

## Second Round Documents

### **Proposal for a combined major in Religious Studies and Administrative Studies Revised 15 September 2023**

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1. Name of the academic program and the department(s) or unit(s) that will administer the program.

This will be a combined major (B.A.) in Religious Studies and Administrative Studies, administered by the Department for the Study of Religion.

2. A thorough justification, including the motivation for the creation of the program in terms of student interest and professional or academic importance.

Since the 2008 recession, there has been a nationwide trend of steady or even increasing interest in religious studies courses among undergraduates, combined with a trend of falling major numbers. Most commentators attribute this unusual combination to a growing concern among undergraduate students with selecting a major that they believe offers career-relevant skill building; in other words, a major that they (and, at times, their parents) believe will get them a well-paying job immediately after graduation.

Working in a field that, like gender and sexuality studies or ethnic studies, focuses on the transdisciplinary study of a specific aspect of human experience and social structure, we in religious studies are quite clear that our field offers indispensable skills for a wide variety of future careers. In fact, a 2015 survey of close to 1,700 B.A. recipients in religious studies from thirty-five different colleges and universities that was conducted by the pre-eminent scholarly organization in our field demonstrated that approximately two-thirds of the alumni surveyed were pursuing careers outside of the academic and applied study of religion – outside, that is, of higher education and ministry. Among the most common careers, each garnering between 5 and 10 percent of the survey responses, were primary and secondary education, non-profit and community organization work, business and finance, law, and medicine. Other career paths represented among the respondents ranged from information technology and library work through government and public administration to the arts.<sup>1</sup>

Prior to the Great Recession, Religious Studies departments in many schools could rely on their students' interests as sufficient support for their choice to pursue a major. Today, however, and especially at a school that serves a high percentage of working-class and first-generation college students, we do not have that option. Neither can we rely on students double majoring in order to pursue their interest in religious studies and their need for a degree that they believe "looks good" on their resume, because many UCR students cannot pursue a second major and still graduate on time.

The proposed combined major addresses the needs of students who, like two-thirds of the respondents in the 2015 survey, see how indispensable the skills and perspectives offered by a religious studies major are for the contemporary workplace but fear that a religious studies major

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by itself will not translate into a job after college, much less a career. With religion as one of the most important yet most frequently neglected aspects of DEI concerns, and with the skills in cultural competency development that our field encompasses and develops in our majors, this field is critically important to the development of the next generation of leaders in business, industry, government, and the nonprofit sector. We believe that this major will allow students who see this value but fear the post-college job market to pursue all of their interests in a single program.

### 3. Relationship of the new program to existing programs.

Administrative Studies is a program within the College of Humanities, Arts, and Social Sciences that offers combined majors with Art History, Economics, History, Political Science, and Sociology. This new program would add to the existing ones, expanding options for students who wish to combine administrative studies with a traditional department in CHASS.

4. The proposed curriculum. Great care should be given in this area, correct rubrics should be listed for courses, all cross listings should be listed, unit total considerations should be taken into account and totals should be verified by program staff, faculty, and appropriate Executive Committee personnel. A copy of the proposed program change should be provided for inclusion in the Catalog.

Our proposed curriculum follows the requirements for combined majors with Administrative Studies, as delineated in the catalog:

1. All requirements of the College of Humanities, Arts, and Social Sciences
2. Specified requirements of the relevant department, to include at least 36 upper division units in that discipline
3. Administrative Studies requirements

### **Religious Studies requirements (48 units)**

1. Lower-division courses (12 units)
  - a) RLST 005/005H
  - b) RLST 012/012H/ETST 012/012H or RLST 012W/ETST 012W
  - c) One additional 4-unit course in RLST
2. Upper-division courses (36 units)
  - a) At least four courses from Traditions and Regions and at least two courses from Themes  
**Traditions and Regions:**  
RLST 104, 106, 108, 109, 111, 114, 123, RLST 126/HIST 127; RLST 161/GSST 158  
**Themes:**  
RLST 101, 116, RLST 127/HISE 147, RLST 135A/HIST 130A, RLST 135B/HIST 130B, RLST 149/SEAS 149, 152, 153, RLST 159/GSST 159, 160, 180
  - b) 1 additional upper-division course in RLST
  - c) RLST 100 or RLST 102
  - d) RLST 193

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### Administrative Studies requirements (37 units)

1. Lower-division courses (17 units)
  - a) BUS 010, BUS 020
  - b) STAT 008 or equivalent (may be used to satisfy breadth requirements)
  - c) CS 008 (may be used to satisfy breadth requirements)
2. Upper-division requirements (20 units)
  - a) Two courses (8 units) from the list below:
    - (1) ECON 102 or ECON 103 or ECON 104A or ECON 130 or ECON 162/BUS 162
    - (2) PSYC 140 or PSYC 142
    - (3) SOC 150 or SOC 151
    - (4) POSC 181 or POSC 182 or POSC 183 or POSC 186
    - (5) ANTH 127 or ANTH 127S or ANTH 131These two courses must be outside the discipline of the relevant major and cannot be courses included as part of the three-course Business Administration track or their cross-listed equivalents.
  - b) A three-course track (12 units) in Business Administration courses, from one of the following:
    - (1) Organizations (General): BUS 100 or BUS 100W, BUS 107, BUS 158/ANTH 105, BUS 176/SOC 176, SOC 150, SOC 151
    - (2) Human Resources Management/Labor Relations: BUS 100 or BUS 100W, BUS 107, BUS 121, BUS 144, BUS 145, BUS 153/ECON 153, BUS 155, BUS 156, BUS 157, PSYC 142
    - (3) Business and Society: BUS 100 or BUS 100W, BUS 102, BUS 107, PHIL 116, POSC 182, POSC 186
    - (4) Marketing: BUS 103, and two from BUS 111, BUS 112, BUS 113, BUS 114, BUS 115, BUS 116, BUS 117, BUS 118, BUS 119, BUS 124, BUS 126, BUS 151, BUS 152, BUS 159, BUS 164
    - (5) Managerial Accounting/Taxation: BUS 108, and two from BUS 166, BUS 168A, BUS 168B
    - (6) Financial Accounting: BUS 108, BUS 165A, BUS 165B, BUS 165C, BUS 167
    - (7) Finance: BUS 106/ECON 134 and two from BUS 131, BUS 132, BUS 134, BUS 135, BUS 136, BUS 137, BUS 138, BUS 139, BUS 140E, BUS 141, BUS 147
    - (8) Management Information Systems: BUS 101, BUS 110, BUS 125, BUS 128, BUS 171, BUS 172, BUS 173, BUS 174, BUS 175, BUS 179
    - (9) Production Management: BUS 104/STAT 104, and two from BUS 105, BUS 122, BUS 127/STAT 127

The programs of all majors should be developed in consultation with their advisors.

5. A list of faculty who will be involved in the program, including those teaching, advising, and administering.

Religious Studies Department faculty:

Dr. Sahin Acikgoz

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Dr. Michael Alexander  
Dr. Muhamad Ali  
Dr. Elyse Ambrose  
Dr. Ana Bajželj  
Dr. Paul Chang  
Dr. Matthew King  
Dr. Amanda Lucia  
Dr. Pashaura Singh  
Dr. Melissa M. Wilcox (Department chair)

### Administrative Studies steering committee:

Dr. Matthew Mahutga, Chair (Sociology)  
Dr. Taradas Bandyopadhyay (Economics)  
Dr. Jana Grittersova (Political Science)  
Dr. Brian D. Lloyd (History)  
Dr. Jason Weems (Art History)  
Dr. Muhamad Ali (Religious Studies)

6. For interdisciplinary programs, the degree of participation and the role of each department must be explicitly described. The chairs of all participating departments must provide written approval for the creation of the program and indicate their commitment to provide necessary resources including faculty release.

As with other combined majors in Administrative Studies, each half of this major will be run by the appropriate program. Religious Studies courses will be offered by Department for the Study of Religion faculty, and Administrative Studies courses will be offered by the various departments that are already contributing to the other combined majors. No other administration (e.g., reviewing capstone projects, etc.) is required, as this program relies solely on coursework and there are no new courses being developed in connection with the proposed new major.

### 7. Projected enrollment in the program.

We expect initial enrollment to be low – likely fewer than ten – when students are not yet aware of the new option. As word spreads, however, we hope for as many as twenty or more majors at any given time.

### 8. Name of degree, if applicable, and the anticipated number of degrees to be granted when the program reaches steady state.

B.A. in Religious Studies and Administrative Studies  
At steady state, we hope for ten degrees granted per year.

### 9. Potential impact of the new program on existing programs. If the proposed program includes required courses from a department other than the administering department, the proposal must include a statement from the department indicating that it has been consulted and that it will provide access to the required courses.

The required courses are already a part of either the Religious Studies major or the existing Administrative Studies combined majors, so our additional majors would be spread out across courses in the wide range of departments that contribute to the ADST combined majors.

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Furthermore, the vast majority of the requirements for the proposed major are “menu” requirements and therefore there is not a one-course bottleneck that could cause problems for the department offering that course or for majors needing the course to graduate. The smallest class in the set of requirements is the Religious Studies senior seminar, and that course currently has ample room for additional students since it is restricted to graduating seniors.

10. A full listing of resources required for start-up and for operations. In cases where no additional resources will be needed, this must be explicitly stated. This listing may include: personnel (faculty FTE or temporary positions, Teaching Assistants or Readers, administrative staff, technical support); support services including computer facilities and library resources; space requirements. A plan indicating how the resources will be obtained would also be helpful to the committee in reviewing the proposal. A letter of support from the College Dean and/or Executive Vice Chancellor-Provost indicating endorsement as well as a promise of support for the proposal also would be extremely helpful.

This major draws on existing majors, and we anticipate low total numbers relative to the existing pool of Administrative Studies majors even at steady state; therefore, no additional resources are required.

11. Both internal and external letters of support should be provided with the proposal. Internal letters of support are often from UCR department chairs and faculty of related programs. The external letters should be from other UC campuses or other peer institutions. Letters from off-campus help to establish the quality of the program and its fit within the context of related programs at other universities. Upon consultation with the CEP the demand for external letters may be waived.

12. Approvals from program faculty, College faculty (if the new proposal affects a college regulation), and the appropriate Executive Committee should be obtained before forwarding the new program to the attention of the Senate Analyst for CEP.

Religious Studies Department vote completed 10/10/2022: 10 eligible, 8 yes, 0 no, 0 abstain, 2 unavailable due to sabbatical

13. All proposals for new programs should be submitted to the Senate Chair no later than March 1 of the academic year prior to the fall quarter in which the proposed program is anticipated to go into effect. This schedule should provide sufficient time for Senate review of the proposal to meet the deadline for final consideration of approval at the May Division Meeting.

## Second Round Documents

**EXECUTIVE COMMITTEE  
COLLEGE OF HUMANITIES, ARTS, AND SOCIAL SCIENCES  
REPORT TO THE RIVERSIDE DIVISION  
(Date)**

To be adopted:

Proposed Changes to Religious Studies/Administrative Studies Major

**PRESENT:**

**PROPOSED:**

**Religious Studies requirements (48 units)**

1. Lower-division courses (12 units)
  - a) RLST 005/005H
  - b) RLST 012/012H/ETST 012/012H or RLST 012W/ETST 012W
  - c) One additional 4-unit course in RLST

2. Upper-division courses (36 units)

- a) At least four courses from Traditions and Regions and at least two courses from Themes

**Traditions and Regions:**

RLST 104, 106, 108, 109, 111, 114, 123, RLST 126/HIST 127; RLST 161/GSST 158

**Themes:**

RLST 101, 116, RLST 127/HISE 147, RLST 135A/HIST 130A, RLST 135B/HIST 130B, RLST 149/SEAS 149, 152, 153, RLST 159/GSST 159, 160, 180

- b) 1 additional upper-division course in RLST
  - c) RLST 100 or RLST 102
  - d) RLST 193

**Administrative Studies requirements (37 units)**

1. Lower-division courses (17 units)

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- a) BUS 010, BUS 020
- b) STAT 008 or equivalent (may be used to satisfy breadth requirements)
- c) CS 008 (may be used to satisfy breadth requirements)

### 2. Upper-division requirements (20 units)

- a) Two courses (8 units) from the list below:

- (1) ECON 102 or ECON 103 or ECON 104A or ECON 130 or ECON 162/BUS 162
- (2) PSYC 140 or PSYC 142
- (3) SOC 150 or SOC 151
- (4) POSC 181 or POSC 182 or POSC 183 or POSC 186
- (5) ANTH 127 or ANTH 127S or ANTH 131

These two courses must be outside the discipline of the relevant major and cannot be courses included as part of the three-course Business Administration track or their cross-listed equivalents.

- b) A three-course track (12 units) in Business Administration courses, from one of the following:

- (1) Organizations (General): BUS 100 or BUS 100W, BUS 107, BUS 158/ANTH 105, BUS 176/SOC 176, SOC 150, SOC 151
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126, BUS 151, BUS 152, BUS 159,  
BUS 164

(5) Managerial Accounting/Taxation:  
BUS 108, and two from BUS 166,  
BUS 168A, BUS 168B

(6) Financial Accounting: BUS 108,  
BUS 165A, BUS 165B, BUS 165C,  
BUS 167

(7) Finance: BUS 106/ECON 134 and  
two from BUS 131, BUS 132, BUS  
134, BUS 135, BUS 136, BUS 137,  
BUS 138, BUS 139, BUS 140E, BUS  
141, BUS 147

(8) Management Information Systems:  
BUS 101, BUS 110, BUS 125, BUS  
128, BUS 171, BUS 172, BUS 173,  
BUS 174, BUS 175, BUS 179

(9) Production Management: BUS  
104/STAT 104, and two from BUS  
105, BUS 122, BUS 127/STAT 127

The programs of all majors should be  
developed in consultation with their  
advisors.

### **Justification:**

Since the 2008 recession, there has been a nationwide trend of steady or even increasing interest in religious studies courses among undergraduates, combined with a trend of falling major numbers. Most commentators attribute this unusual combination to a growing concern among undergraduate students



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with selecting a major that they believe offers career-relevant skill building; in other words, a major that they (and, at times, their parents) believe will get them a well-paying job immediately after graduation.

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Prior to the Great Recession, Religious Studies departments in many schools could rely on their students' interests as sufficient support for their choice to pursue a major. Today, however, and especially at a school that serves a high percentage of working-class and first-generation college students, we do not have that option. Neither can we rely on students double majoring in order to pursue their interest in religious studies and their need for a degree that they believe “looks good” on their resume, because many UCR students cannot pursue a second major and still graduate on time.

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### **Approvals:**

Approved by the faculty of the Department of Religious Studies: (date)

Approved by the Executive Committee of the College of Humanities, Arts, and Social Sciences:

Approved by the Committee on Educational Policy:

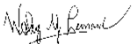
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September 22, 2023

TO: Sang-Hee Lee, Chair  
Riverside Division of the Academic Senate

FROM: Wesley Leonard, Chair   
CHASS Executive Committee

RE: New Major Proposal-Religious Studies/Administrative Studies Major

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The CHASS Executive Committee reviewed the edits for the new major Proposal-Religious Studies/Administrative Studies Major via email on September 22, 2023. The committee still holds that the department did an excellent job thinking through the benefits of the major. The proposal was straightforward and thorough. The committee approved the new major proposal for the Religious Studies/Administrative Studies Major.



*Academic Senate*

June 20, 2023

**To:** Melissa Wilcox  
Chair, Department for the Study of Religion

**From:** Sang-Hee Lee  
Chair, Riverside Academic Senate Division

**RE:** **Proposed New Undergraduate Major: Religious Studies and Administrative Studies**

Dear Melissa,

Executive Council included the proposed major in Religious Studies and Administrative Studies on their June 12, 2023 meeting agenda and had no additional comments to incorporate with those attached from the Committee on Educational Policy, Committee on Courses, and the School of Business Faculty Executive Committee.

I provide this feedback for your reference and use in drafting a revised proposal.

Sincerely,

A handwritten signature in black ink that reads 'Sang-Hee Lee'.

Sang-Hee Lee

**Cc:** John Kim, Chair, CHASS Faculty Executive Committee  
Gabrielle Brewer, Student Affairs Officer & Executive Committee Liaison



## *Academic Senate*

### **COMMITTEE ON EDUCATIONAL POLICY**

June 5, 2023

To: Sang-Hee Lee, Chair  
Riverside Division

From: Lorenzo Mangolini, Chair  
Committee on Educational Policy

### **RE: Proposed B.A. in Religious Studies/Administrative Studies**

The Committee on Educational Policy (CEP) reviewed the proposal for a B.A. in Religious Studies/Administrative Studies major at their May 5, 2023 and June 2, 2023 meetings. The Committee noted concern that the proposed units for the Religious Studies requirements section of the curriculum including lower division and upper division courses is 36 units. The major requirements for Administrative Studies majors as found on page 109 of the catalog note that “specified requirements of the relevant department” should include at least 36 upper-division units in the department’s discipline. The Committee recommends that the curriculum be updated to meet this requirement so that upper division units for the discipline courses are at least 36 units instead of 28. Additionally, after reviewing the curriculum for the other Administrative Studies majors on campus the Committee recommends that the department consider increasing the course requirements as 44 units would put the major and the low end of requirements in comparison to the other majors.



*Academic Senate*

**COMMITTEE ON COURSES**

May 5, 2023

To: Sang-Hee Lee, Chair  
Riverside Division

From: Aerika Loyd, Chair  
Committee on Courses

**Re: Proposed B.A. in Religious Studies/Administrative Studies**

The Committee on Courses reviewed the proposal for a B.S. in Religious Studies/Administrative Studies at their May 3, 2023 meeting and are generally supportive of the proposal.

The Committee recommends that the department consider updating the proposed curriculum to include the Honors version of RLST 005 and that consideration be made to remove the course titles from the proposed curriculum as a curriculum change will need to be proposed if the title of the courses change.

**From:** [Barry Mishra](#)  
**To:** [Cherysa P Cortez](#); [Sang-Hee Lee](#)  
**Subject:** Religious and administrative studies  
**Date:** Monday, June 12, 2023 3:28:51 PM  
**Attachments:** [image001.png](#)

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Hi Cherysa and Sang-Hee;

I had comments from the department chair and a faculty member.

- 1) Justification is poor and can be improved with data and comparative analysis.
- 2) Where will the students be placed for jobs
- 3) There is no impact on business school programs.

Warm regards;

Barry.

"The people who are crazy enough to think they can change the world are the ones who usually do."

Dr. Birendra (Barry) K. Mishra MS, PhD

Professor, Anderson Graduate School of Management AIS

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<https://scholar.google.com/citations?user=PTCK-9oAAAAJ&hl=en>

[linkedin.com/in/barry-birendra-mishra-aa1899/](https://www.linkedin.com/in/barry-birendra-mishra-aa1899/)

**Proposal for a combined major in Religious Studies and Administrative Studies**  
**10 October 2022**

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1. Name of the academic program and the department(s) or unit(s) that will administer the program.

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**Religious Studies requirements (36 units)**

1. Lower-division courses (8 units)
  - a) RLST 005
  - b) RLST 012/ETST 012 or RLST 012W/ETST 012W
2. Upper-division courses (28 units)
  - a) At least three courses from Traditions and Regions and at least two courses from Themes

**Traditions and Regions:**

RLST 104 Sikhism  
RLST 106 Buddhism  
RLST 108 Modern Hinduism  
RLST 109 New Religious Movements  
RLST 111 Islam  
RLST 114 Jainism: An Indian Religion of Nonviolence  
RLST 123 Global Christianity and Mission  
RLST 126/HIST 127 Israel: The Jewish State  
RLST 161/GSST 158 Gender and Sexuality in U.S. Religious History

**Themes:**

RLST 101 Religions of India  
RLST 116 Religion and Violence  
RLST 127/HISE 147 The Holocaust  
RLST 135A/HIST 130A History of Christianity: Origins to the Reformation



- RLST 135B/HIST 130B History of Christianity: Modern Era
- RLST 149/SEAS 149 Southeast Asian Religions
- RLST 152 Religion and Oppression
- RLST 153 Religion and Social Justice
- RLST 159/GSST 159 Queer Religiosities
- RLST 160 Religion, Gender, and Sexuality
- RLST 180 Saints and Gurus
- b) RLST 100 or RLST 102
- c) RLST 193 (Senior Seminar)

**Administrative Studies requirements (37 units)**

1. Lower-division courses (17 units)
  - a) BUS 010, BUS 020
  - b) STAT 008 or equivalent (may be used to satisfy breadth requirements)
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2. Upper-division requirements (20 units)
  - a) Two courses (8 units) from the list below:
    - (1) ECON 102 or ECON 103 or ECON 104A or ECON 130 or ECON 162/BUS 162
    - (2) PSYC 140 or PSYC 142
    - (3) SOC 150 or SOC 151
    - (4) POSC 181 or POSC 182 or POSC 183 or POSC 186
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    - (5) Managerial Accounting/Taxation: BUS 108, and two from BUS 166, BUS 168A, BUS 168B
    - (6) Financial Accounting: BUS 108, BUS 165A, BUS 165B, BUS 165C, BUS 167
    - (7) Finance: BUS 106/ECON 134 and two from BUS 131, BUS 132, BUS 134, BUS 135, BUS 136, BUS 137, BUS 138, BUS 139, BUS 140E, BUS 141, BUS 147
    - (8) Management Information Systems: BUS 101, BUS 110, BUS 125, BUS 128, BUS 171, BUS 172, BUS 173, BUS 174, BUS 175, BUS 179

(9) Production Management: BUS 104/STAT 104, and two from BUS 105, BUS 122, BUS 127/STAT 127

The programs of all majors should be developed in consultation with their advisors.

5. A list of faculty who will be involved in the program, including those teaching, advising, and administering.

Religious Studies Department faculty:

Dr. Sahin Acikgoz  
Dr. Michael Alexander  
Dr. Muhamad Ali  
Dr. Elyse Ambrose  
Dr. Ana Bajželj  
Dr. Paul Chang  
Dr. Matthew King  
Dr. Amanda Lucia  
Dr. Pashaura Singh  
Dr. Melissa M. Wilcox (Department chair)

Administrative Studies steering committee:

Dr. Matthew Mahutga, Chair (Sociology)  
Dr. Taradas Bandyopadhyay (Economics)  
Dr. Jana Grittersova (Political Science)  
Dr. Brian D. Lloyd (History)  
Dr. Jason Weems (Art History)  
Dr. Muhamad Ali (Religious Studies)

6. For interdisciplinary programs, the degree of participation and the role of each department must be explicitly described. The chairs of all participating departments must provide written approval for the creation of the program and indicate their commitment to provide necessary resources including faculty release.

As with other combined majors in Administrative Studies, each half of this major will be run by the appropriate program. Religious Studies courses will be offered by Religious Studies faculty, and Administrative Studies courses will be offered by the various departments that are already contributing to the other combined majors. No other administration (e.g., reviewing capstone projects, etc.) is required, as this program relies solely on coursework and there are no new courses being developed in connection with the proposed new major.

7. Projected enrollment in the program.

We expect initial enrollment to be low – likely fewer than ten – when students are not yet aware of the new option. As word spreads, however, we hope for as many as twenty or more majors at any given time.

8. Name of degree, if applicable, and the anticipated number of degrees to be granted when the program reaches steady state.

B.A. in Religious Studies and Administrative Studies

At steady state, we hope for ten degrees granted per year.

9. Potential impact of the new program on existing programs. If the proposed program includes required courses from a department other than the administering department, the proposal must include a statement from the department indicating that it has been consulted and that it will provide access to the required courses.

The required courses are already a part of either the Religious Studies major or the existing Administrative Studies combined majors, so our additional majors would be spread out across courses in the wide range of departments that contribute to the ADST combined majors. Furthermore, the vast majority of the requirements for the proposed major are “menu” requirements and therefore there is not a one-course bottleneck that could cause problems for the department offering that course or for majors needing the course to graduate. The smallest class in the set of requirements is the Religious Studies senior seminar, and that course currently has ample room for additional students since it is restricted to graduating seniors.

10. A full listing of resources required for start-up and for operations. In cases where no additional resources will be needed, this must be explicitly stated. This listing may include: personnel (faculty FTE or temporary positions, Teaching Assistants or Readers, administrative staff, technical support); support services including computer facilities and library resources; space requirements. A plan indicating how the resources will be obtained would also be helpful to the committee in reviewing the proposal. A letter of support from the College Dean and/or Executive Vice Chancellor-Provost indicating endorsement as well as a promise of support for the proposal also would be extremely helpful.

This major draws on existing majors, and we anticipate low total numbers relative to the existing pool of Administrative Studies majors even at steady state; therefore, no additional resources are required.

11. Both internal and external letters of support should be provided with the proposal. Internal letters of support are often from UCR department chairs and faculty of related programs. The external letters should be from other UC campuses or other peer institutions. Letters from off-campus help to establish the quality of the program and its fit within the context of related programs at other universities. Upon consultation with the CEP the demand for external letters may be waived.

12. Approvals from program faculty, College faculty (if the new proposal affects a college regulation), and the appropriate Executive Committee should be obtained before forwarding the new program to the attention of the Senate Analyst for CEP.

Religious Studies Department vote completed 10/10/2022: 10 eligible, 8 yes, 0 no, 0 abstain, 2 unavailable due to sabbatical

13. All proposals for new programs should be submitted to the Senate Chair no later than March 1 of the academic year prior to the fall quarter in which the proposed program is anticipated to go into effect. This schedule should provide sufficient time for Senate review of the proposal to meet the deadline for final consideration of approval at the May Division Meeting.

**EXECUTIVE COMMITTEE  
COLLEGE OF HUMANITIES, ARTS, AND SOCIAL SCIENCES  
REPORT TO THE RIVERSIDE DIVISION  
(Date)**

To be adopted:

Proposed Changes to Religious Studies/Administrative Studies Major

**PRESENT:**

**PROPOSED:**

**Religious Studies requirements (36 units)**

1. Lower-division courses (8 units)
  - a) RLST 005
  - b) RLST 012/ETST 012 or RLST 012W/ETST 012W
2. Upper-division courses (28 units)
  - a) At least three courses from Traditions and Regions and at least two courses from Themes

**Traditions and Regions:**

RLST 104 Sikhism  
RLST 106 Buddhism  
RLST 108 Modern Hinduism  
RLST 109 New Religious Movements  
RLST 111 Islam  
RLST 114 Jainism: An Indian Religion of Nonviolence  
RLST 123 Global Christianity and Mission  
RLST 126/HIST 127 Israel: The Jewish State  
RLST 161/GSST 158 Gender and Sexuality in U.S. Religious History

**Themes:**

RLST 101 Religions of India  
RLST 116 Religion and Violence  
RLST 127/HISE 147 The Holocaust  
RLST 135A/HIST 130A History of Christianity: Origins to the Reformation  
RLST 135B/HIST 130B History of Christianity: Modern Era  
RLST 149/SEAS 149 Southeast Asian Religions

RLST 152 Religion and Oppression  
RLST 153 Religion and Social Justice  
RLST 159/GSST 159 Queer  
Religiosities  
RLST 160 Religion, Gender, and  
Sexuality  
RLST 180 Saints and Gurus  
b) RLST 100 or RLST 102  
c) RLST 193 (Senior Seminar)

**Administrative Studies  
requirements (37 units)**

1. Lower-division courses (17 units)
  - a) BUS 010, BUS 020
  - b) STAT 008 or equivalent (may be used to satisfy breadth requirements)
  - c) CS 008 (may be used to satisfy breadth requirements)
2. Upper-division requirements (20 units)
  - a) Two courses (8 units) from the list below:
    - (1) ECON 102 or ECON 103 or ECON 104A or ECON 130 or ECON 162/BUS 162
    - (2) PSYC 140 or PSYC 142
    - (3) SOC 150 or SOC 151
    - (4) POSC 181 or POSC 182 or POSC 183 or POSC 186
    - (5) ANTH 127 or ANTH 127S or ANTH 131

These two courses must be outside the discipline of the relevant major and cannot be courses included as part of the three-course Business Administration track or their cross-listed equivalents.

- b) A three-course track (12 units) in Business Administration courses, from one of the following:
  - (1) Organizations (General): BUS 100 or BUS 100W, BUS 107, BUS 158/ANTH 105, BUS 176/SOC 176, SOC 150, SOC 151
  - (2) Human Resources Management/Labor Relations: BUS

100 or BUS 100W, BUS 107, BUS 121, BUS 144, BUS 145, BUS 153/ECON 153, BUS 155, BUS 156, BUS 157, PSYC 142

(3) Business and Society: BUS 100 or BUS 100W, BUS 102, BUS 107, PHIL 116, POSC 182, POSC 186

(4) Marketing: BUS 103, and two from BUS 111, BUS 112, BUS 113, BUS 114, BUS 115, BUS 116, BUS 117, BUS 118, BUS 119, BUS 124, BUS 126, BUS 151, BUS 152, BUS 159, BUS 164

(5) Managerial Accounting/Taxation: BUS 108, and two from BUS 166, BUS 168A, BUS 168B

(6) Financial Accounting: BUS 108, BUS 165A, BUS 165B, BUS 165C, BUS 167

(7) Finance: BUS 106/ECON 134 and two from BUS 131, BUS 132, BUS 134, BUS 135, BUS 136, BUS 137, BUS 138, BUS 139, BUS 140E, BUS 141, BUS 147

(8) Management Information Systems: BUS 101, BUS 110, BUS 125, BUS 128, BUS 171, BUS 172, BUS 173, BUS 174, BUS 175, BUS 179

(9) Production Management: BUS 104/STAT 104, and two from BUS 105, BUS 122, BUS 127/STAT 127

The programs of all majors should be developed in consultation with their advisors.

**Justification:**

Since the 2008 recession, there has been a nationwide trend of steady or even increasing interest in religious studies courses among undergraduates, combined with a trend of falling major numbers. Most commentators attribute this unusual combination to a growing concern among undergraduate students with selecting a major that they believe offers career-relevant skill building; in other words, a major that they (and, at times, their parents) believe will get them a well-paying job immediately after graduation.

Working in a field that, like gender and sexuality studies or ethnic studies, focuses on the transdisciplinary study of a specific aspect of human experience and social structure, we in religious studies are quite clear that our field offers indispensable skills for a wide variety of future careers. In fact, a 2015 survey of close to 1,700 B.A. recipients in religious studies from thirty-five different colleges and universities that was conducted by the pre-eminent scholarly organization in our field demonstrated that approximately two-thirds of the alumni surveyed were pursuing careers outside of the academic and applied study of religion – outside, that is, of higher education and ministry. Among the most common careers, each garnering between 5 and 10 percent of the survey responses, were primary and secondary education, non-profit and community organization work, business and finance, law, and medicine. Other career paths represented among the respondents ranged from information technology and library work through government and public administration to the arts.

Prior to the Great Recession, Religious Studies departments in many schools could rely on their students' interests as sufficient support for their choice to pursue a major. Today, however, and especially at a school that serves a high percentage of working-class and first-generation college students, we do not have that option. Neither can we rely on students double-majoring in order to pursue their interest in religious studies and their need for a degree that they believe “looks good” on their resume, because many UCR students don't have the time to pursue a second major and still graduate on time.

The proposed combined major addresses the needs of students who, like two-thirds of the respondents in the 2015 survey, see how indispensable the skills and perspectives offered by a religious studies major are for the contemporary workplace but fear that a religious studies major by itself will not translate into a job after college, much less a career. With religion as one of the most important yet most frequently neglected aspects of DEI concerns, and with the skills in cultural competency development that our field encompasses and develops in our majors, this field is critically important to the development of the next generation of leaders in business, industry, government, and the nonprofit sector. We believe that this major will allow students who see this value but fear the post-college job market to pursue all of their interests in a single program.

Administrative Studies is a program within the College of Humanities, Arts, and Social Sciences that offers combined majors with Art History, Economics, History, Political Science, and Sociology. This new program would add to the existing ones, expanding options for students who wish to combine administrative studies with a traditional department in CHASS.

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**Approvals:**

## First Round Review Documents

Approved by the faculty of the Department of Religious Studies: (date)

Approved by the Executive Committee of the College of Humanities, Arts, and Social Sciences:

Approved by the Committee on Educational Policy:





**College of Humanities, Arts, and  
Social Sciences**  
**OFFICE OF THE DEAN**  
900 University Avenue  
3413 HMNSS Building  
Riverside, CA 92521

April 6, 2023

TO: Chair, Committee on Educational Policy, Academic Senate  
FROM: Daryle Williams, Dean, CHASS  
RE: Combined Major in Religious Studies and Administrative Studies


Dear Colleagues:

On behalf of the College, I write in support of establishing a new major in Religious Studies and Administrative Studies, administered by the Department of Religious Studies. Combined Administrative Studies with other majors in CHASS (Art History, Economics, History, Political Science and Sociology) have been offered for a long time and the new proposed combination will provide additional options for our students.

The proposal makes a compelling case for the major and lays out a clear curriculum for UCR Religious Studies majors who wish to acquire relevant skills to prepare them for careers beyond those in higher education and ministry. The new major will be attractive to students who wish to be educated as humanists able to translate and further develop this training within industry, government, businesses, and non-profit organizations, and by that improving post-college job market outcomes.

The new major is supported by the faculty of the Department of Religious Studies and the Administrative Studies Steering Committee. No new courses need to be created and we expect that the additional costs will be low and manageable, borne by existing administrative operations and personnel. Without reservations, I fully support this proposal.

Respectfully,

DocuSigned by:  
  
DF5B1DF553974F3...

Daryle Williams  
Professor and Dean

**Certificate Of Completion**

Envelope Id: F14223F5D2F44674A2195FEAB3F3450F

Status: Completed

Subject: Complete with DocuSign: Religious Studies and Administrative Studies Major.pdf

Source Envelope:

Document Pages: 1

Signatures: 1

Envelope Originator:

Certificate Pages: 1

Initials: 0

Tracy Avery

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100 Phoenix Dr.Suite 111

Enveloped Stamping: Enabled

Lansing, MI 48108

Time Zone: (UTC-08:00) Pacific Time (US &amp; Canada)

tracy.avery@ucr.edu

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Daryle Williams

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daryle.williams@ucr.edu

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Dean, CHASS

Signed: 4/6/2023 4:25:46 PM

University of California, Riverside

Signature Adoption: Pre-selected Style

Security Level: Email, Account Authentication  
(None)

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**Electronic Record and Signature Disclosure:**

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**Payment Events****Status****Timestamps**



College of Humanities, Arts, and  
Social Sciences  
EXECUTIVE COMMITTEE

February 23, 2023

TO: Sang-Hee Lee, Chair  
Riverside Division of the Academic Senate

FROM: John Kim, Chair   
CHASS Executive Committee

RE: New Major Proposal-Religious Studies/Administrative Studies Major

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The CHASS Executive Committee reviewed the new major Proposal-Religious Studies/Administrative Studies Major at the regular meeting on February 23, 2023. The committee thought the department did an excellent job thinking through the benefits of the major. The proposal was straightforward and thorough. The committee approved the new major proposal for the Religious Studies/Administrative Studies Major.



November 30, 2022

To Whom It May Concern:

I am writing as the director of programs and meeting for the American Academy of Religion (AAR) and the former chair of the Applied Religious Studies Committee, a working committee of the AAR, to enthusiastically support the efforts of the Department of Religious Studies at University of California, Riverside in creating a combined major in Religious Studies and Administrative Studies. The AAR's mission is to foster excellence in the academic study of religion and enhance the public understanding of religion. I believe that this combined major will offer undergraduate students humanities training while preparing them to move into administrative leadership roles. This, I believe, is imperative to both protecting humanistic critical inquiry and producing thoughtful and critical leaders in diverse industries.

As stated in the proposal, religion and religious diversity is often neglected when considering issues of diversity, equity, inclusion, and belonging. With decreasing majors but continued interest in learning about comparative religious studies and how religious identities contribute to work, social, and political life, this combined major will be a comprehensive and intellectual foundation for students who want to move into various administrative areas such as business, industry, government, and nonprofit sector but who also want to have the religious, cultural, and critical competencies necessary to create and sustain equitable work environments. This is in addition to employers continuing to favor liberal arts training (e.g. critical and analytical reading and writing).

As the organization critically self-reflects on how training in religious studies can be applicable in all areas of workforce and diverse industries, the AAR actively supports initiatives like this to open discussions around diverse career opportunities for undergraduate and graduate students. I am confident that the combined Religious Studies and Administrative Studies BA degree program will provide UCR students with the necessary skills and knowledges to succeed.

If you have any questions about my support, please do not hesitate to reach out. I am excited to support this degree program and appreciate your consideration.

Warm Regards,

Amy Defibaugh, PhD  
Director, Programs and Meetings  
American Academy of Religion  
[adefibaugh@aarweb.org](mailto:adefibaugh@aarweb.org)  
717-816-4550 (cell)



# OGLETHORPE

## UNIVERSITY

Office of the Provost  
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[www.oglethorpe.edu](http://www.oglethorpe.edu)  
[KMMcClymond@oglethorpe.edu](mailto:KMMcClymond@oglethorpe.edu)

24 October 2022

To Whom It May Concern:

I am writing in support of the Department of Religious Studies' proposal for a combined major in Religious Studies and Administrative Studies. As Department Chair at my previous institution, I led the establishment of a similar program at the master's degree level, focused on combining religious studies expertise with management skills.

Throughout the country, humanities programs are increasingly seeing graduates draw on their subject matter expertise in non-academic professional settings rather than move into Ph.D. programs. Research conducted by the Teagle Foundation indicates that as many religious studies graduates end up in business, finance, non-profit management, and government/public administration (~20%) as in religiously oriented professions (~20%), and more than in higher education (~13%). In addition, religious studies graduates pursue careers in marketing, hospitality, tourism, the arts, and health care professions (~18% total) where they need administrative skills to succeed. I recently chaired a report for the American Academy of Religion (AAR), our primary national professional organization, focused on the future of our field. Over half the 5000+ members of the AAR work outside academia, and the percentage is increasing. However, according to a recent American Academy of Arts & Sciences study (2017), fewer than 20% of humanities undergraduate programs require occupationally oriented activities for undergraduates, and religious studies programs generally fall behind other humanities programs in this effort.

At the same time, undergraduate students continue to be interested in the big questions asked within the humanities, and they benefit from the critical thinking, written and oral communication, and cultural competency skills developed in humanities programs. Humanities graduates also offer the key "soft skills" that most employers seek, but they often lack fundamental quantitative and administrative skills that many entry-level positions require. A combined major is timely and innovative in speaking to the opportunities and challenges for humanities majors in this moment. The proposed combined major could make a significant difference in UC Riverside undergraduate students' abilities to launch careers after graduation.

While I cannot speak to resources at UC Riverside specifically, the handful of similar programs established at other universities have required very little (if any) new resources in terms of faculty, because the curriculum includes courses already offered. Additionally, initial enrollments tend to be small, so there is no additional advising effort required.



# OGLETHORPE

UNIVERSITY

Based on my experience in religious studies education, my research on present and future career paths of religious studies graduates, and my current work in higher education administration, I support establishing a combined Religious Studies and Administrative Studies major within the Department of Religious Studies at UC Riverside. Please let me know if I can provide additional information.

Kathryn McClymond, Ph.D.  
Provost and Vice President of Academic Affairs,  
Oglethorpe University  
Chair, Futures Task Force,  
American Academy of Religion  
[kmcclymond@oglethorpe.edu](mailto:kmcclymond@oglethorpe.edu)  
4484 Peachtree Road NE  
Atlanta, GA 30319  
404-364-8318

**Melissa Wilcox** <[mwilcox@ucr.edu](mailto:mwilcox@ucr.edu)>

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## Admin Studies Vote

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**Matthew Mahutga** <[mattm@ucr.edu](mailto:mattm@ucr.edu)>

Tue, Nov 29, 2022 at 4:16 PM

To: "Melissa M. Wilcox" <[melissa.wilcox@ucr.edu](mailto:melissa.wilcox@ucr.edu)>Cc: Gabrielle Brewer <[gabrielle.brewer@ucr.edu](mailto:gabrielle.brewer@ucr.edu)>

I'm not sure if there is a format but this should look official:

On the motion to add Religious Studies to the group of CHASS departments with an Administrative Studies component, the Administrative Studies Committee approves by a vote of 5 "yes" 0 "no" and 0 "abstention."

Cheers,

Matthew

Sent from my iPhone. Please excuse seemingly curt or ill conceived prose.

On Nov 29, 2022, at 3:54 PM, Melissa M. Wilcox <[melissa.wilcox@ucr.edu](mailto:melissa.wilcox@ucr.edu)> wrote:

[Quoted text hidden]

**MICHIGAN STATE**  
**U N I V E R S I T Y**

24 October 2022

To whom it may concern:

This letter is written in support of the proposed combined major in Religious Studies and Administrative Studies at UC Riverside. As the Associate Chair of Undergraduate Studies for Religious Studies at Michigan State University, a program that reflects the demographics of UC Riverside students, and that includes an undergraduate concentration in nonprofit leadership, provides core courses for leadership and entrepreneurial majors and minors outside our department, and is in the process of initiating a new master's program and certificate in global nonprofit leadership, I can uniquely attest to the strength of this proposal and the curricular value of incorporating such a degree program at UC Riverside.



**College of Arts  
& Letters**

**Department of  
Religious Studies**

619 Red Cedar Road  
Room C714 Wells Hall  
East Lansing, MI 48824

517-353-2930  
Fax: 517-432-7279  
[religiousstudies.msu.edu](http://religiousstudies.msu.edu)

As the objective study of human religious and spiritual cultures, religious studies as a field combines multiple disciplines to offer insight into the belief structures, practices, and orientations that impact how individuals and communities understand self, identity, sex, gender, community, politics, economics, health, war/peace, and so on. While there can be a tendency to conflate religious studies with theology, departments of religious studies are not designed to proselytize, nor to bring attention to only one mode of belief or system of practice. The aim is not to bring religion to people, but rather to study the myriad ways that religion continues to impact our worlds, both spiritually and secularly. Within this approach, religious studies distinctively prepares students to be open, empathetic, critical, and engaged local and global citizens; it offers opportunities to grow in dialogic skills and enhance both tolerance and a commitment to pluralism.

Religious studies provides skills in critical thinking and reading, observation, and written and oral communication essential to any successful career. Further, it tends to open students' minds to new experiences and ways of approaching the world and to expose students to the diversity and complexities of the world around them. Religious studies thus opens space for not simply discussing DEI, but incorporating these values into our everyday practices and relationships. In developing these insights and skillsets, religious studies prepares students for a host of professional opportunities often removed from the specific purview of religion and religious belief. That is, religious studies as a degree provides hard



and soft skills that orient contemporary students to be active, inclusive, and culturally literate; importantly, such skills transfer into almost any professional field.

As an interdisciplinary proposed major, what powerfully stands out about the major in Religious Studies and Administrative Studies at UC Riverside is the combination of resources and expertise—as the proposal notes, “as with other combined majors in Administrative Studies, each half of this major will be run by the appropriate program. Religious Studies courses will be offered by Religious Studies faculty, and Administrative Studies courses will be offered by the various departments that are already contributing to the other combined majors.” Such an interdisciplinary approach provides students with access to and experience in both fields, presenting a truly impactful way to enhance the cultural knowledge and critical insight offered by religious studies with the hard-skill background of administrative studies. Through this combined approach, prospective students would leave UC Riverside with the ability to address a host of professional settings, separating themselves as viable candidates because of the unique skills and cultural understandings that religious studies brings to administrative studies; and vice versa. Students understanding of and engagement with human religious culture is enhanced by seeing it as part and parcel to broader conversations about, and skills related to, the secular job market.

Significantly, religious studies departments across the United States are recognizing how humanistic inquiry, when combined explicitly with concrete, career-relevant skill building, advances student development and constructs significant routes for professional opportunities upon graduation. For many, religious studies emerges as a pathway for enhancing skills that serve a variety of professional avenues including careers in teaching and education, business, human resource management, advertising, print or electronic journalism, radio, television or film, information technology or library sciences, web design, publishing, museum and archival work, travel, politics, law, marketing, and merchandizing. Other religious studies graduates spend time working for social service programs such as the Peace Corps or Teach for America, for nonprofits or NGOs, or as social entrepreneurs.

Anecdotally, here at Michigan State University, for example, of our most recent ten graduates, only two have gone on to pursue a field directly connected to “religion.” The remainder found salaried positions in a host of professional settings that lack any specific religious identity (including video game design,

educational nonprofits, and counseling services), or entered master's programs ranging from human resources (two students) to business administration (one student). The reason for this effective placement is quite simple: the skills developed within a religious studies program, particularly when combined with opportunities to gain valuable insight in and experience with hard skills—such as administrative problem-solving or nonprofit leadership—open multiple openings for professional success.

The aim of combined majors, then, is not to impose religious thinking onto professional avenues, but to advance the capacity for students to successfully integrate into the career marketplace. It is designed to outline educational pathways that combine students' interests in understanding how religion impacts daily life with the desire for professional outlets and career opportunities. As situated, the combined major in Religious Studies and Administrative Studies at UC Riverside would do just that—I cannot endorse this program strongly enough.

If I can be of any further assistance, please do not hesitate to reach out.

Sincerely,

A handwritten signature in black ink, appearing to read 'M Shipley', with a stylized, cursive script.

Morgan Shipley, Ph.D.  
Foglio Endowed Chair of Spirituality  
Associate Chair for Undergraduate Studies - Department of Religious Studies  
Associate Professor – College of Arts & Letters  
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