



## Pathways Transfer Program Articulation Agreement in Labor Studies

Social Justice Studies: Labor and Community Studies (A.A.-T) to  
Labor Studies (B.A.), with Guaranteed Admission  
(optional: Certificate in Labor and Community Organizing)  
(optional: M.A. in Work and Labor Policy)

Empire State University (SUNY Empire) of the State University of New York and City College of San Francisco (CCSF) agree to develop a Pathways Transfer Agreement in Labor Studies. The agreement is designed to support transfer students during their transition to SUNY Empire, and:

- Ease the transition process for CCSF graduates to an educational model comprised primarily of online courses;
- Ensure a smooth transfer for CCSF graduates to SUNY Empire;
- Provide an affordable and convenient baccalaureate and master's degree option for CCSF transfer students who want to remain close to their homes and/or community

SUNY Empire will offer A.A. in Labor and Community Studies graduates an opportunity to participate in the Pathways Transfer Program into the B.A. in Labor Studies program. Each participating student will be able to transfer all credits earned as part of their A.A. degree program to SUNY Empire, as long as they fit into the student's designed bachelor's degree program (see Appendix A for a sample degree pathway).

For CCSF students who also complete the undergraduate certificate in Labor and Community Organizing, SUNY Empire agrees to accept all credits earned as part of the certificate.

### How the Pathways Transfer Program Works:

Students at SUNY Empire can earn their next degree without having to leave their home community. The flexibility of the educational model allows them to customize their courses to fit around their family, work and community commitments. SUNY Empire, the recognized leader in online education within the State University of New York, offers over 500 undergraduate and 200 graduate online courses across more than 120 degree programs. SUNY Empire's courses are designed to be offered online, by online faculty, as opposed to modifying in-person classes to be

delivered online. When it comes to online education, students will benefit from the many years of recognized online excellence and expertise provided by SUNY Empire.

SUNY Empire agrees to accept 100% of each student's credits in transfer, up to 79 total lower-division credits or 93 total credits including any earned upper-division credits. SUNY Empire requires 124 credits for a bachelor's degree, of which CCSF transfers must complete a minimum of 31 credits with SUNY Empire (including earned online credits). A minimum of 45 upper-division credits, 24 of which must be in the concentration, are required consistent with SUNY Empire's requirements for a bachelor's degree. The remaining 79 lower-division credits can be transferred in through transcribed college credit or prior learning assessment. Participating students have the option of transferring additional liberal arts / general education courses completed outside of the associate degree at CCSF.

Additional sources of advanced standing credits may include:

- Individualized Prior Learning Assessment (iPLA)
- Transcript credit from a regionally accredited college or university
- Standardized exams, such as CLEP or other exams
- Military credit evaluated by the American Council on Education (ACE)
- Licenses or training evaluated by SUNY Empire

### Harry Van Arsdale, Jr. School of Labor Studies

The New York State legislature created Empire State College in 1971 in order to provide educational opportunities to adults not adequately served by traditional residential colleges. At the same time, the legislature also established the School of Labor Studies in New York City (renamed in 1986 to honor the distinguished labor leader, longtime Local 3 IBEW Business Manager, Harry Van Arsdale Jr, who did so much to support its creation) to ensure that wage-earning adults had an opportunity to earn a college degree in a learning environment that celebrates their achievements and recognizes their distinctive needs.

To ensure this opportunity, the School of Labor Studies has highly qualified faculty with a demonstrated interest in labor studies to develop and provide flexible, rigorous, and worker-focused degree and non-degree academic programming that is highly relevant to unionists, community organizers, social justice activists, and others interested in the labor history, the sociology, and culture of work and workers.

### Bachelor's in Labor Studies (BA, BS, BPS)

Students in the Labor Studies program examine topics of work, workers and worker organizations. They study the history of the labor movement, labor law and collective bargaining, and focus on current problems and policies generated by changes in the global economy, technology, the workforce and the workplace.

Students advance their skills in writing, research, critical reading and thinking. Together with a faculty mentor, they create an individualized degree program that aligns with their specific needs and career goals. Labor Studies is an interdisciplinary field which draws on the

methodologies and subject matter of the social sciences and humanities, along with other interdisciplinary areas such as American Studies, Women's Studies and African-American studies.

### Master of Arts in Work and Labor Policy

Students who have completed a bachelor's degree have the option of pursuing the Master of Arts in Work and Labor Policy. This 30 credit program focuses on current problems and policies caused by changes in the global economy, technology, the workforce and the workplace. It is designed for unionists, human resource professionals, arbitrators, educators, activists, lawyers and individuals involved in government or private industry.

The program is comprised of 15 credits in required courses and 15 credits in a selected concentration area. It also provides a background in American labor relations, labor history, labor law and collective bargaining

### Benefits for CCSF Transfer Students:

SUNY Empire will provide the following benefits for participating CCSF transfer students:

- Guaranteed admission to the B.A. in Labor Studies program
- Provision of a one-time \$100 *Better Together* transfer scholarship
- Waiver of the \$50 orientation fee

To be eligible, CCSF transfer students must have completed the A.A. in Labor and Community Studies or be in (or entering) their final semester of completing the program.

A unique application code for interested students to use during the admissions application process will be created by SUNY Empire and provided to appropriate staff members at CCSF for distribution.

### Benefits for Active Military, Veterans, and Spouses

SUNY Empire has a long-standing commitment of supporting active military, veterans and family members, and enthusiastically pledges to maintain its commitment to provide the following benefits and services to military-aligned students, and as they may be amended from time to time by SUNY Empire:

- Pre-enrollment advising and an Evaluated Education Plan (EEP) with a review of anticipated transfer credits prior to enrollment
- Waive all mandatory fees for military members (active-duty, guard, reserve and veterans) along with their spouses. Waived fees include: orientation fee, college fee, student activity fee, technology fee, health and wellness fee, portfolio (assessment) fee, and program amendment fee.
- Individualized Prior Learning Assessment (iPLA) fees are waived for military members
- Support military-aligned students through Veterans Affairs (VA) and Tuition Assistance

(TA) funding processes

- Access to the Office of Veteran and Military Education (OVME) and its dedicated resources to support student success all the way through to degree completion.

Guidelines of the Agreement:

As part of the agreement, SUNY Empire will provide the following: (1) individual educational planning and mentoring for all transferring Labor and Community Studies students, (2) outreach to faculty and transfer advisement staff at CCSF to provide program information, and (3) offer information sessions for CCSF students online.

CCSF agrees to provide: (1) promotion of the program on campus to current students, faculty advisors, and alumni, and (2) to include this transfer agreement in any college publications and marketing where such agreements are listed (i.e. college catalog, website, transfer office brochures).

CCSF and SUNY Empire agree to work in collaboration in marketing the opportunities as outlined in this transfer agreement. Further, each party authorizes the other to feature information regarding this agreement on its website, in press releases, and other marketing and social media outlets.

Enrollment and Tuition

Labor and Community Studies (A.A.) to Labor Studies (B.A.) students may enroll at SUNY Empire on a full or part-time basis. With advisement from their faculty mentor at SUNY Empire, students may elect to design a degree program similar to the sample provided in Appendix A.

Non-New York residents are eligible for an Empire State University nonresident tuition grant that significantly lowers their tuition rate.

For Further Information:

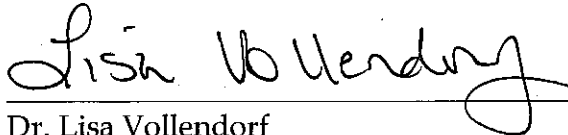
George Strothmann  
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This agreement becomes effective when all signatures are affixed and remains in effect for five years from that date (of last signature). The agreement will be reviewed for renewal every five years, and amended by mutual agreement should either party substantially revise their academic program.

Signatures to the Agreement:


**EMPIRE STATE UNIVERSITY, SUNY**



Dr. Lisa Vollendorf  
President

10/5/23


Date



Dr. Nathan Gonyea  
Provost and Executive Vice President for Academic Affairs

Sep 22, 2023

Date



Maria Figueroa (Sep 22, 2023 09:53 EDT)

Dr. Maria Figueroa  
Dean, Harry Van Arsdale, Jr School of Labor Studies

Sep 22, 2023

Date

**CITY COLLEGE OF SAN FRANCISCO**




Geisce Ly (Sep 14, 2023 14:39 PDT)

Geisce Ly  
Vice Chancellor, Academic and Institutional Affairs

09/12/2023

Date



J. Dawgert-Carlin (Sep 14, 2023 14:18 PDT)

J. Dawgert-Carlin  
Dean, School of Social Sciences, Behavioral Sciences,  
Ethnic Studies and Social Justice

09/12/2023

Date



James R Tracy (Sep 12, 2023 12:41 PDT)

James Tracy  
Chair, Labor and Community Studies

09/12/2023

Date

## Appendix A: Sample Degree Plan

### City College of San Francisco – Labor and Community Organizing, certificate (optional)

Choose 5 courses from the following:		Electives: Choose any 3 courses from the following:	
LBCS 70A Who Built America? 1492-1877 or LBCS 70B Who Built America? From Reconstruction to the Present	3	<ul style="list-style-type: none"> <li>• AFAM 42 The Origins and History of Race Theory and Modern Racism</li> <li>• ASAM 1 Introduction to Asian American Studies</li> <li>• CHIN 1A Elementary Chinese</li> </ul>	3 3 3
LBCS 81 Organizing for Economic and Social Justice	3	<ul style="list-style-type: none"> <li>• CHIN 10A Beginning Conversational Cantonese</li> <li>• IDST 37 Introduction to Ethnic Studies</li> <li>• IDST 300 Social Justice Work Experience</li> </ul>	3 3 1-6
LBCS 88 California Labor History	3	<ul style="list-style-type: none"> <li>• LALS 15 / LBCS 15 Latin American Workers in the Americas</li> <li>• LGBT 5 Introduction to Lesbian, Gay, Bisexual and Transgender Studies</li> </ul>	3 3
LBCS 96C Labor Relations in the Modern American Workplace	3	<ul style="list-style-type: none"> <li>• PHST 40 Contemporary Issues in the Filipino Diaspora</li> <li>• SPAN 1A Elementary Spanish</li> </ul>	3 3
LBCS 114 Shaping Public Policy for Labor and Community Organizations	3		
LBCS 115 Workforce Development & Land Use for Labor & Community Groups	3		

**Total CCSF Certificate Units 25-30**

### City College of San Francisco – Social Justice Studies: Labor and Community Studies, A.A.

IDST 37 Introduction to Ethnic Studies	3	WGST 25 Introduction to Women's and Gender Studies: Feminism Demystified	3
LBCS 70A Who Built America? From the Colonial Era to the Civil War and Reconstruction or LBCS 70B Who Built America? From Reconstruction to the Present	3	ENGL 1A + 1AS University Parallel Reading and Composition + Support	4
POLS 1 U.S. Government	3	Gen Ed Area E Lifelong Learning and Self-Development	3
Additional Major Requirement	3	Gen Ed Area B4 Math / Quantitative Reasoning	3
Additional Major Requirement	3	Gen Ed Area A3 Critical Thinking	3
Additional Major Requirement	3	Gen Ed Area C1 Arts	3
Electives	3	Gen Ed Area A1 Oral Communication	3
Electives	3	Additional Gen Ed Area C1 or C2	3
Electives	3	Gen Ed Area B1 Physical Science	3
Electives	3	Gen Ed Area B2 Life Science	3

Gen Ed Area B3 Lab Activity	1
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**Total CCSF Units 62**  
**(if certificate not included)**

**SUNY Empire State University - Labor Studies, B.A. (sample only, upper-division)**

LABR 3035 Educational Planning for Labor Studies (Required)	4
LABR 3020 Development of the Labor Movement (Required)	4
LABR 3100 Principles of Trade Unionism (Required)	4
LABR 3005 Collective Bargaining	4
LABR 3060 Labor Law	4
LABR 3010 Contemporary Lab Issues: Immigration (Social Science Gen Ed)	4
LABR 3155 Workers Beyond the West: A Global History (World History Gen Ed)	4
LABR 3130 Women, the Economy and the Labor Movement (Diversity Gen Ed)	4
LABR 3050 Issues in Public Art: Representations of Workers (Arts Gen Ed)	4

LABR 3135 Working Class Themes in Literature (Humanities Gen Ed)	4
LABR/Liberal Elective (advanced)	4
LABR/Liberal Elective (advanced)	4
Liberal Elective (advanced)	4
Elective	4
Elective	4
Elective	2

**Total SUNY Empire Undergraduate Credits 62**

At SUNY Empire, a B.A. degree requires a total of 124 credits, of which at least 45 credits must be advanced level (3000 level and above), at least 94 credits must be liberal, and at least 24 advanced level credits must be completed in the major (Labor Studies). There is a 31 credit residency requirement, and all bachelor's degrees must also have at least 30 General Education (Gen Ed) credits across 7 of 10 General Education categories. The above sample presents a well-rounded, Labor Studies B.A. degree plan option.

**SUNY Empire State College - Work and Labor Policy, M.A. (optional)**

LABR 6010 Work and Labor Studies	3
LABR 6015 Labor Policy in America	3
PPOL 6007 Policy Process	3
PPOL 6020 Research Methods	3
LABR 7010 Final Project	3

Concentration area credits	15
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**Total SUNY Empire Graduate Credits 30**

The Work and Labor Policy program is a 30-credit hour master's degree. Students can create an individualized concentration (general) through chosen electives (5) or a concentration in Work and Labor Policy or Workforce Development. The program emphasis is on current problems and policies generated by changes in the global economy, technology, the work force and the workplace. It also provides a background in American labor relations, labor history, labor law and collective bargaining. Many students choose to incorporate one of the [advanced certificates](#) into their master's degree as their focus area.

## **Appendix B: SUNY Empire Policies and Procedures for Transfer**

1. Students successfully completing degree requirements for an A.A., A.S., or A.A.S. and transferring in the entire associate degree will be able to transfer to SUNY Empire all credit earned for the associate degree, including “D” grades that are part of the completed degree. If the entire associate degree is not used toward the SUNY Empire degree program, “D” grades are not transferable.
2. The residency requirement for a 124 credit bachelor’s degree is 31 credits. Students may transfer in the remaining 93 credits (up to 79 lower-division credits) through transcribed credit and/or prior learning assessment.<sup>1</sup> A student may exceed stated credit minimums in certain circumstances to preserve the integrity of components that meet degree requirements.
3. Any courses taken at CCSF beyond the associate degree will be evaluated for transfer separately from the degree program based on SUNY Empire advanced standing policies.
4. There is no statute of limitations regarding the age of acceptable learning substantiated by transcript except in some areas, technologies and science for instance, where that learning may be outdated and may not be accepted if it is crucial to the structure of a degree program concentration.
5. Students earning a bachelor’s degree from SUNY Empire must fulfill all graduation requirements, which include completing 45 advanced-level credits of which 24 are in the concentration. Students entering SUNY Empire Fall 2023 and after, with no previous coursework taken at any SUNY institution, follow the 2023 General Education Framework - bachelor’s degree programs must include at least 30 credits from seven of ten general education knowledge and skill areas, including Mathematics, Communication, Natural Sciences, and Diversity: Equity, Inclusion and Social Justice.
6. All students need to complete the application process and meet all admissions criteria before being accepted to SUNY Empire. Students must submit the SUNY Empire Application for Admission form along with an official transcript(s) of their completed coursework to the Office of Admissions, Empire State University, 111 West Avenue, Saratoga Springs, NY 12866. These forms can be found at [www.SUNYEmpire.edu/admissions](http://www.SUNYEmpire.edu/admissions).

Active, Reserve and Guard Army soldiers should apply and register through Army IgnitED at - [www.armyignited.com/app](http://www.armyignited.com/app). Soldiers may contact the Office of Veteran and Military Education for assistance at [military.programs@SUNYEmpire.edu](mailto:military.programs@SUNYEmpire.edu) or 518-587-2100 ext. 2779.

7. Both colleges acknowledge the confidential nature of student information that may be exchanged between them. As such, both colleges agree that this information must be kept secure, confidential, and only disclosed for academic reasons. Student information will not be shared with third parties, and all FERPA regulations will be adhered to.

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<sup>1</sup> Prior learning assessment includes NYSED-approved degree granting institutions, pre-evaluated credit (NCCRS, ACE, SUNY Empire PLE) and other approved sources. For full list, visit: <http://www.SUNYEmpire.edu/degree-planning-academic-review/prior-learning-assessment/evaluation-prior-college-level-learning/>.