

Religious and Spiritual Life 2016 Program Review Action Plan

Prepared by Dean of Religious Life, Joel Lohr

Please summarize the major conclusions of this program review:

There were four major conclusions, in the form of recommendations, that can be found in external reviewers' committee report as part of the Religious and Spiritual Life (RSL) Program Review. These were provided as follows:

1. [Obtain] Clarification from University administration on the intent and role for RSL as well as its connection to and core participation in the Strategic Plan (Pacific 2020/2025).
2. Plan for and accomplish the creation of campus sacred space and offices for RSL that are accessible by and for all students.
3. Create and implement a plan for how to best accomplish outreach and expertise in Eastern Religions.
4. Continue to monitor and work through the difficult issues related to affiliate agreements, inclusion policies and possible conflicts with religious groups of varying beliefs.¹

RSL believes that all four of these recommendations are on point and have merit. In what follows we outline ways in which we might attempt to rectify the problem areas through specific actions. The success of such actions, however, depends in large part on the support of the university (financial and otherwise). The greatest challenge here will be in relation to recommendation #2, specifically: finding financial support from the university to make our buildings ADA compliant and thus universally accessible.

¹ These four recommendations have been taken, verbatim, from the external reviewers committee report delivered to RSL on December 9, 2016. Committee members included: Scott A. Jensen, Associate Professor, Chair, Department of Psychology (committee chair); Terri Miller, Senior Pastor, Valley Ministries; Rev. Dr. Jan Fuller: University Chaplain, Elon University, Truitt Center for Religious & Spiritual Life; Ashley Abraham, Undergraduate Student, Executive Board Member Interfaith Council; and Dr. Daniel Ocampo, Associate Director for Residential Life, University of the Pacific.

Recommendation 1:

[Obtain] Clarification from University administration on the intent and role for RSL as well as its connection to and core participation in the Strategic Plan (Pacific 2020/2025).

Evidence to Support Recommendation:

We believe the committee rightly noticed a problem that was not entirely visible to us in drafting our self-study. Apart from various places in Pacific 2020 and our webpages that speak broadly to whole-student development, (which includes intellectual, social, spiritual and physical needs), diversity and inclusivity, and community engagement, there does seem to be a disconnect between a larger university mission, vision, or values and our goals. However, we do feel that the new Values Initiative at Pacific may well address this problem for us.

Responsible person:

The Dean of Religious Life (along with the Assistant Multifaith Chaplain) will work with the values initiative to ensure alignment can take place. Where further clarification is needed, support from upper administration will be sought.

Resources Needed:

Inside division:

Time for responsible persons to complete work.

Outside division:

Support from upper administration and Values Initiative steering committee.

Start date: Fall 2017

Completion date: Spring 2018

Dean or AVP Approval:

_____ Approved _____ Not Approved By: _____ Reason:

Provost or Vice President Approval:

_____ Approved _____ Not Approved By: _____ Reason:

Outcome measure:

Successful completion of this recommendation will be measured by the demonstration of clear contact points between missions, vision, and values of both RSL and the university.

Current Status of Recommendation:

About to begin.

Recommendation 2:

Plan for and accomplish the creation of campus sacred space and offices for RSL that are accessible by and for all students.

Evidence to Support Recommendation:

The evidence is clear. Apart from Colliver Hall’s Sacred Space, our buildings are not ADA compliant. Although Morris Chapel allows wheelchair access, there are no spaces reserved for wheelchair seating, not to mention a variety of other problems with the balcony and the upstairs rooms in Colliver Hall. Also, our offices in Sears Hall have numerous access obstacles, as documented in our self-study. *Minimally*, a plan needs to be drafted, in conjunction with Pacific’s Capital Planning, to ensure that our offices are renovated to be ADA compliant *at a set date in the future*.

Responsible person:

Dean of Religious Life and responsible AVP

Resources Needed:

Inside division: Time for meetings; \$2-5K in funds from Student Life or the Assessment Committee for Student Life to begin initial planning and ADA assessments.

Outside division: Meetings with Capital Planning, financial resources to draft plans, financial resources to execute renovation of spaces (\$150K+).

Start date: Fall 2017

Completion date: Update by Spring 2018, hopefully with plans and schedule for work to be done by Fall of 2018.

Dean or AVP Approval:

_____ Approved _____ Not Approved By: _____ Reason:

Provost or Vice President Approval:

_____ Approved _____ Not Approved By: _____ Reason:

Outcome measure:

Successful completion of this recommendation will be measured through the completion of a plan (with set schedule) for making RSL buildings ADA compliant.

Current Status of Recommendation:

About to begin.

Recommendation 3:

Create and implement a plan for how to best accomplish outreach and expertise in Eastern Religions.

Evidence to Support Recommendation:

As our self-study outlines, and the external committee rightly pointed out, we currently have no staff, part- or full-time, that serve students in eastern religious traditions. Our plan is to hire a Multifaith Fellow, with specialization in eastern religions, to serve in this role. This would be done in conjunction with Housing, i.e. such a person would serve a dual role in both RSL and their area.

Responsible person:

Dean of Religious Life

Resources Needed:

Inside division: \$12,000 annual stipend, office space, apartment living with \$1000 food allowance provided by housing. Some monies for such a position could be drawn from current soft money in RSL or through fundraised dollars.

Outside division: None.

Start date: Fall 2017

Completion date:

Hire by Spring or Summer of 2018

Dean or AVP Approval:

_____ Approved _____ Not Approved By: _____ Reason:

Provost or Vice President Approval:

_____ Approved _____ Not Approved By: _____ Reason:

Outcome measure:

Successful completion/implementation of this recommendation will be measured by the hiring of such a person and progress being made in contact with and growth among students in eastern religious traditions.

Current Status of Recommendation:

A rough Job Description has been drafted by RSL and Housing (attached) and sent to HR. Revisions will be made in conjunction with HR after which time the position will be graded and posted.

Recommendation 4:

Continue to monitor and work through the difficult issues related to affiliate agreements, inclusion policies and possible conflicts with religious groups of varying beliefs.

Evidence to Support Recommendation:

As noted by the external review committee and outlined in our self-study, there has never been official training or affiliation of non-paid Affiliate Campus Ministers (ACM) at Pacific. A formal process needs to be implemented.

Responsible person:

Dean of Religious Life

Resources Needed:

Inside division:

Time for responsible person to complete necessary paperwork, work with legal and HR, etc.
Continued support of ACMs through retreats, 1:1 meeting times, office space, etc.

Outside division:

HR and legal support.

Start date: Began leg work in early 2014

Completion date: Summer 2017 (partially complete; with ongoing monitoring to continue)

Dean or AVP Approval:

_____ Approved _____ Not Approved By: _____ Reason:

Provost or Vice President Approval:

_____ Approved _____ Not Approved By: _____ Reason:

Outcome measure:

Successful completion of this recommendation will be measured by the completion of official guidelines approved by HR and legal, then put into place.

Current Status of Recommendation:

All guidelines have been approved and put into place. The first cohort of ACMs has been trained and welcomed to Pacific as of June 1, 2017. Ongoing monitoring of relationships and ACM work to take place.