**The curriculum outline, total semester credit hours, and new course descriptions**

A total of 12 credit hours from the following:

Choose one course from the following: 3

GNST 5443 Queer Theor(ies)

GNST 5653 Feminist Texts and Theories

Select three courses from the following: 9

AAST 6023 Destabilizing Queer Theory

ANTH 5293 Identity and Culture in the U.S.-Mexico Borderlands

ARED 5013 Diversity, Equity, and Inclusion in Art Education

ARED 6023 Destabilizing Queer Theory

ARED 6033 Transnational Feminist Perspectives in Art and Education

ARHS 6413 Greek Art and Archaeology

ARHS 6423 Roman Art and Archaeology

ENGL 5593 Advanced Studies in Gender, Sexuality, and Literature

ENGL 6593 Seminar in Gender, Sexuality, and Literature

GNST 5443 Queer Theor(ies) (if not taken above)

or WLIT 5443 Queer Theor(ies)

GNST 5653 Feminist Texts and Theories (if not taken above)

HIST 5603 U.S. Labor History to 1877

HIST 5653 Antebellum America, 1828-1850

HIST 5943 U.S. Labor History, from 1877-present

HIST 6013 The Era of the French Revolution

HIST 6033 Society and Gender in Modern Europe

HIST 6513 New Women in the Middle East

HIST 7123 Research Seminar in History

PHIL 5323 Philosophy of Race and Gender

PHIL 5333 Feminist Philosophy

RUSS 5113 Special Themes in Russian

SCWK 5213 Advanced Practice in Behavioral and Mental Health

THTR 5733 History of the Theatre II

WLIT 6703 Psychoanalysis and Culture

or any related course as approved by the director of the program.

Total Hours: 12

**Program goals and objectives**

The Graduate Certificate in Gender Studies is designed for students currently enrolled in a graduate program (masters or doctoral level) at the University of Arkansas who want to expand their traditional disciplinary training and enrich their understanding on the study of gender and sexuality. The Graduate Certificate provides knowledge from various methodological approaches including quantitative methods, qualitative methods and textual methods. Courses explore sex and gender differences and such concepts as masculinity and femininity, essence and performance; distributions of power, work, and resources; and the symbolic representation of gender and identity in literature, religion, and art. The Graduate Certificate is often chosen by students interested in investigating materials that challenge the traditional separation of academic theory from political and professional experience.

Advantages of Pursuing a Graduate Certificate in Gender Studies:

* A credential for academic positions requiring training or expertise in Gender Studies.
* A pipeline credentialling for non-academic positions that require an experience with issues pertaining to Gender diversity, equity, and inclusion
* Advising and mentorship opportunities within the Gender Studies community of Northwest Arkansas.
* Cross-campus networking opportunities with students and faculty producing Gender research across college.
* Expanded internship opportunities
* Service-learning opportunities

**Expected student learning outcomes**

The Gender Studies Programs offers an interdisciplinary graduate certificate based and gender studies theory and methodology. The curriculum allows students to pursue the study of women and gender, along with other social, political, and economic factors to complement student learning in discipline-based programs.

The Graduate Certificate complements disciplinary education and prepares students for career opportunities that necessitate understanding of an increasingly diverse and interconnected world. Graduates with this certificate will be well-situated to balance between academic theory and professional practice.

The graduate certificate program:

• Provides theory and analysis within course content on gender as it relates with ethnicity, class, and sexuality.

• Encourages students to learn about the role and importance of social, political, and economic power in the opportunities and limitations of people’s lives.

• Enables students to complement their program of studies by adding analyses of women/gender to other fields of inquiry.

• Furnished opportunities to work on research projects and in research teams that will complement students’ discipline-specific courses.

• Offers a professional credential to supplement other programs of study.

**Documentation that program meets employer needs**

Current faculty within the Gender Studies Program have been working with local corporations to train their employees on issues of Gender Studies and DEI. This alone demonstrates a local need in NWA for training our students. Besides the need for trained people in Gender Studies locally, students with a Gender Studies Certificate will be more marketable for jobs across the US, Canada, Mexico, and even internationally.

Advertising Article on Gender Studies:

What Employers Want

Many employers seek out liberal arts graduates, knowing that a liberal arts education emphasizes critical thinking, writing, and presentation skills. A liberal arts degree shows an employer that you have studied a wide variety of topics and have a broader view of the world than other applicants. A Women’s, Gender, and Sexuality Studies major provides all of these benefits and more:

* Expertise in finding and using information on contemporary social issues
* An understanding of differences of gender, sexuality, race, culture, and social class
* Insight into the connections among different forms of oppression
* A foundation for analyzing inequities and initiating change

Corporations need employees who understand gendered issues in the workplace–issues such as sexual harassment, flex-time, parental leave, pay equity, and equal employment opportunities. The demand for expertise on gender issues is growing in the professions of law, health care, social work, teaching, counseling, and government service. Specialists in gender and sexuality are sought out as consultants in education and industry. And women’s agencies and organizations are adding to the demand for graduates in the field as they take on ever more critical roles, both internationally and within local communities.

Most importantly, Women’s, Gender, and Sexuality Studies graduates report that their education has given them the confidence and courage to pursue their dreams.

Real People, Real Jobs

Here are just a few examples of positions that Women’s, Gender, and Sexuality Studies graduates hold:

* Administrator of a human services department
* Advocate for victims of domestic violence and hate crimes
* Artist
* Associate director of a human rights organization
* Business owner
* Clergy
* Communications consultant
* Congressional aide
* Coordinator of a women’s health clinic
* Director of social service agency
* Executive director of a foundation
* Film production assistant
* Flight instructor
* Journalist
* Law enforcement officer
* Librarian
* Manager of energy conservation
* Musician
* Novelist
* Nurse practitioner
* Physician
* Professor
* Program director of a rape crisis center
* Psychologist
* Psychotherapist
* Public health educator
* Public relations director
* Social worker
* Teacher
* Theater staff
* Town manager
* Union organizer

Second Article on Why Studies Gender Studies:

## What will you do with your gender studies degree?

Gender studies encourages students to examine the role of gender in society and how it interacts with other forms of difference including Indigenous and racialized identities, class, sexuality, ability, age, etc. This important social justice perspective and the confidence you’ll gain pursuing a gender studies degree will prepare you for success in whatever path you choose.

Many employers are looking for people with a strong understanding of diversity and equity and who are skilled in working with diverse groups of people. The skills you’ll gain in group facilitation, research, public speaking, critical thinking, persuasive writing and understanding complex concepts and their inter-relationships will make you an asset to any workplace.

Gender studies graduates work in various sectors of the job market including government, education, health, law, social services, arts, communications and media, marketing and non-profit and social justice organizations.

### Some career options for gender studies graduates

* Artist/filmmaker
* Communications Officer
* Counsellor
* Cultural programs coordinator
* Diversity officer
* HR coordinator
* International development
* Journalist
* Legal professional
* Librarian/archivist
* Midwife
* Outreach worker
* Program or project manager
* Public policy analyst
* Research consultant
* Sexual health, inclusion, anti-racism, sexualized violence educator
* Social media manager
* Student services
* Teacher/instructor
* Volunteer coordinator

Importance of Gender Studies for the Real World:

* [US Bureau of Labor Statistics: Culture and Gender Studies (2019)](https://www.bls.gov/ooh/field-of-degree/culture-and-gender-studies/culture-and-gender-studies-field-of-degree.htm)
* [Salaries in Gender Studies (US Average: $58,000)](https://www.ziprecruiter.com/Salaries/Gender-Studies-Salary)
* [Average pay for those with gender studies degrees](https://bestaccreditedcolleges.org/articles/careers-and-education/what-is-the-average-pay-for-those-with-gender-studies-degrees.html)
* [34 Terrific Gender Studies Jobs That Prove the Doubters Wrong](https://www.trade-schools.net/articles/gender-studies-jobs)
* [Why STEM Students Need Gender Studies](https://www.aaup.org/article/why-stem-students-need-gender-studies#.Y1I38OzMI-Q)
* [32 Careers for Women’s, Gender and Sexuality Studies Graduates](https://www.indeed.com/career-advice/finding-a-job/womens-and-gender-studies-jobs)
* [Research: When Gender Diversity Makes Firms More Productive](https://hbr.org/2019/02/research-when-gender-diversity-makes-firms-more-productive)
* [Fairygodboss](https://fairygodboss.com/career-topics/gender-studies-jobs)
* [Why you should major in women’s and gender studies](https://www.kaplanpathways.com/blog/why-you-should-major-in-womens-and-gender-studies/)
* [Importance of Women’s Studies](https://www.conference2go.com/blog/importance-of-women-studies/)
* [What Is Women’s Studies and Why Is It Relevant?](https://www.bestcolleges.com/humanities/womens-studies-programs/)

**Student demand (projected enrollment for proposed program)**

20 students per year in the first three years. 25-30 students after the third year.

**Scheduled program review date (within 10 years of program approval)**

2033-2034