

1. Overview

- A. Provide a brief description of the new certificate.
 Diversity and Equity Studies: Understanding diversity and possessing skills to work effectively with diverse colleagues, clients, and leaders is fundamental to competitiveness in the increasingly diverse and transnational labor market. This certificate helps students develop intercultural competence through gaining knowledge related to the histories, practices and perspectives of diverse groups, both local and global. Reflecting on this knowledge permits students to develop strategies to work with and through differences of gender, race, ethnicity, sexuality, age, religion, class, etc. Integrative social sciences perspectives enable bridge building within and across difference to redress inequalities. The certificate is valuable to those pursuing careers in medicine, law, business and management, public policy, human resources, media, government, and community advocacy.
- B. This proposed certificate (check one):
 - Is cross disciplinary; or
 - Is certified by a professional or accredited organization/governmental agency; or,
 - Clearly leads to advanced specialization in a field; or,
 - Is granted to a program that does not currently have a major.
- C. Why should this be a certificate rather than a concentration or a minor?
 This certificate adds value and quality to undergraduate academic opportunities by complementing a major field of study. The certificate creates transdisciplinary interconnections among social science areas that optimize student intercultural competence in social and behavioral sciences as well as other degree programs. All prefixes are offered in the School of Social & Behavioral Sciences. The certificate may be taken by any ASU student regardless of major, and appears on the transcript to enhance the visibility of students' earned credentials.
- D. Affiliation
 If the certificate program is affiliated with a degree program, include a brief statement of how it will complement the program. If it is not affiliated with a degree program, incorporate a statement as to how it will provide an opportunity for a student to gain knowledge or skills not already available at ASU.
 This certificate complements degrees in sociology, political science, interdisciplinary social & behavioral sciences, psychology, and communications, all offered by the School of Social & Behavioral Sciences, as well as a wide array of other academic degrees. Integrative social sciences perspectives will prepare students to develop strategies to work with and through differences of gender, race, ethnicity, sexuality, age, religion, class, etc. and to build bridges within and across difference to redress inequalities.
- E. Demand
 Explain the need for the new certificate (e.g., market demand, interdisciplinary considerations).
 This certificate is in response to student concerns expressed to advisors and faculty about the applicability of their social sciences degrees to the job market. It helps to translate and make visible a specific set of skills, knowledge, and foci engaging diversity, inclusion, and equity studies that address real-world problems and are applicable well beyond the boundaries of their degree. The certificate thus recognizes an additional credential that is relevant to the student's future employment or graduate programs.
- F. Projected enrollment
 What are enrollment projections for the first three years?

| | 1st Year | 2nd Year (Yr. 1 continuing + new entering) | 3rd Year (Yr. 1 & 2 continuing + new entering) |
|-----------------------------------|----------------------------|---|---|
| Number of Students (Headcount) | 5-10 | 10-20 | 20-25 |

2. Support and Impact

A. Faculty governance

Provide a supporting letter from the chair of the academic unit verifying that the proposed certificate has received faculty approval through appropriate governance procedures in the unit and that the unit has the resources to support the certificate as presented in the proposal, without impacting core program resources.

See letter attached from Director Jeffery Kassing, Director of the School of Social and Behavioral Sciences

B. Other related programs

Identify other related ASU programs and outline how the new certificate will complement these existing ASU programs. (If applicable, statements of support from potentially-affected academic unit administrators need to be included with this proposal submission.)

School of Social Transformation

C. Letter(s) of support

Provide a supporting letter from each college/school dean from which individual courses are taken.

3. Academic Curriculum and Requirements

A. Knowledge, competencies, and skills

List the knowledge, competencies, and skills (learning outcomes) students should have when they complete this proposed certificate. Examples of program learning outcomes can be found at (<http://www.asu.edu/oue/assessment.html>).

Outcome 1. Graduates of the certificate in Diversity and Equity Studies will be able to utilize the knowledge they have acquired to meaningfully discuss diversity and equity issues in a real-world research application or case study.

Outcome 2. Graduates of the certificate in Diversity and Equity Studies will demonstrate the ability to critically engage with concepts, theories, and research-based knowledge related to diversity and equity issues.

Measure 1: The major paper assigned in SBS 301 Cultural Diversity. This is an L course with several writing assignments.

Performance Criterion 1: 80% will exhibit mastery on a scale of poor/adequate/mastery/superior.

Measure 2: One of several writing assignments in SBS 301 Cultural Diversity.

Performance Criterion 2: 80% will exhibit mastery on a scale of poor/adequate/mastery/superior.

B. Admissions criteria

List the admissions criteria for the proposed certificate. If they are identical to the admission criteria for the existing major and degree program under which this certificate will be established, please note that here.

The certificate uses the same admissions criteria as used for the Social and Behavioral Sciences degree program. The certificate is thus open to all ASU undergraduate majors.

C. Curricular structure

Provide the curricular structure for this certificate. Be specific in listing required courses and specify the total minimum number of hours required for the certificate.

Required certificate courses

| Prefix | Number | Title | Is this a new Course? | Credit Hours |
|---------------------------|--------|--------------------|-----------------------|--------------|
| SBS | 301 | Cultural Diversity | No | 3 |
| | | | (Select one) | |
| | | | (Select one) | |
| | | | (Select one) | |
| <i>Section sub-total:</i> | | | | 3 |

Elective certificate courses

| Prefix | Number | Title | Is this a new Course? | Credit Hours |
|--------|--------|--|-----------------------|--------------|
| | | The remaining twelve credit hours will be completed by selecting relevant diversity and equity courses from at least two of the following prefixes to develop breadth across disciplines: ASB, POS, SBS, or SOC. At least nine hours must be upper division courses. SEE APPENDIX for list of Elective options. Examples include but are not limited to: | (Select one) | |
| ASB | 340 | Migration and Culture | No | 3 |
| POS | 437 | Women, Power, and Politics | No | 3 |
| SBS | 342 | Mexico-U.S. Borderlands | No | 3 |

| | | | | |
|---------------------------|-----|-----------------------------|----|----|
| SOC | 270 | Racial and Ethnic Relations | No | 3 |
| <i>Section sub-total:</i> | | | | 12 |

Other certificate requirements

| | |
|--|--------------|
| E.g. – Capstone experience, internship, clinical requirements, field studies, foreign language skills as applicable | Credit Hours |
| NONE | |

Section sub-total: 0

Total minimum credit hours required for certificate 15

D. Minimum residency requirement

How many hours of the certificate must be ASU credit?

All 15 semester hours must be completed through the School of Social and Behavioral Sciences in the New College of Interdisciplinary Arts and Sciences.

E. New Courses

Provide a brief course description for each new course.

The certificate can be offered using existing courses.

Note: All new required courses should be submitted in Curriculum Changemaker and ready for Provost’s Office approval before this certificate is put on Curriculum and Academic Programs Committee (CAPC) agenda.

4. Administration and Resources

A. Administration

How will the proposed certificate be administered (including admissions, student advisement, retention, etc.)?
 This certificate will be administered through the same procedures as for majors and minors in Social and Behavioral Sciences. It is open to all ASU undergraduate majors.

B. Resources

What are the resource implications for the proposed certificate, including any projected budget needs? Will new books, library holdings, equipment, laboratory space and/or personnel be required now or in the future? If multiple units/programs will collaborate in offering this certificate please discuss the resource contribution of each participating program. Letters of support must be included from all academic units that will commit resources to this certificate.

We anticipate that the certificate may generate additional students, but we expect to absorb this using the existing infrastructure and faculty. Contributors to this interdisciplinary certificate are all located in the same Social and Behavioral Sciences unit.

C. Primary Faculty

List the primary faculty participants regarding this proposed certificate. For interdisciplinary certificates, please include the relevant names of faculty members from across the University.

| Name | Title | Area(s) of Specialization as they relate to proposed certificate |
|-----------------|---------------------|---|
| Suzanne Vaughan | Associate Professor | Sociology |
| Jennifer Keahey | Assistant Professor | Sociology |
| Carol Mueller | Professor | Sociology |
| Natasha Behl | Assistant Professor | Political Science |
| Linda Kim | Lecturer | Sociology |
| Scott Renshaw | Lecturer | Sociology |

5. Additional Materials

- A. Complete and attach the Appendix document.
- B. Provide one or more model programs of study (if appropriate).
- C. Attach other information that will be useful to the review committees and the Office of the Provost.

PROVOST OFFICE APPROVAL(S)

This proposal has been approved by all necessary Provost office levels of review. I recommend implementation of the proposed organizational change.

Office of the University Provost

Signature

Date: / /20

Note: An electronic signature, email, or a PDF of the signed signature page is acceptable.

APPENDIX

OPERATIONAL INFORMATION FOR UNDERGRADUATE CERTIFICATES

(This information is used to populate the Degree Search/catalog website.

Please consider the student audience in creating your text.)

**A. Proposed Certificate Name:
Diversity and Equity Studies**

B. Description (150 words maximum)

The certificate program in diversity and equity studies in the School of Social and Behavioral Sciences, in the New College of Interdisciplinary Arts and Sciences at the West campus, prepares students to understand diversity. Possessing skills to work effectively with diverse colleagues, clients and leaders is fundamental to competitiveness in the increasingly diverse and transnational labor market. This certificate program develops intercultural competence through gaining knowledge related to the histories, practices and perspectives of diverse groups, both local and global. Reflecting on this knowledge permits students to develop strategies to work with and through differences of gender, race, ethnicity, sexuality, age, religion and class. Integrative social sciences perspectives enable bridge-building within and across differences to redress inequalities. This certificate is valuable to those pursuing careers in medicine, law, business and management, public policy, human resources, media, government and community advocacy.

C. Contact and Support Information

| | |
|---|---|
| Building Name, code and room number: (Search ASU map) | FAB N100 |
| Program office telephone number: (<i>i.e.</i> 480/965-2100) | 602/543-3000 |
| Program Email Address: | sbsadvising@asu.edu |
| Program Website Address: | https://newcollege.asu.edu/social-behavioral-sciences-degree-programs |

D. Program Requirements: Provide applicable information regarding the program such as curricular restrictions or requirements, specific course lists, or academic retention requirements.

The diversity and equity studies certificate requires a minimum of 15 credit hours (at least 12 must be upper-division), as outlined below. Students are encouraged to take courses that develop breadth rather than limiting their selection to courses in one particular discipline.

Additional Certificate Requirements:

- All 15 credit hours must be completed through the School of Social and Behavioral Sciences in the New College of Interdisciplinary Arts and Sciences.
- A maximum of six credit hours may be shared between a certificate and a New College of Interdisciplinary Arts and Sciences major.
- Only courses in which a student receives a grade of "C" (2.00 on a 4.00 scale) or higher may be used to meet the certificate requirements.
- A maximum of three credit hours of individualized instruction or internship may be applied toward the certificate.

Required Core Courses (3 credit hours)

SBS 301 Cultural Diversity, (L or SB) and C (3)

Certificate Elective Courses (12 credit hours)

Students will select 12 credit hours from course work related to diversity and equity studies. Selected courses must come from at least two of the following prefixes to develop breadth across disciplines: ASB, POS, SBS, or SOC.

Examples of electives include but are not limited to:

ASB 211 Women in Other Cultures, (HU or SB) and G (3)
ASB 311 Principles of Social Anthropology, SB, G and H (3)
ASB 340/SOC 328 Migration and Culture, SB and G (3)
ASB 346 Marriage and Family Diversity, SB and C (3)
ASB/POS/SBS/SOC 394/494 Special Topics (1-4)
e.g. POS 494: Everyday Forms of Resistance
ASB/POS/SBS/SOC 484 Internship (1-12)
ASB/POS/SBS/SOC 499 Individualized Instruction (1-3)

- POS 357 South Asia Politics, SB and G (3)
- POS 436 Gender, Sexuality, Nation-States (3)
- POS 437 Women, Power, and Politics, G (3)
- POS 438 Latino Politics, SB and C (3)
- SBS/ASB/SOC 342 Mexico-US Borderlands, SB and C (3)
- SBS/ASB/POS 447 Citizenship, Nationalism, and Identity, SB and C (3)
- SBS 460/ASB 442 Global Cities, SB and G (3)
- SOC 241 Modern Social Problems, SB (3)
- SOC 264 Gender & Society, SB and C (3)
- SOC 270 Racial & Ethnic Relations, SB and C (3)
- SOC 339 Grassroots Social Movements, SB (3)
- SOC 371 Inequality and Sustainability (3)
- SOC 400 Perspectives on Aging, SB (3)
- SOC 426 Social Inequality, SB (3)
- SOC 457 Global Social Movements, SB and G (3)

Depending upon a student’s undergraduate program of study, prerequisite courses may be needed in order to complete the requirements of this certificate.

E. **Additional Admission Requirements** If applicable list any admission requirements (freshman and/or transfer) that are higher than and/or in addition to the university minimum undergraduate admission requirements.) This certificate is open to students in any major. Please contact an advisor in the New College of Interdisciplinary Arts and Sciences for more information.

F. **Delivery/Campus Information Delivery:** On-campus only (ground courses and/or iCourses)

Note: Once students elect a campus or On-line option, students will not be able to move back and forth between the on-campus and the ASU Online options. Approval from the Office of the Provost and Philip Regier (Executive Vice Provost and Dean) is required to offer programs through ASU Online.

G. **Campus/Locations:**

Indicate **all** locations where this program will be offered.

- Downtown Phoenix
 Polytechnic
 Tempe
 Thunderbird
 West
 Other:



MEMO

Date: April 28, 2016

To: Dr. Marlene Tromp, Dean, New College of Interdisciplinary Arts and Sciences

From: Jeffrey Kassing, Director, School of Social and Behavioral Sciences

RE: Impact Statement, Certificate in Diversity and Equity Studies

This is a memo in support of our request to propose a Certificate in Diversity and Equity Studies for the Fall 2017 semester. This request was approved in the 2016-2017 Academic Plan.

The proposal has received faculty approval through appropriate governance procedures in the School of *Social & Behavioral Sciences* as well as relevant academic units throughout the university.

I have reviewed the proposal and verified that the proposal is complete and all supplemental materials are included.

Attachments: Proposal for Certificate in Diversity and Equity Studies

Sincerely,

A handwritten signature in blue ink that reads 'Jeffrey Kassing'.

Jeffrey Kassing, Director
School of Social and Behavioral Sciences
New College of Interdisciplinary Arts and Sciences

NEW COLLEGE OF INTERDISCIPLINARY ARTS & SCIENCES

MAILING ADDRESS: PO BOX 37100, PHOENIX, AZ 85069-7100
STREET/SHIPPING ADDRESS: 4701 W. THUNDERBIRD ROAD, GLENDALE, AZ 85306-4908
(602) 543-6000 FAX: (602) 543-6004

August 25, 2016

Todd R. Sandrin
Senior Associate Dean
ASU New College
4701 W. Thunderbird Rd.
Glendale, AZ 85306

Dear Todd,

This letter is to support the three new certificates being proposed by the School of Social and Behavioral Sciences at ASU's New College. I do not foresee an impact from these campus immersion certificates in Applied Social Science; Diversity and Equity Studies; and Power and Society. The one concern I have is the name similarity to a College of Liberal Arts and Sciences certificate. The School of Human Evolution and Social Change is proposing an undergraduate certificate in Social Science Research Methods. The course content is different from the Applied Social Science certificate but the name similarity may confuse students. We need to inform advisors and faculty of the difference so we direct students appropriately.

Thank you.

Sincerely,



Elizabeth A. Wentz
Dean of Social Sciences
College of Liberal Arts and Sciences
Arizona State University
Tempe, AZ 85287-6505

Office of the Dean

Fulton Center, Suite 145, 300 East University Drive
PO Box 876505, Tempe, AZ 85287-6505
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Stacey Kimbell

From: Duane Roen
Sent: Friday, September 09, 2016 8:23 AM
To: Stacey Kimbell
Cc: Tosha Ruggles; nccurriculum@asu.edu; Greg Wise; Todd Sandrin; Marlene Tromp
Subject: RE: Impact Statements for New Certificates

Stacey,

I checked with faculty heads Nick Alozie and Kevin Ellsworth. The consensus among the three of us is that these certificates will be valuable options for students with a large variety of majors, and they well with the values and mission of ASU.

We are happy to support the certificates.

Please let us know what else we can to do help.

Best,
Duane

Duane Roen

Vice Provost, Polytechnic campus

Dean, College of Integrative Sciences and Arts

Dean, University College

Arizona State University

College of Integrative Sciences and Arts | cisa.asu.edu

University College | universitycollege.asu.edu

Mail Code: 2780

7271 E Sonoran Arroyo Mall

Mesa, AZ 85212-6415

P: 480-727-6513



[CISA](#) | [CSRD](#) | [FYS](#) | [AISSS](#)

From: Stacey Kimbell
Sent: Thursday, September 08, 2016 1:33 PM
To: Duane Roen
Cc: Tosha Ruggles; nccurriculum@asu.edu; Greg Wise
Subject: Impact Statements for New Certificates

Dear Dean Roen,

I am writing on behalf of the School of Social and Behavioral Sciences in the New College of Interdisciplinary Arts and Sciences. The school has proposed new certificates in the following areas: **Applied Social Sciences; Diversity and Equity Studies;** and **Power and Society**. These programs are expected to launch in the 2017-2018 academic year and are designed for West Campus majors. The Provost's Curriculum Development office has asked us to get impact statements from CISA for each proposal. The certificates are described as follows:

Applied Social Sciences: This certificate prepares students to apply social sciences tools to real-world problems. Students collaborate in developing case studies, engage in fieldwork, and learn how to apply expert knowledge and

engage in complex communications. Working with stakeholders, students identify and solve problems, reform managerial structures and organizational systems, and drive social change. The certificate is recommended for students with academic and/or career interests in human resources, administration, journalism, social work, business, community and civic work, as well as politics, organizing and advocacy, public policy, education, and sustainability.

Diversity and Equity Studies: Understanding diversity and possessing skills to work effectively with diverse colleagues, clients, and leaders are fundamental to competitiveness in the increasingly diverse and transnational labor market. This certificate develops intercultural competence through gaining knowledge related to the histories, practices and perspectives of diverse groups, both local and global. Reflecting on this knowledge permits students to develop strategies to work with and through differences of gender, race, ethnicity, sexuality, age, religion, class, etc. Integrative social sciences perspectives enable bridge building within and across difference to redress inequalities. Certificate is valuable to those pursuing careers in medicine, law, business and management, public policy, human resources, media, government, and community advocacy.

Power and Society Certificate. Students who complete this certificate learn how to think critically and practically about the relationship between power and society. Courses in the certificate use multiple perspectives to explore the sources, exercise, and consequences of power across a variety of social and historical settings. The certificate is recommended for students with academic and/or career interests in politics, government, economics, organizing and advocacy, public affairs and public policy, journalism, social work, human rights, social justice, education, and sustainability.

After reviewing the above and attached information, please let us know whether each proposal will have an impact on your college, and if so, please provide a detailed description (by reply to this email) that we can attach to our proposals. I have attached a single PDF which contains all three proposals. If you have any difficulty with this file, please let me know at your earliest convenience.

Thank you in advance for your assistance in this matter.

Stacey Kimbell

Executive Admin Support Specialist

Academic Services – Office of the Dean

ASU New College of Interdisciplinary Arts and Sciences

Voice: (602) 543-6150 Fax: (602) 543-4565