

**College of Letters and Science Faculty Document 1078
October 11, 2024**

Recommendation of the Department of Global Studies, the Department of Spanish and Portuguese, the Department-Like Body of Translation and Interpreting Studies, and the Academic Planning and Governance Committee, to Merge the Department of Spanish and Portuguese and the Department-Like Body of Translation and Interpreting Studies with the Department of Global Studies, and to change the name of the larger unit from the Department of Global Studies to the Department of World Languages and Cultures, and to rename the larger unit the Department of World Languages and Cultures

Recommendation:

That the L&S Faculty recommend to the Dean approval of the proposal to merge the Department of Spanish and Portuguese and the Department-Like Body of Translation and Interpreting Studies with the Department of Global Studies, and to change the name of the larger unit from the Department of Global Studies to the Department of World Languages and Cultures.

Proposal to Merge the Department of Spanish and Portuguese and the Department-Like Body of Translation and Interpreting Studies into the Department of Global Studies, and to change the name of the larger unit from the Department of Global Studies to the Department of World Languages and Cultures.

Executive summary:

The Department of Spanish and Portuguese, the Department-Like Body of Translation and Interpreting Studies, and Department of Global Studies have all voted independently to merge their units – or rather to merge the first two into the third. The three faculties have also voted to name this consolidated unit the “Department of World Languages and Cultures.” The Executive Committee of Global Studies approved the reception of faculty tenure lines from the Department of Spanish and Portuguese and from the Translation and Interpreting Studies DLB; the Executive Committees of Spanish and Portuguese and Translation and Interpreting Studies voted to move all their faculty tenure lines to Global Studies. The Dean of the College of Letters and Science, given these Department and EC

votes, approves the movement of the academic staff of the Department of Spanish and Portuguese, and of the Translation and Interpreting DLB, into the merged unit. The consolidation is beneficial for all three entities and will result in a new name and identity for the department, while the existing programs housed under this new department retain their autonomy and their curricular codes.

The Department of Global Studies has been operating for 3 years as a merged unit including French, Italian, Comparative Literature, and Global Studies. The previous absorption of the Global Studies program, an undergraduate, transdisciplinary pre-professional degree program with approximately 60 majors and minors currently, into the existing departmental culture of FICL, where several faculty members already teach for the Global Studies program, has been a productive development. Further, most faculty in the Global Studies Department have an overall strong transdisciplinary orientation. This orientation means they are interested in conversations with fellow language faculty, as well as faculty in translation and interpreting studies, to identify commonalities in curricula and research and to develop shared strengths.

The Department of Spanish and Portuguese has a strong major in Spanish as well as minors in Spanish, Business Spanish, and Portuguese, an MA in Spanish, and a Certificate in Spanish for Health Professionals. Like many departments in the College, this Department is being affected by retirements. Merging into a larger department will pool resources in ways that may enable it to continue to offer as complete a curriculum as possible.

The Department-Like Body of Translation and Interpreting Studies, like other DLBs with small faculties, also needs to join a larger unit to maintain their programs. Also, the TIS faculty already interact with faculty in the languages around both teaching and work on the accelerated master's degrees combining a BA in a world language and the MA in Translation and Interpreting.

The chairs and other faculty of all three units engaged in talks about whether and then how to merge for several months over the last academic year. During that time, the programs in Arabic and Japanese, finding promise in these transdisciplinary conversations as well as wanting to be part of a larger languages department, moved their programs to the Global Studies Department and look forward to the renaming as World Languages and Cultures.

Curricular changes are under discussion but not finalized yet, so that for now curricula will remain unchanged.

The Department of World Languages and Cultures will operate on a set of Policies and Procedures under development by the chairs of the three units involved. This group has already developed a set of interpretive principles for working with their P&P that have been approved by the faculty of the three units.

We feel this merger is creative and exciting, but more importantly necessary for UWM, as we find our way within the constraints of the current realities of higher education in an era of declining populations and budgets, but with a mandate to still provide high quality, innovative, and diverse programs. It is especially critical for world languages, which like other subjects in humanities, are not always understood in terms of the complex skills developed in their study. UWM is unique in the UW system for offering programs in less commonly taught languages as well as translation and interpreting, and we find that this merger will support our ability to continue to offer these programs.

I. Unit identification

A. *Title of school/college or department that is the object of proposed action:*

- Global Studies (to be renamed World Languages and Cultures)

B. *Title and location of unit that is proposing the action:*

- Dept. of Global Studies, Dept. of Spanish and Portuguese, TIS DLB, College of Letters & Science

II. Nature of proposed action

A. *Establish new unit (impact on curricular codes)*

B. Substantially restructure unit

1. *Suspend portion of unit (non-departmentalized; impact on curricular codes)*

2. *Absorb into an existing unit (impact on curricular codes)*

3. Merge with another unit to create new unit, neither continues as is (impact on curricular code)

4. *Other*

C. *Eliminate a unit entirely (impact on curricular code)*

D. *Modification of departmental structure of unit (change between departmentalization and non-departmentalization)*

The proposed action is coded B3 on the above list. We propose to Merge the Global Studies Department with the Department of Spanish and Portuguese and the Department-Like-Body of Translation and Interpreting Studies. Further, the new, larger unit will be renamed the Department of World Languages and Cultures.

All existing curricular codes will remain active. We anticipate creating a new curricular code for World Languages and Cultures (WLC) to enable the eventual creation of a World Languages and Cultures major which will accommodate students who specialize in languages where a minor is offered but no major, so that they can do a two-language major, or do a language-and-culture major with a focus on one less-commonly-taught language, perhaps with a regional focus.

The majors in French, Global Studies, Italian, and Spanish will continue to be included in the regular cycle of campus undergraduate program reviews.

The department administration will continue to keep cross-campus interdisciplinarity in the Global Studies major by requesting that faculty from across campus teach in the major.

The MA in Translation and Interpreting Studies will continue to be included in the regular cycle of campus graduate program review. The MALLT program, which currently does not exist within any department, will most likely be placed within this new department as well, and discussions are currently taking place to rename and redesign MALLT and possibly suspend the Spanish MA and include a Spanish concentration within MALLT.

III. Timetable for proposed action

A. Effective date: Fall 2025

B. Transitional period/plan: Fall 2024-Spring 2025

C. Duration of change: This proposed change will remain in place for the foreseeable future, as it is intended to strengthen and support all involved academic programs and will be a permanent change.

IV. Impact of proposed action on academic programs

A. Programmatic impact of proposed action

1. Impact of proposed action on unit's instructional programs: quality of certificate, minor, major, specialization, concentration, program by curricular code

From the perspective of the undergraduate language programs, there will be an improvement of support for both the majors and minors with added faculty, all in one department with regular department meetings, to help with marketing the programs and collaborate on a World Languages and Cultures major. Faculty in the Global Studies Department are interdisciplinary scholars with degrees in Anthropology, Comparative Literature, English, Religious Studies, as well as Arabic, French, Italian, and Japanese literary and language studies. Their research interests include literature, film, social movements, the role of intellectuals in society, social justice, feminisms, Biblical history, pedagogy, and translation to name a few. These interests overlap and complement those of the faculty in Spanish and Portuguese, who add to those with specializations in linguistics as well as their literary and language studies.

Geographical areas of interest include Eastern and Western Europe, the Balkans, the central Middle East and North Africa, Iran, North America (including Quebec) and South America, Haiti, the Antilles and Guyana; North Africa and Southwest Asia, Sub-Saharan

Africa (West Africa: Senegal, Ivory Coast, Cameroon; the Central Lakes region: [Rwanda and Burundi; Congo-Brazzaville and Kinshasa) and South Africa; and Japan.

2. Impact of proposed action on scholarship, research, and creative activity in school/college, as it relates to campus mission and conception of urban doctoral research university.

This merger will increase the capacity of Languages faculty to work more collaboratively on interdisciplinary projects that span multiple languages, or that require expertise in multiple languages. It will bring scholars in different languages into closer contact, which separate departments currently inhibits.

3. Impact of proposed action on curricula in other programs, departments, and units

Because each world language's curriculum is discrete, this consolidation of six world languages into one department will not affect other language programs' curricula directly. Over time, however, there may be opportunities to share more curriculum between related languages, such as in courses taught in English on culture. Significantly, combining languages in fewer departments will make it easier and less confusing for students to pursue language study, change majors, combine different languages, and efficiently address questions through a central departmental office.

Because the Asian Studies certificate is run by an advisory board with membership from the proposed merged/renamed department, from the Department of Ancient and Modern Languages, Literatures, and Cultures, and Comparative Ethnic Studies, the curriculum of Asian Studies will not be directly affected. However, in spring 2024 the Asian Studies faculty advisory board voted to create a new curricular code (ASIANST) to be housed in the Global Studies Department, which therefore will be housed in the renamed World Languages and Cultures Department. The Asian Studies faculty advisory board is considering curriculum changes and plans to be in conversation with the renamed department to coordinate their curriculum changes with those in the merged department.

The Department of Ancient and Modern Languages, Literatures, and Cultures includes six programs, most of which are also languages: Chinese, Classics (with Greek and Latin language classes), German, Hebrew, Korean, and Russian. This department voted not to participate in the merger. Nevertheless, the merging units are continuing discussions with AMLLC and its program faculty and remain open to expanding the renamed department in the future.

4. Impact of proposed action on metro/regional, state, national/international programmatic needs, in light of existing programs and schools/colleges.

The impact of this new unit collaboration will aid the goals of overall campus internationalization at UWM which has been a long-term goal for the campus. It also will increase the number of students completing substantial foreign language study, thereby addressing the need for a 21st century workforce that has substantial cross-cultural and linguistic skills to better build a global workforce in the Milwaukee metro region, the state, and nation. This merger will allow the Arabic, French, Italian, Japanese, Portuguese, Spanish, and Global Studies programs to grow and innovate which is essential for international education at UWM. It will support and encourage language learning across the board including less commonly taught languages which are in great demand both within industry and at the governmental level.

5. Other programmatic impact of proposed action (e.g., Advising, Outreach, Technology Utilization, Distance Education, Accreditation)

This merger will allow faculty in Arabic, Comparative Literature, French, Global Studies, Italian, Japanese, Spanish, and Portuguese to support each other's outreach activities by communicating to a larger overall network. Advanced language and cultural studies produce students who either opt into or are required to complete study abroad and internships, as is the case for Global Studies. Reducing the number of departments and thereby consolidating administrative positions may enable faculty to spend more time advising students on study abroad and internships.

The merger will also allow language programs to communicate more efficiently with outside units regarding placement, advising, retroactive credits, study abroad, program pricing, microcredentials, dual enrollment, GER reform, etc.

B. Impact of proposed action on resource utilization in unit

Current budget information for a unit and the financial impact of proposed action for first 2 years (e.g. Capital budget and resources, Operating budget (S/E), Reallocations: internal and external, Tuition/program revenue, extra-instructional budget, personnel budget)

Due to delays in S&E allocations in L&S we do not yet have a formal budget for these departments. The Program in Global Studies currently relies on funding from the NRC Title VI grant to supply LTE and student hourly support.

The chairs of the current departments are developing the administrative structure of the new, larger department, which at a minimum will have a Chair, an Associate Chair for Undergraduate Studies, a Director of Global Studies, an Associate Director of Global Studies, and a Graduate Director of Translation and Interpreting.

2. Impact of proposed action on utilization of space, facilities, and infrastructure (e.g., Space: ASF, offices, instructional, Space and facilities for scholarship, research, and

creative activity, Clinical facilities, Study facilities, Other facilities, infrastructure, and supplies/equipment)

Global Studies currently has a small office suite on the 6th floor of Bolton Hall and half of the 7th floor of Curtin Hall, as well as 4 offices on the 8th floor of Curtin Hall. Spanish and Portuguese has the other half of the 7th floor of Curtin. Translation and Interpreting has 5 offices and a conference room space on the 8th floor of Curtin Hall.

It would be ideal to have a new large and collaborative space for this new unit so that there could be individual offices for faculty and staff, but also open meeting rooms and a place for students to gather and study.

3. Impact of proposed action on program support (e.g., Extramural research support, other support for research, scholarly/creative activity)

The proposed merger will encourage and enable faculty from different disciplines to communicate about and collaborate on new extramural research support, perhaps along the lines of what Global Studies has been doing in collaboration with Study Abroad in the State Department IDEAS grant.

4. Other financial/resource impact of proposed action

The merger is not focused on cutting costs in terms of cutting positions, but rather on creating more support for the programs from qualified and interested faculty, creating higher visibility for programs and encouraging collaboration between internationally and interdisciplinary oriented faculty. Over time, however, there may be opportunities to develop shared curriculum between related languages.

C. Impact of proposed action on personnel in unit

1. Impact of proposed action on staffing, workload, and position descriptions in unit

The current Global Studies and Spanish & Portuguese department associates will remain with the unit through the name change to answer student inquiries, handle course scheduling, schedule meetings, maintain and distribute meeting minutes, staff events, social media, etc.

2. What is the impact on existing staff (will they be moved, terminated, how will the change impact their workload?)

Existing faculty and staff (including office staff) in Global Studies, Spanish and Portuguese, and Translation and Interpreting will remain in the merged unit.

Some faculty from other programs and departments may wish to move all or part of their tenure lines to this new unit.

D. Impact of proposed action on students

1. Impact on students within the unit (e.g., Overall SCH/enrollment, Students pursuing course of study in unit)

We anticipate this merger will enhance course offerings by avoiding duplications of similar courses (especially of upper-level courses in translation) and make course offerings more efficient and useful to students across programs.

2. Impact on students outside the unit (courses needed for other majors etc.)

As above, we anticipate that this merger will result in fewer course cancellations in lower enrolled courses and this will benefit students who wish to take these courses as electives for other majors.

3. Plan for how students will matriculate after change (alternatives being offered and timeline for existing students to graduate)

This change should not impact current students within the majors under this new unit in terms of their current programs, matriculation, or time to degree completion.

V. Plan for assessing proposed outcomes.

All programs will continue to assess their outcomes in their current practice. If a new World Languages and Cultures major is developed, the department will add assessment of that program. We will continue to assess on an annual basis on the Higher Learning Commission goals for our courses.

VI. Path through campus approval matrix

This plan has been reviewed by faculty and staff in the Department of Global Studies, the Department of Spanish and Portuguese, and the Department-Like Body of Translation and Interpreting. In May the Executive Committee of the Department of Global Studies voted to receive the tenured faculty of both the Department of Spanish and Portuguese and the Department-Like Body of Translation and Interpreting.

After approval by the L&S Faculty, the re-organization would go to the Campus APCC as information, and to the UWM Faculty Senate for a vote (November or December 2024). Then in the Spring semester it will go before the Provost and Chancellor.

VII. New Bulletin Copy (provided by unit initiating action)

At this point all majors remain the same. The three departments are just beginning work to develop a potential major in World Languages and Cultures.

The French major may be viewed here:

<https://uwm.edu/french/undergraduate/major/french-major-requirements/>

The Global Studies major and tracks may be viewed here:

<https://uwm.edu/global-studies/undergraduate/major/requirements/>

The Italian major may be viewed here:

<https://uwm.edu/italian/undergraduate/major/degree-requirements/>

The Spanish major may be viewed here:

<https://catalog.uwm.edu/letters-science/spanish-portuguese/spanish-ba/#requirementstext>

The merged department will also be home to minors in the above majors as well as Arabic, Business Spanish, Comparative Literature, Japanese, and Portuguese.

The MA in Translation and Interpreting may be viewed here:

<https://catalog.uwm.edu/letters-science/translation-interpreting-studies/translation-interpreting-studies-ma/#requirementstext>

VIII. Comments from faculty/staff/administration of school/college that is the object of proposed action

This proposal was approved unanimously by the L&S Academic Planning and Governance Committee on September 20, 2024.

Further, it was approved unanimously by the Faculty of the College of Letters and Sciences on October 11, 2024.

UNIVERSITY OF WISCONSIN-MILWAUKEE
College of Letters and Science
2024-2025

Letters and Science Faculty Meeting
Friday, October 11, 2024
12:00 p.m., Curtin 175 and [Teams](#)

Minutes 1

I. Call to Order

The meeting was called to order at 12:01 p.m.

A. Announcements

There were no announcements

B. Question period (by custom postponed to L&S Chairs and Directors)

II. Automatic Consent

- A. Minutes, May 10, 2024 (view online at [L&S Committees](#), [L&S Committees 2023-2024](#))
The minutes stand approved.

III. New Business

A. L&S APCC 2023-2024 Annual Report ([L&S Faculty Document 1076](#))

Presented by L&S APCC chair Matt Knachel

Motion to approve L&S APCC 2023-2024 Annual Report

Thomas Malaby moved to approve, Lawrence Kuiper seconded. Matthew Knachel presented the annual report of the committee, which saw in the past year a high number of course changes due to a push to inactivate courses that have not been taught in many years. Additionally, the committee oversaw changes to the L&S degree requirements, aiming at improving student success and streamlining core competencies. During this academic year, the committee aims to update the extraordinary accommodation policy and creating an Associate Degree program to offer a degree to those students that complete the Bridge program but do not go on to get a four-year degree.

The report was unanimously approved.

B. L&S APGC 2023-2024 Annual Report ([L&S Faculty Document 1077](#))

Presented by L&S APGC co-chair Brian Nicholls

Motion to approve L&S APGC 2023-2024 Annual Report

Bill Bristow moved to approve, Jocelyn Szczepaniak-Gillece seconded. As Brian Nicholls was unable to attend, Elana Levine presented the committee's report. L&S APGC tackled three main projects in the past year: creating a procedure to review the performance of Associate Deans,

which included a review of two of the current Ads (Jason Puskar was a recent hire and was not reviewed) and will be undertaken on a regular basis; set up a policy to deal with counteroffers and salary adjustment requests, with the committee determining that Faculty and Academic Staff deal with different issues in these situations, and two separate subcommittees continuing work into this year; responding to a request from the Provost for a program array assessment.

The report was unanimously approved.

- C. Proposal to change the name of the Department of Global Studies to Department of World Languages and Cultures and merge the Department of Spanish and Portuguese and the Department-Like Body of Translation and Interpreting Studies into that department to create one larger unit ([L&S Faculty Document 1078](#))

Motion to approve the name change and merger

Kristen Pitt moved to approve, Stuart Moulthrop seconded.

Kathleen Wheatley reminded the Faculty that the merger and name for Global Studies has been under discussion for over a year. Caroline Seymour-Jorn confirmed that, while the new department is open to more units joining, the latest change in name constitutes a final decision. Nigel Rotfels asked why the other language department on campus, AMLLC, has not joined the merger talks. Elisabetta Cova explained that the department decided last May not to merge, but that that might change in the future.

The name change and merger were unanimously approved.

IV. Adjournment

The meeting was adjourned at 12:17 p.m.

L&S Academic Planning and Governance Committee

Winson Chu
Nicholas Fleisher
Craig Guilbault
David Kaplan

Emily Latch
Elana Levine
Meghan Murphy-Lee

Brian Nicholls
David Pacifico
Nicolas Russell
Nicholas Silvaggi
Laura Stark
Valeria Volante
Craig Wesley (*ex officio*)
Kathleen Wheatley
Anika Wilson