

Rollins College

## Rollins Scholarship Online

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Diversity Council

All College Committees and Initiatives

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1-28-2020

### **Minutes, Diversity Council Meeting, Tuesday, January 28, 2020**

Diversity Council

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# **Rollins Diversity Council Meeting Minutes**

**January 28<sup>th</sup>, 2020**

1. Present: Samantha Fonseca (Physics), Destiny Brown (Student Government Association), Robert Whetstone (Center for Inclusion & Campus Involvement), Denise Turner (Crummer), Megan Kohr (Office of International Student and Scholar Services), Emily Block (Religious Life), Abby Hollern (Center for Inclusion & Campus Involvement), Samantha Vega (Center for Inclusion & Campus Involvement), Jenifer Ruby (Office of International Student and Scholar Services), Jen Herr (Accessibility Services), Stephanie Gonzalez Guittar (Sociology), Teasa Mays (Admission), Miranda Jung (Human Resources), Stephanie Kincaid (Faculty Chair), Jade Taylor (Staff Chair)
2. December 2019 Minutes approved
3. Announcements
  - a. Volunteers to take minutes for this semester's meetings?
    - i. January: Abby Hollern
    - ii. February: Jen Herr
    - iii. March: Megan Kohr
    - iv. April: Denise Turner
  - b. DC Happy Hour this Friday from 4-6 at Wine Room
  - c. Update on DC Structure
    - i. there will be no additional push to recreate the structure for Diversity Council but Paul Reich would be supportive of including Diversity Council somewhere in the Bylaws.
    - ii. Paul provided information to Internationalization Committee that if named in All College Bylaws, staff would be removed as voting members.
    - iii. Opinion shared that Diversity Council should be listed on the website under the President since the council report to him. Chairs will follow back up with President Cornwell and Paul Reich.
  - d. Phi Beta Kapa meeting
    - i. Group of members met with a team from Phi Beta Kapa, the older Liberal Arts Honors Society, who are interviewing Rollins to learn if Rollins should get a chapter. This is a 3-year process that will be determined in August 2021.
  - e. Updates on faculty searches

- i. If faculty representatives know of any faculty searches, please share with the DC Chairs (Stephanie and Jade) via email.
- 4. Review of Diversity Infusion Grants
  - a. 8 grants applications were submitted
  - b. Tentative date for presentations of last year's grants: 4/21 (time T.B.D.)
- 5. Disruptive Classroom Behavior Policy
  - a. This policy was brought for the first time to the CLA faculty meeting at the first 2020 meeting. Policy attached.
  - b. Concerns were raised about how the vague language of the policy could be used in a discriminatory way.
    - i. Recommendation One: include a more structured definition of disruptive behavior but at the same time, there was an understanding that policies are intentionally written vaguely. Examples can be provided (example policies that include examples: University of Central Florida, University of South Florida, Stetson University)
    - ii. Recommendation Two: include a list of first steps before situations escalate to the point of this policy. Include resources that can be utilized on campus before enacting this policy (Accessibility Services, Wellness Center, Campus Safety, Office of International Student and Scholar Services, Center for Inclusion & Campus Involvement, etc.)
    - iii. Recommendation Three: Consider how/if this would be included in syllabi
  - c. This will be on the agenda for the next Faculty meeting on February 20, 2020 so if there are any additional recommendations, please share prior to the next Diversity Council meeting on February 18, 2020.
- 6. Task Force Reports
  - a. Employee Resource Group- meetings with current employee resource groups on campus are being held to complete an initial audit of the groups and what types of support is wanted/needed.
  - b. Inclusive Excellence- meetings were held last semester. Split into 2 groups to assess data that is already available. Goal is to have that analysis completed by the end of February.
  - c. Marketing- completed website edits and completed goals.

**Next Meeting Date and Time:**

**February 18<sup>th</sup> in Olin 230**

## **DISRUPTIVE CLASSROOM BEHAVIOR POLICY**

**Disruptive behavior prohibited:** Disruptive behavior in the classroom or during an educational experience is prohibited. The classroom and educational experience includes both the in-person educational experience as well as the on-line educational experience. Disruptive behavior includes conduct that interferes with or obstructs the teaching and learning process. This behavior can occur in front of an entire class, it could take place within a small group, or it could be one-on-one communication between the course instructor and the student. Civil expression of disagreement or views opposing those of the course instructor during the times and using the means permitted by the instructor is not itself disruptive behavior and is not prohibited.

**Course instructor – authority and responsibility:** The course instructor is authorized to establish rules and other parameters for student behavior and participation during the course or other educational experiences that are supervised by the course instructor.

**Temporary removal from class or other educational experience:** If a student or students, acting individually or as a group, disrupt or attempt to disrupt the course or another educational experience, the course instructor is authorized to follow several options, depending on the severity and/or frequency of the offending behavior. The course instructor is authorized to instruct the offending student(s) to stop the disruptive behavior or to instruct the offending student(s) to leave the class or educational experience. The course instructor may contact Campus Safety if the student(s) fails to follow the instructor's instruction. The course instructor must immediately call Campus Safety if presented with an unsafe situation, threatening behavior, violence, knowledge of a crime, or similar circumstances.

**Interim measure:** In the case of severe and frequent offending behavior, the applicable academic dean may, in consultation with the Behavioral Evaluation and Threat Assessment team (BETA), temporarily remove the student(s) from the educational experience pending determination of responsibility under the College's Code of Community Standards.

More information about Rollins' BETA team can be found [here](#).

**Code of Community Standards:** Violation of this Disruptive Classroom Behavior Policy also constitutes a violation of the Disruptive Behavior policy in the Code of Community Standards.

**Referral to Community Standards & Responsibility:** Depending on the severity and/or frequency of the offending behavior, the course instructor may refer the student(s) to the Office of Community Standards & Responsibility for further action and possible sanctions under the College's Code of Community Standards.

**Withdrawal of student from class or other educational experience:** The sanctions which may be imposed on the student(s) who violate this Disruptive Classroom Behavior Policy include, in addition to those sanctions published in the Code of Community Standards, involuntary

withdrawal of the student(s) from the course or other educational experience. The applicable academic dean of the college in which the course or educational experience is located shall work in consultation with the Director of Community Standards & Responsibility, the instructor, and the Dean of Student Affairs to determine whether to involuntarily withdraw the student(s) from the course or other educational experience. This determination will be made only after the published process under the Code of Community Standards has been completed and resulted in a determination of responsibility, including any appeals provided under that process. Students who are withdrawn from a class or other educational experience are not subject to a refund.

**Grade following withdrawal from course or other educational experience:** The course instructor retains responsibility to award the grade for the course or other educational experience to the student who is involuntarily withdrawn from the course or other educational experience. The grade shall be determined by the course instructor based on the student's academic performance at the point of involuntary withdrawal. Any appeal of the grade awarded by the course instructor shall be through the College's published policy on grade appeals. The student may be permitted to complete the course remotely for a grade, but this would be at the discretion of the academic dean and the instructor.

**Appeals under this policy:** Any appeal of the determination under the College's Code of Community Standards shall be as stated in the published policy for such appeals. The determination of the applicable academic dean to involuntarily withdraw a student from a course or other educational experience shall be made in writing to the Provost within 3 calendar days following decision by the academic dean. The appeal shall be limited to the determination by the academic dean and shall be based on excessiveness of involuntary withdrawal as a penalty. The Provost's decision on appeal is limited to review of the academic dean's decision to involuntarily withdraw the student from the course or other educational experience. The Provost's decision on appeal is the final decision regarding involuntary withdrawal from the course or other educational experience.