

New York Faculty Council

*Pace University
New York, NY 10038*



Meeting Minutes

Wednesday, April 26, 2017

12:20 P.M.

Bianco Room – One Pace Plaza

*Nancy Reagin, Chair
Janice Winch, 1st Vice Chair
Cathy Dwyer, 2nd Vice Chair
Matthew R. Marcello, Secretary*

12:20 p.m. - Call to Order

- **Balloting conducted during meeting:**
 - All NYFC Committees
- **Minutes from April 5, 2017 were approved**
- **Introductions and Announcements** (1 minute each at maximum)
 - Harriet Friedman: PhD in Nursing was approved as well as the PA program in Westchester
 - Rebecca Tekula: Wilson Center is funding four fellowships for faculty
 - Vince Barrella: First five months former president was interested in the title rather than doing the work of the. Worked with the faculty to save the University. Best at identifying good people and putting the in the right place. Previous. Steve's tenure has been exceptional.

12:33 p.m. President's Farewell Address (President Friedman)*Presentation highlights:*

Became Dean of Pace Law school at age 66. Thought it would be the last job of his life. Becoming Dean was his introduction to modern academia and an introduction to being a leader in shared governance. In addition, it was his first venture into the nature to millennial students and talking to Deans and faculty about modernizing curriculum and equipment. There was a steep learning the law school. Three years later when I was asked to be interim President. Said yes quickly because the hook of the special mission of the university was in deeply. A lot of unknown unknowns and another steep learning curve.

With the Summer of 2017 approaching challenging and gratifying. All comes down to the common goal of transforming student's lives, which is what we all make happening. When our students compete and win it is a tribute to the faculty. Future depends on educating the middle class.

Leaving with a very happy and peaceful heart. The hook is still set very deeply and affection will never fade.

12:43 p.m. Faculty Affairs Committee Report (Dan Strahs)**Attachments:**

Presentation highlights:

The Committee recommends Interfolio modules immediately. The Interfolio tenure and promotion module will replace e-Portfolio. NYU, Fordham, and Seton Hall use Interfolio. One of the advantages is that Interfolio allows for bulk download and upload. It is also designed for higher education usage, which allows for privacy for shared governance. To help with the transition, there will be an automated import from e-Portfolio into Interfolio. The recommendations will be brought to the Joint Faculty Council on May 5th.

Questions and/or Comments from the Audience

None

1:00 p.m. Curriculum Committee Report (Stephanie Hsu)

Attachments: 1) NYFC Curriculum Committee Report for 4.26.17, 2) Final April 2017 Dyson BA-WGS Major and MPA Worksheet, 3) WGS-MPA Combined Degree Proposal, and 4) Comparable Programs in WGS with PA.

*Presentation highlights:***New Combined Degree Program: Bachelor of Arts / Women's & Gender Studies Major + Master of Public Administration**

This new combined degree program in Women's & Gender Studies (WGS) and Public Administration confers both the BA and the MPA degree after 5 years or 150 credits of undergraduate and graduate coursework. This collaboration between WGS and the MPA program began with the creation of the undergraduate minor program in Nonprofit Studies in Fall 2014, which is also when the NYC campus began offering graduate classes in Public Administration, building upon a program that has existed for over 30 years in PLV. There has been strong enrollment in both the WGS minor and the MPA program in NYC: in the undergraduate case, Nonprofit Studies minors account for a third of the department's minor cohort, which numbers over 75 students, and the MPA program currently serves over 70 graduate students.

The WGS / MPA joins a list of existing combined or, rather, sequential degree programs that marry other Dyson majors, such as Political Science, with Public Administration, but it also innovates upon the design of these 5-year programs by employing what Prof.

Reagin called the “Lubin model,” i.e. a funding structure that allows undergraduate students to apply their financial aid package to a fifth year of graduate study—or for a total of 150 credits. Prof. Reagin explained that the WGS / MPA proposal was a year in the making, partly due to a misconception within Dyson about New York State regulations for 150-credit programs. Students will indeed be able to complete the full WGS major at 36 credits and the MPA at 39 credits by taking 15 credits of graduate coursework during their junior and senior years. Maintaining a B average in all of these classes is an admission requirement for the MPA program, and undergraduates will typically apply in their junior year.

The departments aim to submit this proposal for state approval in Fall 2017, and the combined degree program will be managed by WGS. Regarding student advising in the 5-year program, the Committee discussed the need to acknowledge, perhaps in a formalized way, the transition between WGS advising and MPA advising, as the students themselves must move on from undergraduate-level content instruction to graduate-level professional training.

Comparable programs around the country—and at the closest, Columbia and SUNY Albany—offer such things as graduate certificates in Women’s & Gender Studies, but there is very little competition in our region for 5-year combined degrees, and the affordability of our WGS / MPA program is an added draw. The WGS / MPA applies a feminist lens to understanding the relationships between nonprofit organizations, community development, and public policy implementation affecting women, children, LGBTQIA+ populations, and other marginalized groups. According to our Career Services Department, 40% of Dyson graduates have found employment in these sectors in recent years.

Questions and/or Comments from the Audience

Walter Antognini: What was the controversy with DFC?

Nancy Reagin: Did not know that Lubin was already doing this?

SH: Advising could be an issue

The proposal was approved by the NYFC

No opposed

No abstentions

1:06 p.m. Benefits Update (Matt Renna)

Attachments: Benefits Update NYFC 4-26-17

Presentation highlights:

Pace offers tuition exchange programs offered through Tuition Exchange, Inc. (TEP) and the Council of Independent Colleges (CIC). Last year we could offer it to everyone who applied (~20 applications). Only one person took advantage of it. Pace does not need to maintain a balance of students with CIC. Usually Pace takes in three students but exports seven to 10 students. To take advantage of TEP you need to be here seven years; however, that requirement is only three years for CIC.

CIGNA Secure Travel Assist Services are available to faculty. Services are available when traveling 100 miles or more from home. The services include comprehensive range of information, referral, coordination, and arrangement services designed to respond to medical care situations and emergencies.

CIGNA Medical Benefits cover only emergency services while traveling temporarily out of the country (for business or pleasure). These benefits are not extended while on sabbatical.

Employee assistance program (EAP) provides work/Life assistance services provided to you and family members living with you

Income protection is provided for long-term disability for 60% of your salary up until social security age.

Under the Preventative Care Incentive Program employees are eligible for up to a \$240 incentive reward payment if they (and their spouse/domestic partner, if covered by the Pace medical plan) have one, two, or three during the plan year.

If there is a change in family status you 31 days from date of event to enroll in/terminate coverage with appropriate documentation.

The University Benefits office offers one-on-one pre-retirement meetings. Post-retirement healthcare options differ if you were hired before or after 2000.

Long term care is a voluntary benefit offered through UNUM.

Faculty are eligible to open accounts with the Academic Federal Credit Union.

Questions and/or Comments from the Audience

Joe Cronin – when is the deadline for FSA

MR: The plan year ends June 30. You have until September 15 to spend and September 26-30 to submit claims.

Mike Kazlow: Some institutions can also provide support room and board.

MR: Pace does not currently offer that benefit.

1:30 p.m. Old Business
None

1:31 p.m. New Business
None

1:32 p.m. Adjournment

All in favor

Meeting Attendees (110)

Name	Department
Antognini, Walter	Legal Studies & Taxation
Bachenheimer Bruce	Management & Management Science
Barrella, Vincent	Legal Studies & Taxation
Berg, Abbey	CHP
Brewer, Meaghan	English
Buraei, Zafir K.	Biology
Byrne, John C.	Management & Management Science
Cacheiro, Jorge	Performing Arts
Cappelmann, Susan	PA Program
Castagna, James	Legal Studies and Taxation
Chan, Cho	Chemistry & Physical Sciences
Chan, Eduardo	Mathematics
Charles, Marie Lourdes	CHP
Chiagouris, Larry	Marketing
Cho, Myo Jung	Accounting
Chowdhury, Imran G.	Management & Management Science
Col, Burcin	Finance
Collica-Cox, Kimberly A.	Criminal Justice and Security
Connerton, Winifred C.	Nursing

Cramer, Lauren	Film and Screen Studies
Crispo, Erika	Biology
Dai, Zhaohua	Chemistry & Physical Sciences
Deng, Nanjie	Chemistry & Physical Sciences
Di Gennaro, Kristen K.	English
Dory, John	Management & Management Science
Dutta Gupta, Shamita	Mathematics
Dwyer, Cathy	Information Systems
Fain, Deborah	Marketing
Farber, Lisa	Art
Fitzpatrick, Aileen	Nursing
Frank, Ronald	History
Fuentes Peralta, Pamela	Women and Gender Studies
Gabberty, James	CSIS
Genc, Yegin	Information Technology
Gold, Barry	Management & Management Science
Gottesfeld, Linda	Fine Arts
Hayes, Darren Richard	Information Technology
Herritt, Linda	Fine Arts
Hsu, Stephanie	English
Huckle, Kiku	Political Science
Johnson, Erica	English
Kapstein, Adrienne	Performing Arts
Karthikeyan, Sethu	CHP
Kazlow, Michael	Mathematics
Kessler, Eric	Management & Management Science
Klein, Adam	Communication Studies
Kunstel, Kate	PA Program
Larameé, Eve Andréé	Fine Arts
Lawrence-Edsell, Julie F.	Performing Arts
Lee, Joseph Tse-Hei	History
Longman, Sophia	Finance & Economics
Magaldi, Jessica	Legal Studies and Taxation
Marcello, Matthew	Biology
McDermott, Peter	Education
Mendelsohn, Joshua	Health Studies
Miller, Rhonda	Performing Arts
Min, Seong Jae	Communication Studies
Mojica, Elmer-Rico	Chemistry & Physical Sciences

Morreale, Joseph	Economics
Morris, Barry	Communication Studies
Noh, Shinwon	Management & Management Science
Offutt, William	History/ Honors Program
Pacsi, Alsacia	Nurse Education
Pajo, Judith	Sociology & Anthropology
Paljevic, Esma	Nursing
Pappenheimer, Will	Fine Arts
Particelli, Brice	English
Paul, Aditi	Communications
Pontrelli, Gina	PA Program
Ramos, Chris D.	Management & Management Science
Raskin, Sherman	English /Publishing
Raubicheck, Walter	English
Ray, Ipshita	Marketing
Reagin, Nancy	History/Women’s Studies
Reidenbach, Matthew	Accounting
Roberts, Marie-Claire	CHP
Rosenthal, Lisa	Psychology
Ryan, Joseph	Criminal Justice and Security
Salzer, Elizabeth	PA Program
Sandler, Dennis	Marketing
Sayre, Roger	Fine Arts
Schwartzreich, Amy	Performing Arts
Rogers	
Scutelnicu, Gina	Public Administration
Sen, Kaustav	Accounting
Shin, Namchul	CSIS
Shostya, Anna	Economics
Singleton, Joanne	Nursing
Slyer, Jason T.	Nursing
So, Shing	Mathematics
Soares, Manuela	Publishing
Strahs, Daniel	Biology
Suchday, Sonia	Psychology
Tekula, Rebecca	Public Administration
Upmacis, Rita	Chemistry & Physical Sciences
Vambery, Robert	Marketing
Wang, Ying	Modern Languages and Cultures
Wiener, Robert	Legal Studies & Taxation
Winch, Janice	Management & Management Science
Woertendyke, Ruis	Theater / Fine Arts

Zimmer, Catherine Film and Screen Studies

GUESTS

	Department
Marvin Preiss	Chemistry
Maria Iaculoo-Bird	Dyson
Mara Grayson	English
Sally Dickerson	Sponsored Research
Beth Gordon	ITS
Paul Dampier	ITS
Rich Schlesinger	Dyson
Rey Racalis	Library
Neil Braun	Lubin
Jonathan Hill	Seidenberg

Faculty Affairs Presentation

NY Faculty Council – Apr 26 2017

**Adoption of Interfolio modules:
Hiring / Recruitment module
Tenure / Promotion module**

What has Faculty Affairs been doing?

- Through Fall 2016 and Spring 2017 jointly reviewing PeopleAdmin and Interfolio
- April 7: NYFC FA recommends Interfolio
WFC FA recommends Interfolio
contingent on Academic Tech support
- April 24: WFC Academic Technology recommends Interfolio

No WFC meetings before JFC: recommendation goes to JFC

The full recommendation

The Faculty Affairs committees of NYFC and WFC recommend that the University purchase the use of Interfolio Hiring and Recruitment and Tenure and Promotion modules for immediate use by the faculty and administration.

Tenure and Promotion module

- Intended to immediately replace Eportfolio
Eportfolio was not a T&P platform
Difficult interface – not intuitive
- Interfolio adopted at many nearby institutions (incl benchmarks)
- Advantages of Interfolio
In-browser view and bulk download
Privacy controls – at all levels! and security
Customizable to support Pace institutions
- Junior faculty: improved intuitive interface
easier to control/use:
 - detailed access permissions under personal control
 - improved support: M-F 9am-6pm
 - assistance for automated Eportfolio conversion

Example of T&P candidate view

Overview

[Instructions](#)

Below you will find an overview of the packet requirements outlined by your institution. You can access any instructions or documentation from your institution by clicking the "Instructions" button above. This page will be updated as you make progress toward submitting your packet.

[Work on Packet](#)



Candidate Documents

NOT YET SUBMITTED

- C.V. 1 Required | 0 Added [Edit](#)
- Letter to Provost 1 Required | 1 Added
- Annual Summary Form 1 Required | 1 Added



Publications

Due: 2015-11-07

NOT YET SUBMITTED

- Additional Documents 0 Added [Edit](#)



Evaluations

Due: 2015-11-07

NOT YET SUBMITTED

- Additional Documents 0 Added [Edit](#)

Progress

- Candidate Documents
- Publications
- Evaluations
- Conference Presentations
- Effectiveness in the Classroom

[Preview](#)

Example of in-browser view

Eva Brandy

[Position](#)

1 of 3 Applicants

[Comments](#) [Tags](#) [Ratings](#) [Download](#)

Application Annotations

APPLICATION

Brandy CV

- Education
- Academic Experience
- Other Experience
- Research Interests
- Awards, Funding, and Other Support
- Publications and Scholarly Work
- Teaching Statement
- Teaching Experience

UT Game Changer

Recommendation from R. Lynn for Post Doc Fellowship 2016-2017

Form Responses



Directed and Produced by Katie Feo Published on May 10, 2013 Todd Humphreys is the Director of the Radionavigation Lab at the University of Texas at Austin, where he is also an Assistant Professor of Aerospace Engineering. As one of the world's leading experts on GPS technology,

Example of committee view

The screenshot displays an applicant profile for Alton Brown. The page is titled "Alton Brown" and includes an "Applicant Profile" button. A navigation bar at the top right contains links for "Comments", "Tags", "Ratings", and "Download". The main content area is divided into two sections: "APPLICATION" and "EDUCATION".

APPLICATION

- Recommendation from A. Bourdain for Assistant Professor, American Literature (tenure track)
- Recommendation from M. Morimoto for Assistant Professor, American Literature (tenure track)
- Recommendation from T. Colicchio for Assistant Professor, American Literature (tenure track)
- CV
- Cover Letter
- Writing Sample
- Form Responses

EDUCATION

PhD candidate, American Studies, The University of Texas at Austin; 2007-present
PhD dissertation: "Clutter Control: Organizing the Material and Immaterial in America's Personal Spaces, 1975-2010"
Exam subject areas: Design History; Contemporary Design Studies; American Civilization; Early-20th century cultural history

MA, distinction, History of Design, The Royal College of Art/Victoria and Albert Museum, UK; 2004-2006
MA dissertation: "Resurrecting the Dead: Representing American Civil War History at Popular Museums, 1990-2005"

BA, honors, Art Practice and Social Welfare, The University of California at Berkeley; 1998-2002

PEER REVIEWED PUBLICATIONS

"Invisibility: Men, Masks and Memory in the First World War," in *The Journal of Design History*, 20:1, 2007, 17-27.

"Performing Prison: Dress, Modernity and the Radical Suffrage Body," in *Fashion Theory: The Journal of Dress, Body and Culture*, Issue 15.3, September 2011

"Norman Bel Geddes in the Harry Ransom Center Archive," Archives, Collections and Curatorship Section, *The Journal of Design History* [forthcoming, Spring 2012]

A tooltip is visible over the first publication, stating: "Candidate is a subject matter expert in a seminar that the department is interested in further exploring."

The page footer includes navigation icons and the text "Previous Material < 1 / 4 > Next Material".

Why Hiring and Recruitment module

Technology moved applications from printed submission to electronic form but no institutional support. Result: search committees overwhelmed with hundreds of applicants.

Human Resources realized not able to monitor diversity and related reporting requirements – provided initial motivation

Faculty independently created applicant management systems: Blackboard, Interfolio

Hiring and Recruitment module

Interfolio adopted at many nearby institutions (incl benchmarks)

Advantages of Interfolio

- In-browser view and bulk download
- Privacy and security controls – at all levels!

Ability to control release to committee/department/Dean/Provost

Easily customizable to support Pace institutions

Applicants: improved intuitive interface

- easier to control/use:
- detailed access permissions under personal control

Example of external applicant view

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- Letter to Provost 1 Required | 1 Added
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[Edit](#)



Publications

Due: 2015-11-07

NOT YET SUBMITTED

- Additional Documents 0 Added

[Edit](#)



Evaluations

Due: 2015-11-07

NOT YET SUBMITTED

- Additional Documents 0 Added

[Edit](#)

Progress

- Candidate Documents
- Publications
- Evaluations
- Conference Presentations
- Effectiveness in the Classroom

[Preview](#)

Example of committee view

APPLICANTS (11 of 11) Add Filter Saved Views Columns

HIGHEST DEGREE EARNED:

- Ph.D. - Doctor of Philosophy
- A.B.D. - All But Dissertation

APPLICATION STATUS:

- Finalist - Campus Visit
- Hired
- Longlist
- Offer Pending
- Shortlist

TAGS:

- GD
- BR
- CW
- DW
- JC
- EEO Candidate
- Offer Declined

Columns Restore Default

AVAILABLE

- Complete
- Date of Initial Submission
- Highest Degree Date
- Overall Rating

SOURCE

- How did you learn about this opportunity?

Done

<input type="checkbox"/>	APPLICANT NAME	DATE UPDATED	TAGS	
<input type="checkbox"/>	Lizzie Bennett A.B.D. - All But Dissertation , Jane Austen University	Nov 9, 2014	+	HIRED
<input type="checkbox"/>	Alton Brown Ph.D. - Doctor of Philosophy , University of Texas at Austin	Aug 6, 2016	BR x +	★ ★ ★ ★ ★
<input type="checkbox"/>	Robert Cratchit Ph.D. - Doctor of Philosophy , Dickens Institute	Nov 9, 2014	OFFER EXTENDED - SECOND CHOICE x +	★ ★ ★ ★ ☆
<input type="checkbox"/>	Edmond Dantes	Nov 9, 2014	+	★ ★ ★ ★ ☆

Recommendation will be brought to
Joint Faculty Council

Full recommendation – longer interactive
presentation on May 5

Joint Faculty Council – May 5

NY Faculty Council Curriculum Committee Report
April 26, 2017

Committee Meeting on April 24, 2017, 11:10am-1:10pm

Present:

Anne Bynoe, Stephanie Hsu, Peter McDermott, Nancy Reagin, Gina Scutelnicu, Rebecca Tekula (proxy for **Hillary Knepper**), **Janice Winch** (also proxy for **Charles Tang**),

***Voting members in bold**

The committee would like to recommend for approval one curriculum proposal. *Please see accompanying proposal.*

1. New Combined Degree Program: Bachelor of Arts / Women's & Gender Studies Major + Master of Public Administration

Nancy Reagin – Department of Women's & Gender Studies, Dyson

Rebecca Tekula – Department of Public Administration, Dyson

This new combined degree program in Women's & Gender Studies (WGS) and Public Administration confers both the BA and the MPA degree after 5 years or 150 credits of undergraduate and graduate coursework. This collaboration between WGS and the MPA program began with the creation of the undergraduate minor program in Nonprofit Studies in Fall 2014, which is also when the NYC campus began offering graduate classes in Public Administration, building upon a program that has existed for over 30 years in PLV. There has been strong enrollment in both the WGS minor and the MPA program in NYC: in the undergraduate case, Nonprofit Studies minors account for a third of the department's minor cohort, which numbers over 75 students, and the MPA program currently serves over 70 graduate students.

Nonprofit Studies is just one of three possible tracks in the MPA program, along with the Government Management track and the Healthcare Administration track. The MPA provides multifaceted training in analytical and administrative skills, management tools, and an in-depth knowledge of the policy process, and it is an important credential in the not-for-profit and governmental sectors. According to our Career Services Department, 40% of Dyson graduates have found employment in these sectors in recent years.

The WGS / MPA applies a feminist lens to understanding the relationships between nonprofit organizations, community development, and public policy implementation affecting women, children, LGBTQIA+ populations, and other marginalized groups. Comparable programs around the country—and at the closest, Columbia and SUNY Albany—offer such things as graduate certificates in Women's & Gender Studies, but there is very little competition in our region for 5-year combined degrees, and the affordability of our WGS / MPA program is an added draw.

The WGS / MPA joins a list of existing combined or, rather, sequential degree programs that marry other Dyson majors, such as Political Science, with Public Administration, but it also innovates upon the design of these 5-year programs by employing what Prof. Reagin called the "Lubin model," i.e. a funding structure that allows undergraduate students to apply their financial aid package to a fifth year of graduate study—or for a total of 150 credits. Prof. Reagin explained that the WGS / MPA proposal was a year in the making, partly due to a misconception within Dyson about New York State regulations for 150-credit programs. Students will indeed be able to complete the full WGS major at 36 credits and the MPA at 39 credits by taking 15 credits of graduate coursework during their junior and senior years. Maintaining a B average in all of these classes is an admission requirement for the MPA program, and undergraduates will typically apply in their junior year.

All of the classes on the worksheets are in regular rotation on the NYC campus, and students who choose to accelerate their schedule can register for classes in PLV or online. No new classes or faculty resources are needed at this time. The Nonprofit Studies minor will remain in WGS, and there are no plans to augment it into a major. Currently, this minor entails an Introduction to the Nonprofit Sector and classes such as organizational theory and resource development, including grant writing. WGS majors who have also declared the Nonprofit Studies minor—currently, 24 students—are the primary candidate pool for the WGS / MPA.

The departments aim to submit this proposal for state approval in Fall 2017, and the combined degree program will be managed by WGS. Regarding student advising in the 5-year program, the Committee discussed the need to acknowledge, perhaps in a formalized way, the transition between WGS advising and MPA advising, as the students themselves must move on from undergraduate-level content instruction to graduate-level professional training. Professors Reagin and Tekula replied that the Public Administration department chair will be in a position to identify any weak points in their advising structure once WGS majors join their program in numbers. Currently, two students who are double-majoring in WGS and POL are on their way to completing the BA / MPA (but they applied through the existing POL / MPA sequential degree program).

The Committee's vote on this proposal was unanimous: 8 in favor, with none abstaining.

COMBINED BA WOMEN'S & GENDER STUDIES / MASTER OF PUBLIC ADMINISTRATION

UNIVERSITY CORE (min. 44 cr. required)

Foundation Requirements (19-31 cr.)	cr #	✓
ENG 110 (can test out)	0-3	✓
ENG 120 Critical Writing	4	_____
ENG 201 Writing in the Disciplines	3	_____
COM 200 Public Speaking	3	_____
MAT 134	3	_____
Approved LAB Science Course	3-4	_____
CIS 101, CIS 103, CIT 110, CS 121, TS 105	3-4	_____
Second Language Proficiency (can test out)		
<i>Two Language courses* selected from: ARA/ASL/CHI/FRE/ITA/JPN/POR/RUS/SPA</i>		
<i>*See second language placement policy</i>		
_____	0-3	_____
_____	0-3	_____

Total Foundation Credits=

Areas of Knowledge (AOK; min. of 24 cr.)

Students take a maximum of two courses with the same disciplinary prefix within these areas. With the Dean's Office approval, a student may complete an in-depth sequence of courses, each of which replaces one course from each of the Areas of Knowledge, up to a maximum of three courses, and consisting of at least 9 cr. with the same disciplinary prefix.

Western Heritage - WH	cr #	✓
2 courses (formerly AOK 2)		
_____	_____	_____
_____	_____	_____

World Cultures & Traditions - WCT	cr #	✓
2 courses (formerly AOK 3)		
_____	_____	_____
_____	_____	_____

Humanistic & Creative Expressions - HCE	cr #	✓
2 courses (formerly AOK 4)		
_____	_____	_____
_____	_____	_____

Analysis of Human, Social & Natural Phenomena - HSN	cr #	✓
2 courses (formerly AOK 5)		
ECO 105	3	_____
_____	_____	_____

Additional Courses, if needed:

Required Learning Experiences:

1 Learning Community = LC (2 linked courses) or INT Course

1 Civic Engagement / Public Values = CE (formerly AOK 1)

2 Writing - Enhanced Courses = WEC

All Can Be Satisfied by Core, Major, or Open Electives

Total Core Credits (min. of 44*)=

MAJOR UNDERGRAD REQUIREMENTS (36 cr.)

Major Requirements (15 cr.)	cr #	✓
WS 115 (may substitute WS 115C)	3	_____
WS 266	3	_____
WS 380	3	_____
WS 390 Research Methods	3	_____
WS XXX Senior Research Capstone	3	_____

Seven WS major elective courses (21 cr.)

	cr #	✓
_____	3	_____
_____	3	_____
_____	3	_____
_____	3	_____
_____	3	_____
_____	3	_____
_____	3	_____

Total Major Credits=

OPEN ELECTIVES (20-32 cr.)

Range in credits reflects variations in a student's Univ. Core (i.e., testing out 0-9 cr. and/or choosing up to three 3-cr. courses, instead of 4 cr., in foundation requirements).

	cr #	✓
UNV 101	1	_____
ACC 203: Financial Accounting	4	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Total Elective Credits=

Note: Students can select between the 'Government Management,' 'Nonprofit Management' & 'Health Care Administration' tracks, in consultation with graduate advisor. Students will take a minimum of 150 credits total for the BA and MPA degrees. Fifteen graduate credits will be taken in the junior and senior years, which will be applied towards the 128 credits needed for the BA degree, while also helping to fulfill requirements for the MPA program. Interested students who meet program requirements should apply in their junior year.

Total Credits (min. of 111*)=

COMBINED BA WOMEN'S & GENDER STUDIES / MASTER OF PUBLIC ADMINISTRATION

Undergraduate Worksheet

First Year

First Semester (16-17 Credits)

	Cr	P	T
CIS 101 Introduction to Computing	3		
ENG 110 Composition <i>or</i> ENG 120 Critical Writing*	3		
WS 115 Intro to Women's & Gender Studies	3		
UNV 101 First Year Seminar	1		
AOK Course [#]	3		

*Appropriate English determined by placement.

** Appropriate Math determined by placement or prerequisites

Second Semester (15-16 Credits)

	Cr	P	T
ENG 120 or AOK Course	3		
Foundation Science Course w/ Lab	3		
MAT 134 Intro to Probability and Statistics**	3		
WS 266 Gender, Race And Class	3		
AOK Course	3		

- Or Freshman Learning Community. One Learning Community is required for graduation. It is expected that most students will take a Learning Community in the first year.

Second Year

First Semester (16 Credits)

	Cr	P	T
ACC 203 Financial Accounting	4		
COM 200 Public Speaking	3		
WS Major Course	3		
WS Required Elective	3		
Second Language Course	3		

Second Semester (18 Credits)

	Cr	P	T
ECO 105 Principles of Economic: Macroeconomics	3		
ENG 201 Writing in the Disciplines	3		
WS 280 Internship in Women's and Gender Studies	3		
WS Required Elective	3		
Second Language Course <i>or</i> Liberal Arts and Sci. Elective	3		

φ Complete two Writing Enhanced (WE) Courses and One Civic Engagement (CE) course which satisfy AOK Core, Bus Core Major, Liberal Arts & Science Elective or Open Electives.

First Semester (15 Credits)

	Cr	P	T
WS 380 Seminar in Feminist Theory	3		
WS Required Elective	3		
WS Required Elective	3		
AOK Course φ (WE)	3		
Open Elective	3		

Second Semester (15 Credits)

	Cr	P	T
WS 390 Research Methods	3		
WS Required Elective	3		
WS Required Elective	3		
Open Elective	3		
Open Elective φ (WE)	3		

Total Undergraduate Credits = 111

Notes:

COMBINED BA WOMEN'S & GENDER STUDIES / MASTER OF PUBLIC ADMINISTRATION

Graduate Worksheet

	<u>Cr.</u>	<u>P</u>
<i>Required Core Courses for All Tracks (18 credits)</i>		
PAA 601 Public Administration and Its Environment	3	
PAA 602 Organization Theory and Management	3	
PAA 603 The Economics of Gov., Healthcare, and Nonprofit Sectors	3	
PAA 604 Budgeting and Financial Analysis	3	
PAA 606 Research Methods for Public Administration	3	
PAA 699 Capstone Project Seminar	3	
<i>Government Track (12 credits)</i>		
PAA 630 Intergovernmental Relations	3	
PAA 631 Law in the Administrative Process	3	
PAA 632 Policy Studies	3	
PAA 644 Seminar in Government Management Topics	3	
<i>Not-for-Profit Management Track (12 credits)</i>		
PAA 670 The Nonprofit Sector	3	
PAA 671 Law and Board Governance for Non-for-Profits	3	
PAA 673 Financial Resource Development for Not-for-Profits	3	
PAA 681 Advanced Seminar in Not-for-Profit Management Issues	3	
<i>Healthcare Administration Track (12 credits)</i>		
PAA 650 The U.S. Health Care System	3	
PAA 652 Health Policy Studies	3	
PAA 661 Hospital and Health Services Administration	3	
PAA 665 Seminar in Health Services Management	3	
<i>Graduate Electives/Specialization Courses (9 credits)</i>		
<i>These can be electives, or courses from another MPA track</i>		
PAA 695 Internship	3	
PAA Open Elective	3	
PAA Open Elective	3	
Total Graduate Credits:	39	
Total BA/MPA Credits:	150	

COMBINED BA WOMEN'S & GENDER STUDIES / MASTER OF PUBLIC ADMINISTRATION

Recommended Full-Time Program Sequence Graduate Worksheet

Fourth Year

First Semester (16-17 Credits)

Second Semester (14 Credits)

	Cr	P	T
WS XXX Senior Research Capstone	3		
PAA 601 Public Administration and Its Environment	3		
PAA 603 Economics of Gov, Healthcare, & Nonprofit Sec	3		
PAA 606 Research Methods for Public Administration	3		

	Cr	P	T
UG Open Elective	3		
Open Elective <i>φ CE /AOK I</i>	3		
PAA 602 Organization Theory and Management	3		
PAA 604 Budgeting and Financial Analysis	3		

Fifth Year

First Semester (12 Credits)

Second Semester (12 Credits)

	Cr	P	T
PAA 695 Internship	3		
PAA Track Course 1	3		
PAA Track Course 2	3		
PAA Open Elective 2	3		

	Cr	P	T
PAA Track Course 3	3		
PAA Track Course 4	3		
PAA Open Elective 3	3		
PAA 699 Capstone Project Seminar	3		

Total Graduate Credits = 39

Combined Total Credits = 150

Notes:

Sample of Comparable Programs:

Pace University Proposed Bachelor of Arts / Women's and Gender Studies Major & Master of Public Administration – Combined Degree Program

State	University	Program	For Further Reference
Arizona	University of Arizona, Tucson	MA/JD Dual Degree In Gender & Women's Studies and The College of Law: The M.A./J.D. in Gender and Women's Studies prepares students to practice law with an understanding of feminist theories, feminist and related social movements, and critical race and ethnic studies, as well as the interconnections of gender, law, public policy, and transnational economic and political processes.	Website
Colorado	University of Colorado Denver	Master of Public Administration - Graduate Concentration in Gender-Based Violence: The graduate concentration in Gender-Based Violence incorporates the coursework of the Program on Gender-Based Violence (PGV). The only graduate program of its kind in the country, the PGV fulfills a nationally recognized need to develop visionary and effective leaders dedicated to ending interpersonal violence through innovation, collaboration, research and social change. It is designed to address the needs of people in human service and criminal justice organizations that serve and advocate for victims of abuse and those who wish to enter the field, including new college graduates and professionals looking for a career change. This program is distinctive in its design and exceptional in its connection and commitment to the advocacy community.	Website
Colorado	University of Colorado Denver	MPA Graduate Certificate - Certificate in Gender-Based Violence Studies: The Certificate in Gender-Based Violence Studies gives individuals access to intensive studies in interpersonal violence, independent of a degree program. Students in the certificate program will deepen their knowledge, gain expertise and build their skills as advocates and professionals in the gender-based violence field.	Website
Colorado	University of Colorado Denver	MPA Graduate Certificate - Certificate in Interpersonal Violence and Health Care (CIVHC): The Certificate in Interpersonal Violence and Health Care (CIVHC) is designed to educate and train health care professionals and students from a broad range of health disciplines to effectively respond to victims of interpersonal violence. Developed in collaboration with local and national advisors representing schools of nursing, medicine and dentistry, this certificate produces knowledgeable health practitioners skilled in meeting the needs of patients experiencing interpersonal violence.	Website
Colorado	University of Colorado Denver	Bachelor and Master in Public Administration Dual Degree Program	PDF
Illinois	The University of Illinois at Chicago	Gender and Women's Studies (Interdepartmental Concentration): In graduate programs including, but not limited to, Policy Studies in Urban Education (PhD); Political Science (MA, PhD); Public Administration (MPA); Public Health—Community Health Sciences Concentration (MS, PhD); Urban Education Leadership (EdD); Urban Planning and Policy (MUPP, PhD).	Website
Maryland	Towson University	Women's & Gender Studies M.S. - Concentration in Women, Leadership & Social Change: The interdisciplinary and multidisciplinary graduate program in women's and gender studies provides students with a solid academic foundation to pursue their unique goals. As the only applied master's program in women's and gender studies in Maryland and the only master's program in the field in Baltimore, the program emphasizes applied research methods and skills, preparing students for careers in a variety of public and private organizations both national and international, profit and nonprofit.	Website

Massachusetts	University of Massachusetts Boston	Gender, Leadership, and Public Policy MPA Track: The GLPP MPA program prepares students to take on leadership roles in government and nonprofit organizations and ensures that they have the kind of technical, professional, analytical, and managerial skills needed to function effectively in the public realm. The GLPP MPA program is one of the few in the country that sets out to unpack the intersectional influence of gender along with race/ethnicity and class in the context of the larger policy environment. While public policies are often thought of as gender-neutral, the impacts of government policies—ranging from public transportation to food assistance—can affect women and men differently. The tool of gender analysis has been shown to optimize the effectiveness of public programs as well as international development projects.	Website
Massachusetts	University of Massachusetts Boston	Gender, Leadership and Public Policy (Graduate Certificate)	Website
Massachusetts	Brandeis University	Joint Degree Graduate Programs in Women's, Gender, and Sexuality Studies: <u>Joint MA-</u> A terminal MA in Women's, Gender, and Sexuality Studies is offered in conjunction with one of the following disciplines, including but not limited to, Public Policy (Joint MPP, through Brandeis' Heller School for Social Policy and Management), Sociology, or Sustainable International Development (through Brandeis' Heller School for Social Policy and Management). <u>Joint MA degree and PhD-</u> The joint MA can be obtained while in pursuit of a PhD in fields, including but not limited to, Social Policy (through Brandeis' Heller School for Social Policy and Management).	Website
New York	University of Albany	Women's Studies Certificate in Women in Public Policy: The goal of the 18-credit program is to increase women's influence in the policy process. The Certificate in Women and Public Policy is a separate program of study. However, it may be taken in conjunction with an existing graduate-level degree program.	Website
New York	Columbia University	Gender and Public Policy Specialization in the School of International and Public Affairs: The specialization in Gender and Public Policy enables students to develop the skills that will allow them to assess, formulate and implement policies that promote greater gender equality. Precisely because gender is such an important dimension of public policy, the specialization is of interest to students in all concentrations.	Website
New York	Pace University/ Sarah Lawrence College	JD\MA in Women's History: While pursuing the MA in Women's History – the first graduate degree of its kind – students are exposed to an expanding canon of literature on women's history, feminist theories, and gender studies. Students achieve proficiency in historical research and interpretation, and are encouraged to combine intense scholarship with activism, within their school communities and beyond.	Website
Washington, D.C.	The George Washington University	Combined BA/MA in Public Policy, Women's, Gender, and Sexuality Studies Concentration	Website
Washington, D.C.	The George Washington University	PhD in Public Policy, Gender And Social Policy	Website
Washington, D.C.	The George Washington University	LLM/MA Women's, Gender, and Sexuality Studies	Website
Washington, D.C.	The George Washington University	LLM/MA Public Policy with a Concentration in Women's, Gender, and Sexuality Studies	Website
Washington, D.C.	The George Washington University	JD/MA Women's, Gender, and Sexuality Studies	Website
Washington, D.C.	The George Washington University	JD/MA Public Policy with a Concentration in Women's, Gender, and Sexuality Studies	Website

Presented by
Matt Renna, Associate Vice President,
Human Resources



New York Faculty Council Benefits Update April 26, 2017



How to Reach Us

- **Email:** benefits@pace.edu
- **Phone:** 914-923-2828 (*extension 22828*)
- **Fax:** 914-989-8506
- Visit www.pace.edu/hr and click on:

Benefits and then on *Full-Time Faculty & Staff* to obtain more plan details, per paycheck premiums, links to carrier contact information, etc.

Forms for links to benefits-related enrollment and change forms



Benefits

- Educational Benefits
- Coverage while Traveling
- Employee Assistance Program (EAP)
- Income Protection (STD, LTD, WC)
- Preventative Care Incentive Program
- Change in Family Status
- Post-Retirement Planning & Benefits
- Long-Term Care (LTC)
- Other Benefits
- Open Enrollment Information



Education

- On-Campus Tuition Remission
 - Eligible semester following full-time date of hire
 - Must follow Office of Student Assistance (OSA) guidelines – late fees, withdrawals
- Off-Campus Tuition Remission
 - Employee
 - Dependent
 - Eligible semester following full-time date of hire
- Tuition Exchange Programs
 - Tuition Exchange, Inc. – 7 years FT service
 - Council of Independent Colleges (CIC) – 3 years FT service

On Campus Tuition Remission

- 100% tuition remission for self, spouse/registered domestic partner and eligible dependent children (up to age 24); 50% for Special Programs
- Dependent children, from 24 through 30, receive a 50% benefit and 25% benefit for Special Programs
- Books, special fees, tutorials, independent studies are *not* included
- Contact the Payroll Office for information regarding possible tax implications for graduate tuition
- Visit **Benefits > Full Time Faculty & Staff > Education** for further information
- www.pace.edu/human-resources/compensation-benefits/full-time-faculty-staff/education/on-campus-tuition-remission

Off Campus Tuition Remission

Employee

- Enrolled in job-related graduate program, toward degree not offered at Pace
- Public colleges
\$1,000/academic year
- Private colleges
\$1,500/academic year
- Maximum benefit is 3 years

Eligible Dependent

- Matriculated in *undergraduate* program outside of Pace
- Children up to age 24,
\$600/year
- Maximum benefit is \$2,400 per eligible dependent

<http://www.pace.edu/human-resources/compensation-benefits/full-time-faculty-staff/education/off-campus-tuition-remission>
<http://www.pace.edu/human-resources/compensation-benefits/full-time-faculty-staff/education/off-campus-dependent-child-reimbursement>

Tuition Exchange

	Tuition Exchange, Inc.	CIC
Participating Schools	~600	~350
Eligibility	Dependent Children	Employees, Spouse and Dependent Children, Depends Upon Importing School
Service Required	7 Years Full-Time, Based Upon Seniority	3 Years Full-Time
Benefit	<u>Tuition at least \$35,000 (2017)</u>	<u>Full Tuition</u>
Website	www.tuitionexchange.org	www.cic.edu

CIGNA Secure Travel Travel Assist Services

- Component of Basic life insurance coverage
- Available when traveling 100 miles or more from home
- Comprehensive range of information, referral, coordination, and arrangement services designed to respond to medical care situations and emergencies
- 24 hours per day, 365 Days per year
- Available to spouse/registered domestic partner/ dependents traveling with you
- Visit **Benefits > Full Time Faculty & Staff > Income Protection > Life Insurance** for further information
- <http://www.pace.edu/human-resources/compensation-benefits/full-time-faculty-staff/income-protection/life-insurance/global-travel-assistance>

CIGNA Medical Benefits

Traveling Outside of US for Business or Pleasure

- Cover only emergency services while **temporarily** traveling out of the country
 - Emergency - The definition of an emergency is a situation in which a "prudent layperson" would believe such emergency care is required. Patients should get emergency care when they need it at the sudden and unexpected onset of a serious injury or life-threatening illness.
- Preventive services and elective care/surgeries outside the country are NOT covered under the Plan.
- Participant pays up front and then are reimbursed by CIGNA if they deem the service to be urgent or an emergency and proper documentation/invoices are submitted.
- Consider an individual plan that would cover you in the those countries if you're looking for coverage outside of an emergency situation or your stay is longer and not considered temporary.
- This language is intended to exclude from coverage claims incurred by individuals residing abroad or claims for individuals who travel abroad specifically to seek medical treatment (medical tourism).
- <http://www.pace.edu/human-resources/compensation-benefits/full-time-faculty-staff/health/medical/travel-outside-of-US>

Employee Assistance Program (EAP)

- Work/Life assistance services provided to you and family members living with you - Life Assistance Program - EAP benefit through CIGNA
- Available 24 hours per day/7 days per week 1-800-538-3543
- Web Site: www.cignabehavioral.com/CGI
 - User Name: rewards
 - Password: savings
- Maximum of 3 face-to-face counseling sessions per member, per incident, at no charge
- Employee should coordinate EAP provider with current health plan for continuation of care

Income Protection

	DESCRIPTION	BENEFIT
Short -Term Disability*	Out Sick More Than 7 Consecutive Days Including Weekends/ Holidays	Salary and Benefits Continued in Full After One Year of Full-Time Service Up to 26 weeks
Workers' Compensation*	Out Sick as a Result of an On-the Job Injury or Illness; Must File a Report with Security Within 24 Hours	Salary and Benefits Continued in Full After One Year of Full-Time Service Up to 26 weeks
Long- Term Disability*	Protects You in the Event That you are Sick for More Than 6 Months	60% Salary Continuation; Continuation on Medical Plan; Eligible after One Year of Full-Time Service

*Requires Medical Certification

<http://www.pace.edu/human-resources/compensation-benefits/full-time-faculty-staff/income-protection>

Preventive Care Incentive Program

- Available to employees enrolled in the CIGNA health plans
- Cash reimbursement for having certain preventive care exams between July 1, 2016 and June 30, 2017 (will continue next year)
- Employees are eligible for up to a \$240 incentive reward payment if they (and their spouse/domestic partner, if covered by the Pace medical plan) have 1, 2 or 3 preventive care examinations (based on age) during the plan year
- Reimbursement will be made in September 2017
- Visit **Benefits > Full-Time Faculty & Staff > Wellness** for further information
- <http://www.pace.edu/human-resources/wellness/preventive-care-incentive-program>

Changes in Family Status

- Some Events that Qualify for a Change in Coverage Level:
 - Change in legal marital status
 - Birth or adoption
 - Death of a covered dependent
 - Employment-related loss of group coverage
 - Loss of dependent status
- You 31 days from date of event to enroll in/terminate coverage with appropriate documentation
- Allows change in coverage level and plan option

Post-Retirement – Planning & Benefits

- University Benefits offers one-on-one pre-retirement meetings
- Retiring in a month or 3 years – never too early to plan
 - Post-Retirement Healthcare
 - Hired before 10/2000 eligible for University Plan
 - Hired after 2000? – other options
 - 403(b) Plan Distribution Options
 - TIAA Traditional Fund

<http://www.pace.edu/human-resources/compensation-benefits/full-time-faculty-staff/post-retirement-benefits>

Long Term Care

- Voluntary benefit offered through UNUM
- Available to spouses/registered domestic partners, parents, in-laws and grandparents from ages 18-80
- Evidence of Insurability, **for employee only**, will be waived if you enroll within the initial 31-day period (unless you elect an option with unlimited duration)
- Rates are comparably lower than individual policies
- Convenient payroll deductions for premiums
- Portable if you retire or separate from Pace University
- Visit <http://unuminfo.com/pace/index.aspx> to review the details of the plans, calculate monthly costs and complete enrollment forms

www.pace.edu/human-resources/compensation-benefits/full-time-faculty-staff/income-protection/long-term-care

Other Pace Offerings

- **Academic Federal Credit Union (www.academicfcu.org)**

- No fee checking
- Loans
- Credit and debit cards
- Vacation/holiday accounts

Call (914) 923-3608 for further information

- **Goldstein Fitness Center (located in Pleasantville)**

Call (914) 773-3275 for further information and cost

- **Fitness Center in New York (located at 1 PP) – Free!**

- **Plum Benefits** - Entertainment Discounts; look for HR emails

- **Pace Bookstore – 10% Discount**

Open Enrollment

- JFC Presentation on Benefits May 5th
- Thursday May 11th to Thursday May 25th (Midnight)
- Enhanced Benefits Statements mailed to your home
 - Early May
- Changes Effective July 1st
- You do not have to re-enroll in current plans unless you are enrolling in FSA (FSA requires annual re-enrollment)
- FSA (Healthcare) limit increased to \$2,600