I. Background Information

A. Title of Program: Social Diversity Certificate

B. Department(s)/Program(s): Sociology

C. Administrative Home: Sociology

D. Division: ☑ Undergraduate  ☐ Graduate
   (Requires approval by APC*)  (Requires approval by GC**)

E. Effective Year and Term for Implementation of Action: Fall 2016

II. Unit Approvals

   A. Department Chair(s)/Program Director(s)
      Signatures: [Signature]
      Date: 12/8/16

   B. Dean of College
      Signatures: [Signature]
      Date: 2/18/16

   C. Chair, Academic Policies Committee
      Signatures: 
      Date: 

   D. Chair, Graduate Council
      Signatures: 
      Date: 

R. 3/2015

* APC = Academic Policies Committee
** GC = Graduate Council
III. Certificate program proposals should originate at the department/program level; all affected departments/programs must endorse proposals. Each proposal will include the following:

A. Context for the certificate program (any predecessor programs, relationship to existing programs, alignment with university mission);

Sociology as a discipline, and the UW-EC Sociology Department as a unit, emphasize the study of social inequality. UW-EC's strategic plan also prioritizes the values of Equity, Diversity, and Inclusivity. The Social Diversity Certificate offers courses in each of the four main forms of social inequality: race, class, gender, and sexualities.

B. Rationale explaining need for the program (e.g., target audience(s), evidence of long-term need, anticipated enrollment);

Students are entering an increasingly diverse world with greater levels of social conflict among groups. Other than sociology, existing majors, minors, and certificates focus on only one or two forms of inequality based on race, class, gender, and sexualities. The Social Diversity Certificate prepares students to understand all the interconnections among social inequalities (also termed intersectionality). It will also appeal to non-degree seeking professionals in fields such as business, health care, education, social services, and criminal justice. Based on current course availability and the number of sociology minors, the certificate can accommodate a maximum of 50 students, not counting sociology majors and minors (who may take the courses but are not eligible to earn the certificate).

C. Statement of benefits to students, the department(s)/program(s), college(s), and university;

The certificate will appeal to UW-EC students interested in the sociological explanation of inequalities without having to study a broader range of sociology through the sociology major or minor. The certificate will also appeal to a range of professionals not enrolled at UW-EC who wish to gain greater insight into how race, class, gender, and sexualities affect their work with clients and the public. Examples of professionals who would benefit from the certificate include probation officers, human resource managers, public school teachers, health care workers, and social service providers.

D. Description of the academic component including:

i. Learning goals and outcomes for students;

The learning goals and outcomes of the Social Diversity Certificate are identical to goal 4 and outcome 4 of the sociology major. Goal: Students who complete the Social Diversity Certificate will be able to promote equity, diversity, and inclusivity through the critical analysis of existing social structures and institutions. Outcome: Students who complete the Social Diversity Certificate will be able to explain how social structures and institutions create and sustain systems of oppression and privilege.
ii. Specification of any program admission requirements, minimum GPA requirements for courses, GPA requirements for certificate completion above the university minimum, applicability of the S/U option;

Soc 101 is a prerequisite for Soc 312, 314, 419, and 426, but not 202. This prerequisite will be waived for non-degree seeking students who have two or more years of relevant professional work experience in fields such as criminal justice, education, health care, and social services. Soc 426 is currently limited to sociology majors, sociology minors, and family study minors but will be revised to allow non-degree seeking students to enroll by instructor consent.

iii. Course array, including specification of new, required and elective courses. If electives are allowed within the certificate program, an explanation of the proposed electives in light of the need for program cohesion should be included.

Students are required to earn 12 credits in the following courses: Soc 312 Race and Ethnicity in the U.S., Soc 314 Social Class and Inequality, Soc 419 Sociology of Women or Soc 202 Women and Men in Society, Soc 426 Sociology of Sexualities.

Note: Courses cannot be counted in both the certificate and the student's major program.

E. Description of the administration, staffing, and budgeting for the program, including:

i. Faculty/staff participating in the certificate program;

Dr. Melissa Bonstead-Bruns, Dr. Pamela Forman, Dr. Jeremy Hein, Dr. Kathleen Nybroten.

ii. Proposed frequency of offering for courses included in the certificate program;

Soc 312 Race and Ethnicity in the U.S. (usually offered twice in fall and twice in spring), Soc 314 Social Class and Inequality (usually offered once in fall and once in spring), Soc 419 Sociology of Women (usually offered twice in spring), Soc 202 Women and Men in Society (usually offered twice in fall), Soc 426 Sociology of Sexualities (usually offered twice in fall).

iii. Proposed arrangements for ongoing advising for students in the certificate program;

Advising will be provided by the faculty who teach these four courses.

iv. Anticipated need for student support services for students enrolled in the certificate program;

None.
v. Identification of an administrative home for certificate programs involving more than one academic department/program;

N/A. The administrative home is Sociology.

vi. Funding needs to initiate and maintain the certificate program, including source(s) of funding and any needed resource reallocation;

Existence of the certificate is contingent on the ability of the Sociology Department to offer 300- and 400-level courses with class sizes ranging from 20 to 35. Soc 101 must remain a prerequisite for Soc 312, 314, 419, and 426.

vii. Impact on existing courses and programs.

There are no majors, minors, or certificates at UW-EC that focus on all four types of social inequality.

As the certificate utilizes existing departmental course work that is offered regularly, there is no anticipated impact inside or outside Sociology. It is possible that students may pursue the certificate instead of the Sociology Minor; we will monitor enrollments and make adjustments to course offerings if needed.