

Abilene Approval Chart for Curriculum Changes

A = Approve I = Information Item R = Respond In Writing

Course Number: _____ **or Degree Plan(s):** Human Rights and Justice Minor

The School of Social Work proposes the creation of a new minor in Human Rights and Justice.

	Campus-Level Academic Review¹	Dept./School	College	Dean	TEC	AUAC/Grad	Provost
	Change to a Course Include signatures from all chairs/program directors for cross-listed courses. ¹						
1.	Title (description unchanged)	A	A	A	I	I	I
2.	Description (not affecting content)	A	A	A	I	I	I
3.	Course term(s)	A	I	A	I	I	I
4.	Content (change of course outcomes)	A	A	A	I	I	A
5.	Number of credit hours	A	A	A	A	A	A
6.	Course number within the hundred	A	A	I	I	I	I
7.	Course number beyond the hundred	A	A	A	A	A	A
8.	Prerequisites	A	A	A	I	I	I
9.	Course restriction (e.g., majors only, junior standing)	A	A	A	A	A	A
10.	Level change (U to G or G to U)	A	A	A	A	A	A
11.	Cross list course	A	A	A	A	A	A
12.	Department of record	A	A	A	A	A	A
13.	Open or close a course	A	A	A	A	A	A
	Change to a Degree Plan						
14.	Educational Program — Revise	A	A	A	A	A	A
15.	Educational Program — Adopt/revise admission requirements	A	A	A	A	A	A
16.	GPA — Revise program-required GPA	A	A	A	A	A	A
17.	Minor — Revise	A	A	A	A	A	A

	Full Review	Dept./School	College	Dean	TEC	AUAC/Grad	Provost	Campus Faculty	Senior VPAA	President
	Change to Catalog Information (for Campus)									
18.	General requirements for Bachelor's and Associate Degrees	-	-	-	-	A	A	A	A	I
19.	Policies governing academic probation and suspension	-	-	-	-	A	A	A	A	I
20.	Requirements for graduating with honors	-	-	-	-	A	A	A	A	I
	Change to a Degree Plan									
21.	Educational Program — Add or Discontinue ²³	A	A	A	A	A	A	A	A	I
22.	Educational Program — Discontinue (Provost-proposed)	R	-	R	A	A	A	A	A	I
23.	Minor — Add or Discontinue	A	A	A	A	A	A	-	A	I
24.	Minor — Discontinue (Provost-proposed)	R	-	R	A	A	A	-	A	I
25.	Degree — Add or Discontinue	A	A	A	A	A	A	A	A	I
26.	Degree — Discontinue (Provost-proposed)	R	-	R	A	A	A	A	A	I

	Change to General Education Requirements for Undergraduates (System)	Dept./School	College	Dean	AUAC	Provost	UGEC	University Faculty	Senior VPAA	President
27.	Change course outcomes of an included course	A	A	A	A	A	A	-	A	I
28.	Add or drop a required course from the General Education Requirements	A	-	A	-	A	A	A	A	I
29.	Add or drop a course from a menu within the General Education Requirements	A	-	A	-	A	A	-	A	I
30.	Comprehensive revision of General Education Requirements	-	-	-	-	A	A	A	A	I

Notes

² Any change to a cross-listed course requires the signature of both department chairs or program directors overseeing the course to ensure that the courses stay in sync. This includes courses taught at other campuses (e.g. BIBL 101 and BIBO 101).

³ For undergraduate majors, a minimum of 30 hours is required. These programs must have a minimum of 6 elective hours, unless the requirements of external accrediting bodies make it impossible. Master's programs

must include a minimum of 30 hours, and doctoral programs must include a minimum of 30 hours beyond the master's.

⁴ When a department/school or dean proposes closing a program, approval routing follows the typical process beginning with the department/school. An administrative proposal by the provost or senior vice president for academic affairs would follow the "provost-proposed" routing on the chart.

Updated 8/1/2023

<i>Rachel Slaymaker</i>	Department/School(s)
	04/08/24
Chair Signature	Date
Chair/Program Director Signature	Date
	College Academic Council(s)
<i>Beila Jones</i>	Apr 18, 2024
Chair Signature	Date
Chair Signature	Date
	Dean(s)
<i>[Signature]</i>	Apr 24, 2024
Signature	Date
Signature	Date
	Teacher Education Council
Signature	Date
	Campus Academic Council: Abilene Undergraduate or Abilene Graduate
Signature	Date
	Provost
Signature	Date

University General Education Council

Signature

Date

University Faculty

Abilene Faculty Senate Chair signature

Date

Dallas Faculty Council Chair signature

Date

Senior Vice President for Academic Affairs

Signature

Date

President

Signature

Date

Abilene New Track or Minor Application Instructions

Use this template to propose a new track of an existing degree program or a non-degree plan, which includes a minor. For a new educational program — undergraduate major, graduate degree, or certificate — use the [New Program Application](#).

Process Overview

Step 1: Develop and Refine Proposal

The applicant completes the proposal and submits it to the vice provost, who requests any revisions necessary to create an accurate, complete picture of the track or minor and ensure that it aligns with institutional policies and processes so that it will be ready to implement upon approval. After the vice provost is satisfied with revisions, the vice provost sends the proposal for review to:

1. the library dean's designee for library resources review
2. the SACSCOC liaison for substantive change review

Step 2: Curriculum Approval Process

After all reviews are complete, the vice provost will return the full proposal to the applicant, who will begin the process outlined on the campus approval chart to add a new track or minor. This includes approval by the department/school, college academic council, dean, Teacher Education Council if it's a teaching certification program, campus academic council, and provost for a new track, with the addition of the senior vice president for academic affairs for a new minor.

New Track or Minor Application

1. Program Identification

- A. Title of track or minor: **Human Rights and Justice**
- B. Identify as track or minor: **Minor**
- C. Home department or school (and associated degree program, if track):
School of Social Work
- D. Developer(s) and credentials:
Stephanie Hamm, PhD, MSW (Minor Advisor)
Rachel Slaymaker, EdD, LMSW
- E. Where program will be offered and delivery method
The two proposed required courses will be delivered online with minimal synchronous requirements. Courses from the selection menus are primarily residential in Abilene.
- F. Proposed date of implementation: **Fall 2024**

2. Program Details

1. Description. Summarize this course of study in 50 to 200 words.

This Human Rights and Justice will integrate experiential learning for students of various backgrounds and majors with an interest and passion for justice in its many forms (social, racial, economic, environmental, etc). In this minor, students will understand:

- The context (including historical) of justice in their area of interest
- The relevance/salience of justice in their area of interest
- Mental (critical thinking) and logistic (writing, negotiation) advocacy practices
- Evidence-informed interventions for creating just and equitable solutions that address human rights and justice

In partnership with the Department of Political Science and Criminal Justice, this minor will replace the current Peace and Social Justice Minor. The Peace and Social Justice Minor currently appears in the catalog under the School of Social Work, but remains under the purview of Department of Political Science and Criminal Justice since the shift did not go through councils. The Department of Political Science and Criminal Justice chair has agreed to close out the current minor in support of the new Human Rights and Justice minor.

2. Market need. What students will be drawn to this program? What types of careers will they pursue after graduation? What is the job market/outlook like in this area?

Students who wish to advance human rights issues and social, racial, economic, and environmental justice initiatives across systems and disciplines will be drawn to this minor. Graduates of the Human Rights and Justice minor will be people who are thoughtful of all parties involved in an injustice; and who endeavor for resolution and reconciliation.

As a part of the Experiential Learning Development Program (ELDP) 2023 cohort, faculty created this minor to enhance experiential learning opportunities for those who are interested in justice and advocacy issues that inform their major and future career goals. During the final capstone course, students will implement their pre-approved proposal by actively engaging in the practice of justice and advocacy in an organization or in the community. They must be supervised by a pre-approved onsite supervisor and partner on a project-based learning opportunity that benefits the organization. Students will volunteer a minimum of 25 hours with an organization they choose and complete assignments that address any changes to their understanding of and practice in human rights and justice, their strengths and growth edges in advocacy skills, whether their faith or spiritual journey has shifted throughout the experience in the minor and how, and a plan for integrating their new learnings into their career/discipline. Faculty view this minor as a supplement to the students major/discipline that provides the real world experience of working to enact change.

3. Estimate total enrollment for each of the first five years.

2024-25: Recruit 5 students

2025-26: Recruit 5 new students

2026-27: Recruit 7 new students

2027-28: Recruit 7 new students

2028-29: Recruit 10 new students

2029-30: Within 5 years, approximately 35 students will have completed the minor.

3. Rationale and Need for Program

1. Mission fit. How does the course of study fit with the university's mission to educate students for Christian service and leadership throughout the world? How does the course of study fit with the university's current strategic plan or emphases?

The Human Rights and Justice Minor aligns with the ACU mission to educate students for Christian service and leadership throughout the world. ACU students already strive to serve marginalized communities through a variety of formal and informal university programs. However, this intentional coursework encourages thoughtful and strategic practices that require students to focus on the needs and requests of the organization or community, rather than imposing naïve ideals or expectations about how the world should work. Through this minor and capstone experience, students will gain knowledge of injustices in the world, critically evaluate how oppression influences certain populations, and build advocacy and leadership skills from a culturally and spiritually humble lens while integrating their major and minor coursework.

This minor may support increased retention goals, especially among students who are vigilant to injustice and oppression, such as first-generation students and students of color.

2. Disciplinary benchmarking. Use the benchmark schools that you named in 2.A.3 to respond, plus any other programs you have reviewed. How does this program curriculum compare to other programs in your discipline? Which Texas universities already offer this program? You may also note other peer institutions that offer the program.

The following CCCU schools (typically benchmarked with ACU) do not offer a comparable minor:

- Calvin University
- Azusa Pacific University
- Lipscomb University
- Harding University
- Oklahoma Christian University

The following CCCU schools offer something similar to the proposed minor:

- Pepperdine University - Social Action and Justice Program (not categorized as a minor)
- Samford University - Race, Ethnicity, and Social Justice Minor

The following Texas schools offer a comparable minor:

- Baylor University - Poverty Studies and Social Justice Minor
- UT Austin - Social Work Minor
- Texas Christian University - Social Work Minor
- Southern Methodist University - Human Rights Minor
- Rice University - Social Justice Minor
- Texas State University - Social Work Minor
- St. Edwards University - Social Welfare Minor

None of the minors above appear to offer the level of experiential learning required in this proposed minor. Also, most of the universities listed do not integrate faith perspectives into the content. Many students want to address the intersection of their faith with justice efforts. Additionally, the intent of this minor is to broaden the scope beyond the social work profession and to emphasize many types of justice beyond social justice. Therefore a social work minor was not considered.

3. Make a case for why we should maintain all existing tracks in this major (if a track) or note which ones will be closed. *N/A*

4. Curriculum

1. Degree plan. List the major requirements as they would appear in the catalog. For undergraduate degree plans, include 74 credit hours of major requirements and electives, and mark which courses are the capstone and writing-intensive courses. Minors are 18 hours with at least 6 hours of upper-division courses.

The Human Rights and Justice minor meets the minimum 18 hours of coursework with at least 6 hours of upper-division courses. We propose 3 required courses (6 hours), at least six hours from the Advocacy/Justice Practice menu (see below) and at least six hours from the Human Rights & Justice Knowledge menu (see below).

Required Courses

Course	Name	Hours
HRJ 201	Introduction to Human Rights & Justice	1
SOCW 329	Diversity, Power, & Oppression	3
HRJ 455	Experiential Learning Capstone	2

- B. Course coordination. Attach a memo or email of support from the department chair of each department outside the home department that will provide a course for the track or minor. See attached Department Chair memos of support from the following departments:

Bible, Language & Literature, History, Communication & Sociology, Psychology, Nutrition, and Political Science and Criminal Justice.

- C. Courses. Create a table with one row for every course, existing and new, included in the track or minor requirements. Create five columns that provide the following information:

1. Rotation and frequency (e.g., fall odd years)
2. Whether the course is required or on a menu
3. Which track(s, existing and new) the course serves, if applicable
4. Current faculty credentialed to teach (everyone who is eligible to teach the course, not just who *will* teach the course)

Course	Rotation/ Frequency	Required?	Credentialed Faculty
HRJ 201: Introduction to Human Rights & Justice	fall, summer (online)	Yes	Hamm, Slaymaker, Vasquez, East, Scott, Chris Riley, Sociology instructor
SOCW 329: Diversity, Power, & Oppression	Fall, spring	Yes	Hamm, Slaymaker, Vasquez, East, Scott
HRJ 455: Experiential Learning Capstone	spring, summer (online)	Yes	Hamm, Slaymaker, Vasquez, East, Scott

Advocacy/Justice Practice Menu

Select 2 courses that emphasize practice skills in advocacy/justice work.

Course	Rotation	Required	Credentialed Faculty
COMM 310 Civil Discourse	fall	No	Camp
COMM 322 Discussion, Dissent and Debate	spring	No	Ritchie
COMM 475 Persuasion	spring	No	Sharp Penya, Cardot
COMM 430 Conflict Management	fall	No	Andreas
PHIL 275 Intro Logic and Critical Thinking	fall, even years	No	Harris
SOCW 250 Person to Person: Fundamental Skills of Relating	spring	No	East, Vasquez, Slaymaker, Hamm
SOCW 415 Social Research	fall	No	Vasquez, Slaymaker, Hamm
SOCW 441 or 442 Social Welfare Policy & Service OR Policy Analysis & Practice	fall or spring	No	Vasquez, Slaymaker, Hamm, Scott

Human Rights & Justice Knowledge Menu
Select 2 courses from different prefixes

Course	Rotation	Required	Credentialed Faculty
ANTH 101 Introduction to Anthropology	Spring, odd years	No	Unknown
BMIS 345 Understanding Culture for Global Service	Fall or spring	No	Flanders
BIBP 380 Introduction to Philosophy	fall	No	Harris, Roberts
BIBP 486 Ethics	spring	No	McCraken
BIBT 460 Ethics and Social Issues	Spring (every other)	No	McCraken
BIBT 470 Christian Ethics	Fall, spring	No	New Course
ENGL 271 Latino American Literature	fall	No	Womble
ENGL 273 or 373 African American Literature	spring	No	Elliott
ENGL 328 Social Justice: A rhetoric	Spring, odd years	No	Williams
ENGL 470 Multicultural Literature	Spring, odd years	No	Elliott
ENGL 473 Rhetoric and Belief	Fall, even years	No	Carroll
HIST 250 Intro to Gender and Multicultural Studies in U.S.	Fall, odd years	No	Purcell, Fink
HIST 270 Intro to Latin American Studies	Fall, summer	No	Morgan
HIST 275 Intro to Africana Studies	spring	No	Francis
HIST 329 African American History I	Fall, even years	No	Francis
HIST 330 African American History II	Spring, odd years	No	Francis
HIST 332 Early Modern Atlantic World	Spring, even years	No	Francis
HIST 334 Historical Perspectives on Gender and Sexualities	Fall, odd years	No	Elliott
NUTR 328 Community Nutrition	fall	No	Bartz

POLC 455 Professionalism and Ethics in Criminal Justice	Fall, spring	No	Delony
POLS 393 Peace, Power, and Politics	Fall, odd years	No	Ortbals-Wiser
POLS 371 Women in Politics	Pending council approval	No	Ortbals-Wiser
POLS 432 Constitutional Law: Civil Rights	Spring, odd years	No	C. Riley
PSYC 370 Social Psychology	Fall, spring, summer	No	R. Riley
SOCI 370 Sociology of Gender and Sexualities	Fall, even years	No	Open
SOCI 380 Urban and Community Studies	Spring, even years	No	Open
SOCI 385 Social Theory	fall	No	Macaluso
SOCI 388 Crime and Delinquency	spring	No	Rankin
SOCI 438 Political Sociology	Spring, odd years	No	Open
SOCI 442 Race and Racisms	Fall, odd years	No	Open
SOCI 460 Ethics and Social Issues	spring	No	McCraken
SOCI 480 Inequality and Social Justice	Fall, alternating years	No	Open
SOCW 230 Intro to Social Work	Fall, spring, Maymester	No	Hamm, East, Scott, Vasquez, Slaymaker

D. New courses. For each new course included in the program requirements, list the following information. The vice provost will insert a curriculum approval schedule to set deadlines for introducing each new course.

1. Proposed subject code and course number
2. Course title and description
3. Existing tracks/programs in which the courses will also be used, if applicable

Two new courses are included in the minor requirements:

- **HRJ 201 Introduction to Human Rights and Justice:**

This course is the introductory course for the HRJ minor. Students will learn the foundations of human rights and justice in America, consider their own values and understanding in relation to their major, and develop a preliminary plan for the project-based experiential learning capstone course.

- **HRJ 455 Experiential Learning Capstone:**

This course is the capstone course for the HRJ minor. Students will actively engage in the practice of justice by way of a student-directed project in an organization or community. Prior approval of a project proposal is required prior to enrollment in the course.

There are no existing tracks/programs in which these courses will be used.

5. Required Institutional Support

A. Faculty requirements and availability.

1. Describe the new track or minor's impact on faculty workload. Your narrative should provide supporting evidence that the number of full-time faculty members will be adequate to support the program.

The required course, SOCW 329 Diversity, Power, and Oppression, is already taught every fall and spring semester by SSW faculty. The two new required courses are only 1 credit and 2 credit hour courses respectively, allowing for more flexibility in teaching load, and they will most likely be taught in the summer which does not impact faculty workload significantly. Additionally, since the Registrar has approved the use of a new prefix (HRJ), faculty from other disciplines may be credentialed to teach the content, again allowing for more flexibility and a decrease in SSW faculty workload.

2. If program delivery requires a faculty hire, provide an expected salary range and forecast potential faculty availability.
There are no expectations that require a new faculty hire.
3. If the plan includes part-time instructors, include total cost per year for adjunct pay.

HRJ 201 Introduction to Human Rights and Justice (1 credit hour). An annual budget of \$1,800 per section for summer overload teaching or adjunct/overload needs may be required. Since the course is most likely remote, no classroom spaces or on-campus resources will be needed.

HRJ 455 Experiential Learning Capstone (2 credit hours).

An annual budget of \$2,400 per section for adjunct/overload needs or a course-release may be required beginning Fall 2025. Since the course is most likely remote, no classroom spaces or on-campus resources will be needed.

B. Impact on existing programs. Identify any existing programs/majors from which the new program would draw students and estimate enrollment effects on existing programs in the home department or other departments.

We do not anticipate the Human Rights and Justice minor impacting existing programs or majors. It has been designed to supplement a student's major coursework. However, the minor may assist undeclared students find an area of interest in one of the courses offered (e.g., social work, sociology, political science, etc.)

- C. Staff requirements. Indicate need for new staff (providing expected salary range and forecast suitable applicant availability) and evaluate effect on existing loads of current staff who will serve the program.

There are no expectations that require a new staff hire. It is reasonable to assume that the School of Social Work's Student Engagement Coordinator position will support some responsibilities in collaboration with the minor faculty advisor.

D. Library resources. Identify discipline-specific library resources necessary to serve the requirements of the program. These may be existing holdings and services and new ones.

The new courses in this minor will use typical library resources already available to students, the library research desk, the assigned reference librarian, and the Writing Center. The School of Social Work may invest in certain resources, such as desk reference materials or electronic books, to ensure accessibility to all students.

4. Describe how faculty and students will access information electronically and on site, and explain how they will receive instruction about how to do this.

The School of Social Work has an assigned librarian who can assist faculty and students with accessing information.

5. Describe requirements to support students in their access to and use of learning resources.

The librarian assigned to the School of Social Work regularly visits certain classes to help train and assist students with library services.

E. Physical resources. Identify needs for classroom, lab, and office space and impacts on existing space use. List necessary equipment. Provide costs for any construction or equipment.

We do not anticipate additional classroom or office space needs. The School owns three classrooms that can reasonably accommodate space needs. Additionally, the new courses will most likely be taught online, especially during the summer, so space is not an issue.

F. Scholarships. Will the unit provide any unique scholarships to students in the program?

While unique scholarships are not in the immediate plans, we would like to explore options with Advancement within the next 5 - 7 years.

G. Recruiting. To whom should the degree be marketed? What additional recruiting beyond general recruiting to the university will be needed, and what costs will we incur?

This minor is an excellent opportunity to practice advocacy and justice work for those majoring in Bible, Sociology, Psychology, Education, History, Literature (English), Communications, Journalism, Political Science, Criminal Justice, and those in pre-law. Those identified as undeclared majors and students actively participating in relevant student organizations (e.g. OMA) will be encouraged to enroll. However, those interested in pre-health professions who might be interested in exploring health disparities or those majoring in Business or any STEM discipline who might be interested in service or philanthropy would benefit from this minor.

H. Additional cost to deliver track or minor. Total expenses from sections A to H. Clarify which expenses are one-time and which are ongoing.

The total expenses estimated for part-time faculty or overload as indicated in 5.A.3. (approximately \$4,200) may be ongoing and dependent on SSW faculty load and other departments' faculty who might be able to teach the course within load.

Stop here and submit to the vice provost. Section 6 is not required for all applications, and you will only need to complete it if requested by the SACSCOC liaison.

6. Additional Information Required if Requested

1. Employment demand and career possibilities.
 1. Identify jobs that graduates would be qualified to pursue.
 2. Use official databases to establish the job market for graduates of the program. Use the U.S. Bureau of Labor Statistics and Texas Workforce Commission; other sources that may be helpful are authorities on regional labor markets (e.g., metropolitan Chambers of Commerce) and current industry reports.
 3. Use the crosswalk document provided by IPEDS to take your previously identified CIP code and find the associated occupations in the Standard Occupational Classification system provided by the Bureau of Labor Statistics. Use the associated SOC number to find entry-level and mean wages in that field in Texas from the Texas Workforce Commission (Texas Wages — Wages by Workforce Development Area).
2. Student support services. Describe specific programs, services, and activities that will support students enrolled in the program. Some examples of academic support services are teaching and resource centers, tutoring, academic advising, counseling, disability services, diversity and inclusion offices, teaching

support services are teaching and resource centers, tutoring, academic advising, counseling, disability services, diversity and inclusion offices, teaching laboratories, career services, testing centers, student life, and information technology.

3. Describe financial resources available to support the new program, including a budget for the first year of the program; projected revenues, expenditures, and cash flow; amount of resources going to external institutions or organizations contracted to provide support services for the program; the operational, management, and physical resources available for the change.
4. Provide contingency plans in the event required resources do not materialize.

Approvals

The proposal aligns with institutional policies and processes, and the campus is prepared to support the proposed track or minor as presented.


Terry Boggs (Apr 4, 2024 11:35 CDT)

Apr 4, 2024

Vice Provost

Date

The library has sufficient resources to support the track or minor, or the comments below outline additional acquisitions required and their associated costs.



Apr 4, 2024

Associate Dean of the Library

Date

Comments, if needed:

This proposal does not require additional review for institutional accreditation purposes, or I have worked with the faculty to gather the information necessary to notify SACSCOC or gain its approval.



Apr 4, 2024

SACSCOC Liaison

Date

When all signatures are complete, attach an Approval Chart for Curriculum Changes, conduct the department faculty vote to approve the new track or minor, and continue the approval process as specified by the approval chart.

Human Rights and Justice Minor (HRJ)

Minor Requirements

- HRJ 201 - Introduction to Human Rights and Justice Credit Hours: 1
- SOCW 329 - Diversity, Power, and Oppression Credit Hours 3
- HRJ 455 - Experiential Learning Capstone Credit Hours: 2

Choose 6 hours of Advocacy/Justice Practice from:

Select 2 courses from different prefixes.

-
- PHIL 275 – Introductory Logic and Critical Thinking Credit Hours: 3
 - COMM 310 - Civil Discourse Credit Hours: 3
 - COMM 322 - Discussion, Dissent and Debate Credit Hours: 3
 - COMM 430 – Conflict Management Credit Hours: 3
 - COMM 475 - Persuasion Credit Hours: 3
 - SOCW 250 - Person to Person: Fundamental Skills of Relating Credit Hours: 3
 - SOCW 415 – Social Research Credit Hours: 3
 - SOCW 441 - Social Welfare Policy & Service Credit Hours: 3
 - OR SOCW 442 – Policy Analysis & Practice Credit Hours: 3

Choose 6 hours of Human Rights and Justice Knowledge from:

Select 2 courses from different prefixes.

-
- ANTH 101 - Introduction to Anthropology Credit Hours: 3
 - BMIS 345 - Understanding Culture for Global Service Credit Hours: 3
 - BIBP 380 - Introduction to Philosophy Credit Hours: 3
 - BIBP486 - Ethics Credit Hours: 3
 - BIBT 460 - Ethics and Social Issues Credit Hours: 3
 - BIBT 470 - Christian Ethics Credit Hours: 3
 - ENGL 271 - Latino American Literature Credit Hours: 3
 - ENGL 273 or 373 - African American Literature Credit Hours: 3
 - ENGL 328 - Social Justice: A rhetoric Credit Hours: 3
 - ENGL 470 - Multicultural Literature Credit Hours: 3
 - ENGL 473 - Rhetoric and Belief Credit Hours: 3
 - HIST 250 - Intro to Gender and Multicultural Studies in U.S. Credit Hours: 3
 - HIST 270 - Intro to Latin American Studies Credit Hours: 3
 - HIST 275 - Intro to Africana Studies Credit Hours: 3
 - HIST 329 - African American History I Credit Hours: 3
 - HIST 330 - African American History II Credit Hours: 3
 - HIST 332 - Early Modern Atlantic World Credit Hours: 3
 - HIST 334 - Historical Perspectives on Gender and Sexualities Credit Hours: 3

- NUTR 328 - Community Nutrition Credit Hours: 3
- POLC 455 - Professionalism and Ethics in Criminal Justice Credit Hours: 3
- POLS 393 - Peace, Power, and Politics Credit Hours: 3
- POLS 371 - Women in Politics Credit Hours: 3
- POLS 432 - Constitutional Law: Civil Rights Credit Hours: 3
- PSYC 370 - Social Psychology Credit Hours: 3
- SOCI 370 - Sociology of Gender and Sexualities Credit Hours: 3
- SOCI 380 - Urban and Community Studies Credit Hours: 3
- SOCI 385 - Social Theory Credit Hours: 3
- SOCI 388 - Crime and Delinquency Credit Hours: 3
- SOCI 438 - Political Sociology Credit Hours: 3
- SOCI 442 - Race and Racisms Credit Hours: 3
- SOCI 460 - Ethics and Social Issues Credit Hours: 3
- SOCI 480 - Inequality and Social Justice Credit Hours: 3
- SOCW 230 - Intro to Social Work Credit Hours: 3

Total: 18 Credit Hours



Rachel Slaymaker <rxw99a@acu.edu>

Memo of Support Request for new Human Rights & Justice Minor

Cliff Barbarick <cab11c@acu.edu>

Wed, Feb 28, 2024 at 9:03 AM

To: Rachel Slaymaker <rxw99a@acu.edu>

Rachel,

I can confirm that the Department of Bible, Missions, and Ministry will be able to offer the courses listed below to support the Human Rights and Justice Minor. We have the faculty available to offer the courses as scheduled, and the courses have enough space to accommodate additional students.

BMIS 345	Understanding Culture for Global Service	3	fall or spring (every year)
BIBP 380	Introduction to Philosophy	3	fall
BIBP 486	Ethics	3	spring
BIBT 460/SOCI 460	Ethics and Social Issues	3	spring (every other)
BIBT 470	Christian Ethics (new course)	3	hopefully every semester (per Cliff)
PHIL 275	Intro Logic and Critical Thinking	3	fall, even years

As a department, we support the objectives of the Human Rights and Justice Minor, and we are glad to partner with the minor through these course offerings.

Sincerely,

Cliff Barbarick

Dr. Cliff Barbarick
Abilene Christian University
Associate Professor
Chair, Department of Bible, Missions, and Ministry
(325) 674-3767 (office)
<http://blogs.acu.edu/storiesforthesojourn/>

[Quoted text hidden]



Rachel Slaymaker <rxw99a@acu.edu>

Memo of Support Request for new Human Rights & Justice Minor

4 messages

Rachel Slaymaker <rxw99a@acu.edu>

Thu, Feb 22, 2024 at 2:04 PM

To: Kelly Elliott <kelly.elliott@acu.edu>

Dear Kelly,

In partnership with the Department of Political Science and Criminal Justice, we are preparing a proposal for a new minor in Human Rights and Justice. This minor will replace the Peace and Social Justice Minor that was housed in their department for many years. They plan to close the old minor, and Dr. Stephanie Hamm will be the advisor for this new minor housed in the School of Social Work.

As part of the application process, we must seek letters of support from the department chairs of the courses we intend to include in the course menu. The following courses in your department have been identified as great options for students pursuing this minor. I've also included when it's offered according to the catalog, but if that is different, please let me know.

HIST 250	Intro to Gender and Multicultural Stud	3	fall, odd years
HIST 270	Intro to Latin American Studies	3	fall, summer
HIST 330	African American History from Emanci	3	Spring, odd years
HIST 334	Historical Perspectives on Gender and	3	fall, odd years
HIST 455	Social and Ethnic History in U.S.	3	Spring, odd years
HIST 440	Special Topics:	3	Approved by minor ad

Would you consider replying to this email with a brief memo of support to include these courses? For reference, I've included a summary below and the learning outcomes associated with this new minor. I've also attached a draft list that would appear in the catalog. If you have any questions, do not hesitate to reach out to me, and I'd be happy to discuss further.

Students enrolled in the Human Rights and Justice minor will have an interest and passion for justice in its many forms (social, racial, economic, environmental, etc). In this minor, students will understand:

- The context (including historical) of justice in their area of interest
- The relevance/salience of justice in their area of interest
- Mental (critical thinking) and logistic (writing, negotiation) advocacy practices
- Evidence-informed interventions for creating just and equitable solutions that address human rights and justice

Graduates of the minor will be people who are thoughtful of all parties involved in an injustice; and who endeavor for resolution and reconciliation. The program outcome is to *Advance Human Rights and Social, Racial, Economic, and Environmental Justice* and is driven by the following Student Learning Objectives (SLOs):

1. Students will understand that every person regardless of position in society has fundamental human rights.
2. Students will learn about the global intersecting and ongoing injustices throughout history that result in oppression and racism, including social work's role and response.
3. Students will critically evaluate the distribution of power and privilege in society in order to promote social, racial, economic, or environmental justice by reducing inequities and ensuring dignity and respect for all.
4. Students will learn to advocate for and engage in strategies to eliminate oppressive structural barriers to ensure that social resources, rights, and responsibilities are distributed equitably or that civil, political, economic, social, and cultural human rights are protected.
5. Students will explore how their faith and theological convictions shape and inform their capacity to advocate for human rights and justice, while scrutinizing whether their perspective ethically and responsibly considers their work with others who others may not share the same views.

Thank you in advance for your consideration,

Rachel

--

Rachel Slaymaker, EdD, LMSW
Associate Professor
Interim MSSW Program Director
Director/Chair, School of Social Work
Abilene Christian University
ACU Box 27866
Abilene, Texas 79699
325.674.2072 (main office)
325.674.2142 (direct ext)
www.acu.edu/socialwork

 **Courses for HRJ Minor (Proposed)_DeptChairs.xlsx**
33K

Rachel Slaymaker <rxw99a@acu.edu>
To: Stephanie Hamm <sjh05e@acu.edu>

Thu, Feb 22, 2024 at 2:40 PM

Stephanie,

Just an FYI...here is the email I sent to each department chair. I'll keep you posted!

[Quoted text hidden]

 **Courses for HRJ Minor (Proposed)_DeptChairs.xlsx**
33K

Kelly Elliott <kelly.elliott@acu.edu>
To: Rachel Slaymaker <rxw99a@acu.edu>

Mon, Feb 26, 2024 at 3:14 PM

Rachel,

I'm sorry for my delay on this!

I want to loop you in on some changes in our course offerings due to staffing shifts, since these may affect what you want to include here.

Of the courses that you list below, I heartily applaud the inclusion of HIST 250, 270, 330, and 334. I would suggest that you also consider adding HIST 329 - this is African American History I (HIST 330 is African American History II), and HIST 275 Intro to Africana Studies. You might also consider including HIST 332 Atlantic World, which includes major emphasis on the history of African chattel slavery.

We are no longer offering HIST 455 and intend to remove it from the catalog later this spring. I am very happy to hear about the revival and retooling of this minor. Congrats to Dr. Hamm and to your department!

Please let me know if there is any other support that I can provide.

best,
KRE

HIST 250	Intro to Gender and Multicultural Stud	3	fall, odd years
HIST 270	Intro to Latin American Studies	3	fall, summer
HIST 330	African American History from Emanci	3	Spring, odd years
HIST 334	Historical Perspectives on Gender and	3	fall, odd years
HIST 455	Social and Ethnic History in U.S.	3	Spring, odd years
HIST 440	Special Topics:	3	Approved by minor ad

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--
Kelly Elliott, PhD
Associate Professor, Department Chair
History and Global Studies
Abilene Christian University
(she/her)

Rachel Slaymaker <rxw99a@acu.edu>
To: Kelly Elliott <kelly.elliott@acu.edu>

Tue, Feb 27, 2024 at 1:04 PM

Thanks Kelly! I've made those adjustments to include HIST 275, 329, and 332 and remove 455.

We appreciate your support!

Take care,

Rachel

[Quoted text hidden]



Rachel Slaymaker <rxw99a@acu.edu>

Memo of Support Request for new Human Rights & Justice Minor5 messages

Rachel Slaymaker <rxw99a@acu.edu>

Thu, Feb 22, 2024 at 1:53 PM

To: Richard Beck <beckr@acu.edu>

Dear Richard,

In partnership with the Department of Political Science and Criminal Justice, we are preparing a proposal for a new minor in Human Rights and Justice. This minor will replace the Peace and Social Justice Minor that was housed in their department for many years. They plan to close the old minor, and Dr. Stephanie Hamm will be the advisor for this new minor housed in the School of Social Work.

As part of the application process, we must seek letters of support from the department chairs of the courses we intend to include in the course menu. The following courses in your department have been identified as great options for students pursuing this minor. I've also included when it's offered according to the catalog, but if that is different, please let me know.

PSYC 305	Peacemaking	3	spring
PSYC 345	Sexual Minorities: Identities and Comn	3	fall
PSYC 370	Social Psychology	3	fall, spring, summer

Would you consider replying to this email with a brief memo of support to include these courses? For reference, I've included a summary below and the learning outcomes associated with this new minor. I've also attached a draft list that would appear in the catalog. If you have any questions, do not hesitate to reach out to me, and I'd be happy to discuss further.

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Graduates of the minor will be people who are thoughtful of all parties involved in an injustice; and who endeavor for resolution and reconciliation. The program outcome is to *Advance Human Rights and Social, Racial, Economic, and Environmental Justice* and is driven by the following Student Learning Objectives (SLOs):

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5. Students will explore how their faith and theological convictions shape and inform their capacity to advocate for human rights and justice, while scrutinizing whether their perspective ethically and responsibly considers their work with others who others may not share the same views.

Thank you in advance for your consideration,

Rachel

—
Rachel Slaymaker, EdD, LMSW
Associate Professor
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www.acu.edu/socialwork

Richard Beck <beckr@acu.edu>
To: Rachel Slaymaker <rxw99a@acu.edu>

Tue, Feb 27, 2024 at 11:04 AM

Hi Rachel,
We'd be supportive of this and are happy to write the memo. That said, due to staffing issues, PSYC 305 and PSYC 345 have not been offered for a few semesters now, and we're not sure when they will next be offered. Does this change their inclusion in your plan?
Grace and peace,
Richard

Richard Beck, PhD
Abilene Christian University
ACU Box 28011 Abilene, TX 79699
beckr@acu.edu

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Rachel Slaymaker <rxw99a@acu.edu>
To: Richard Beck <beckr@acu.edu>

Tue, Feb 27, 2024 at 11:18 AM

Thanks, Richard. This is helpful to know. I can remove them from the menu if you are okay with us allowing a sub waiver in the event a student takes 305 or 345 in the future.

Would that be okay with you?

[Quoted text hidden]

Richard Beck <beckr@acu.edu>
To: Rachel Slaymaker <rxw99a@acu.edu>

Tue, Feb 27, 2024 at 11:30 AM

That would be okay.
Grace and peace,
Richard

Richard Beck, PhD
Abilene Christian University
ACU Box 28011 Abilene, TX 79699
beckr@acu.edu

[Quoted text hidden]

Rachel Slaymaker <rxw99a@acu.edu>
To: Richard Beck <beckr@acu.edu>

Tue, Feb 27, 2024 at 12:42 PM

Great, thanks!



Rachel Slaymaker <rxw99a@acu.edu>

Memo of Support Request for new Human Rights & Justice Minor

Lynette Sharp Penny <penyal@acu.edu>
To: Rachel Slaymaker <rxw99a@acu.edu>

Thu, Feb 22, 2024 at 4:00 PM

Rachel,

I fully support including our courses in the minor. I believe they are a good fit for your learning outcomes. Regarding the rotation of courses, ANTH 101 has been taught in summers lately (although we are teaching it this semester). Please let me know if you need more information from me.

Blessings,
Lynette

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Lynette Sharp Penny, Ph.D.
Professor of Communication
Chair, Department of Communication & Sociology
Abilene Christian University
ACU Box 28156
Abilene, TX 79699-28156
Office: 325-674-2136
Email: penyal@acu.edu

[Click here](#) to book an appointment with me.



Rachel Slaymaker <rxw99a@acu.edu>

Memo of Support Request for new Human Rights & Justice Minor

Cole Bennett <cole.bennett@acu.edu>

Fri, Feb 23, 2024 at 2:00 AM

To: Rachel Slaymaker <rxw99a@acu.edu>

Hi Rachel,

The Language and Literature department supports participation in your new minor with the classes you have listed. We would welcome your students into our classes with hope that they would gain from the experience.

CB

[Quoted text hidden]

--

B. Cole Bennett, Ph.D.

Professor, Dept. of Language and Literature

Director, [ACU Writing Center](#)

Director, Writing Across the Curriculum

Abilene Christian University

325.674.2406



Rachel Slaymaker <rxw99a@acu.edu>

Memo of Support Request for new Human Rights & Justice Minor

Melissa Long <mdl16a@acu.edu>
To: Rachel Slaymaker <rxw99a@acu.edu>

Thu, Feb 22, 2024 at 4:45 PM

Rachel,

It looks like NUTR 328 Community Nutrition is the only course from the department. That would be a good course for them to take - it covers nutrition resources and programs available to those in need and for certain age groups. It also covers developing a community nutrition program, delivering it, and then evaluating it. NUTR 221 is a prerequisite, but it could probably be waived.

[Quoted text hidden]

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Melissa D. Long EdD, LAT, ATC
Abilene Christian University;
Kinesiology and Nutrition Department,
Department Chair;
Master of Strength, Conditioning, and Human Performance Program,
Interim Program Director;
ACU Box 28084
(817) 807-6539 cell
(325) 674-2328 office
(325) 674-4822 fax

"Be shepherds of God's flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be" 1 Peter 5:2



Rachel Slaymaker <rxw99a@acu.edu>

minor closing in POLS; opening in SOCW; approval of courses in new minor

1 message

Neal Coates <coatesn@acu.edu>

Mon, Apr 1, 2024 at 5:16 PM

To: Rachel Slaymaker <rxw99a@acu.edu>

Cc: Terry Baggs <twb07c@acu.edu>

Rachel: The Department of Political Science & Criminal Justice approves the addition of these courses to the Human Rights and Justice minor. Thank you, NC

POLS 432 Con Law: Powers

POLS 393 Peace, Power, & Politics

POLS 371 Women in Politics

POLC 455 Ethics in Criminal Justice