

New Academic Program Workflow Form

General

Proposed Name: Human Rights Practice

Transaction Nbr: 00000000000176

Plan Type: Specialization

Academic Career: Undergraduate

Degree Offered: Undergraduate Certificate

Do you want to offer a minor? N

Anticipated 1st Admission Term: Fall 2023

Details

Department(s):

SBSC

DEPTMNT ID	DEPARTMENT NAME	HOST
0443	Social & Behavioral Sci Admin	Y

Campus(es):

GLBD

LOCATION	DESCRIPTION
ONLN	Online

MAIN

LOCATION	DESCRIPTION
TUCSON	Tucson

ONLN

LOCATION	DESCRIPTION
ONLN	Online

Admission application terms for this plan: Spring: Y Summer: Y Fall: Y

Plan admission types:

Freshman: Y Transfer: Y Readmit: Y Graduate: Y

Non Degree Certificate (UCRT only): N

Other (For Community Campus specifics): N

Plan Taxonomy: 44.0504, International Policy Analysis.

Program Length Type: Program Length Value: 0.00

Report as NSC Program:

SULA Special Program:

Print Option:

Diploma: N

Transcript: Y Certificate in Human Rights Practice

Conditions for Admission/Declaration for this Major:

The Certificate can be joined by any UA undergrad (including non-degree-seeking students) in good academic standing, except those who have already declared a Human Rights Practice major or minor or whose home department does not permit enrollment

Requirements for Accreditation:

N/A

Program Comparisons

University Appropriateness

This certificate will complement the already University-approved BA major and minor and provide an additional option for students.

Arizona University System

NBR	PROGRAM	DEGREE	#STDNTS	LOCATION	ACCRDT
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Peer Comparison

See Chart

Faculty & Resources

Faculty

Current Faculty:

INSTR ID	NAME	DEPT	RANK	DEGREE	FCLTY/%
00684871	Mette Brogden	0443	Assit. Prof. Pract.	Doctor of Philosophy	1.00
22054664	Leonard Hammer	0457	Lecturer	Doctor of Philosophy	1.00
22057891	William Simmons	0443	Professor	Doctor of Philosophy	1.00
22081323	Raymond Smith	0443	Lecturer	Doctor of Philosophy	1.00

Additional Faculty:

No new course are required for this certificate, as they draw from existing Human Rights Practice courses

Current Student & Faculty FTE

DEPARTMENT	UGRD HEAD COUNT	GRAD HEAD COUNT	FACULTY FTE
0443	8	53	4.00

Projected Student & Faculty FTE

	UGRD HEAD COUNT			GRAD HEAD COUNT			FACULTY FTE		
DEPT	YR 1	YR 2	YR 3	YR 1	YR 2	YR 3	YR 1	YR 2	YR 3
0443	8	10	12	53	55	57	3.00	3.00	3.00

Library

Acquisitions Needed:

N/A

Physical Facilities & Equipment

Existing Physical Facilities:

N/A

Additional Facilities Required & Anticipated:

N/A

Other Support

Other Support Currently Available:

This program currently has faculty and staff supporting the MA, Certificates, and the BA program. Leonard Hammer, Mette Brogden, and Bill Simmons are the faculty who will assisting students with this certificate, but all of the courses included in the curriculum are already regularly scheduled courses with instructors. Human Rights also has staff

who assist with budgeting and scheduling support housed in the Dean's Office and in Gender and Women Studies.

Other Support Needed over the Next Three Years:

N/A

Comments During Approval Process

4/26/2023 1:03 PM

VSOUKSAVATH

Comments
Approved.

5/16/2023 10:54 AM

MELANIECMADDEN

Comments
updated Peer Comparison form (replaced "B.A." with "Certificate" in the program description). Question about non-degree seeking students sent to D. Bamford.

5/17/2023 2:58 PM

MELANIECMADDEN

Comments
Checked the Non-Degree Seeking Admission and updated admission info to reflect NDS inclusion per email from D. Bamford. Uploaded signed Additional Information form.

5/17/2023 3:01 PM

MELANIECMADDEN

Comments
Approved.

5/25/2023 11:10 AM

KIMMEHEA

Comments
Approved.

5/25/2023 11:10 AM

KIMMEHEA

Comments
Approved.

5/25/2023 11:10 AM

KIMMEHEA

Comments
Approved.



NEW CERTIFICATE PROPOSAL

I. CERTIFICATE DESCRIPTION–

Human rights challenges – and opportunities – abound around the world. The Undergraduate Certificate in Human Rights Practice will provide you with the knowledge, insights and skills needed to contribute to a more just and equal world. Coursework in Human Rights Practice will enable you to gain a broad understanding of human rights issues around the globe while also offering opportunities to focus on the topics, groups, and locations that concern you the most. The curriculum emphasizes acquiring the practical capabilities that will enable you to work with an organization aligned with the principles of human rights and your own personal and professional commitments to social justice. Courses in the Certificate in Human Rights Practice offer extensive interaction between students and leading practitioners from around the globe through several video conferences in each course. Project-based learning enables students to complete real-world projects alongside work with community members through independent studies, internships, and other coursework.

II. NEED FOR THE CERTIFICATE/JUSTIFICATION -

Graduates with an undergraduate certificate Human Rights Practice will be better prepared for careers in local, national, and international governmental and non-governmental organizations working on human rights and social justice issues. The program also prepares students for enrollment in law schools or graduate programs that focus on human rights issues, as well as other public and private sector jobs engaged with social issues and vulnerable populations. Key career fields related to Human Rights Practice include: government; human rights projects; civil rights organizations; corporate social responsibility; research consultancies; issue advocacy; social justice campaigns; political affairs; diplomacy and international affairs; legal services; policy programs; and media.

III. PROGRAM AFFILIATION-

The UA Program in Human Rights Practice includes a BA, MA, and four graduate certificates.

IV. CERTIFICATE REQUIREMENTS–

UNDERGRADUATE CERTIFICATE

Minimum total units required	12
Minimum upper division units	6
Total transfer units that may apply to the certificate. <i>Note: A minimum of six (6) units used to complete the certificate must be University credit.</i>	6
Pre-admissions expectations (i.e., academic training to be completed prior to admission)	N/A
Certificate requirements. List all certificate requirements including core and electives. Courses listed must include course prefix, number,	<p>Complete 6 units of core coursework, including <u>at least two</u> of the following:</p> <ul style="list-style-type: none"> • HRTS 200: Introduction to Human Rights (3 units)

<p>units, and title. Mark new coursework (New). Include any limits/restrictions needed. Provide email(s)/letter(s) of support from home department head(s) for courses not owned by your department.</p>	<ul style="list-style-type: none"> • HRTS 250: Current Issues in Human Rights (3 units) • HRTS 300 Human Rights in the U.S. • HRTS 305: Human Rights Stories (3 units) • HRTS 400: Community Engagement for HRTS (3 units) • HRTS/GWS 320: Gender-Based Violence and Human Rights (3 units) • HRTS 402: Skills for Human Rights Work (3 units) <p>Also required are 6 units of additional upper-division Human Rights Practice electives taken from the following list.</p> <ul style="list-style-type: none"> • HRTS 300 Human Rights in the U.S. (3 units) • HRTS 305 Human Rights Stories (3 units) • HRTS 320 Gender-Based Violence and Human Rights (3 units) • HRTS 400 Community Engagement for Human Rights (3 units) • HRTS 402 Skills for Human Rights Work (3 units) • HRTS 411 Strategic Litigation (3 units) • HRTS420 Community Based Participatory Action Research for Human Rights (3 units) • HRTS 455 Human Rights in the Middle East: Histories and Challenges (3 units) • HRTS 495A Human Rights Across Contexts (3 units) • HRTS 496A Human Rights Crises (3 units) • HRTS 496B Cutting-Edge Advances in Human Rights Practice (3 units) • HRTS 497A Exploring Human Rights through Virtual Field Trips (3 units) • HRTS 498 Human Rights Practice B.A. Capstone Project • HRTS 499 Human Rights Practice Independent Study
<p>Internship, practicum, applied course requirements (Yes/No). If yes, provide description.</p>	<p>Optional completion of HRTS 499: Independent Study for up to 3 credits</p>
<p>Any double-dipping restrictions (Yes/No)? If yes, provide description.</p> <p>*A maximum of 6 units may double-dip with a degree requirement (major, minor, General Education) or second certificate.</p>	<p>Yes, students may apply 6 units towards degree major or minor or second certificate.</p>
<p>Additional requirements (provide description)</p>	<p>N/A</p>

V. CURRENT COURSES–

Course prefix and number	Units	Title	Pre-requisites	Modes of Delivery (online, in-person, hybrid)	Campus and Location Offered	Dept signed party to proposal? (Yes/No)
HRTS 200	3	Introduction to Human Rights	N/A	Online	Online, open to Main and Global campus	Y
HRTS 250	3	Current Issues in Human Rights	N/A	Online	Online, open to Main and Global campus	Y
HRTS 300	3	Human Rights in the United States	N/A	Online	Online, open to Main and Global campus	Y
HRTS 305	3	Human Rights Stories	N/A	Online	Online, open to Main and Global campus	Y
HRTS 320	3	Gender-Based Violence and Human Rights	N/A	Online	Online, open to Main and Global campus	Y
HRTS 400	3	Community Engagement for Human Rights	N/A	Online	Online, open to Main and Global campus	Y
HRTS 402	3	Skills for Human Rights	N/A	Online	Online, open to Main and Global campus	Y
HRTS 420	3	Community -Based Participatory Action Research for Human Rights	N/A	Online	Online, open to Main and Global campus	Y
HRTS 455	3	Human Rights in the Middle East	N/A	Online	Online, open to Main and Global campus	Y
HRTS 495a	3	Human Rights across Contexts	N/A	Online	Online, open to Main and Global campus	Y
HRTS 496a	3	Human Rights Crises	N/A	Online	Online, open to Main and Global campus	Y
HRTS 496b	3	Cutting Edge Advances in Human Rights	N/A	Online	Online, open to Main and Global campus	Y

HRTS 496a	3	Exploring Human Rights through Virtual Field Trips	N/A	Online	Online, open to Main and Global campus	Y
HRTS 499	3	Human Rights Practice Independent Study	N/A	Online	Online, open to Main and Global campus	Y

VI. Learning Outcomes –

Learning Outcome #1: Human Rights Abuses: Students will identify many of the multiple and complex causes of human rights abuses
Concepts: Social, political, cultural, and environmental causes behind the deprivation and violation of human rights, especially those experienced by the most marginalized and vulnerable individuals and populations.
Competencies: Students will demonstrate knowledge of human right abuses across a variety of contexts: contemporary and historical; across different regions and countries; and relating to different underlying conditions including religious, ethnic, linguistic, and Indigenous minority status, in oppressive gender settings, and under conditions of economic exploitation.
Learning Outcome #2: Apply Critical Theoretical Perspective: Students will apply a critical theoretical perspective to the development and function of human rights
Concepts: Critiques of late capitalism, patriarchy, ethnonationalism, xenophobia, racism, and related forms of intolerance; the neocolonial and neoliberal context within which Global North actors operate.
Competencies: Students will apply critical theoretical perspectives to reveal underlying structures and processes that permit, or even encourage, human rights violation. They will also scrutinize the priorities and approaches used by governments, private industry, and powerful civil society actors.
Learning Outcome # 3: Evaluate Activists Methods: Understand and evaluate best practices that activists use to advance human rights through social movements, litigation, and direct action.
Concepts: The structure and function of local, national, and transnational social movements; the structure, function, and activities of human rights organizations; the work of large, well-funded NGOs versus small grassroots associations; the practical operations of social movements and NGOs.
Competencies: Students will be able to engage with, and in some cases carry out, the promotion and defense of human rights in real-world settings, through active learning engagements with plans, projects, and processes, in preparation for their own future work as human rights practitioners.
Learning Outcome #4: Norms and Ethos: Adopt and apply a general set of norms and an ethos that is essential to successful human rights practice, especially when working with marginalized groups
Concepts: Cultural awareness, competency and humility; principles of collaboration and participatory action; non-hierarchical interactions with individuals and communities
Competencies: Students will demonstrate sensitivity to complex human rights contexts, the ability to identify and engage with multiple stakeholders, and skills to build well-informed, sustainable, and mutually beneficial collaborations by such means as testimony gathering, producing multimedia documents, and collaborative grant writing.
Learning Outcome # 5: Primary and Secondary Resources: Demonstrate the ability to locate, evaluate, and synthesize primary and secondary sources in human rights.
Concepts: Data collection and interpretation; proficiency in the use of relevant databases, online resources, and archival information; immersion in the historical, contemporary, and interpretive literature relating to their areas of focus, including language skills as appropriate.

Competencies: Students will demonstrate effective use of key sources through the actual practice of writing reports, blogposts, op-eds, white papers, and other publications, reflecting analytical skills and writing competencies

VII. CONTACTS AND ADMINISTRATION

UNDERGRADUATE (delete if n/a)

a. List the name and contact information for the primary point of contact for the certificate:

Raymond Smith, Ph.D., LL.M., Lecturer and BA Degree Manager
raymondsmith@arizona.edu

b. List the name and contact information for the person or persons who will serve in the role of Director of Undergraduate Studies (DUS) for the certificate (this is not always the same as the DUS for affiliated programs or head of the managing academic unit.):

Raymond Smith, Ph.D., LL.M., Lecturer and Human Rights Practice Program BA Degree Manager
raymondsmith@arizona.edu

c. If known, list the members of the certificate oversight committee for this certificate. Note: undergraduate certificate oversight committees shall consist of a minimum of 3 members, 2 of which are faculty and at least one of the 2 is participating faculty in the certificate program. The oversight committee is responsible for 1) qualifications of participating faculty, 2) coordination of admissions recommendations with the Office of Admissions, and 3) curricular changes:

William Simmons, Ph.D., Professor and Human Rights Practice Program Director
williamsimmons@arizona.edu

Raymond Smith, Ph.D., LL.M., Lecturer and BA Degree Manager
raymondsmith@arizona.edu

Mette Brogden, Ph.D., Assistant Professor of Practice and Human Rights Practice Graduate Programs Manager
metteb@arizona.edu

Leonard Hammer, Ph.D., J.D., LL.M., Adjunct Lecturer and Human Rights Practice Director of Outreach and Program Development
lhammer@arizona.edu

REQUIRED SIGNATURES

Program Director/Main Proposer (print name and title): Raymond A. Smith, Ph.D., LL.M., Lecturer and BA Degree Manager

Program Director/Main Proposer signature:

Date: 5/17/23

Raymond A. Smith

Department Head (print name and title): William Simmons, Professor and Director of the Human Rights Practice Program

Department Head's signature:

Date: 5/17/23

William P. Simmons

Associate/Assistant Dean (print name):

Associate/Assistant Dean's signature:

Date: 3/17/2023



Dean (print name):

Dean's signature:

Date:

For use by Curricular Affairs (Undergraduate):

Committee	Approval date
APS	
Undergraduate Council	
Undergraduate College Academic Administrators Council	

For use by Curricular Affairs (Graduate):

Committee	Approval date
GPERC	
Graduate College Academic Administrators Council	



BUDGET PROJECTION FORM

Name of Proposed Program or Unit: Human Rights Certificate

Budget Contact Person: Debbie Bamford	Projected		
	1st Year 2023 - 2024	2nd Year 2024 - 2025	3rd Year 2025 - 2026
METRICS			
Net increase in annual college enrollment UG	3	5	7
Net increase in college SCH UG	18	30	42
Net increase in annual college enrollment Grad			
Net increase in college SCH Grad			
Number of enrollments being charged a Program Fee			
New Sponsored Activity (MTDC)			
Number of Faculty FTE			
FUNDING SOURCES			
<u>Continuing Sources</u>			
UG AIB Revenue	4,500	7,500	10,500
Grad AIB Revenue			
Program Fee Revenue (net of revenue sharing)			
F and A AIB Revenues			
Reallocation from existing College funds (attach description)			
Other Items (attach description)			
Total Continuing	\$ 4,500	\$ 7,500	\$ 10,500
<u>One-time Sources</u>			
College fund balances			
Institutional Strategic Investment			
Gift Funding			
Other Items (attach description)			
Total One-time	\$ -	\$ -	\$ -
TOTAL SOURCES	\$ 4,500	\$ 7,500	\$ 10,500
EXPENDITURE ITEMS			
<u>Continuing Expenditures</u>			
Faculty			
Other Personnel			
Employee Related Expense			
Graduate Assistantships			
Other Graduate Aid			
Operations (materials, supplies, phones, etc.)			
Additional Space Cost			
Other Items (attach description)			
Total Continuing	\$ -	\$ -	\$ -
<u>One-time Expenditures</u>			
Construction or Renovation			
Start-up Equipment			
Replace Equipment			
Library Resources			
Other Items (attach description)			
Total One-time	\$ -	\$ -	\$ -
TOTAL EXPENDITURES	\$ -	\$ -	\$ -
Net Projected Fiscal Effect	\$ 4,500	\$ 7,500	\$ 10,500

Graduate-Undergraduate Certificate Peer Comparison Chart-

Certificate name, institution	Proposed UA Program: Undergraduate Certificate in Human Rights Practice	Peer 1: Human Rights Minor, UC San Diego	Peer 2: Human Rights Minor, Department of Justice Studies, San Jose State College
Current # of enrolled students		N/A	N/A
Certificate program description	<p>Human rights challenges – and opportunities – abound around the world. The Undergraduate Certificate in Human Rights Practice will provide you with the knowledge, insights and skills needed to contribute to a more just and equal world. Coursework in Human Rights Practice will enable you to gain a broad understanding of human rights issues around the globe while also offering opportunities to focus on the topics, groups, and locations that concern you the most. The curriculum emphasizes acquiring the practical capabilities that will enable you to work with an organization aligned with the principles of human rights and your own personal and professional commitments to social justice. Courses in the B-A Certificate in Human Rights Practice offer extensive interaction between students and leading practitioners from around the globe through several video conferences in each course. Project-based learning enables students to complete real-world projects alongside work with community members through independent studies, internships, and other coursework.</p>	<p>The purpose of the human rights minor is to encourage students to treat human rights as an intellectual and practical question. Students will engage openly with the history and the implementation of human rights, explore its origins and trajectory, the passions it arouses, and the range of its influences and effects. The development and multiple meanings of human rights, its institutional advocates and adversaries, the attendant moral dilemmas are all recognized today as topics of profound interest and objects of study. Many of the courses in the minor have a clear international content but a good portion has a US or comparative approach.</p> <p>To receive a minor in Human Rights, a student must complete seven four-unit upper-division courses (twenty-eight units), at least twenty of them at the upper-division level. The human rights minor is an interdisciplinary program and students are allowed to take no more than three courses in one department.</p>	<p>The Human Rights Minor is a multidisciplinary, 15-unit minor at San José State University. Students in the Minor will have the opportunity to explore the history and structure of formal human rights and international law, study historical and contemporary human rights struggles, meet and work with Bay Area human rights organizations, and gain experience in a seminar capstone symposium course.</p>
Target careers	Graduates with an undergraduate certificate Human Rights Practice will	This program helps to prepare students for a career in research	The Minor in Human Rights, offered by the Department of Justice Studies , is meant to

	<p>be better prepared for careers in local, national, and international governmental and non-governmental organizations working on human rights and social justice issues. The program also prepares students for enrollment in law schools or graduate programs that focus on human rights issues, as well as other public and private sector jobs engaged with social issues and vulnerable populations. Key career fields related to Human Rights Practice include: government; human rights projects; civil rights organizations; corporate social responsibility; research consultancies; issue advocacy; social justice campaigns; political affairs; diplomacy and international affairs; legal services; policy programs; and media.</p>	<p>and teaching, working in NGOs that advocate for and monitor human rights compliance, government agencies, or law.</p>	<p>prepare students for careers in relation to international law, human rights advocacy/reporting/organizing, and human rights scholarship. The Minor can supplement the program of students who have interests in (for example) social problems, public policy, social movements and social change, international relations/studies, law and governance, issues of justice, and global cultures. Students will find the Human Rights Minor fulfilling if they are interested in careers or scholarship (graduate or professional school) related to:</p> <ul style="list-style-type: none"> • crimes against <ul style="list-style-type: none"> ○ community organizing ○ humanity ○ social movement networks ○ social problems • forensic reporting on war crimes • genocide • human rights advocacy/reporting • international law/relations • policy studies
Certificate level (graduate certificate or post-master's certificate)	Undergraduate certificate	BA minor	BA minor
Total units required to complete certificate	12	28	15
Total transfer units that may apply to the certificate	6	Unknown	6
Pre-admission expectations (i.e. academic training to be completed prior to admission)	N/A	None stated	Students must have completed their lower division coursework to enroll in many of the courses in the Human Rights Minor. There may also be prerequisites that must be taken before students will be able to enroll in substantive elective courses.
Certificate requirements. List all certificate requirements including core and electives..	Complete 6 units of core coursework, including <u>at least two</u> of the following:	Required Courses:	To be awarded a minor, at least 12 units of coursework must be completely distinct and separate from the coursework in the major, and

<p>Courses listed must include course prefix, number, units, and title. Mark new coursework (New). Include any limits/restrictions needed. Provide email(s)/letter(s) of support from home department head(s) for courses not owned by your department.</p>	<ul style="list-style-type: none"> • HRTS 200: Introduction to Human Rights (3 units) • HRTS 250: Current Issues in Human Rights (3 units) • HRTS 305: Human Rights Stories (3 units) • HRTS 400: Community Engagement for HRTS (3 units) • HRTS/GWS 320: Gender-Based Violence and Human Rights (3 units) • HRTS 402: Skills for Human Rights Work (3 units) <p>Also required are 6 additional upper-division Human Rights Practice electives.</p>	<p>HMNR 100/HITO 119. Human Rights I: History and Theory</p> <p>HMNR 101/ANSC 140. Human Rights II: Contemporary Issues</p> <p>Two additional core courses chosen from an interdisciplinary list</p> <p>Plus three additional courses drawn from different departments</p>	<p>coursework for the minor must include a minimum of 6 upper-division units.</p> <p>Required Courses (9 units)</p> <ul style="list-style-type: none"> • JS 25 - Introduction to Human Rights and Justice <i>3 units (D3)</i> • JS 179 - Human Rights Practicum and Seminar <i>3 units</i> <p>Complete One Course From:</p> <ul style="list-style-type: none"> • JS 171 - Human Rights and Justice <i>3 units (V)</i> • SOCI 118 - Sociology of Human Rights and Social Justice <i>3 units</i> <p>Two additional courses (6 credits) from different departments.</p>
<p>Research methods, data analysis, and methodology requirements. (Yes/No).</p>	<p>No</p>	<p>None</p>	<p>None</p>
<p>Internship, practicum, applied course requirements (Yes/No). If yes, provide description.</p>	<p>Optional completion of HRTS 499: Independent Study for up to 3 credits</p>	<p>Unknown</p>	<p>Unknown</p>
<p>Additional requirements (provide description)</p>	<p>None</p>		<p>Students will receive exposure to Bay Area human rights organizations though the capstone (JS 179) course.</p>

*Note: comparison of additional relevant programs may be requested.