

**BOARD OF HIGHER EDUCATION**  
**REQUEST FOR COMMITTEE AND BOARD ACTION**

**COMMITTEE:** Academic Affairs

**NO.:** AAC 13-03

**COMMITTEE DATE:** October 9, 2012

**BOARD DATE:** October 16, 2012

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**APPLICATION OF UNIVERSITY OF MASSACHUSETTS BOSTON TO AWARD THE DOCTOR OF PHILOSOPHY DEGREE IN SOCIOLOGY**

**MOVED:** The Board of Higher Education hereby approves the application of **University of Massachusetts Boston** to award the **Doctor of Philosophy in Sociology**

Upon graduating the first class for this program, the University shall submit to the Board a status report addressing its success in reaching program goals as stated in the application and in the areas of enrollment, curriculum, faculty resources, and program effectiveness.

**Authority:** Massachusetts General Laws Chapter 15A, Section 9(b)

**Contact:** Aundrea Kelley, Deputy Commissioner for P-16 Policy and Collaborative Initiatives

**BOARD OF HIGHER EDUCATION**  
**October 2012**  
**University of Massachusetts Boston**  
**Doctor of Philosophy in Sociology**

**INTENT AND MISSION**

The University of Massachusetts Boston has filed an expedited application to offer the Doctor of Philosophy in Sociology. The application was approved by the University of Massachusetts' Board of Trustees on September 19, 2012. The proposed PhD Program in Sociology is intended to add to the department's current strengths, increase opportunities for external funding, and support the university's strategic goal to become a major public research university by 2025. In addition, the university believes that a PhD program will improve the sociology department's ability to recruit faculty with the strongest scholarly potential and graduate students who aspire to the highest levels of professional accomplishment, as well as ensure the most supportive environment for both research and instruction at the graduate and undergraduate levels.

The University of Massachusetts Boston (UMB) is a public research university with a commitment to urban and global engagement. UMB also seeks to provide its students with a multi-cultural educational environment and to provide its community with new knowledge that also serves the public good. As the academic department with the largest number of undergraduate majors at UMB, and one that has historically been engaged in urban and global issues related to developing solutions to public needs, the Department of Sociology substantially contributes to these priorities.

The departmental vision for the PhD Program in Sociology is aligned with each of the priorities of UMB.

*A public university-* The design of the proposed doctoral program addresses social issues that are often the focus of public policy: crime and criminal justice, health and health care, and immigration in a global context. The current graduate students, in the applied sociology master's program, come to UMB to create or enhance their prospects for building careers in public service. The PhD program expects to recruit students with similar motivations.

*A research university-* The proposed program includes a core of courses in a range of research methods, with four required courses that ensure preparation in both quantitative and qualitative techniques with four additional methods courses available as electives. The program will incorporate a Graduate Certificate Program in Survey Research, offered jointly with UMB's Center for Survey Research, with four courses in survey methodology. In addition to these courses, the proposed program will facilitate student internships and dissertations involving survey research supported by faculty with expertise in survey research. The proposed PhD Program will include collaborations that extend outside of UMB. The progress of faculty research will include ongoing engagement of doctoral students as research assistants, dissertation projects that are stimulated by faculty research programs, and opportunities to engage graduate with issues that emerge from faculty research.

*Urban engagement-* Faculty members are deeply engaged in research in the city of Boston, the larger metropolitan area, and urban areas across the nation and around the world. The proposed program engages students in urban issues through current coursework, the proposed doctoral concentration in Communities and Crime, internship placements in the Boston area, and trips to criminal justice and mental health agencies as part of our Forensic Services Graduate Certificate Program.

*Global engagement-* The Department of Sociology is engaged in research and theorizing about global changes. Nine of the current 17 tenured and tenure-track faculty (41%) have significant international experience and engagement in scholarship that is global in its scope. Research areas include migrant labor around the world, immigration processes and policy, changes in inequality, cultural change, investigating media, popular, music methods of social control, immigration and crime, and global change. Faculty members are involved with issues across the United States, Europe, Asia and Africa. These international scholarly engagements suggest diverse global perspectives and help attract a diverse international student body.

*A multi-cultural educational environment-* Students will be exposed to diverse cultures in coursework with opportunities to conduct comparative research. Research engagements in diverse urban areas will facilitate recruitment of students from diverse cultural backgrounds. The Partnership in Comparative Health Systems and Processes with the Hannover Medical School (Germany) and the International Academy for Life Sciences provide ongoing opportunities for US student research and training in Europe as well as the enrollment of European students at UMB. The international exchange relationships created, develop a vibrant multi-cultural educational environment.

*Knowledge that serves the public good-* The sociology department has a commitment to applied research that contributes to improvement of the public welfare. The proposed doctoral program is designed to increase opportunities for research and service projects. The emphasis on application is intended to enable doctoral students who engage in service projects to further develop the theoretical foundation for understanding social problems and solutions.

The required letter of intent was circulated on August 27, 2012. No comments were received. The proposal has obtained all necessary governance approvals on campus and was approved by the University of Massachusetts Board of Trustees on September 19, 2012.

## **NEED AND DEMAND**

### *State and National Labor Market Outlook*

A recent report from the Bureau of Labor Statics (BLS) predicts a faster than average growth in both academic and applied sociology jobs over the next decade. This increasing demand is attributed to a strengthening economy, the growth in importance and popularity of social science subjects among college students, and a wave of current faculty who are expected to retire over the next decade (BLS 2009). The broad training sociologists receive in “analytical, methodological, conceptual, and quantitative and qualitative analysis and research, at the graduate level enables them to have skills that can be applied to many different occupations” (BLS 2009:2).

### *Student Demand*

In the Boston area, there is high demand for individuals with graduate training in sociology because Boston houses more than 50 institutions of higher education with more than 100 degree-granting institutions across the Commonwealth. In addition, growth in the Metro Boston region for jobs in health care, professional, and educational services has been very positive and is expected to grow, as are the number of jobs in colleges and universities (Avault et al. 2011).

An emphasis on accountability measures across disciplines has resulted in a growing demand for individuals with advanced training in needs assessment, program evaluation, and research skills. The Commonwealth of Massachusetts expects that state-funded agencies and programs adopt evidence-based programs to reliably collect and analyze data to statistically document project outcomes.

The Boston area has a concentration of organizations that are either conducting survey research or need to be sophisticated consumers of data that involve survey research. Many hospitals, public health, mental health, elder services, children's services, cancer research, and other organizations have their own research divisions. Many major private research organizations engaged in survey research (e.g. RAND, RTI, Abt SRBI Inc, and Mathematica) have offices in the Boston area. Positions in the research divisions of state agencies and in major private social service, health care, and research organizations will be an important market for the program.

Surveys conducted for the program proposal indicated that approximately 75-100 applications per year can be anticipated by the second or third year of operation. Surveys provided some evidence of demand for a PhD in Sociology at UMB with a majority of respondents expressing interest. The demand for the Graduate Certificate in Survey Research showed the potential for cross-over enrollment into the doctoral program. The quality and reputation of the Center for Survey Research, the attraction of Boston as a location for graduate study, and additional opportunities provided by the design of the PhD Program in Sociology suggest it is reasonable to expect a dozen applicants for the PhD program with a primary interest in survey research. Data from three sources suggest a demand for entry into the proposed doctoral program: the experience of similar programs elsewhere, the self-survey of UMB program alumni/ae, and the experience of doctoral survey research programs.

### *Duplication*

None of the sociology PhD programs in the Greater Boston area define themselves as offering training in applied sociology. Most are traditional PhD programs that train students for positions in academic settings, including UMass Amherst, Boston College and Boston University. Northeastern University's PhD in Sociology includes faculty working in applied research, but it has very general areas of focus –globalization, urban sociology, gender, inequality, and conflict and violence. Northeastern's separate PhD program in criminal justice has an applied orientation, but it is not oriented to students seeking a degree in sociology. The new PhD Program in Criminal Justice at the University of Massachusetts Lowell provides extensive training in criminology and criminal justice, but it lacks an applied emphasis and is not designed for students seeking a degree in sociology.

The proposed UMB PhD Program in Sociology is unique in the advanced training it will provide in survey research. None of the other universities in the area with a sociology doctoral program includes a professional survey research organization and thus none can offer the advanced training in survey methods that will be provided to PhD students through collaboration with UMB's Center for Survey Research and the graduate certificate program. The UMB program emphasizes training in applied research techniques, the body of substantive knowledge and theoretical perspectives required to understand social processes related to criminal justice, health and health services, and immigration, and the application of research, through internship and applied research experiences, to social problems in these areas.

## **ACADEMIC AND RELATED MATTERS**

### *Admission*

In the early years of the program, active outreach and recruitment of students and program marketing is planned. To support these efforts, which will include advertisements in key professional association newsletters and publications (e.g., *The Criminologist*, *ASA's Footnotes*, and regional newsletters), mailings to selected undergraduate and masters programs, posters at professional association meetings, and participation in the graduate program poster session at the American Sociological Association Annual Meeting, is estimated at a cost of \$1000 per year for the first five years.

Requirements for admission and transferability of program participants' credits to other institutions are outlined below. It is expected that two-thirds of doctoral students will enter UMB at the master's level and continue within the department. It is expected that the other third will enter the doctoral program having completed a master's programs elsewhere and seek to earn their PhD in the UMB program.

### **Admission Requirements First Year Students**

- Undergraduate GPA  $\geq 3.25$
- Graduate GPA (any courses)  $\geq 3.5$ .
- GRE Verbal, Quant scores in top 20<sup>th</sup> percentile
- University Required TOEFL score for foreign students
- Statement of intent
- Writing sample
- Letters of recommendation (3)

### **Continuation to PhD for Students Admitted in First Year**

- Completion of MA courses with average GPA=3.5
- Successful completion of MA requirements (including thesis or MA research paper)
- Comprehensive exam (grade of pass)
- Approval of Graduate Committee

### **Post MA, PhD Applicants**

- Undergraduate GPA  $\geq 3.25$
- Graduate GPA (any courses)  $\geq 3.5$ .
- GRE Verbal, Quant scores in top 20<sup>th</sup> percentile
- University Required TOEFL score for foreign students
- Statement of intent
- Writing sample
- Letters of recommendation (3)

Projected Enrollment

	# of Students Year 1	# of Students Year 2	# of Students Year 3	# of Students Year 4*
New Full Time	6	12	18	24
Continuing Full Time	2	4	6	8
New Part Time	2	4	6	8
Continuing Part Time	0	0	0	0
Totals	10	20	30	40

Curriculum (Attachment A)

The curriculum for the proposed program includes a frame of core courses in addition to particular electives depending on the students' area of specialization and interest. In all cases the program curriculum is designed to include a combination of theoretical knowledge, and qualitative and quantitative research methods.

Field and Clinical Resources

The proposed program will support eight PhD level assistantships for each new cohort, in addition to the current four and one half MA assistantships, with another two PhD students enrolled part-time without support. At least two of the eight new assistantships will come from extramural faculty research grants. The total assistantship costs will be reduced if some PhD students are admitted as post-MA transfer students. The program will require teaching loads reflective of the intensive mentoring required of faculty supervising dissertations and supporting the professional development of PhD students. Course load reductions will be allocated to support the program based on documented faculty roles on dissertations and other support activities.

The PhD program will require eight new courses each year as well as additional faculty time spent in supervision of dissertation projects. This need can be met initially by hiring two additional tenured or tenure-track faculty members. Continued growth of the department will require additional tenured/tenure-track faculty lines in the future.

## RESOURCES AND BUDGET

### *Faculty and Administration*

The program has 15 full-time faculty members, including 4 full professors, 5 associate professors, and 10 assistant professors. In AY2012-2013 a total of 19 full-time tenured and tenure-track faculty will be in the department. Two new faculty lines for the PhD program provide a foundation of 21 faculty members as the program begins. Current faculty members represent each of the three main areas of concentration in the proposed program—health/medical, communities and crime, immigration/globalization. Several faculty members bridge more than one of these areas. The core areas of theory and methods are represented by current faculty. Since 2000, more than \$3 million dollars have been brought to UMB via Sociology research grants, and faculty research has included contributions to more than 49 edited volumes, 125 peer-reviewed articles, and 32 technical research papers. Since 2000, members of the faculty have also authored seven books and nine textbooks and have edited four books.

### *Affiliations and Partnerships*

In addition to the tenured/tenure-track faculty, several long-time lecturers will continue to support the undergraduate teaching requirements of the department. The PhD Program in Sociology is supported by affiliated faculty and faculty fellows. Affiliated faculty are full-time faculty at UMB who have expertise in relevant fields and may teach a course in the sociology program or one in their own program that is open to sociology doctoral students, and they may serve on dissertation committees. These faculty members represent the Gerontology PhD Program, the Public Policy PhD Program, the Department of Psychology, and the College of Nursing and Health Sciences. Faculty fellows are doctoral level researchers and teachers who are employed at other University of Massachusetts campuses, at state universities, or at other institutions that are collaborating with UMB in a partnership. Faculty fellows may teach a course in the proposed program or one in their own program that is open to sociology doctoral students, and they may serve on dissertation committees as well as provide opportunities for sociology doctoral students to work as research assistants or interns in funded research projects. They may also give special talks to graduate students or general talks on campus in topics relevant to the graduate program.

The department includes 1 professional and 1.5 classified staff members, plus a work-study student. Approximately 30 Lecturers in teaching, manage monetary distribution for faculty grants, support the Masters in applied sociology program, and more than 1,000 undergraduate students in three majors: sociology, criminal justice, and social-psychology (shared with the Psychology Department). One graduate assistant is funded by University College revenue to assist with the Forensic Services Graduate Certificate Program. The PhD program will need one more FT professional staff member. This person will support students and faculty in the new PhD program, the MA program in Applied Sociology, and the Forensic Services and Survey Research certificate programs, and will provide assistance with recruitment and advertising, new student admissions, student course registration, and assistantship assignments.

### *Professional Development*

A 2012 allocation of \$10,000 from the department budget (Educational Sales and Service and Research Trust Fund) supported faculty professional development. In addition, the 2013 budget will dedicate approximately \$1000 to support a speaker series.

A projected \$6,000 will supplement student professional development and support for PhD students to present their research at professional association meetings and for career development opportunities in Boston. The speaker series is planned to increase by \$2000. The budget for these events will be managed by the professional staff members dedicated to the doctoral program while the activities themselves will be planned and reviewed in consultation with the Graduate Program Director.

### *Library and Information Technology*

The library needs of the department includes expanded access to the full text of articles in journals in a wider range of sociological, criminological, and related fields. The faculty and students have relied on the ILL system to access key articles. In addition, a subscription to Journal Citation Reports, a searchable database of journals, their impact factors, and rankings will be included.

UMB is a member of ICPSR, which provides access to a multitude of datasets and methodological training opportunities.

An increase in the computational demands of students, will necessitate increased IT support and access to key software programs/licenses: SAS and Stata for quantitative data analysis, HLM for multi-level modeling, MPlus for structural equation modeling, and NVivo for qualitative data analysis. This will require an ongoing budget of \$10,000 per year for basic computer equipment, software, and software licenses. It is expected that access to a statistical consultant for assistance in grant development and data analysis, as well as adequate support in the Office of Research and Sponsored Projects for grant submission and management will be included. Access to Wi-Fi in student and faculty offices is also required.

### *Facilities and Equipment*

Two new faculty members and one new professional staff will require offices. Shared office space will also be required for the approximately thirty PhD students who will be in residence at program maturity. The shared office space should be equipped with computers containing all necessary software to support research requirements. A second conference/seminar room would help to accommodate graduate seminars and provide additional meeting space. This meeting space could double as a computer lab to accommodate both courses with preference given to methods and statistics courses, and computer lab work for graduate students across our programs.

### *Fiscal (Attachment B)*

The Budget justification for this program is based on agreements with the CLA Dean and Provost at the time of submission for the preliminary proposal.

- Our faculty hiring plan currently in place:



- The program will support 8 of 10 students admitted per year (the other two are expected to be part-time students).
- All students will be supported for 5 years of study
- Two of the supported students will be funded by faculty grants and 6 will be supported by University funds allocated by the Office of Graduate Studies.
- The graduate program in Sociology will require a full-time professional staff person and a small ongoing operating budget to be included in the total Sociology allocation
- Start up money or in-kind services for recruitment and advertising (Marketing) will be in place for the first 4 years of the program
- Start up money for software licenses (Instructional Materials) and faculty/student professional development funds (Field Resources) will be in place for the first 4 years of the program

Additional Requests:

- Resources to set up a computer lab with computers and software for the first 4 years of the program
- Resources to support graduate student and faculty professional development (Field Resources).

### PROGRAM EFFECTIVENESS

The university provided the following program effectiveness goals:

Goal	Measurable Objective	Strategy for Achievement	Timetable
Enrich available faculty	Hire 2 outstanding faculty members	Advertise widely in professional outlets; systematic recruitment and review.	2012-2013
Build PhD student body	Have 6-12 full time, high-quality students enrolled by Fall of 2014; enroll 6 FT students, 2 PT each year.	Market program via: <ol style="list-style-type: none"> <li>1. Posters and flyers to colleges</li> <li>2. Alumni/ae mailings</li> <li>3. Web presence</li> <li>4. ASA posters</li> </ol>	9/2013 - ongoing
Enrich funding for graduate assistantships	Secure external funding for at least 1/3 <sup>rd</sup> of full-time doctoral students	Develop research proposals that include funding for doctoral students, replicating current success with MA students.	9/2013-ongoing
Strengthen staff support	Hire one new professional staff	Advertise through UMB outlets	9/2013
Retain and graduate students	Maintain high student retention (80%) and high graduation rate (90%).	Recruit high quality applicants matched to program and faculty strengths; Ensure faculty mentor for every student and conduct annual review of individual student progress; Maintain supportive activities and nurture engaging culture; Develop graduate student handbook.	Ongoing

Refine program standards	Develop and maintain successful AQUAD program reviews that result in positive change	Complete an internal and external review of the program and adjust curriculum accordingly	6/2017
Launch student careers	Have 100% of PhD recipients placed within 9 months of graduation	Work with local advisory board developed for this purpose	Beginning 5/2018

## EXTERNAL REVIEW AND INSTITUTIONAL RESPONSE

The proposed program was reviewed by, Richard Alba, PhD, Distinguished Professor Department of Sociology, Graduate Center of the City University of New York and Allan Horwitz PhD, Board of Governors Professor of Sociology and Co-Director, Rutgers Postdoctoral Mental Health Training Program, Institute of Health, Health Care Policy, and Aging Research, Rutgers University. The team reviewed the proposal document, along with the vitae of the current faculty and the syllabi for the department's graduate courses. The team also visited the campus on July 30, 2012, meeting at that time with the faculty, some recent students who went through the MA program, and key administrators.

The review team found that the department has developed a compelling new PhD program that fills a clear gap in the sociological landscape, capitalizes on the department and university's current strengths, and has especially good viability in the Boston region. The reviewers agreed that the region has major concentrations of academic, non-profit, and governmental settings that can both serve as sources of training for participants in the program and of employment once they graduate. At the same time, the reviewers find that the major needs of the proposal as it currently stands, especially to build in the immigration and criminology areas and to add senior faculty to take on leadership positions, can be addressed through an aggressive hiring program. With careful attention to these needs, as well as to differentiating the PhD program from the current masters program and providing adequate space and staff assistance, the review team expressed confidence that the program will attain recognition as a unique and necessary doctoral concentration in applied sociology.

The reviewers provided comments and recommendations in the following areas:

*Faculty*-increase the size of the faculty; hire an immigration specialist; consider an immediate search for an open rank position in the area of immigration  
*Curriculum*-augment curricular offerings to expand the prominence of subfields over the next several years; shift the balance of required and elective courses toward elective; set minimum enrollment for the advanced courses to no higher than 5  
*Students*-move toward admitting most students directly into the Ph.D. program; manage the two programs with two different faculty  
*Space*-create suitable lounge and office space for students; devote research space to create project offices for externally funded projects  
*Colloquia & Conference*-administration provide more funds; align conference topics with topics related to new PH.D program

The institution concurred with the review team's suggestions and intends to move ahead on all suggestions in their future planning and implementation.

### **STAFF ANALYSIS AND RECOMMENDATION**

Staff thoroughly reviewed all documentation submitted by UMB and external reviewers. Staff recommendation is for approval of the Doctor of Philosophy in Sociology.

Upon graduating the first class for this program, the University shall submit to the Board a status report addressing its success in reaching program goals as stated in the application and in the areas of enrollment, curriculum, faculty resources and program effectiveness.

## ATTACHMENT A: CURRICULUM OUTLINE

### Graduate Program Curriculum Outline

<b>Major Required (Core) Courses (Total core courses required for MA= 7; Total core courses required for PhD= 6)</b>		
Course Number	Course Title	Credit Hours
MA		
Soc 600	Foundations of Applied Sociology	3
Soc 605	Classical Sociological Theory	3
Soc 650	Methods of Research I	3
Soc 651	Methods of Research II	3
Soc. 601, 606, 620, 642	Additional Theory Course (under Other, below)*	3
Soc 695	Master's Research Paper Seminar	6
Soc 698	Field Work (MA only)	3
PhD		
Soc 607	Contemporary Sociological Theory	3
Soc 609L	Qualitative Methods and Field Research	3
Soc 652	Advanced Quantitative Data Analysis	3
Soc 601, 606, 620, 642	Additional Theory Course (under Other, below)*	3
Soc 897	Dissertation Seminar	3
Soc 899	Dissertation	12
	SubTotal # Core Credits Required	51
<b>Concentration Course Choices (Total courses required for PhD=2)</b>		
	<b>Migration/Globalization</b>	
Soc 604	Theories of Globalization	3
Soc 643	Immigration Policy: Global and North American Perspectives	3
Soc 644	Gender, Ethnicity and Migration	3
Soc 645	Sociology of Migration	3
	<b>Medical Sociology</b>	
Soc 681	Health Care Policy	3
Soc 682	Sociology of Health and Illness	3

Soc 618	Psychiatric Epidemiology and Forensic Services	3
Soc 621	Social Psychiatry	3
	<b>Communities and Crime</b>	
Soc 690	Nature of Crime	3
Soc 691	Responding to Crime	3
Soc 692	Communities and Crime (Required Course in criminology concentration)	3
Soc 667	Sociology of Law	3
Soc 622	Comparative Deviance	3
Soc 668	The Life Course Paradigm	3
	SubTotal # Concentration Credits Required	6

**Other/Elective Course Choices (Total MA required electives = 4 [including concentration courses, above]; Total PhD required elective courses= 1)**

Soc 601	Complex Organizations*	3
Soc 606	Semiotics and Cultural Analysis*	3
Soc 620	Social Problems/Inequalities*	3
Soc 642	Contemporary Social Policy*	3
Soc 610	Teaching Sociology	3
Soc 630	Applied Social Psychology	3
Soc 655	Evaluation Research	3
Soc 660	Introduction to Survey Methodology	3
Soc 661	Measurement: Question Design and Evaluation	3
Soc 662	Sampling and Inferential Statistics	3
Soc 696	Independent Study	3
	SubTotal # Elective Credits Required	15

**Curriculum Summary**

Total number of courses required for the degree	20
Total credit hours required for degree	72

**Prerequisite or Other Additional Requirements:**

**Completion of all requirements for MA (if enter PhD program without MA).**

**Successful completion of Comprehensive Exam prior to transition from MA to PhD. Successful completion of Special Area Exam prior to dissertation.**

Courses taken to fulfill MA requirements may not be counted toward completion of the additional PhD program requirements.

Courses listed as available to satisfy a concentration requirement can be used for elective credit if not used for the

concentration requirement.

Courses taken to meet concentration requirements cannot be used also to satisfy the theory requirement.

### Flow Chart for Students Admitted Post-BA

	Fall Semester	Spring Semester	Year End Goals
<b>Year 1</b>	600 Foundations of Applied Sociology (elective for PhD students)	650 Research Methods I	Pick an Advisor
	605 Classical Sociological Theory	606 Additional Theory Course	
	Substantive Elective	Substantive Elective	
<b>Year 2</b>	651 Research Methods II	695 MA Paper Seminar	MA Comprehensive Exam
	Substantive Elective Teaching Seminar/ Internship	Substantive Elective	
<b>Year 3</b>	652 Advanced Quant. Data Analysis	609L Qualitative/other Methods	
	Concentration Elective 1	Concentration Elective 2	
	607 Contemporary Theory		Develop Dissertation Committee
<b>Year 4</b>	Theory Elective	897 Dissertation Seminar	Dissertation Committee in Place
	Elective		Defend Dissertation Proposal
			Area Exam
<b>Year 5</b>	Dissertation Hours	Dissertation Hours	Defend Dissertation

### Flow Chart for Students Admitted Post-MA\*

<b>Year</b>			
<b>3</b>	652 Advanced Quant. Data Analysis Concentration Elective 1  607 Contemporary Theory	609L Qualitative/other Methods  Concentration Elective 2	Pick an Advisor
<b>Year</b>			
<b>4</b>	Theory Elective  Elective	897 Dissertation Seminar	Develop Dissertation Committee  Area Exam Defend Dissertation Proposal
<b>Year</b>			
<b>5</b>	Dissertation Hours	Dissertation Hours	Defend Dissertation

\*Additional specific courses may be required, depending on prior graduate coursework.

**ATTACHMENT B: BUDGET**

UMass New Program Approval Budget											
Template -Page 1											
REVENUE ESTIMATES											
	Year 1		Year 2		Year 3		Year 4		Year 5		Row Notes
	2013__		2014__		2015__		2016__		2017__		
<b>Full-Time Tuition Rate: In-State</b>	1944		1944		1944		1944		1944		Current in-state Grad. tuition = \$108/credit; assume 18 credits/year for FT students
<b>Full-Time Tuition Rate: Out-State</b>	7326		7326		7326		7326		7326		Current out-of-state Grad. tuition = \$407/credit; assume 18 credits/year for FT students
<b>Mandatory Fees per Student (In-state)</b>	7716		7947		8186		8431		8684		Current in-state grad. Mandatory fee rate = \$428.65/credit (combined mand. fee and ed. operations fee); assume 18 credits/year for FT student; assume 3% increase in fees per year
<b>Mandatory Fees per Student (out-state)</b>	11390		11731		12083		12446		12819		Current out-of-state grad. Mandatory fee rate = \$632.75/credit (combined mand. fee and ed. operations fee); assume 18 credits/year for FT student; assume 3% increase in fees per year



<b>FTE # of New Students: In-State</b>	4		4		4		4		4		Assume 8 total new FTE students each year; assume 70% total students are in-state; assume 2 students admitted from Master's program
<b>FTE # of New Students: Out-State</b>	2		2		2		2		2		Assume 8 total new FTE students each year; assume 30% total students are out-of-state; assume 2 students admitted from Master's program
<b># of In-State FTE Students transferring in from the institution's existing programs</b>		2		2		2		2		2	Assumes 2 students admitted per year from Master's program; both in-state
<b># of Out-State FTE Students transferring in from the institution's existing programs</b>		0		0		0		0		0	
<b>Tuition and Fees</b>	<b>Newly Generated Revenue</b>	<b>Revenue from existing programs</b>	<b>Newly Generated Revenue</b>	<b>Revenue from existing programs</b>	<b>Newly Generated Revenue</b>	<b>Revenue from existing programs</b>	<b>Newly Generated Revenue</b>	<b>Revenue from existing programs</b>	<b>Newly Generated Revenue</b>	<b>Revenue from existing programs</b>	Assumptions: 2 post-MA students each year graduate after 3 years of study, therefore, "0" for Year 4 and Year 5
<b>First Year Students</b>											
Tuition											
In-State	\$7,776	\$3,888	\$7,776	\$3,888	\$7,776	\$3,888	\$7,776	\$3,888	\$7,776	\$3,888	<i>cells will update automatically</i>
Out-of-State	\$14,652	\$0	\$14,652	\$0	\$14,652	\$0	\$14,652	\$0	\$14,652	\$0	<i>cells will update automatically</i>
Mandatory Fees	\$53,642	\$15,431	\$55,251	\$15,894	\$56,909	\$16,371	\$58,616	\$16,862	\$60,374	\$17,368	<i>cells will update automatically</i>

<b><u>Second Year Students</u></b>											
Tuition											
In-State			\$7,776	\$3,888	\$7,776	\$3,888	\$7,776	\$3,888	\$7,776	\$3,888	<i>cells will update automatically</i>
Out-of-State			\$14,652	\$0	\$14,652	\$0	\$14,652	\$0	\$14,652	\$0	<i>cells will update automatically</i>
Mandatory Fees			\$55,251	\$15,894	\$56,909	\$16,371	\$58,616	\$16,862	\$60,374	\$17,368	<i>cells will update automatically</i>
<b><u>Third Year Students</u></b>											
Tuition											
In-State					\$7,776	\$3,888	\$7,776	\$3,888	\$7,776	\$3,888	<i>cells will update automatically</i>
Out-of-State					\$14,652	\$14,652	\$14,652	\$14,652	\$14,652	\$14,652	<i>cells will update automatically</i>
Mandatory Fees					\$56,909	\$16,371	\$58,616	\$16,862	\$60,374	\$17,368	<i>cells will update automatically</i>
<b><u>Fourth Year Students</u></b>											
Tuition											
In-State							\$7,776	\$0	\$7,776	\$3,888	<i>cells will update automatically</i>
Out-of-State							\$14,652	\$0	\$14,652	\$0	<i>cells will update automatically</i>
Mandatory Fees							\$22,428	\$0	\$22,428	\$17,368	<i>cells will update automatically</i>
<b><u>Fifth Year Students</u></b>											
Tuition											
In-State									\$7,776	\$0	<i>cells will update automatically</i>
Out-of-State									\$14,652	\$0	<i>cells will update automatically</i>
Mandatory Fees									\$60,374	\$0	<i>cells will update automatically</i>
<b>Gross Tuition and Fees</b>	\$76,070	\$19,319	\$155,358	\$39,565	\$238,010	\$75,430	\$287,988	\$76,903	\$376,065	\$99,677	<i>cells will update automatically</i>

<b>Grants</b>	\$32,204	\$0	\$66,340	\$0	\$102,498	\$0	\$140,760	\$0	\$181,230	\$0	2 assistantships per year to come from extramural faculty research grants
<b>Contracts</b>	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
<b>Campus budget allocation</b>	\$78,000	\$280,755	\$80,040	\$289,036	\$82,141	\$297,566	\$84,305	\$306,351	\$86,535	\$315,400	Assume \$10,000 of budget allocation to Sociology dept. dedicated to PhD program each year and fringe benefits covered by the state; revenues from existing resources represent faculty, staff, and materials from existing program redeployed for new program
<b>Other Revenues (Revenues from Certificate program)</b>	\$283,000	\$0	\$356,000	\$0	\$432,500	\$0	\$516,650	\$0	\$604,615	\$0	Assume \$150,000 of revenues from Certificate program in FY13 to be dedicated to PhD; assume 10% increase in revenue from Certificate program per year; assume additional revenue from other university sources
<b>Total</b>	<b>\$469,274</b>	<b>\$300,074</b>	<b>\$657,738</b>	<b>\$328,601</b>	<b>\$855,149</b>	<b>\$372,996</b>	<b>\$1,029,703</b>	<b>\$383,254</b>	<b>\$1,248,445</b>	<b>\$415,077</b>	<i>cells will update automatically</i>

UMass New Program Approval Budget											
Template - Page 2											
EXPENDITURE ESTIMATES											
	Year 1 2013__		Year 2 2014__		Year 3 2015__		Year 4 2016__		Year 5 2017__		
	New Expenditures required for Program	Expenditures from current resources	New Expenditures required for Program	Expenditures from current resources	New Expenditures required for Program	Expenditures from current resources	New Expenditures required for Program	Expenditures from current resources	New Expenditures required for Program	Expenditures from current resources	Notes
<b>Personnel Services</b>											
Faculty	\$160,000	\$170,000	\$164,800	\$175,100	\$169,744	\$180,353	\$174,836	\$185,764	\$180,081	\$191,336	2 new professors for PhD, assume avg. annual salary of \$80,000 in year 1 and increase of 3%/year; 19 current faculty in Sociology with avg.annual salary of \$85,000, assume 2 current faculty dedicated to PhD program full-time and 3% salary increase per year
Administrators	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	

Support Staff	\$40,000	\$36,000	\$41,200	\$37,080	\$42,436	\$38,192	\$43,709	\$39,338	\$45,020	\$40,518	Current support staff of 2.5 people with avg. annual salary of \$36,000, assume 1 current employee dedicated to PhD program full-time and 3% salary increase per year; hire 1 new employee dedicated to program with annual salary of \$40,000 and assume 3% salary increase per year
Others - 1 Work Study	\$0	\$1,080	\$0	\$1,080	\$0	\$1,080	\$0	\$1,080	\$0	\$1,080	1 work-study student; Assume weekly pay of \$30 and annual work of 36 weeks (9 months)
Fringe Benefits _34_%	\$68,000	\$70,040	\$70,040	\$72,141	\$72,141	\$74,305	\$74,305	\$76,535	\$76,535	\$78,831	Assume 34% fringe benefit rate for faculty and support staff
<b>Total Personnel</b>	<b>\$268,000</b>	<b>\$277,120</b>	<b>\$276,040</b>	<b>\$285,401</b>	<b>\$284,321</b>	<b>\$293,931</b>	<b>\$292,851</b>	<b>\$302,716</b>	<b>\$301,636</b>	<b>\$311,765</b>	
<b>Operating Expenses</b>											
Supplies	\$7,500	\$0	\$7,500	\$0	\$7,500	\$0	\$7,500	\$0	\$7,500	\$0	

Library Resources	\$3,750	\$1,500	\$3,750	\$1,500	\$3,750	\$1,500	\$3,750	\$1,500	\$3,750	\$1,500	\$3,750 for new instructional materials/library software; \$1,500 per year currently spent for ILL and ICPSR
Marketing/Promotional Expenses	\$1,000	\$0	\$1,000	\$0	\$1,000	\$0	\$1,000	\$0	\$1,000	\$0	
Laboratory Expenses	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Included with equipment expenses
General Administrative Overhead	\$1,193	\$135	\$1,193	\$135	\$1,193	\$135	\$1,193	\$135	\$1,193	\$135	9% of all direct operating costs
Other (Speaker series)	\$1,000	\$0	\$1,000	\$0	\$1,000	\$0	\$1,000	\$0	\$1,000	\$0	\$1,000 per year for speaker series
<b>Total Operating Expenses</b>	<b>\$14,443</b>	<b>\$1,635</b>	<b>\$14,443</b>	<b>\$1,635</b>	<b>\$14,443</b>	<b>\$1,635</b>	<b>\$14,443</b>	<b>\$1,635</b>	<b>\$14,443</b>	<b>\$1,635</b>	
<b>Net Student Assistance</b>											
Assistantships	\$96,612	\$0	\$199,021	\$0	\$307,486	\$0	\$422,292	\$0	\$543,686	\$0	6 assistantships per year; first year each @ \$14,850 plus \$1,252 for health insurance (total \$16,102 each); increase by 3% per year

Fellowships	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Stipends/Scholarships (Tuition & fee waiver for 8 new FTEs per year/\$6,000 per year for Grad Prof. Dev )	\$82,070	\$0	\$161,358	\$0	\$242,623	\$0	\$293,988	\$0	\$382,065	\$0	
<b>Total Student Assistance</b>	<b>\$178,682</b>	<b>\$0</b>	<b>\$360,379</b>	<b>\$0</b>	<b>\$550,109</b>	<b>\$0</b>	<b>\$716,280</b>	<b>\$0</b>	<b>\$925,751</b>	<b>\$0</b>	
<b>Capital</b>											
Facilities / Campus recharges	\$0	\$2,000	\$0	\$2,000	\$0	\$2,000	\$0	\$2,000	\$0	\$2,000	Est. \$2,000 per year for copy/mail services
Equipment	\$8,000	\$0	\$6,000	\$0	\$6,000	\$0	\$6,000	\$0	\$6,000	\$0	\$8,000 in first year for computer equipment/of fice furniture; \$6,000 per each following year for computer equipment
Other	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
<b>Total Capital</b>	<b>\$8,000</b>	<b>\$2,000</b>	<b>\$6,000</b>	<b>\$2,000</b>	<b>\$6,000</b>	<b>\$2,000</b>	<b>\$6,000</b>	<b>\$2,000</b>	<b>\$6,000</b>	<b>\$2,000</b>	
<b>Total Expenditures</b>	<b>\$469,125</b>	<b>\$280,755</b>	<b>\$656,861</b>	<b>\$289,036</b>	<b>\$854,873</b>	<b>\$297,566</b>	<b>\$1,029,573</b>	<b>\$306,351</b>	<b>\$1,247,829</b>	<b>\$315,400</b>	

<b>BUDGET SUMMARY OF NEW PROGRAM ONLY</b>								
	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>			
	<b>2013__</b>	<b>2014__</b>	<b>2015__</b>	<b>2016__</b>	<b>2017__</b>			
<b>Total of newly generated revenue</b>	\$469,274	\$657,738	\$855,149	\$1,029,703	\$1,248,445			
<b>Total of additional resources required for program</b>	\$469,125	\$656,861	\$854,873	\$1,029,573	\$1,247,829			
<b>Excess/ (Deficiency)</b>	\$149	\$877	\$276	\$129	\$616			
<b>Justification of Financial Projections:</b>								