

TO: Kathy Pollock, Chair, Senate Executive Committee

FROM: Carol Lawton, Chair, Curriculum Review Subcommittee

DATE: February 22, 2012

SUBJECT: Proposal for Certificate in Lesbian, Gay, Bisexual, and Transgender (LGBT) Studies

The Curriculum Review Subcommittee supports the proposal for the certificate program in Lesbian, Gay, Bisexual, and Transgender (LGBT) Studies, and finds that the proposal requires no Senate review.

Approving

R. Duchovic
I.-H. Kim
C. Lawton
B. Salmon
S. Skekloff
L. Stanchev
N. Suntornpithug

Not Approving

Absent

A. Livschiz (sabbatical)
B. Resch (leave)

IPFW
Request for a New Credit Certificate Program

Campus: Fort Wayne

Proposed Title of Certificate Program: Lesbian, Gay, Bisexual, and Transgender (LGBT) Studies

Projected Date of Implementation: Fall 2012

TYPE OF CERTIFICATE: (check one)

UNDERGRADUATE CERTIFICATES – These programs generally require 12-29 credits of undergraduate-level academic work.

GRADUATE CERTIFICATES – These programs generally require 12-29 credits of graduate-level academic work or undergraduate academic work carrying graduate credit.

POST-BACCALAUREATE CERTIFICATES – These programs generally require 12-29 credits of undergraduate-level academic work, although students enrolling in these programs must have completed their baccalaureate degrees.

I. Why is this certificate needed? (Rationale)

A certificate in LGBT Studies will advance the understanding of IPFW students regarding an aspect of diversity that has received relatively less attention historically than other issues. Specifically, the courses leading to this certificate will educate students about issues of sexual orientation and sexual/gender minorities.

The LGBT Studies certificate program will support the goal of the IPFW Baccalaureate Framework in each of its six foundations. First, the program will promote the acquisition of knowledge, most specifically relevant to the framework in terms of providing students with information across a variety of disciplines. Traditionally, introductory and capstone LGBT studies courses integrate concepts and methods of inquiry from a wide range of academic disciplines, including psychology, sociology, anthropology, women studies, culture studies, language studies, history, political science, fine arts, and biology. Other courses address LGBT issues from the perspective of a specific discipline, with students required to complete courses from a variety of disciplines.

With respect to the Baccalaureate Framework foundation of application of knowledge, the primary focus of the capstone course for the LGBT Studies program is the application of knowledge. The course will involve proposing and conducting a project designed to apply students' knowledge of specific disciplines. Depending on the individual student's primary discipline, projects may include gathering and analyzing information culminating in a paper and presentation, constructing a program to convey knowledge to a relevant group (e.g., students, community members), or performance of a creative or artistic work.

The LGBT Studies program will contribute to the third foundation, demonstrating personal and professional values. A central feature of LGBT studies is providing information regarding the various ways in which individuals develop an understanding of their gender, sexual orientation, and sexuality, as well as the relationship of this understanding to others and society at large. Appreciation of the different perspectives will promote the values of respect and civility toward others in a diverse community.

The LGBT Studies certificate will support the goal of the IPFW Baccalaureate Framework in promoting a sense of community. This goal includes the demonstration of “. . . a commitment to free and open inquiry and mutual respect across multiple cultures and perspectives.” The LGBT Studies certificate will allow students to become familiar with sexual and gender minorities who constitute a significant portion of the population. This will enable them to join a workforce that is diverse, prepared to interact constructively and effectively with colleagues and workplace acquaintances from a variety of backgrounds.

The foundation of critical thinking and problem solving is likewise integral to the study of LGBT issues. In confronting the various conceptualizations of gender, sexual orientation, and sexuality, students will be required to consider, challenge, and integrate a multitude of perspectives relative to those with which they begin their study. In addition, the courses leading to the certificate will involve students in considering the ways in which gender and sexuality issues affect the lives of all individuals, as well as ways of enhancing individuals’ well-being with respect to these issues.

All of the courses leading to the LGBT certificate include components that require both substantial written and oral communication, such as critical thinking analyses, discussions, term papers, and presentations. Furthermore, the capstone course requires projects involving a written paper and oral presentation, dissemination of information, or performance of a creative work.

The need for greater understanding is evidenced by the Campus Climate Survey conducted in the Spring of 2005. Nearly 25% of IPFW undergraduate participants reported that they had witnessed another person being harassed on campus. The most frequent reason for the harassment reported was sexual orientation. Clearly, more needs to be done to educate students about issues related to sexual orientation bias and to promote a more accurate, positive conception of sexual/gender minorities.

Furthermore, LGBT Studies certificates are offered at a number of other universities around the nation. This indicates that such a program of education is viewed as legitimate and important within academe.

Finally, an increasing number of students self-identify as lesbian, gay, bisexual, transgender, or questioning. Such students are likely to be interested in courses offered within the certificate program, as will a proportion of self-identified heterosexual students who are interested in issues of diversity and affirmation of sexual/gender

minorities.

II. List the major topics and curriculum of the certificate.

Courses totaling 18 credit hours will be required to meet the requirements for the certificate. Students must obtain a C or better in all courses that fulfill the requirements for the certificate. An introductory course and a culminating capstone course in lesbian, gay, bisexual, and transgender issues will be required of all students obtaining the certificate. The capstone course will be an independent study from any academic department, an LGBT course, or a course cross-listed as a GNDR course focusing predominantly on an LGBT topic; the course will be at the 400 level or greater that will synthesize a student's previous study of LGBT issues. The introductory and capstone LGBT courses (LGBT 200 and LGBT 400) will be administered by the College of Arts and Sciences. However, courses offered by specific departments may be administered by those departments, even if they are cross-listed as LGBT courses. A Certificate Advisory Committee will approve courses to be added to each course area described below (LGBT, Sexuality, and Gender), approve deletion of courses from each area, and make recommendations regarding the Certificate Program in general.

The program will consist of three major areas of study, the first is specific to LGBT issues, the second is sexuality issues, and the third is gender issues. Students meeting the certificate requirements must complete three courses from the LGBT Courses group, two courses from the Sexuality Courses Group, and one from the Gender Courses group. One required course in the LGBT Courses group is an LGBT course, or a course cross-listed as a GNDR course focusing predominantly on an LGBT topic, or an independent study from any academic department focusing on an LGBT topic. The two courses selected within the Sexuality Area must be from different academic departments. Furthermore, two courses fulfilling the LGBT Certificate requirements must be at the 400 level or greater. At least 12 credit hours must be taken at IPFW. No courses may be taken on a credit/no credit basis. The courses assigned to each area are:

LGBT Courses (all required; 9 credits)

LGBT 200 Introduction to Scholarship on Lesbian, Gay, Bisexual, and Transgender Issues

One of the following courses: (a) an LGBT course, (b) a course cross-listed as a GNDR course focusing on an LGBT topic, or (c) an independent study course from any academic department focusing on an LGBT topic. Students may request to substitute an LGBT-relevant course from another academic department in place of the independent study, as approved by the director of the LGBT program.

LGBT 400 Capstone Independent Study on Lesbian, Gay, Bisexual, and Transgender Issues

Sexuality Courses (select two; 6 credits; no prerequisites for courses unless indicated)

PSY 44400 Human Sexual Behavior

prerequisites: junior/senior standing and PSY 12000 (3 credits)

WOST W225 Gender, Sexuality, and Popular Culture

WOST W340 Topics in Lesbian and Gay Culture

Gender Courses¹ (select one; 3 credits; no prerequisites for courses unless indicated)

ANTH E402 Gender in Cross-Cultural Perspective

COM 41000 Gender Roles and Communication

prerequisite: COM 11400 (3 credits)

HIST A306 Sex Roles and Society in American History

OLS 45400 Gender and Diversity in Management

prerequisite: OLS 25200 (3 credits)

PHIL 30500 Philosophical Theories of Feminism

PSY 34500 Psychology of Women

prerequisite: PSY 12000 (3 credits)

PSY 36500 The Development of Gender Roles in Children

prerequisite: PSY 23500 or PSY 36900 (3 credits)

WOST W210 Introduction to Women's Studies

WOST W240 Topics in Feminism

other courses focusing predominantly on gender approved by an LGBT certificate advisor

In summary, the courses that fulfill the requirements for the certificate are:

LGBT 20000 Introduction to Scholarship in Lesbian, Gay, Bisexual, and Transgender Issues	3 credit hours
an additional LGBT course, a course cross-listed as a GNDR course focusing on an LGBT topic, or an independent study course from any academic department focusing on an LGBT topic	3
Two Sexuality Area courses	6
One Gender Area course	3
LGBT 40000 Capstone Independent Study on LGBT issues	3
prerequisite courses for required courses in the Sexuality and Gender Areas (varies depending on courses selected)	0-6
Total credit hours	18-24

¹Because currently available gender-related courses do not focus specifically and predominantly on issues relevant to LGBT concerns, the list of courses fulfilling the Gender Area requirement will be modified as more LGBT-focused courses are available. The Certificate Advisory Committee will approve courses to be added to each area (LGBT, Sexuality, and Gender), approve deletion of courses from each area, and make recommendations regarding the Certificate Program in general.

III. What are the admission requirements?

All students admitted to IPFW through regular admissions processes will be eligible to pursue the LGBT Studies Certificate. The certificate may be obtained in conjunction with another academic major or independently of pursuing an academic major.

Students who pursue the LGBT Studies Certificate post-baccalaureate (after receiving a baccalaureate degree) must first be formally admitted to IPFW. Once admitted, the student is eligible to pursue the certificate.

Students seeking the certificate may be advised regarding the requirements for the certificate by any academic adviser associated with IPFW. Upon the creation of a specific position for the LGBT adviser, the LGBT adviser will assume full advising responsibility for the certificate program.

IV. List the major student outcomes (or set of performance based standards) for the proposed certificate.

Upon completion of the IPFW LGBT certificate requirements, students will:

1. demonstrate knowledge of issues relevant to lesbian, gay, bisexual, and transgender individuals (e.g., the development of sexual orientation and identity, psychological functioning, health, and well-being, historical and political implications of community, assimilation and discrimination) and communicate this knowledge effectively to others;
2. identify and apply the methods of inquiry, issue formulation, data collection, analysis, and interpretation for the disciplines that examine issues relevant to LGBT individuals and use those methods to evaluate information about LGBT individuals and other issues pertinent to sexual orientation and sexual identity;
3. recognize harassment and discrimination based on sexual orientation, and identify appropriate legal resources used to assist victims of such harassment/discrimination;
4. demonstrate knowledge of the role of diversity in various domains (e.g., workplace, community, government) and how to model and promote inclusive behaviors and policies for LGBT individuals;
5. develop citizenship skills and knowledge of LGBT resources in the community;
6. investigate companies' policies and organizational cultures to determine attitudes toward LGBT employees.

The major student learning objectives for the proposed certificate program fit well with IPFW's stated values and learning goals for all IPFW students, as articulated by the Baccalaureate Framework. A table presented in Appendix A graphically documents the overlap.

V. Explain how student learning outcomes will be assessed (student portfolios, graduate follow up, employer survey, standardized test, etc.) and describe the structure/process for reviewing assessment findings for the purpose of ensuring continuous improvement of the certificate.

Students must obtain a C or higher in all courses that fulfill the requirement for the certificate.

LGBT Studies students will be required to maintain a portfolio of all work completed for the certificate. Students will submit the portfolio for approval by three members of the Certificate Advisory Committee as a requirement in LGBT 40000 prior to the award of the LGBT Studies Certificate. The portfolio should provide evidence that the student has achieved each of the learning objectives. A document created by the student should be included in the portfolio indicating how the works, projects, and artifacts submitted achieve the various learning objectives.

The Certificate Advisory Committee is responsible for establishing the standards that will be employed to judge whether the student portfolio is sufficient for the student to be awarded the LGBT Studies Certificate. These standards should be published so that students will have access to them prior to beginning to create their portfolio.

Students may appeal a decision that their portfolio does not meet the standards required for the Certificate. A student who wishes to appeal must notify the director of the LGBT Studies Certificate Program within 30 days of the Committee members' decision. The director will decide whether sufficient grounds exist to reevaluate the student's portfolio. If so, the director will select three members of the Certificate Advisory Committee who did not evaluate the student's portfolio in the first decision to determine whether the student's portfolio satisfies the criteria required for the Certificate. The standard appeals process (IPFW Undergraduate Bulletin 2010-2011, Part 8, Section 18) is available to students who are not satisfied with the decision of the second panel of the Certificate Advisory Committee.

The Certificate Advisory Committee will meet annually for the purpose of evaluating the effectiveness of the certificate program, and determining the need for improvements. The Committee will assess the extent to which the courses associated with the certificate program and the structure of the program effectively accomplish its objectives. The Committee will base its assessment on the portfolios of students who have been awarded the certificate, as well as student evaluations of the courses they have taken.

VI. Describe student population to be served.

Students with majors in a variety of academic disciplines have indicated an interest in such a certificate. Likely disciplines for which it might be relevant include English, International Language and Culture Studies, history, political science, anthropology, communication, psychology, sociology, women's studies, education, human services, nursing, Organizational Leadership and Supervision, and general studies.

A growing number of students who self-identify as gay, lesbian, bisexual, transgender, or genderqueer are participating in student organizations and classroom activities at IPFW. This certificate is intended to give them academic resources during their course of study, and serve to affirm and retain them as important members of a diverse campus community.

In addition, the certificate will serve the professional needs of individuals who already have BA or BS degrees, but who wish to strengthen their expertise in areas involving sexual/gender minority individuals or involving sexuality.

VII. How does this certificate complement the campus or departmental mission?

A primary objective of the College of Arts and Sciences is that “graduates of the baccalaureate programs should have knowledge and awareness enabling them to be effective citizens and lifelong learners.” The LGBT Certificate promotes the acquisition of knowledge that enables students to take the perspective of others and understand the richness and value of human diversity. These are characteristics that are essential to being effective citizens and to becoming lifelong learners.

Furthermore, according to its statement on diversity, IPFW “is committed to creating an environment that enhances learning by recognizing the inherent worth of all individuals at the university.” As noted in a previous section, issues related to lesbian, gay, bisexual, and transgender individuals are aspects of diversity that have received relatively less attention historically than other issues. The certificate program therefore enhances the scope of IPFW’s focus on, and commitment to, diversity.

VIII. Describe any relationship to existing programs on the campus or within the university.

Many of the courses offered for the LGBT Studies Certificate are interdisciplinary, as well as being from a number of academic departments.

Beyond this, the proposed certificate is similar to other certificate programs—such as Peace and Conflict Studies, Women’s Studies, and Gerontology—in its mission to debunk myths and stereotypes about groups of individuals in our society, and to promote greater understanding and support. The LGBT certificate will expand this mission to include an

even larger proportion of the population. The certificate will provide a higher level, more in-depth learning experience related to knowledge about the LGBT population than is provided by any one course currently available at IPFW.

Members of the LGBT Studies Certificate Advisory Committee are closely involved with community organizations, including the AIDS Task Force, Up The Stairs Community Center, and Parents, Family and Friends of Lesbians and Gays (PFLAG).

IX. List and indicate the resources required to implement the proposed program. Indicate sources (e.g., reallocations or any new resources such as personnel, library holdings, equipment, etc.).

The certificate program requires a faculty coordinator. An appropriate course release to administer the program will be negotiated with the dean of the College of Arts and Sciences. Clerical services will be needed to assist faculty in record keeping, student advising and registration issues, and course administration. The program secretary in the College of Arts and Sciences will provide such clerical services. Additionally, faculty who teach the introductory course will need to be compensated. These costs will be paid by the College through reallocation. **Most, if not all, of the library material needed for the coursework of the LGBT certificate program can be identified and obtained through existing IPFW library resources. As the certificate program is currently conceived, library needs are taken care of by existing library resources, and therefore no substantial budget requests are foreseen for additional library resources.**

X. Describe any innovative features of the program (e.g., involvement with local or regional agencies, or offices, cooperative efforts with other institutions, etc.).

This is the only certificate program at IPFW that specifically addresses the needs and issues of sexual minorities. It is also the only certificate program that focuses on sexuality. Students pursuing the LGBT Certificate may complete up to a maximum of three credit hours of course work that will fulfill the requirements for the Certificate in the form of service learning experiences and internships. Such course work may focus only on organizations devoted largely or entirely to LGBT issues, such as Up The Stairs Community Center, PFLAG, and the AIDS Task Force. Service learning experiences and internships may also be associated with IPFW agencies, such as the IPFW Resource Center for LGBTQ Students and the Up The Stairs LGBT library collection housed in the IPFW Helmke Library, the Northeast Indiana Diversity Library.

Appendix A

Major Student Learning Objectives for Certification in Lesbian, Gay, Bisexual, and Transgender (LGBT) Studies

The major student learning objectives for the proposed certificate program fits well with IPFW's stated values and learning goals for all IPFW students, as articulated by the Baccalaureate Framework and as illustrated in the table below:

Conjunction of Certificate's Student Learning Objectives (SLOs) with the Foundations of the IPFW Baccalaureate Framework

	SLO #1	SLO #2	SLO #3	SLO #4	SLO #5	SLO #6
Foundation 1: <i>Acquisition of Knowledge</i>	X	X	X	X	X	X
Foundation 2: <i>Application of Knowledge</i>	X	X	X	X	X	X
Foundation 3: <i>Personal and Professional Values</i>			X	X	X	X
Foundation 4: A <i>Sense of Community</i>			X	X	X	
Foundation 5: <i>Critical Thinking and Problem Solving</i>	X	X	X			X
Foundation 6: <i>Communication</i>	X			X	X	