other than English and/or their native language

**Comprehensive exams--written/oral**

### III. Websites
- Michigan State U [https://reg.msu.edu/AcademicPrograms/ProgramDetail.aspx?Program=1044](https://reg.msu.edu/AcademicPrograms/ProgramDetail.aspx?Program=1044)
- Purdue [https://www.cla.purdue.edu/african-american/gradprogram.html](https://www.cla.purdue.edu/african-american/gradprogram.html)
- Indiana-Bloomington [https://aaads.indiana.edu/graduate/phd-degree.html](https://aaads.indiana.edu/graduate/phd-degree.html)
- Ohio State [https://aaas.osu.edu/students/grad/phd/requirements](https://aaas.osu.edu/students/grad/phd/requirements)
- Penn State [http://bulletins.psu.edu/graduate/programs/A/GRAD%20AFAM%20DUALTITLE](http://bulletins.psu.edu/graduate/programs/A/GRAD%20AFAM%20DUALTITLE)
- Illinois [http://www.afro.illinois.edu/education/gradconc/](http://www.afro.illinois.edu/education/gradconc/)
- Maryland [https://aasd.umd.edu/landing/Graduate](https://aasd.umd.edu/landing/Graduate)
- UMass-Amherst [https://www.umass.edu/afroam/afroam-phd-requirements](https://www.umass.edu/afroam/afroam-phd-requirements)
- Northwestern [http://www.afam.northwestern.edu/graduate/program-overview/requirements.html](http://www.afam.northwestern.edu/graduate/program-overview/requirements.html)
- UC-Berkeley [https://africam.berkeley.edu/phd-program/](https://africam.berkeley.edu/phd-program/)
- Temple [http://bulletin.temple.edu/graduate/scd/cla/africology-african-american-studies-phd/](http://bulletin.temple.edu/graduate/scd/cla/africology-african-american-studies-phd/)