

**DePauw University Faculty Meeting Agenda
February 6, 2017**

1. Call to Order – 4 p.m. Union Building Ballroom

2. Verification of quorum

**3. Consent Agenda
Approve Minutes from the December 5, 2016 Faculty Meeting**

Reports from Core Committees

4. Faculty Priorities and Governance (Glen Kuecker)

Written announcements: Continuing committee members are: Bryan Hanson (Faculty Development Committee), Francesca Seaman (Curricular Policy and Planning Committee), Robert Hershberger (Faculty Personnel Policy and Review Committee), Tim Good (Student Academic Life Committee), Howard Brooks (Chair of the Faculty), Pamela Propsom (directly elected), Glen Kuecker (directly elected and committee chair). The committee has a new member, Elissa Harbert (School of Music representative).

The committee meets each Wednesday from 1230-130. Spring semester our main work will focus on: [1] facilitating conversations about the university's centers; [2] recruitment, review, and retention of senior administrators; [3] confidentiality policies; and [4] CLA internal governance.

We call your attention to upcoming elections for committee positions, and encourage all to evaluate their university service obligations and volunteer for committee work.

The chair is happy to answer any questions, and wishes all wonderful start of the semester.

5. Curricular Policy and Planning (John Caraher)

A. Resource Allocation Subcommittee (RAS): Membership and Handbook Changes (To be voted on in this meeting)

The handbook charges the Curriculum Committee with appointing the members of RAS within certain broad constraints, and the committee plans to renew RAS do fall within those bounds. However, we believe it better to make the handbook language reflect more directly our plans for constituting the committee. We also believe that the existing language regarding the recommendations RAS makes does not reflect our intentions to implement a developmental model, within which "granting or not granting" requests will not be the only possible recommendations.

Therefore, the Curricular Policy and Planning Committee moves that the faculty approves changes to the handbook language governing the function and membership of the Resource Allocation Subcommittee given below

Current handbook language:

X. Standing Appointed Committees

A. Resource Allocation Subcommittee

1. *Function.* The Resource Allocation Subcommittee (RAS) is a subcommittee of Curricular Policy and Planning Committee. RAS considers those requests for new faculty members forwarded to RAS by the Vice President for Academic Affairs, and sends to the Curricular Policy and Planning Committee their recommendations concerning granting or not granting requests. RAS shall be appointed by Curricular Policy and Planning Committee as needed.

This committee reports to and is appointed by the Curricular Policy and Planning Committee

2. Membership.

Faculty membership: Nine (9) appointed representatives; one from each curricular area (4), two (2) at-large representatives, and three (3) representatives from the Curricular Policy and Planning Committee.

Administrative members:

Voting: None.

Ex Officio (without vote): Vice President for Academic Affairs or representative.

Staff members: None.

Proposed changed text:

RAS considers those requests for new faculty members forwarded to RAS by the Vice President for Academic Affairs, and sends to the Curricular Policy and Planning Committee their recommendations ~~concerning granting or not granting requests.~~

Faculty membership: Nine (9) appointed representatives; one from each curricular area (4), two (2) at large representatives, and three (3) representatives members; the five (5) faculty members of the Curricular Policy and Planning Committee, and one from each curricular area (4). In appointing the representatives from each curricular area, the Curricular Policy and Planning Committee shall avoid appointing faculty members whose departments or interdisciplinary programs have submitted, during the current academic year, a request for a new faculty member.

6. Faculty Personnel Policy and Review (Meryl Altman)

Written announcement: The regular work of the Review Committee continues.

7. Faculty Development (Susan Anthony)

Announcements:

In support of the Power, Privilege, and Diversity (PPD) requirement, Dr. Lisa Brock of the Arcus Center for Social Justice Leadership at Kalamazoo College will give a talk on Thursday, May 25, at 7:30 p.m. that will be open to all faculty and staff. Dr. Brock will lead a workshop on Friday, May 26 that will serve as the kick-off event for the Summer 2017 Learning Community made up of nine faculty who receive summer stipends to develop (or significantly revise) PPD courses, and for faculty who will serve as resource faculty for the learning community.

Faculty who wish to apply for the PPD summer stipend may use the online form for Summer Stipends (on the Faculty Development webpage) and specify that they are applying for the PPD stipend. Applications are due by April 5, 2017. Those interested in serving as resource faculty are requested to send a brief statement of interest to Susan Anthony (santhony@depauw.edu), also by April 5.

A faculty workshop in support of the International Experience (IE) requirement is scheduled for May 30, May 31, and June 1. Workshop organizers are Mona Bhan and Howard Pollack-Milgate. Details about participation will be forthcoming.

8. Student Academic Life (Tim Good)

Written announcement: The Student Academic Life Committee is addressing food scarcity for students, the university's Demonstration Policy, and a possible Honor Code.

Reports from other Committees

9. University Strategic Planning Committee (Jackie Roberts)

Written announcement:

The committee continues to hear brief reports from each VP/Senior advisor on organizational structure, budgetary challenges and potential initiatives in each of their areas. The four elected faculty members are working with President McCoy and the Cabinet on the new University Strategic Map and are attending the Board of Trustees meeting in Florida later this month.

10. Diversity and Equity Committee (Veronica Pejril)

Motion to change the Academic Handbook (to be voted on):

Change in the function of the Diversity and Equity Committee: ~~Deleted material in strikethrough:~~

In matters regarding diversity, inclusiveness, and equity, the Diversity and Equity Committee advises the administration and the faculty on policy; ~~presents educational sessions for all employees~~; identifies issues regarding diversity and equity in campus life and refers them to the appropriate University office and/or committee(s) for action; and annually reviews and assesses aspects of the University's efforts to attract and retain a diverse campus community.

Rationale: The committee unanimously agreed that the "presents educational sessions for all employees" clause does not reflect the work of this committee in its history. The committee believes it would be wise to consider removing this clause from our charge. While the committee's work does often help catalyze training-type sessions through its policy-advice, we aren't actually on the front-lines of that training. In light of the function of campus entities such as BIRT and BEAT, we feel this language is confusing.

11. Honorary Degrees and University Occasions Committee (Debby Geis)

Request for nominations for honorary degrees in 2018

Communications

12. Remarks from the President (Mark McCoy)

13. Remarks from the VPAA (Anne Harris)

14. Remarks from the Dean of the Faculty (Carrie Klaus)

Applications are invited for a three-year position as Faculty Development Coordinator (July 1, 2017-June 30, 2020). To apply, please send a short (one-page) letter to Dean of Faculty Carrie Klaus (cklaus@depauw.edu) describing your interest in the position and the experiences and skills you would bring. The deadline for receipt of letters is **Wednesday, February 15**. The Faculty Development Committee will interview applicants soon after that date.

Nominations are invited for the 2016-2017 United Methodist Exemplary Teaching Award.

This award, sponsored by the United Methodist Church with funds supplemented by a generous gift from George and Virginia Crane, is given to one or more faculty members each year who "exemplify excellence in teaching; civility and concern for students and colleagues; commitment to value-centered education; and service to students, the institution, and the community." Please send nominations to Dean of Faculty Carrie Klaus (cklaus@depauw.edu) by **Wednesday, February 15**. Nominations are most helpful if they include evidence of how the nominee satisfies the criteria for this award. Nominations should be no more than 250 words in length.

Additional Business

15. Unfinished Business

Motion to change the Academic Handbook:

The faculty approves a series of changes to the Academic Handbook related to the changed positions of the Dean of the School of Music and the Associate Dean of the School of Music, and to recognize the role of program directors and program coordinators. (Text of the changes is a separate document to allow our discussion to refer to specific page numbers within the changes. Copies of the document are distributed with the agenda.)

Rationale: In 2011 the nature of the position of the Dean of the School of Music was changed significantly. The Dean sits on the Presidents' Cabinet and has numerous administrative duties. This impacts the role of the Associate Dean of the School of Music. In the new configuration, the Associate Dean of the School of Music assumes many of the duties of a Department Chair. The Faculty Priorities and Governance Committee, the Faculty Personnel Policy and Review Committee, and the faculty in the School of Music considered, rewrote, revised and refined the language that is being proposed in this motion. In those areas where mutual agreement with the administration is needed, the Vice President for Academic Affairs and the Dean of School of Music have agreed with the changes.

In addition to the change in the Dean of the School of Music, in 2011, the School of Music faculty lines were set at a fixed number and removed from the oversight process conducted by the Curricular Policy and Planning Committee. The new handbook language clarifies the membership on departmental and school committees related to the personnel. The Vice President for Academic Affairs, and the Dean of the School of Music are prevented from serving on search, personnel, and full-time position request committees. The role of the full-time position request committee within the School of Music is defined in these changes. The personnel policy changes required by the elevation of the Dean of the School of Music to service on the Presidential Cabinet are also included.

In an effort to minimize motions, this new language also recognizes the role of program directors in the faculty personnel committees and the personnel process.

While the length of the text associated with these changes is significant, and many of the changes are significant, it is critical that we approve the entire set of changes to bring our Academic Handbook and academic operations into agreement.

16. New Business

Motion (Rebecca Alexander, Mona Bhan, Kristina Boerger, Angela Castañeda, Nahyan Fancy, Derek Ford, Doug Harms, Glen Kuecker, Alejandro Puga)

The voting Faculty of DePauw University stands in opposition to President Trump's Executive Order, "Protecting the Nation From Foreign Terrorist Entry into the United States." The Executive Order is at best

constitutionally questionable, potentially illegal, and enacted without due consultation with legislatures and pertinent agencies and departments of the US government.

We endorse the statement made by the Association of American Universities,
<http://www.aau.edu/news/article.aspx?id=18366>

As members of the community of scholars we oppose the Executive Order due to the significant disruption to our profession and the important role research and teaching provides society. In response to the Executive Order many universities are advising students, faculty, and staff not to travel outside of the United States. We find this consequence of the Executive Order to be an unacceptable burden, restraint, and assault upon higher education.

We find the Executive Order to undermine core values of DePauw University. It is contrary to the highest moral and ethical standards that the university's Academic Handbook demands that we uphold. It violates freedom of religion by creating a religious test for entry into the United States. It is prejudicial to the free exchange of ideas and people. The Executive Order is hostile to the spirit and high moral purpose of accepting refugees seeking safety and security. It has created chaos, uncertainty, and fear that is contrary to the core mission of a university dedicated to international education.

We affirm our steadfast support for the rights of DePauw University's international students, faculty, and staff.

17. Announcements

A. Elections - Vacancies for elected positions on Faculty Committees will be announced by February 15. All individuals seeking to fill one of these vacancies must inform the Chair of the Faculty of their intention to seek the position by March 1.

18. Adjournment

Appendix

The handbook language changes mentioned in the unfinished business is in a separate document.