

AGENDA

For the Faculty Meeting of 20 September 1982

1. Call to Order (7:00 p.m., Thompson Recital Hall)
2. Approval of Previous Minutes
3. Reports from Coordinating Committees
 - Academic Policy and Planning (Professor V. Serpa)
 - Faculty
 - Management of Academic Operations (Professor M. Rainbolt)
 - Motion to add courses to Groups III and IV
 - Distribution Requirements (on table)
 - Motion to add a course to Group II Distribution
 - Requirements, to be tabled
 - Course Additions
 - Scholastic Achievement
4. Reports from Other Committees
5. Communications from the President
6. Old Business
7. New Business
 - Proposal on Compensation (previously circulated)
 - Proposal on Evaluation (previously circulated)
 - Filing of Committee Vacancies
 - Arrangements for the Secretary of the Faculty
8. Announcements
9. Adjournment

The Faculty of DePauw University

Minutes of the Meeting of September 20, 1982

CALL TO ORDER

The regular meeting of the faculty of DePauw University was called to order by Provost Johnson at 7:02 p. m. in the Thompson Recital Hall of the Performing Arts Center. Approximately 90 were in attendance. The meeting began with a moment of silent prayer.

NEW DEAL FOR SECRETARY

The Presiding Officer asked consent to proceed out of order to consider the duties of the Secretary of the Faculty. There was no objection.

Acting Secretary Dudley moved that the faculty approve the following:

- 1) The Assistant to the Academic Dean will be permitted to take notes of the proceedings of Faculty Meetings and to prepare the first draft of the minutes for the Secretary. The Secretary shall have responsibility for the final and official draft of the minutes.
- 2) The Assistant to the Academic Dean will help the Secretary see that vacancies on Faculty Committees are filled according to the procedures in the Faculty By-Laws. The Secretary shall have responsibility for the tabulation of all ballots in any Faculty election.

The motion passed.

Assistant to the Academic Dean Bremer entered, to applause, and took her place at the Secretary's table.

SYMPOSIUM ON MILITARY SPENDING

The Presiding Officer again asked permission to proceed out of order, and there was no objection.

Ms. Mary DeLano announced that there would be a Symposium on Military Spending, a schedule of which she had distributed at the door. She encouraged attendance, and departed.

HOUSING CRUSH

Still proceeding out of order (with no objection), the Presiding Officer called on Director of Admissions Murray who said that there would be a report on admissions during the October faculty meeting. His purpose for addressing the faculty now, he said, was to announce that there would be a gathering of college counselors from prestigious private schools on the DePauw campus, and that since it would take place on Old Gold Day weekend and since the expense of preparing the Alpha Omega Pi sorority house to accommodate them might be prohibitive, he was appealing to faculty members to house the counselors in their homes if it proved to be necessary. A few volunteers surfaced. He said that his office would soon be looking at the proposals for summer programs for talented high school students, but there was still time for new proposals to be submitted.

APPROVAL OF MINUTES

The minutes of the previous meeting were approved as distributed, greatly relieving the anxiety of the Acting Secretary, who is always under great stress at this point of faculty meetings.

COMMITTEE ON ACADEMIC POLICY AND PLANNING

The Chairman of the Committee on Academic Policy and Planning (CAPP), Professor Serpa, announced that that the three-year term appointment in the Department of Communication Arts and Sciences which expires in 1982-83 would be reallocated to that Department. He further announced that the position would be retained by the Department for six years, comprising two three-year terms to be filled by different incumbents, and that the position

would then be reviewed. He also announced that CAPP would be considering the proposed Christian Studies program and the procedures of the Resource Allocation Subcommittee (RAS). He called on Professor M. Johnson to report for RAS.

RESOURCE ALLOCATION SUBCOMMITTEE

Chairman of RAS M. Johnson announced the membership of RAS: Professors S. Smith, Phillips, Herrold, Gass, Sutton, Maloney, McKelligan, and Cornell. He also announced that replacements for Professors Cornell (on leave) and Rafat (resigned from RAS) would soon be made. Replacements for Professors S. Smith and Phillips, whose terms end in December, will also be sought. He further announced that he would cease to be Chairman of RAS in December, a prospect he viewed with a complete lack of misgivings.

Professor Morrill announced that he and Professor Sutton were the Nominating Committee to fill the vacancies and asked that any recommendations for replacements be sent to any member of the Nominating Committee.

Professor M. Johnson said that there currently were vacancies in the Departments of German and Russian, Earth Sciences, English, and in the School of Music. In addition, there are requests for positions from the Departments of Physics and Communication Arts and Sciences. He said that since there are a fixed number of positions available, not every request could be honored.

COMMITTEE ON FACULTY

For the Committee on Faculty (CoF), Professor Eigenbrodt said that CoF had worked out its agenda for the year, and first on the list was the review of those Department Chairmen whose turn it was to be reviewed. He announced that the policy on confidential materials in personnel files had been slightly altered: heretofore, on request of a faculty member a summary of confidential material in his or her file would be furnished to him or her; in the future, such a resume will be made for all those undergoing interim tenure reviews and for all candidates for tenure, whether or not there has been a request. He finally announced that at the October faculty meeting, CoF would inform the faculty of its procedures and invite discussion.

COURSES FULFILLING DISTRIBUTION REQUIREMENTS

For the Committee on the Management of Academic Operations (MAO), its Chairman, Professor Rainbolt, moved to take from the table the motion to add three courses to the list of those fulfilling Distribution Requirements:

English 157, Introduction to Poetry. Add to Group 3.
Philosophy and Religion 105, Self, Freedom, and Human Dignity. Add to Group 4.

Philosophy and Religion 106, God, Evil, and the Meaning of Life. Add to Group 4.

The motion to remove from the table passed.

The motion passed.

For MAO, Professor Rainbolt moved that

Physics 112, Introductory Physics

be added to the list of courses fulfilling the Group 1 Distribution Requirement. She then moved to place the motion on the table.

The motion to place on the table passed.

For MAO, Professor Rainbolt moved that the courses

Botany and Bacteriology 107, Identification of Trees and Fall-Flowering Plants, 1/2 course credit

and

Botany and Bacteriology 108, Identification of Spring-Flowering Plants, 1/2 course credit

be added to the curriculum.

The motion passed.

Professor Rainbolt asked that all course changes be sent to the Registrar's Office by November 1.

The Presiding Officer expressed appreciation for the sheet prepared by MAO and distributed to the faculty.

SCHOLASTIC ACHIEVEMENT COMMITTEE

The Presiding Officer said that since the Scholastic Achievement Committee neither had a chairman nor had held a meeting, it would have no report.

COMMUNICATIONS FROM THE PRESIDENT

After moving on to Old Business, the Presiding Officer caught himself and recognized President Rosser, saying that it was not often that he forgot the President.

President Rosser said that the Board of Trustees would be meeting a week from Friday to discuss noise, alcohol abuse, and the compensation and evaluation of the faculty. He said that there would be discussion of the major development campaign shortly to get underway. He was pleased to announce that Mr. Frank Braden, class of 1923, had undertaken to provide \$750,000 for the establishment of the Alice Braden Chair in the Department of Communication Arts and Sciences. He noted that this was the most heavily-endowed chair at DePauw and that he hoped to be able to make more such announcements in the future.

AWARDS FOR ACHIEVEMENT

The Presiding Officer said that the faculty would then proceed to the consideration of the following document, developed by the Ad Hoc Committee on Evaluation and Compensation concerning awards for faculty achievement. He said that Professor Newton, a member of the committee, would lead the discussion. Although no motion was made for quite some time, the text of the document, incorporating minor editorial changes made by Professor Newton, is as follows:

Awards For Faculty Achievement

DePauw University values professional achievement on the part of its faculty members, and at stated intervals it recognizes such achievement by the conferral of tenure and promotion. In order to further recognize professional achievement, DePauw makes annual awards consisting of a public ceremony, a certificate, and a modest grant. These annual awards are exemplary in that a few faculty members

are selected from those who are similarly worthy. (It is the aim of the University generally to recognize the professional achievement of faculty members through faculty salaries and their professional activities.) Because awards are exemplary rather than comprehensive, ordinarily they will not be given to the same persons in consecutive years. Usually, at least one award is given annually in each category, but the number (not the size) in any category may vary, depending upon the number and quality of candidates and availability of funds. An endowment established specifically for this purpose supports these awards, which shall be modest except for the Minar award.

An award is used for the recipient's professional benefit or for some University activity or project of interest to the recipient and has no bearing on the allocation of Faculty Development Funds.

A selection committee is appointed by the President. It consists of persons, preferably alumni, not professionally employed by the University, who are familiar with academic matters. The Provost serves as secretary and chairs the committee without vote. The committee adopts its own procedures and criteria, selects its own referees, and recommends recipients to the President.

Nominees for each category may be proposed by any member of the faculty, administrative staff, alumni, or trustees. Faculty members may nominate themselves. The selection committee may solicit nominations from a student organization representative of the students of DePauw University. To become candidates, nominees indicate their willingness to be considered. They are invited to submit further information about or evidence of their achievement, including release of their COF files, to the selection committee.

Awards for Excellence in Teaching. These awards are made for distinguished teaching, qualities of which include, but are not limited to, effectiveness in helping students learn, power in organizing and presenting subject matter, promise and success in developing better approaches to knowledge, and breadth and usefulness in the light of departmental and university needs.

Awards for Excellence in Service. These awards are made for distinguished service, either extraordinary or sustained, to the University. Some illustrations include, but are not limited to, exceptional work on a committee or task force, service to a department, or to students through advisement

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or supervision of activities, or to the larger community for service to one's discipline beyond the University.

Awards for Excellence in Scholarship, Research and Artistic Performance. These awards are made for scholarship which culminates in the writing of book(s), monograph(s), articles(s), or distinguished lectures; and for original research which contributes to the advancement of learning; and for artistic achievement which is expressed in public performance or exhibition. Candidates could either provide reviews of their work or suggest names of persons, not professionally employed by the University, who can serve as independent reviewers.

The Edwin L. Minar, Jr. Award is presented occasionally to that member of the faculty who has accumulated an exceptional scholarly record.

Awards for General Excellence. These awards are made for signal achievement in at least two of the above areas.

Professor Newton indicated changes in the text which have been incorporated above and said that further stylistic changes would probably be made, not altering the substance of the text. He indicated the need for haste, since the document had to be ready for the imminent Board of Trustees meeting; he said that modifications and clarifications arising from this discussion would be included. There was no objection.

During the next one hour and seventeen minutes of discussion, there were several arguments for and against the proposal, several questions about it raised, and several interpretations of it, most of which is summarized here.

Among the questions were

about the qualifications of the members of the Selection Committee to grant awards in each of three different areas,

about the ability of the committee to devote a sufficient amount of time to the selection process,

about the possible changes in the procedures over time so that the Selection Committee might either develop overly-simplified procedures or merely sanction already-made decisions,

about the expenses involved in the selection process compared with the size of the awards.

In response, it was said that those "familiar with academic matters" would be able to judge all three areas, that there would be a sufficiency of well-qualified people who would be delighted to serve in the selection process, and that if the procedures degenerated, the process would have to change.

Concerns about the awards themselves included

granting awards annually might create the possibility of granting an award when none was deserved, and

treating the three categories symmetrically was contrary to counting teaching as more important.

Professor Newton said that it was not necessary that an award in each category be granted each year. He also said, in response to a query if released time could be an award, that that would involve expense of a greater order of magnitude than for the awards presently contemplated.

Among interpretations, there were

the Selection Committee will not make any nominations

the Selection Committee will determine if the names of nominees will be published

the task of the initial Selection Committee will be difficult; but as the years go by its time on campus should decline towards two days

the award for General Excellence recognizes achievement which would not qualify for an award in a single category.

Professor Raines was opposed to the proposal on the grounds that psychological literature shows that extrinsic motivation tends to decrease intrinsic motivation and should be used as sparingly as possible. There was applause at the end of his prepared remarks.

Professor Newton then said that the Ad Hoc Committee felt that it was working between two boundaries, the first established by the Board of Trustees in the Millett Report:

BE IT RESOLVED: The the President is hereby requested to undertake through the Provost, in consultation and collaboration with appropriate faculty, a comprehensive and appropriate process for reviewing and evaluating faculty performance. Such a process should provide the basis for faculty and administrative recommendations in connection with personnel decisions such as the granting of tenure and promotion, compensation, and recognition of meritorious service.

and the second as expressed in the petition signed by 122 faculty members:

We the undersigned are convinced that the establishment of a merit raise program would be one of the most demoralizing, divisive and self-defeating programs which could ever be established at DePauw.

Consequently, he said, the Committee saw its function as devising a method of recognizing faculty performance in the least divisive way possible. It did so, he said, by

establishing an off-campus Selection Committee,

avoiding a merit raise system built into the salary base, and

recognizing, rather than controlling, behavior.

The proposal was supported because of its openness, fairness, and high professional standards. It was pointed out that the Board of Trustees could impose its own system if the faculty did not approve the proposal.

Professor McKelligan moved that the faculty send the proposal to the Board of Trustees as the recommendation of the faculty. This motion was later changed in form so as to read

That the faculty advise the Board of Trustees that it favors this awards aspect of the compensation policy.

Professor Cavanaugh moved as a substitute motion

That the Board of Trustees be advised of faculty discussion and a precis of the debate be presented to them.

Professor Bhattacharyya was opposed to the substitute; she said it was important to send the Board a message as well as a precis. Professor Baughman asked for a secret ballot on the motion to substitute. The vote was taken, and

the motion to substitute was defeated, 23 in favor, 58 opposed.

Discussion continued:

Two speakers pointed out that the proposal contained no mention of merit salary increases.

The Selection Committee was made up of outsiders because the faculty had indicated that it did not wish to be involved with the determination of merit.

Professor Adams called for a secret ballot. While the ballots were being marked and counted, the Presiding Officer asked if there were any announcements. There were, and they appear later.

The Presiding Officer announced that the vote on the motion to endorse the awards statement was 36 in favor, 46 opposed, so

the motion was defeated.

ASSESSMENT OF TENURED FACULTY

The Presiding Officer again called on Professor Newton to lead the discussion of the following document, which incorporates slight changes made by Professor Newton:

Periodic Assessment Of Tenured Faculty

Purpose of Assessment. To demonstrate and encourage professional excellence on the part of DePauw's faculty, the University conducts a periodic assessment of the achievement of each tenured member of the faculty. The assessment provides faculty members with occasions to review accomplishments in teaching effectiveness, professional competence, and service to the department and University and to set forth priorities and future plans. It offers

occasions for the University to commend accomplishments, make suggestions for professional growth, and support judgments pertaining to equity adjustments in salary. But, most important, it provides a means by which faculty members can improve professional performance.

Periodic assessment of tenured faculty is a process separate from the annual review of probationary faculty. The former aims at the development of excellence in professional performance; the latter encompasses this and also provides a basis for the interim and tenure decisions.

Periodic Assessment. Tenured faculty are assessed when being considered for promotion and in the fourth year after their most recent review. The Provost may authorize exceptions to this schedule for appropriate reasons as, for example, when review would fall during sabbatical leave. The Provost requests annually from all faculty members a short summary of activities which the University may use for public purposes. Copies will be kept on file for inclusion in the next assessment.

Procedures. The Committee on Faculty is responsible for establishing procedures of the assessment and ensuring that the stated objectives are accomplished efficiently.

Guidelines. Guidelines are those stated in "Standards and Guidelines for Faculty Status" in the Faculty Handbook.

Student Questionnaires

To provide faculty members with one type of information about their teaching, a questionnaire containing both open-ended essay questions and some questions requiring numerical responses is administered periodically to students in all courses at an appropriate time. The schedule, content, and policies concerning administration of this questionnaire are determined by the Committee on Faculty. The Bureau of Testing and Research gathers general statistics from questions having numerical responses in order to provide comparative data and general information about teaching. The data are compiled in a manner that will not permit identification of individual faculty either by name or by inference. The Bureau of Testing releases individual scores only to the faculty member and not to the COF or the administration. Essay responses are returned directly to the faculty member after semester grades have been turned in. In the case of tenured faculty, while externally gathered information about teaching will be expected for personnel decisions, the submission of these questionnaires

should not be mandatory either by policy or by informal expectation.

Assessment and Equity Adjustments. Assessment may be used in conjunction with equity adjustments in salary. Presuming satisfactory performance as determined in the course of the assessment, tenured faculty members may be considered for and receive equity adjustments. The Committee on Faculty may make recommendations for such adjustments to the President through the Provost at the time for promotion, and at the time of a four-year assessment.

Annual Review Of Probationary Faculty

Procedures. Probationary faculty members are reviewed annually, except in their first year of service. Procedures for this annual review are determined by the Committee on Faculty. Student questionnaires developed specifically for this review are administered in every semester except those of the first year of service. All results are shared with the Committee on Faculty through the Provost. (Probationary faculty members may request the administration of these questionnaires during the first year of service, and in that case results are treated the same way as those of the periodic assessment.)

Equity Adjustment for Untenured Faculty. The Committee on Faculty may make a recommendation for equity adjustment at the time of interim review and the award of tenure.

Professor Newton, after making the changes incorporated in the above text, again said that further editorial improvements might be made, without changing the substance of the proposal. There was no objection. He said it was the ad hoc committee's interpretation that faculty members not in tenure-track positions could participate in the review procedure if they and the Committee on Faculty so desired. He said further that the previous draft of the proposal had some provisions that had been omitted from this version but they would still be in effect:

1. This procedure will take effect in 1983-84.
2. The Annual Review will be discontinued this year.
3. A trial Student Questionnaire will be distributed to the classes of volunteers this spring and the results shared in an open meeting.

4. The first group of tenured faculty members to be reviewed will consist of volunteers.

He said that the four-year assessment would not be more onerous than the present annual review, and the new system would be an improvement over what we have now. He said that he would offer no motion, but if he were to offer one, it would be

That the faculty establish the policies of assessment here proposed to which the Board of Trustees is invited to assent.

Professor Williams so moved.

During the following fifty-two minutes of discussion, various things were said, some of which are noted here.

If the proposal is rejected, the present system will continue.

If approved, the proposal will lessen the workload of CoF.

If approved, the proposal will be presented to the Board of Trustees, since the Board requested it.

Professor Gustavsson moved to amend the proposal by striking all references to questions requiring numerical responses. He said that anything to be learned from student questionnaires could be learned from responses to essay questions. Those against the amendment cited the need for University-wide norms and the usefulness of numerical data. After discussion continued for a time, the Presiding Officer asked Dean Cooper to assume the chair. Provost Johnson then defended the value of numerical data in pointing to areas of concern. He said that in no case was a decision made solely on the basis of numerical data, and asked that the system be given a trial. The Presiding Officer ignored several faculty members seeking recognition and, much to the gratification of the Acting Secretary, called for a vote.

The amendment was defeated.

Provost Johnson reassumed the chair.

Professor A. Catanese moved to amend the section on Periodic Assessment by replacing

The Provost may authorize exceptions

with

The Provost may authorize exceptions subject to the approval of the Committee on Faculty

The amendment passed.

There was discussion of equity adjustments which resulted in Professor Daynes moving an amendment which was later reduced to the form

In the section Assessment and Equity Adjustments, insert after

... may be considered for and receive equity adjustments.

the sentence

Faculty members may request assessment for the purpose of equity adjustment at times other than when scheduled for assessment.

The amendment passed.

[Professor Newton noted after the meeting was over that the amendment was technically faulty because the CoF is not empowered to make equity recommendations at times other than the four-year assessment or when the candidate is being considered for promotion. Therefore, the next sentence should be changed to read

The Committee on Faculty may make recommendations for such adjustments to the President through the Provost at the time of such requested assessment, at the time for promotion, and at the time of a four-year assessment.]

The question reverted to the main motion, as amended. Professor Adams called for a secret ballot. While the ballots were being marked and counted, the following business was accomplished.

COMMITTEE VACANCIES

The Acting Secretary moved that the faculty approve the following persons to fill committee vacancies:

Teacher Education Committee:
 Deborah Bhattacharyya (all year)
 Leroy Schoenfeld (second semester)
 Scholastic Standing Committee:
 John Schlotterbeck (all year)
 Review Committee, member:
 Willian Harman (2/83-1/84)
 Review Committee, alternates:
 Daniel Wachter
 Gary Lemon
 James Rambo (all 2/83-1/84)

Librarian Hardesty, amazingly alert, corrected the erroneous "all year" to the correct "second semester" that appears above. After Professor Morrill almost asked for a secret ballot,

the motion passed.

ASSESSMENT OF TENURED FACULTY

The Presiding Officer announced the result of the vote--62 in favor, 6 opposed, so

the motion, as amended, passed.

The Presiding Officer expressed thanks to all of the members of the ad hoc committee and to Professor Newton in particular for all of their time and labor (applause).

ANNOUNCEMENTS

Professor A. Miller announced that the School of Nursing had moved into new quarters and invited the faculty to an Open House on Friday, October 8, from 5 to 7 p. m., where inspection could be made and cheese and something that goes with it ingested. She said also that sophomore nursing students would be going to visit the Indianapolis facilities on October 6 and that if any faculty members wished to go along, there would be room for them on the bus.

Professor Gass called the attention of the faculty to two one-half credit courses in Computer Science which would be offered during the second half of the semester. It was an opportunity, he said, for students who had withdrawn from a course to recoup some of the lost credit.

Professor J. E. George made a remark about mice and the Nursing School that caused no laughter until he explained the relationship between mice and cheese. Undaunted, he proceeded to announce the coming visit of a distinguished chemist, Professor Harry Gray of the California Institute of Technology, who would deliver a series of lectures.

Professor Hazel announced a lecture by Professor David West of the Virginia Polytechnic Institute on Mimicry in Butterflies, to be given on October 7.

Professor Raymond announced the Pre-Law Conference which will take place on October 6-8.

The Presiding Officer said that someone had forgotten to take his utensils after the faculty picnic and that they could be retrieved from Mrs. Eccles in the President's Office. No one objected to the sexist remark.

ADJOURNMENT

Without waiting for a motion, the Presiding Officer pronounced the meeting adjourned at 10:11 p. m., three hours and nine minutes after its commencement.

Underwood Dudley
Acting Secretary of the Faculty

AGENDA

For the Faculty Meeting of 18 October 1982

1. Call to Order (7:00 p.m., Thompson Recital Hall)

2. Approval of Previous Minutes

3. Reports from Coordinating Committees

Academic Policy and Planning (Professor Serpa)

Name change from Department of Earth Sciences to Department of
Geology and Geography

Faculty (Professor Eigenbrodt)

Management of Academic Operations (Professor Rainbolt)

Motion to add a course to Group 1 of the distribution requirements
(on table)

Motion to add a course to Group 4 of the distribution requirements
(to be tabled)

Course additions and deletions

Announcements

Scholastic Achievement (Professor White)

4. Reports from Other Committees

5. Communications from the President

Report on Admissions (Director Murray)

6. Old Business

7. New Business

Committee replacements (Professor Dudley)

8. Announcements

9. Adjournment

THE FACULTY OF DEPAUW UNIVERSITY

Minutes of the meeting of October 18, 1982

[NOTE BY THE ACTING SECRETARY

[Since the meeting was of unusual shortness, the Acting Secretary thinks it proper that short words only should be used to write it up; so, except when some title occurs, only words which have six or fewer of those things that go to make up words will be used.

[This may make the report of what some people said sound odd, but they did not in fact use the exact words which appear.]

CALL TO ORDER

The usual group of those who teach at DePauw and some of those who run it met in the usual hall in the PAC at 7 p. m. There were about 70 there. Under Leader Johnson, the Gavel Tyrant, called for a short silent prayer. He then asked if it was all right for a person from the DePauw to be there. No one said that it was not.

RECORD OF THE LAST TIME WE MET

No one had any change to make in the record of what we did the last time we met.

REPORT ON THE NEW PUPILS AT DEPAUW

The Gavel Tyrant asked if it was all right to have New Pupils Leader Murray report on what the pupils in their first year at DePauw were like, and no one said that it was not. Leader Murray said that 1982 was not the same as 1981 because

Fewer women wanted to come to DePauw.
More men and fewer women came to the Asbury School of Arts.

There were 68 fewer people in Indiana who wanted to come here.

We took 81% of those who asked to be let in (74% last year) and of those, 42.7% came (43.3% last year).

The mean SAT scores were 505 verbal, 551 math. (last year 512 verbal, 558 math.).

He said that of places in the GLCA, DePauw was doing as well or better than most. He said that it was a good thing to get pupils who might come here onto the campus and he said thanks to those who teach who had taken the time to call on the phone those who had not yet made up their minds about where to go to school.

GROUP ON POLICY AND THE FUTURE

For the Group on Policy and the Future (CAPP), Member of CAPP S. Smith said that President Rosser had approved CAPP's recommendation for the "turn-over" position in Communications Arts and Sciences. She said also that CAPP recommended to the President that a position be returned to the Department of Earth Sciences, and the President has accepted this recommendation. She said that Arthur Carkeek of Division I will replace Amir Rafat on the Resource Allocation Subcommittee (term to expire 12/31/85) and Robert Sedlack will replace Cynthia Cornell for one year (term expires 6/31/83).

CHANGE IN A TITLE

For CAPP, Member of CAPP S. Smith moved that the faculty approve the recommendation of CAPP that the title of the Department of Earth Sciences be changed to the Department of Geology and Geography.

The motion passed.

GROUP ON THOSE WHO TEACH

For the Group on Those Who Teach (CoF), Learn Leader Eigenbrodt said that CoF has ready what it was going to do when those who want to get a better title come before it. Also, he said that CoF was ready to look at those people who have been here long enough to be ready for tenure. He said too that CoF was going to look into some of those who head groups of those who teach the same things.

WHAT SERVES TO GET PUPILS OUT OF HERE

For the Group on How Things Run (MAD), Learn Leader Rainbolt moved to take from the table the motion to add to the list of things that serve to have pupils get a wide look at all sorts of fields of study

Physics 112, Introduction to Physics,
which will be added to Group 1.

The motion to take from the table passed.

The motion that the course be added also passed.

For MAD, Learn Leader Rainbolt moved that

Botany and Bacteriology 322, Origin of Modern Science,
from Genesis to Darwin

be added to the list of things that were all right for Group 4.
She then moved to put that motion on the table.

The motion to place on the table passed.

NEW THINGS THAT WE TEACH

For MAD, Learn Leader Rainbolt moved that three new titles be added to the list of the things that we teach:

Political Science 330, Government and Politics of
the Middle East,
Political Science 318, Research Methods in
Political Science, and
Economics and Management 360, Investment Analysis
and Portfolio Management.

The motion passed.

COURSE KILLS

For MAD, LL Rainbolt moved that

Political Science 355, Government and Politics of
China and Japan
and
Political Science 366, Government and Politics of
India and Southeast Asia

be taken off the list of things that we teach.

The motion passed.

DEAD ITEM

For MAO, LL Rainbolt moved that the African Studies
Program be killed, but the course General Studies 202,
African Language Studies, be kept.

The motion passed.

CHANGE IN TITLE

For MAO, LL Rainbolt said that there was a change in
title in Mediterranean Studies 310

from
Mediterranean Economics
to
Mediterranean Economies

and there was also a change in what was taught in the
course. She said that the same thing went for Economics and
Management 396:

from
Taxation and Government Expenditure
to
Public Finance.

GROUP ON HOW PUPILS STUDY

For the Group on How Pupils Study (SAC), Leader of
Making Us Better White said that SAC now had under study

- Booze abuse
- Noise
- Those who can not learn as easily as most people
- Senior theses

and he asked those who wanted to tell SAC any thing at all
on any of those to do so.

WHAT THE BOSS HAS TO SAY

Over Leader Rosser said that, as places in the GLCA go, DePauw is in good shape, but we have to stay first class and make the fact that we are first class more widely known.

PLUG THE GAPS

Acting Writer Dudley moved that two people be let to take their places on Groups that had empty spots:

SAC: Page Cotton (all year)
GLCA Representative: Nancy Metzger (all year).

The motion passed.

ITEMS

Prayer Leader Lamar said that the Mendenhall Talk would be given by Dr. Neal Fischer the next day at 7 p. m. and that he would also speak when hoods and things were passed out the day after that. He told who would get the hoods and said that one of them would be given to the Rev. Mr. Choon Young Kim of South Korea, who would give a talk also.

Leader of Making Us Better White said that three days after Monday, Learn Leader LaLone would give a talk at noon on how to bring old bones up to date.

Under Leader Johnson talked about the hood rites and said that all who could turn out in their best plumes ought to do so.

School Whip Gass also urged lots of folk to show up, and asked those who would be there to let him know ahead of time.

TIME TO QUIT

Gavel Tyrant Johnson said that we could all go home at 7:56 p. m.

U. Dudley
Acting Writer

AGENDA

For the Faculty Meeting of November 15, 1982

1. Call to Order (7:00 p.m., Thompson Recital Hall)
2. Approval of Previous Minutes
3. Reports from Coordinating Committees
 - Academic Policy and Planning (Professor Serpa)
 - Announcements
 - Modification in graduation requirements for the School of Nursing
 - Faculty (Professor Eigenbrodt)
 - Faculty discussion with COF
 - Management of Academic Operations (Professor Rainbolt)
 - Motion to add a course to Group IV Distribution Requirements (on table)
 - Course Additions
 - Changes in course title, number, or description
 - Scholastic Achievement (Professor White)
 - Announcements
4. Reports from Other Committees
5. Communications from the President
6. Old Business
7. New Business
8. Announcements
9. Adjournment

THE FACULTY OF DEPAUW UNIVERSITY

-----How infinite in faculty!

MINUTES OF THE MEETING OF NOVEMBER 15, 1982

-----Like coral insects multitudinous,
The minutes are whereof our life is made.

CALL TO ORDER

-----The beauty of the house is order.

The regular meeting of the faculty of DePauw University was called to order by Provost Johnson in the Thompson Recital Hall of the Performing Arts Center at 7:01 p.m. with approximately 75 in attendance. The meeting began with a moment of silent prayer.

CORRECTION OF MINUTES

-----What can we know? or what can we discern,
When error chokes the windows of the mind?

The Acting Secretary announced an error in the minutes of the preceding meeting: the course number for Botany and Bacteriology is 233, not 322.

The minutes were approved as corrected, though all of the letters about them received by the Acting Secretary were critical of them, and none were complimentary.

GRADUATION REQUIREMENTS IN THE SCHOOL OF NURSING

-----I never nurs'd a dear gazelle

-----May I graduate well, and earn some honors!

Reporting for the Committee on Academic Policy and Planning (CAPP), Professor Serpa moved to approve the School of Nursing's proposal to modify graduation requirements, the text of which follows:

PROPOSAL TO MODIFY GRADUATION REQUIREMENTS

SCHOOL OF NURSING

The purpose of these modifications is to decrease the number of courses required to graduate to 31, to increase the flexibility within the groups, and to make the Physical Education activity courses optional within the Self-expression group.

Group 1. Natural sciences and mathematics: 4 courses

Bacteriology 151
Chemistry 102 and 103
Zoology 213 (Anatomy)
Zoology 214 (Physiology)
(NO CHANGE)

Group 2. Social and behavioral sciences: 3 courses

Psych 100 (Intro to Psychology)
Psych 305 (Developmental Psychology)
and a choice of Sociology 100
(Contemporary), Anthropology 151
(Cultures of Man), or Medical Sociology 331.

Group 3. Literature and the arts: 2 courses

1 course from English 140 (Topics in Literature), English 151 or 152 (Major English Writers), English 157 (Introduction to Poetry), English 158 (Introduction to Fiction), English 240 (Master Works of World Literature), or a course approved by the School of Nursing
AND
1 course from Communication 104 (Intro to Comm. Arts & Sciences), Communication 223 (Public Communication and Controversy), Communication 224 (Group Dynamics & Discussion), Communication 225 (Interpersonal Communication) or Communication 227 (Intercultural Communication)

Group 4. Historical and philosophical understanding:

1 course from

Philosophy 101 (Introduction), Religion 141, (Old Testament), Religion 142 (New Testament), Religion 165 (Introduction), History 210 (Ancient Worlds), History 290 (Great World Civilizations), or a course approved by the School of Nursing.
(NO CHANGE)

Group 5. Self-expression: 1 course

One-half course Communication 101 (Introduction to Speech) and one-half course from Art - any studio art course (only one-half course may be applied to Group 5), Physical Education activity courses (a maximum of 1 course is applicable toward the bachelor's degree), or Music 161, 162 Applied Music.

Additional Requirements:

In addition, the following are required.
 English 130 (Expository Writing)
 Psych 332
 or
 Math 340 Statistics
 Electives 3
 Courses in the Nursing Major 15
 W course
 Q course
 S course
 Satisfactory completion of a comprehensive exam.

SUMMARY:

Total number of courses in groups	=	11
Additional requirements	=	5
Nursing major	=	15
		<u>31</u>

Professor Serpa then moved to place the motion on the table.

The motion to place on the table passed.

COMMITTEE ON ACADEMIC POLICY AND PLANNING

-----All human plans and projects come to naught.

For CAPP, Professor Serpa announced that a Christian Studies Proposal was under consideration; anyone interested in this proposal was invited to speak with Professor Newton. Professor Serpa then called on Professor M. Johnson to report for the Resource Allocation Subcommittee (RAS).

RESOURCE ALLOCATION SUBCOMMITTEE

----- He scratch'd his ear, the infallible resource

Chairman of RAS Professor M. Johnson announced that the subcommittee had completed its work for the semester and that its recommendation had been endorsed by CAPP:

the addition of permanent tenure-track positions to the Departments of Communication Arts and Sciences and Physics and Astronomy,

the reallocation of permanent tenure-track positions to the Department of English and to the School of Music, and

the non-reallocation of positions to the Departments of Education and German and Russian.

Professor M. Johnson also indicated that anyone who was interested in the reasons for these decisions could obtain written information from him.

After these recommendations were announced, there was extended discussion of RAS, but no motions were made.

COMMITTEE ON FACULTY

-----Promotion cometh neither from the east, nor from the west, nor from the south.

For the Committee on Faculty (COF), Professor Eigenbrodt stated that COF had made nominations for the affirmative action committee and had begun the process of review for tenure candidates, having discussed its procedures with them. The committee is currently interviewing the departments of those chairmen under review and is discussing promotion and faculty assessment procedures.

For COF, Professor Eigenbrodt then called on Professor Gilmer to present current and former members of COF to answer questions from the faculty about the policies and procedures of the committee. Persons responding to the questions were Professors Eigenbrodt, Gilmer, Horn, Kelly, Pankratz, Raymond, and Walters.

COF had earlier distributed the following document to the faculty:

C. O. F. PROCEDURES

Department Chairman Reviews

1. Chairman makes report on progress in the department.
2. Questionnaire circulated to department members and, after discussion, C. O. F. team visits all members.

3. Discussion and recommendation to the President through the Provost.

Review of 1st and 2nd year faculty

1. Provost asks chairman for opinions of progress to date and may ask more widely.
2. Provost brings what he learns to C. O. F. and requests additional information from C. O. F.
3. C. O. F. makes a recommendation only if it perceives problems.
4. Process is completed before notification dates of March 1 and December 15 respectively.

Interim Review

Conducted at the mid-point of probationary period, most often in the 3rd year. Their purpose is to give the candidate a frank assessment of progress toward tenure, to encourage, and where appropriate to point out areas for improvement. Like the mid-term grade they are a progress report only and they are in no way binding on the tenure decision.

1. Candidate invited to update C. O. F. files. (Letters written on a confidential basis are not shared. Three members of C. O. F. must sign off on accuracy.)
2. Candidates invited to meet with C. O. F. Process explained; questions answered.
3. Request in THE DEPAUW for letters from students who wish to write. (Provost)
4. Department chairman in consultation with departmental evaluation committee (all full-time faculty in the department except the candidate, those on leave, and first-year) writes reasonably detailed evaluation of of performance. Forwarded to the Provost, who shares it with C. O. F.
5. C. O. F. may interview candidate and/or chairman. A team may interview colleagues, students from classes, advisees, etc., if it wishes.
6. C. O. F. assesses progress toward tenure: 1) likely, providing current progress is maintained, 2) possible, providing there are improvements 3) unlikely, without substantial improvement, 4) recommends terminal contract.
7. Provost meets with candidate - conveys committee's assessment orally.
8. Provost sends letter embodying C. O. F. 's assessment.

Tenure Consideration

1. Candidate invited to update C. O. F. file. (Letters written on a confidential basis are not shared. Three C. O. F. members must sign off on accuracy.)
2. Candidates invited to meet with C. O. F. Process explained, questions answered.

3. Request in THE DEPAUW for letters from students who wish to write.
4. Departmental tenure committee meets and chairman writes report for them. Separate letters invited. Anyone not participating in departmental report is expected to write separately.
5. Committee deliberates. In all cases: tenure committee statement, letters, evaluations for years at DePauw and student evaluations are considered. The committee is free to take whatever other steps or request whatever other materials it wishes.
6. Department chairman and candidate are interviewed. The committee may interview others, e. g. colleagues inside and outside department, students from classes, advisees, etc.
7. A recommendation is made to the President through the Provost.

Review for Promotion

Eligibility

1. Handbook (p. 27), while clear, is not reflective of current practice.
 - a. Promotion automatic upon completion of doctorate (made a matter of contract).
 - b. Comparable policy for those receiving appropriate terminal degree has not evolved to a point of firmness.

Eligibility at Higher Rank

- a. For associate professor - clarified 81-82: serve at least 5 years at DePauw before being eligible for consideration for promotion (i.e. may be considered in 6th year for promotion in 7th).
- b. For professor - clarified 81-82 -- (same arrangement but members are to serve 7 years at DePauw before being eligible for consideration in the 8th year and promotion in the 9th).
- c. See Handbook for promotion without terminal degree.

Procedures

1. Candidates nominated by department chairman by so indicating on evaluation form. (We now consider nominations by others. Handbook does not specify).
2. Candidate invited to update C. O. F. file. (Letters written on a confidential basis are not shared. Candidate may request a summary. Three members of C. O. F. must sign off on summary).
3. Provost writes department members asking for letters with regard to promotion.
4. Provost asks THE DEPAUW to invite students to write.

5. C. O. F. studies files and other materials submitted. Ranks each candidate against the standards and guidelines for faculty performance. Decides whether to proceed further.
6. Committee seeks information about teaching. Teams interview students from candidate's current and recent classes, selected from lists provided by the Registrar. Committee may interview candidate, chairman, colleagues, others.
7. Committee makes recommendation through the Provost to the President.

(C. O. F. is now in the process of reviewing these procedures).

There followed discussion of the procedures, which concluded with applause. No motions were made.

COURSES FILLING DISTRIBUTION REQUIREMENTS

-----Subjection, but requir'd with gentle sway

For the Committee on the Management of Academic Operations (MAO), Professor Rainbolt moved to take from the table the motion to add

Botany and Bacteriology 233, Origins of Modern Science:
From Genesis to Darwin

to Group 4 of the Distribution Requirements. Professor Rainbolt also stated that this was a new course, and she requested that approval of the motion would also imply the addition of the course to the curriculum. The motion passed.

COURSE ADDITIONS

-----And so I betake myself to that course, which is almost as much as to see myself go into my grave.

For MAO, Professor Rainbolt moved that the following courses be added to the curriculum:

Education 270, The Junior High/Middle School Curriculum
(1/2 course credit)

Education 370, The Modern Middle School (1 course credit)

Philosophy and Religion 207, Ethics and Business
(1 course credit)

General Studies 301, Practicum for Writing Consultants
(1/2 course credit)

The motion passed.

000033

CHANGES IN NUMBER OR DESCRIPTION

-----Let the great world spin forever down the ringing grooves of change.

For MAO, Professor Rainbolt announced the following changes:

The course number for Statistics for the Behavioral Sciences, formerly Psychology 332, is now Psychology 210.

The course number for Experimental Psychology, formerly Psychology 321, is now Psychology 220.

There have been revisions in the course descriptions for Philosophy and Religion 215-216, History of Western Philosophy and for Philosophy and Religion 307, Topics.

For MAO, Professor Rainbolt also announced that the committee had been informed of the following minors:

Three minors in the School of Music for students in the College of Liberal Arts (one in composition, one in theory, and one in applied music), and

two minors in art (one in studio art and one in art history).

SCHOLASTIC ACHIEVEMENT COMMITTEE

-----The learned are seldom pretty fellows, and in many cases their appearance tends to discourage a love of study in the young.

Professor White had no report from the Scholastic Achievement Committee, which the Presiding Officer found edifying indeed.

COMMUNICATIONS FROM THE PRESIDENT

-----Nobody has ever expected me to be President. In my face nobody has ever seen that any cabbages were sprouting.

President Rosser expressed confidence in the working relationship between CAPP and RAS, indicating that RAS contributed the in-depth study needed for specific allocation requests, while CAPP provided the general framework by which these decisions were made.

He added that the Board of Visitors had made some beneficial suggestions about the Off-Campus Study program and that he was appreciative of their efforts.

The President also encouraged faculty members and students to attend the lecture by General Richard Lawson, Chief of Staff for Supreme Headquarters Allied Powers Europe (SHAPE), at 8:00 p.m. in Meharry Hall on Tuesday, November 16.

To a question raised by Professor A. Catanese, the President responded that the endowed chair for the Department of Communication Arts and Sciences represented an existing position, not an extra one, and that the endowment would be placed into the general fund to help offset salary costs. He added that he hoped to see the creation of endowed chairs for visiting professors.

LIBRARY TASK FORCE

-----How much are we bound to those heroical patrons that have provided for us so many well-furnished libraries.

Librarian Hardesty expressed a desire to have the Library Task Force report its findings, as a matter of general interest, to the faculty, particularly since the Task Force had recently become the search committee for the Director of the Library. Dean Cooper, chairman of the Task Force, took note of the suggestion and added that the Task Force had been appointed at the request of the Long Range Planning Committee and was reporting, as required, to that committee and to the President.

ANNOUNCEMENTS

-----It is generally better to deal by speech than by letter.
There were no announcements.

ADJOURNMENT

-----Good-bye, proud world! I'm going home.
-----Like as the waves make towards the pebbled shore, So do our minutes hasten to their end.
Adjournment was proclaimed at 9:02 p.m.

NOTE ON THE QUOTATIONS

-----We need some imaginative stimulus to carry us year after year, without disgust, through the routine-work which is so large a part of life.

The alert reader of these minutes will have noticed a variety of unattributed quotations. Their purpose was to enliven what is notoriously dull reading, and to provide a test. It is prima facie evidence of unfitness to teach at a liberal arts institution if a member of the faculty is unable to identify at least 75% of the quotations, and bluebooks containing the identifications are due in the Provost's Office on or before January 15. Failure to pass this test may result in deprivation of tenure, demotion in rank, decrease in salary, or dismissal.

It is as clearly evidence of unfitness to administer at a liberal arts institution if a member of the administration is unable to identify at least 25% of the quotations, and memoranda containing the identifications are due in the Acting Secretary's Office on or before March 15. Failure to pass this test may result in denial of access to copying machines, dismissal of secretaries, dismantling of typewriters, or death.

Underwood Dudley
Temporary Acting Secretary

AGENDA

For the Faculty Meeting of December 13, 1982

1. Call to Order (7:00 p.m., Thompson Recital Hall)
2. Approval of Previous Minutes
3. Reports from Coordinating Committees
 - Academic Policy and Planning (Professor Serpa)
 - Recommendation for a double major curriculum
 - Faculty (Professor Eigenbrodt)
 - Management of Academic Operations (Professor M. Rainbolt)
 - Course additions
 - Changes in course titles, numbers, or description
 - Announcements
 - Scholastic Achievement (Professor White)
 - Motion regarding the release of living unit GPA's
4. Reports from Other Committees
5. Communications from the President
6. Old Business
7. New Business
8. Announcements
9. Adjournment

THE FACULTY OF DEPAUW UNIVERSITY

000037

Minutes of the meeting of December 13, 1982

CALL TO ORDER

The regular meeting of the faculty of DePauw University was called to order by Provost Johnson in the Thompson Recital Hall of the Performing Arts Center at 7:03 p.m. with approximately 95 in attendance. The meeting began with a moment of silent prayer.

ANNOUNCEMENT OF NEW DOCTORS

At the suggestion of Archivist Horn, the Presiding Officer announced that Members of the Faculty Fahnestock, Field, Hardesty, Lemon, R. Miller, and Wachter had recently received doctoral degrees (applause).

CORRECTION OF THE MINUTES

The Acting Secretary announced an omission in the minutes of the preceding meeting: Professor McFarland should have been included as a member of the Committee on Faculty (CoF) panel receiving questions from the faculty about the policies and procedures of the committee.

The minutes were approved as corrected.

GRADUATION REQUIREMENTS IN THE SCHOOL OF NURSING

For the Committee on Academic Policy and Planning (CAPP), Professor Serpa moved to take from the table the School of Nursing's proposal to modify graduation requirements. (The text of the motion appears in the minutes of the November meeting.)

The motion to take from the table passed.

The motion to modify the graduation requirements passed.

DOUBLE MAJOR CURRICULUM

For CAPP, Professor Serpa moved to approve the double major curriculum leading to a major in music and a second major in the College of Liberal Arts, the requirements for which follow:

1. Courses in Music

- 6 courses in the major instrument
(eight semesters of study)
- 2 courses in the minor instrument
(four semesters of study, must be
piano if not the major instrument)
- 4 courses in music theory
- 2 courses in music history
- 2 courses in theory electives

Participation in a major ensemble
(band, choir or orchestra) each semester

2 courses -- English and Speech (1 1/2) and PE (1/2)

18 Total Courses

2. Courses in the College of Liberal Arts

Second Major in the College of Liberal Arts

All requirements for a departmental program or program major
in the College of Liberal Arts

3. Remaining Courses

Students may take the remaining courses in any college or school
of the university.

The motion passed.

RESOURCE ALLOCATION SUBCOMMITTEE

For CAPP, Professor Serpa called upon Professor M. Johnson to report
for the Resource Allocation Subcommittee (RAS). Professor Johnson
announced that since the last meeting RAS had received three requests for
positions:

- a) the reallocation of a position to the Department
of Biology and Bacteriology,
- b) the addition of two positions in Art History, and
- c) the addition of two positions to the Department of
Mathematics and Computer Science.

MERGING OF DEPARTMENTS

For CAPP, Professor Serpa announced that the committee had discussed the proposed merging of the Department of Botany and Bacteriology with the Department of Zoology and the merging of the Departments of German and Russian, Romance Languages, and Classical Studies. After Professor Serpa asked Provost Johnson to lead the discussion of the proposed mergers, the Presiding Officer invited Dean Cooper to assume the chair. Provost Johnson then indicated that having consulted with the faculty members involved, he had concluded that the mergers would ultimately strengthen the disciplines and had therefore composed a draft memorandum with that recommendation to President Rosser. He had also shared copies of the draft with and invited suggestions from the appropriate departments and committees; from CAPP he hoped to receive long-range policy ideas and from CoF recommendations for department chairmen. The Provost asked that these suggestions be made by Christmas in order that he might submit the memorandum in its final form to the President (with copies to involved departments and committees) this January. He then said that the President would welcome any comments on the recommendations received by the first week of classes in the second semester and would review them with the Provost before making a final decision. Having announced this timetable, the Provost expressed willingness to extend the proposed deadlines. He also announced that anyone desiring a copy of the draft memorandum to the President should contact his secretary.

The Provost then outlined the advantages of merging the three language departments:

- 1) Since language study is once again emerging as an important national concern, it is crucial that the role and importance of languages at DePauw be clearly articulated both within the university and outside.
- 2) There are basic issues in language study which might benefit from mutual discussion and common understanding.
- 3) The voice of Languages on this campus is a fragmented one, even on issues where Languages would be expected to take a common position.

Provost Johnson then added that:

- 1) He spoke only to the administrative structure of the departments; the issue was not reduction of staff or budget.
- 2) He did not suggest that the structure or method of doing business should be monolithic; separateness should be preserved where appropriate, but handled in the context of combined departments.

At the conclusion of the Provost's remarks, Presiding Officer Cooper opened the floor to questions and comments, asking that speakers limit themselves to discussion of the proposal on the merging of departments.

After some discussion, Professor Sedlack moved that:

Whereas,

- 1) This proposal comes with there having been no due and proper consultations with the departments involved, either separately or collectively; and whereas
- 2) nowhere in the proposal does it appear what, if any concrete benefit to the university would result from the merger; and whereas
- 3) the proposed consolidation would impose an unwanted and unnecessary structure and numerous time consuming and useless administrative activities upon the persons affected and would thereby seriously impair the effectiveness - and consequent value to the university - of these persons,

it is hereby moved The Faculty go on record as opposing the proposed merger.

Professor McFarland then moved that the faculty delay its recommendation on the decision until CAPP had time to discuss the issues. This substitute motion was later changed to read:

That the faculty defer its recommendation for a reasonable time (February or March) until it has seen the results of a full and complete deliberation by CAPP on the proposed merger of the Language Department.

Professor M. Johnson moved to amend the substitute motion by adding:

and the merger of the Department of Zoology with the Department of Botany and Bacteriology.

Professor Cavanaugh noted that since each of these mergers was a separate issue, conclusions need not be identical or simultaneously presented.

The amendment passed.

The motion to substitute passed.

The substitute motion passed.

Professor Morrill encouraged faculty members to make recommendations in writing to any member of CAPP.

Provost Johnson reassumed the chair.

COMMITTEE ON FACULTY

000041

For CoF, Professor Eigenbrodt reported that the committee had:

- 1) Discussed comments and questions raised by the faculty after the presentation of CoF procedures at the last faculty meeting.
- 2) Appointed a subcommittee to further clarify the language describing promotion procedures on page 27 of the Faculty Handbook.
- 3) Continued the evaluation of tenure candidates, and in doing so, interviewed the department chairmen of tenure candidates.

COURSE ADDITIONS

For The Committee on the Management of Academic Operations (MAO), Professor Rainbolt moved that each of the following courses be added to the curriculum:

Art 210, Non-Western Art History, 1/2 course credit

Communication 001, Self Expression, 0 course credit

English 382, Critical Theory, 1 course credit

German and Russian 131, Basic German, 1 course credit

German and Russian 336, German Writing Laboratory, 1/2 course credit, with permission to offer next semester

German and Russian 403*, Literature and Society in the Middle Ages, 1/2 course credit

German and Russian 404*, Humanism, Reformation, Baroque, 1/2 course credit

Music 100, Fundamentals of Music for Non-music Majors, 1 course credit

Music 497-498, Practice Teaching, Piano, 1/2 course credit

Romance Languages 150, The Cinema, A. France, B. Spain and Latin American, C. Italy, 1 course credit

*Addition of German and Russian 403 and 404 imply the deletion of German and Russian 407, Early German Literature, 1 course credit

The motion to approve the changes passed.

COURSE CHANGES

For MAO, Professor Rainbolt announced the following course changes:

History 490 A - N. Seminar, to
History 490 A - K. Seminar

Music 397-98, Teaching of Piano, to
Music 397-98, Piano Teaching Methods & Materials

Philosophy and Religion 165, Introduction to Religion, to
Philosophy and Religion 130, Introduction to Religion

Philosophy and Religion 212, Philosophy of Law, to
Philosophy and Religion 315, Philosophy of Law

Professor Rainbolt then announced that the Art Department had informed MAO of a new minor in art education.

PUBLICATION OF GRADE POINT AVERAGES AND ACADEMIC RANKING OF THE LIVING UNITS

For the Scholastic Achievement Committee (SAC), Professor J. White moved that:

Beginning with the spring semester of 1983, the Office of the Dean of Students may make public the grade point averages and academic ranking of the living units.

The motion passed.

SCHOLASTIC ACHIEVEMENT COMMITTEE

For SAC, Professor White then announced that the Committee had sent suggestions to CAPP regarding policies about the departmental comprehensive evaluation; he indicated that SAC believed these suggestions would allow more flexibility.

Professor White also announced that SAC had begun to look at problems which have developed in current procedures regarding academic integrity. In the spring the committee will present to the faculty suggestions for change in policies on plagiarism and other forms of academic dishonesty as well as some ideas for ways of better informing students about the nature of cheating, its inappropriateness, and its penalties. Professor White invited faculty members to share experiences or suggestions related to these policies with any SAC member during Winter Term.

For the Graduate Council, Professor Mannon moved that the following course be added:

Classical Studies 503, Mythology in Literature, 1 course credit

The motion passed.

COMMUNICATIONS FROM THE PRESIDENT

President Rosser spoke of the need to use the resources of the secretarial support staff more efficiently. He stated that student tuition, a primary source for faculty salaries, had increased above the rate of inflation in recent years, and that in the future other areas of the budget would have to be explored for savings. Although an increase in the number of students admitted to DePauw would contribute to the total amount of tuition income, the university has decided to maintain its policy of limiting enrollment to qualified students. Another potential area for savings might be realized through the reorganization of support staff and the use of word processing technology. Consequently, recommendations for physical improvements in Asbury Hall are being made with this possibility in mind. The President hoped that consultation with chairmen would result in mutual, beneficial decisions that might eventually reach throughout the university. In conclusion, he emphasized the necessity of providing sufficient funds for faculty salaries.

The Presiding Officer then indicated that reorganization of support staff was an agenda item for the meeting of department chairmen scheduled for Tuesday, December 15, but that there were complications preventing the meeting from being held at that time. If however, anyone felt it was necessary to reschedule the meeting for later in the week, he was willing to make that accommodation; otherwise, the next meeting of department chairmen would be held in February. No one indicated the need for calling a meeting before the regularly scheduled one in February.

ADJOURNMENT

There being no old business, new business, or announcements, the meeting was adjourned at 8:32.

Underwood Dudley
Temporary Acting Secretary

AGENDA

For the Faculty Meeting of February 21, 1983

1. Call to Order (7:00 p.m., Thompson Recital Hall)
2. Approval of Previous Minutes
3. Reports from Coordinating Committees
 - Academic Policy and Planning (Professor Serpa)
 - Summary of activities
 - Motion to place Christian Studies proposal and proposal for a new major in Classical Studies on the table (no recommendation from the committee at this time)
 - Faculty (Professor Eigenbrodt)
 - Summary of activities
 - Motion to revise faculty handbook statement on promotions (motion to be tabled)
 - Management of Academic Operations (Professor Rainbolt)
 - Motion to add MUS 100 to Group III of the Distribution Requirements (motion to be tabled)
 - Course additions
 - Changes in course titles and descriptions
 - Announcements concerning 1984-85 calendar
 - Scholastic Achievement (Professor White)
4. Reports from Other Committees
5. Communications from the President
6. Old Business
7. New Business
8. Announcements
9. Adjournment

THE FACULTY OF DEPAUW UNIVERSITY

000045

Minutes of the meeting of February 21, 1983

CALL TO ORDER

The regular meeting of the faculty of DePauw University was called to order by Provost Johnson at 7:02 in the Thompson Recital Hall of the Performing Arts Center. There were eventually approximately 85 in attendance. The Presiding Officer called for a moment of silent prayer and asked the if there was any objection to the presence of two guests, Dr. William Canak, a candidate for a position in the Department of Sociology and Anthropology, and Mr. Glen Feighery, student representative for The DePauw. There was none.

APPROVAL OF MINUTES

The minutes of the previous meeting were approved as distributed.

HONORARY DEGREES

The Presiding Officer asked consent to proceed out of order so that the faculty might consider the awarding of honorary degrees. There was no objection. After emphasizing that discussion of the candidates was confidential, President Rosser spoke briefly about the qualifications of each. Ballots were distributed and marked. After the end of the meeting, the tellers (Professors Brunson, Fahnestock, Brunson, and Part-time Instructor K. Steele) ascertained that all of the candidates had met with the overwhelming approval of the faculty. The write-in vote for Professor M. Catanese will not result in her being granted an honorary degree (even though no one voted against her) because the name of the degree was not specified, and in any event Doctor of Humane Winter Terms is not a degree commonly granted.

CHRISTIAN STUDIES PROPOSAL
MAJOR IN CLASSICAL CIVILIZATION

For the Committee on Academic Policy and Planning (CAPP), Professor Serpa moved to place the proposals for a Christian Studies Program and a Classical Civilization Major on the table (even though the texts of the proposals had not been distributed) with no recommendation from the committee at this time. Professor Serpa showed wisdom in not reading the following texts which were later mailed to the faculty.

CHRISTIAN STUDIES PROGRAM

000048

Reasons for the Program

At a very early stage of its development, Christianity included persons devoted to scholarly endeavor. The Apologists, the Christian Platonists of Alexandria, Augustine and his followers, Thomas, the theological faculties of the German universities, Oxford and Cambridge, and the American colleges of liberal arts, exhibit, in their different ways, devotion to learning within the life of faith. Though not without dissent, the dominant theme in the Christian West has been the correlation of scholarship and piety.

For centuries, such Christian philosophy underlay the intellectual life of the university. From such philosophy arose Christendom, an endeavor to found a civilization upon the early form of the Kingdom of God and to infuse all culture with Christian substance. Where Christendom obtained, learning appeared as the development and extension of Christian truth--as human beings rethinking the thoughts of God.

The Enlightenment placed Christendom in question, and modern Secularism rejected the fundamental assumption of a religious basis of civilization. In many modern universities the intellectual life claims other foundations than religious ones. The house of Christendom lies in ruins; repristinatory movements do not seem capable of repairing it. We live in a post-Christendom era.

Yet Christian faith has not vanished, and the Christian religion is quite alive. Indeed, a new mode of Christian scholarship has come about. Inspired by objective thinking from the Thomist tradition and historical reasoning from the Enlightenment, such scholarship has become faith-filled inquiry rather than polemics. Where this scholarship turns upon Christian origins, it seeks to be determined by the reality it investigates rather than an antecedently held beliefs. Where it, along with other disciplines, mediates a tradition, it does so critically rather than dogmatically.

In addition, a new element has appeared in Christian consciousness--pluralism. Pluralism acknowledges diverse claims to truth, many ways of approaching reality, other faiths and religions. Where pluralism grasps the thinking of Christians, the imperial claims of Christendom and the vociferous voices of sectarians are muted. A spirit of dialogue replaces an attitude of judgment.

The possibility of a Christian Studies Program arises from scholarly inquiry in a pluralistic context, but the need for such a Program comes from the very pluralism of Western culture. Although this culture assumes and is shaped by Christian elements, the general awareness of these elements has declined.

No longer can we assume that persons who identify themselves as Christians understand what this means in social and political terms--nor even in religious ones. Pluralism has made us aware of our ignorance of origins. Therefore, we search for roots and seek understanding of others, and we are led to ethnic and regional studies. Demands for justice and human fulfillment lead us to women's and Black studies. Such studies are meant to serve not only those within a tradition, culture, or group, but also those outside. These studies help in recovery of heritage and in criticism of it; they help toward objective understanding and mutual respect.

Description of the Program

The Christian Studies Program is an interdisciplinary concentration of study whose purpose is to enable young men and women to integrate their academic study around a religious focus, in this instance, the Christian tradition. The Program is not primarily intended as preparation for careers in religious institutions--though it is compatible with such intent--but aims at a general understanding, appreciation, and critical appraisal of Christian faith, particularly, and other related religions, generally.

The Program consists of both academic and experiential learning. Students in the Program take courses which 1) study the major institutions of public and private life (such as government, law, business, religious organizations, and family) for their bearing upon Christian faith and 2) focus on foundations of the Christian faith in the Bible, history, experience, and reason. Also, students learn through direct experience 1) in supervised field work in a variety of religious and non-religious organizations, which provide opportunities for practical knowledge of the way faith relates itself to the world of human affairs, and 2) by participating in informal learning situations, such as visiting speakers, work projects, and field trips to attend religious drama, musical performances, and art exhibitions.

Participation in the Program is available to all students who have been admitted to DePauw University. But they must apply for the Program and give evidence of certain qualifications and attitudes in order to be accepted. Important among these qualifications and attitudes are the following: high academic motivation and aptitude; openness to the experience, religious faith, and values of other persons, including persons of other cultures and other religions than Christianity; ability to combine theoretical reflection with practical experience; strong moral concern for values, such as love and justice. Entrance into the Program may occur as early as the Freshman year, or it may happen later. But it is unlikely that a student can fulfill all the requirements in less than two academic years.

Students in the Program have certain privileges and responsibilities. Among these are: eligibility to apply for some scholarships which are designated for participants; assistance in obtaining field work situations; financial support for field trips which are part of informal learning situations; and participation in on-campus activities of the Program.

Students in the Program take eight courses. Three are religion courses: New Testament, Christian Ethics, and Eastern Religious Thought. Three are from other departments: a history course on Christianity and western civilization; a literature course on topics in religious literature of the west; and a political science course on topics in American religion and politics. The remaining two are chosen from the following: courses in philosophy of religion, history of western religious thought, Old Testament, biblical studies, American religion, and courses which other departments may wish to offer in conjunction with the Program. (These courses are open to all students enrolled in the University.)

Students in the Program must satisfy the distribution and competence requirements that apply to students in the College of Liberal Arts. Usually, this amounts to nine and a half courses, if competence and distribution requirements are combined and no advanced placement is obtained. Some of these requirements may be met by courses required in the Program. In addition, students in the Program will have a departmental or an interdisciplinary major. They may choose a major in any department (or field of a combined department) by taking courses usually required for such a major. In some cases, one or more of these courses will have been taken in the Program. Alternatively, students may choose an interdisciplinary major by taking four courses additional to the eight required in the Program. Two full Winter Term experiences must be taken in projects, field work, or internships, approved by the committee supervising the Program. In addition, students are expected to participate in the informal learning component.

Policies of the Program

1. The Program operates under the Academic Dean.
2. The Director of the Program is appointed by the President and chairs the committee supervising the Program. The Director is a regular member of the faculty, with teaching as well as program responsibilities.
3. The committee supervising the program is appointed by the President; it includes at least one member of the Committee on Academic Policy and Planning and one faculty member appointed to teach courses in religion. The chaplain is an ex officio member of the committee.

4. Faculty members who prepare to teach new courses, or who prepare to teach for the first time old courses, specifically required in the Program are paid a stipend (suggested \$2000).
5. Courses required of students in the program will be open to other students as well.
6. Courses specifically required will be offered at least once in every two year period.
7. Changes are made in the Program by the Faculty upon recommendation of the committee supervising the Program and the Committee on Academic Policy and Planning, except that the former committee may accept substitutions for required courses upon petition of students.

Responsibilities of the Director of the Program

1. Leadership in developing, executing and evaluating the Program.
2. Chairing the supervising committee and cooperation with that committee in recruitment and selection of students, decisions on petitions, plans for supervised field work and informal learning situations, securing faculty and courses for the specific and elective requirements, and other matters appropriate to a supervisory function.
3. In cooperation with the Admissions Department, representing the Program off-campus to prospective students and persons or institutions who may recommend students (e.g., church bodies in Indiana and neighboring states).
4. In cooperation with the Office of University Relations, representing the Program off-campus to prospective sponsors and donors.
5. In cooperation with the participating instructors and departments, coordinating the preparation and offering of required courses according to the needs of the Program.
6. In cooperation with faculty members (e.g., in music, art, and drama), executing the informal learning component of the Program.
7. In cooperation with the Office of the Chaplain, coordinating the supervised field work component of the Program.

Financial Support of the Program

The Program should be supported by endowment income newly contributed to DePauw specifically for this purpose. The endowment should be sufficient to support the salaries; office and travel expenses; costs of publicity, recruitment and selection of students; facilitation of the arrangements for supervised field work; expenses of the informal learning component; and stipends for course preparation.

Budget for First Three Years

First Year: The budget should be sufficient to cover stipend to Director as overload for regular faculty member; some support of office and secretarial assistance; travel, recruitment, and publication expenses. During this year the program would be represented, primarily off-campus, to prospective sponsors/donors, students, and persons or institutions who may recommend students. At the end of the year, the first group of students would be admitted to the Program.

Second Year: In addition to the above costs, the budget should include funds to cover stipends for one or two course preparations and for instituting and executing the supervised field work and informal learning components. Also, scholarships should be awarded to qualified students as funds permit.

Third Year: The budget should be increased to cover the expansion of the Program through entry of more students. Also, scholarship funds should be increased through receipt of endowment income.

MAJOR IN CLASSICAL CIVILIZATIONS

Requirements for the Major

Nine courses including 253 and 254, at least two courses in one of the languages (Greek or Latin), and three courses above the 300 level. Each student must take Classics Survey (453-454) for at least two semesters which will include the completion of a senior thesis or project. Up to two courses in allied areas outside the Department, such as ancient history, ancient philosophy, or ancient religion, may be counted toward the major.

Reasons for the Major

At the present we offer majors in Greek, Latin, and Classical Languages. All of the work offered in these majors is in the ancient languages. The new major would require one year of one of the languages, but the rest of the work would consist of study of the ancient world based primarily on English translations of ancient works. Such a major is needed in view of the fact that more and more students make their first contact with the ancient world through courses in English rather than through courses in the original languages. We encourage students to go on to learn the languages, but many do not have the background, interest or ability to pursue the languages at advanced levels. Such students can still have a strong interest in the ancient world. The department feels that the major would develop some of the same intellectual skills as majors in history, literature, philosophy, and art history. In fact, it is a particularly good liberal arts major since students would be required to work in all these areas of ancient culture.

Precedents for the Major

The majority of Classics Departments in the country now offer such majors. Examples in the GLCA include Oberlin and Wabash. Where they have been introduced they have not harmed the traditional majors in Greek and Latin--a hard thing to do nowadays in any case. In fact, many students who begin by majoring in Classical Civilization go on to do advanced work in the languages. At Oberlin, numbers of majors are evenly divided among three groups: Greek, Latin, and Classical Civilization.

Implementation of the Major

The Department will need to add no new courses. All requirements can be fulfilled by taking courses presently offered. We would need to offer our 300-level Topics course (introduced this year) each year. Students in this major would also be encouraged to participate in the DePauw Mediterranean Studies Semester in Athens.

The motion to place the proposals on the table passed.

The Temporary Acting Secretary would like it noted that he needs a new and larger table, and a new and larger office to put it in.

RESOURCE ALLOCATION SUBCOMMITTEE

Professor Serpa then called on Professor M. Johnson to report for the Resource Allocation Subcommittee (RAS). Professor M. Johnson indicated that Professor S. Smith is temporarily extending her term with RAS and that Professor LaLone will replace Professor Phillips, whose term expired in December.

Professor M. Johnson also stated that the recommended positions announced by CAPP at the November meeting had been accepted as proposed with one exception; the position in the School of Music has been changed from a permanent tenure-track to a three-year term position, pending a review of the School of Music.

Professor M. Johnson stated that RAS would recommend the reallocation of the position of Obstetrical Nursing to the School of Nursing created by the resignation of Professor Connallon.

Professor M. Johnson then indicated the subcommittee's new considerations:

- 1) a replacement in the Department of Art for Professor French who will retire after the 1983-83 academic year; and
- 2) the review of the Department of Philosophy and Religion's Near Eastern Religion position which expires at the end of the 1983-84 academic year.

Professor M. Johnson also indicated that RAS had send letters asking for material to support the following requests:

- 1) a position in Art History requested by Professor Gustavsson,
- 2) two additions to the Department of Mathematics and Computer Sciences requested by Professor Gass; and
- 3) a position in the Department of Botany and Bacteriology created by the resignation of Professor Fletcher.

Professor M. Johnson noted that the request for the reallocation of a position in the Department of Botany and Bacteriology was complicated by the potential merger of the Department of Botany and Bacteriology and the Department of Zoology but he indicated that if the merger does occur, all members of the new department would be involved in RAS's procedures. Professor M. Johnson also emphasized that he has not suggested that one of the requested additional positions in the Department of Mathematics and Computer Sciences would come from the Department of Botany and Bacteriology. In conclusion, Professor M. Johnson encouraged faculty members to voice their opinions on any of the current requests.

MERGERS OF DEPARTMENTS

For CAPP, Professor Serpa expressed the committee's consensus that the proposed merging of the Department of Zoology with the Department of Botany and Bacteriology would not weaken present programs, but that it might improve or strengthen the

biological sciences at DePauw. He also indicated that the committee found little advantage to including the Department of Classical Studies in any merger of the language departments. According to Professor Serpa, CAPP will continue its deliberations on the proposed merger of the Department of German and Russian with the Department of Romance Languages.

MERGER OF THE DEPARTMENT OF ZOOLOGY WITH THE DEPARTMENT OF BOTANY AND BACTERIOLOGY

Subsequently, Professor Cavanaugh moved that the faculty approve CAPP's recommendation concerning the proposed merger of the Department of Zoology with the Department of Botany and Bacteriology.

For the ensuing discussion, the Presiding Officer asked Dean Cooper to assume the chair. During the next 47 minutes, advantages resulting from the merger were suggested by various faculty members: the possibility of hiring a microbiologist, the potential for offering an introductory biology course with appeal for non-science majors, and the reduction of overlapping content in courses. Disadvantages included the possibility of a field, or fields, disappearing from the curriculum.

Professor Baughman then called for a secret ballot.

The motion passed, with 64 in favor and 12 opposed.

MERGER OF THE DEPARTMENT OF CLASSICAL STUDIES WITH LANGUAGE DEPARTMENTS

Professor B. Steele then moved that the faculty approve CAPP's recommendation that the Department of Classical Studies not be merged with the language departments.

Professor Baughman called for a secret ballot.

The motion passed, with 65 in favor and 11 opposed.

COMMITTEE ON FACULTY

For the Committee on Faculty (CoF), Professor Eigenbrodt announced that the President had endorsed the recommendation that Professors Lemon, Schlotterbeck, and Steinson receive tenure. The faculty greeted the announcement with applause.

For CoF, Professor Eigenbrodt also reported that the committee had discussed new faculty assessment procedures and had approved a set of guidelines for the subcommittee appointed to make proposals for faculty assessment. The members of the subcommittee are Professors Garrett (chairman), Carkeek, Chandler, Eigenbrodt, Milkis, and White. After announcing that the subcommittee would hold an open meeting at 4:00 on Wednesday, February 23 in Room 107, East College, Professor Eigenbrodt called on Professor Garrett who encouraged faculty members to attend the open meeting so that the subcommittee might hear opinions early in its proceedings.

For CoF, Professor Eigenbrodt also commended the subcommittee appointed to draft the new student questionnaire. Members of the subcommittee are Professors Kelly (chairman), Gilmer, Hazel, Kingsley, White, Wright, and Ypma. Professor Eigenbrodt then announced that the proposed questionnaire would be distributed to the faculty in time for the open meeting at 4:00 on Wednesday, March 2 in Room 107, East College.

REVISIONS IN FACULTY HANDBOOK

For CoF, Professor Eigenbrodt moved to lay on the table the following revisions in the faculty handbook statement on promotions:

Proposed Changes in Faculty Handbook

(Note: Inserted or altered materials are bracketed.)

I. Appointments and Tenure, p. 26.

All contracts at DePauw are for one fiscal year only. The actual tenure of faculty members at DePauw University is a matter separate from the contract.

The maximum probationary period at DePauw University is seven years. [Prior service may be considered for shortening the probationary period. In such a case, the amount of credit will be expressed in the initial contract.] Any faculty member, no matter what his or her rank, who is appointed for a seventh year is entitled to tenure unless the contract is specified as terminal in nature.

I. Appointments and Tenure, p. 27.

C. Appointment as Instructor

The initial appointment as instructor is for one year. The first year is probationary, and both parties must be satisfied before the appointment is continued. At the

end of the sixth year, the instructor must be either promoted or given a one-year terminal contract.

Candidates for an initial appointment as an instructor must have at least the M.A. or M.S. degree. (Exceptions may be made for temporary appointments or when there are compensating factors.) Normally, an instructor [shall not be considered for promotion before the fourth year in rank at DePauw has been completed. An instructor will be promoted immediately following the completion of requirements for the doctorate.]

D. Appointment as Assistant Professor

The initial appointment of an assistant professor is for one year. This appointment is probationary, and both parties must be satisfied before the appointment is continued. When a faculty member is promoted to the rank of assistant professor the appointment is also for one year.

For the rank of assistant professor a candidate must have the Ph.D. degree, or equivalent qualifications. [Normally,] an assistant professor [shall not be considered for promotion before the fifth year in rank at DePauw has been completed (tenth year if without the terminal degree.) Exceptional performance may be considered for shortening the time in rank. In such a case, prior service, if any, may also be considered as a factor in early promotion.]

[Third paragraph is omitted.]

E. Appointment as Associate Professor

The total probationary time for a person appointed as associate professor shall not be longer than three years, with the definite provision that each year of such appointment must be satisfactory to both parties before the appointment is continued. At the end of the three-year probationary period, an associate professor must be given tenure or a one-year terminal contract.

When a staff member is promoted to the rank of associate professor, he or she is entitled to tenure at that rank.

An initial appointment or a promotion to the rank of associate professor ordinarily is conditioned upon the candidate's having a Ph.D. [Normally, an associate professor shall not be considered for promotion before the seventh year in rank at DePauw has been completed (tenth year if without the terminal degree). Exceptional performance may be considered for shortening the time in

rank. In such a case, prior service, if any, may also be considered as a factor in early promotion.]

[Fourth paragraph is omitted.]

The motion to place the revisions on the table passed.

COURSES FULFILLING DISTRIBUTION REQUIREMENTS

For the Committee on the Management of Academic Operations (MAO), Professor Rainbolt moved that

Music 100, Fundamentals of Music for Non-Music Majors

be added to the list of courses fulfilling the Group 3 Distribution Requirement. She then moved to place the motion on the table.

The motion to place on the table passed.

COURSE ADDITIONS

For MAO, Professor Rainbolt moved that

Health, Physical Education and Recreation 300, Current Topics in Sports Medicine, 1 course credit

be added to the curriculum.

The motion passed.

CHANGES IN TITLE OR DESCRIPTION

For MAO, Professor Rainbolt announced the following changes:

Education 450, Student Teaching, is now Education 450, Student Teaching (A. Elementary, B. Secondary).

Education 470, Classroom Management is now Education 470, Classroom Management (A. Elementary, B. Secondary).

Zoology 017-418, Seminar, 1/2 course credit, is now Zoology 417-418, Seminar, 0-1/2 course credit.

Earth Sciences 305, Ore Deposits, 1 course credit, is now divided into two courses:

Earth Sciences 410F, Advanced Topics in Geology
(Metallic Ore Deposits), 1/2 course credit, and

Earth Sciences 410G, Advanced Topics in Geology
(Non-Metallic Ore Deposits), 1/2 course credit.

1984-1985 CALENDAR

For MAO, Professor Rainbolt then announced that the 1984-85 calendar distributed to the faculty would be the topic of an open meeting in the near future. She noted that the proposed calendar was essentially the same as this year's calendar.

SCHOLASTIC ACHIEVEMENT COMMITTEE

Professor White, with a brevity seldom displayed at faculty meetings, briskly announced that there was no report from the Scholastic Achievement Committee.

COMMUNICATIONS FROM THE PRESIDENT

President Rosser announced that the Board of Trustees had reiterated its policy that DePauw maintain enrollment at 2300-2400 without sacrificing the quality of students. He mentioned that the quality of the student body was of higher priority than its size. He then called on Admissions Director Murray who stated that the number of paid applications to date had increased over that from last year and he commended the faculty for their willingness to contact prospective students.

Professor Garrett then asked about the University's purchase of the Charter House, expressing concern about the purchase and maintenance costs of the building. The President noted his similar concern about the cost of maintaining the physical plant and pointed to the recent demolition of the Faculty Office Building and adjacent structure as examples of that concern. He also stated that in the context of the \$10,000,000 in expenditures for improvement over recent years, the purchase cost of the Charter House was relatively minor. He indicated that DePauw's historical relationship with Gobin Methodist Church was a factor in the decision to purchase the Charter House.

ANNOUNCEMENTS

000058

Professor Rosenhaus encouraged the faculty to submit nominations for speakers to the Convocation Committee, noting that the committee creates the convocation schedule from these suggestions.

Professor McFarland announced that Dr. Richard Smith, Professor of History at Ohio Wesleyan, would be the speaker the the Phi Beta Kappa meeting on Thursday, March 10.

Professor McConnell announced that John K. Bradburn of Merrill Lynch would talk about IRA's at 7:00 on February 23 in Room 107, East College.

Professor S. Smith announced that Melody Cheneuert would give a talk on Assertiveness for Health Professionals on March 18 from 9:00 to 11:00 and from 1:00 to 3:00 in Meharry Hall.

ADJOURNMENT

The meeting was adjourned at 8:26 p.m.

Underwood Dudley

Temporary Acting Secretary (Part-time)

AGENDA

000059

For the Faculty Meeting of March 21, 1983

1. Call to Order (7:00 p.m., Thompson Recital Hall)
2. Approval of Previous Minutes
3. Reports from Coordinating Committees
 - Academic Policy and Planning (Professor Serpa)
 - Statement on merging the Department of German and Russian with the Department of Romance Languages
 - Possible motion on the Christian Studies proposal
 - Possible motion on the major in Classical Civilization
 - Faculty (Professor Eigenbrodt)
 - Summary of activities
 - Motion to take proposals for revision of Faculty Handbook off the table
 - Management of Academic Operations (Professor Rainbolt)
 - Motion to add MUS 100 (Fundamentals of Music for Non-Music Majors) to Group III of the Distribution Requirements
 - Change in policy regarding credit by examination
 - Addition of the grade W for four week on-campus Winter Term projects
 - Changes in course titles and descriptions
 - Scholastic Achievement (Professor White)
 - Announcements
4. Reports from Other Committees
5. Communications from the President
6. Old Business
7. New Business
8. Announcements
9. Adjournment

THE FACULTY OF DEPAUW UNIVERSITY
MINUTES OF THE MEETING OF MARCH 21, 1983

000060

CALL TO ORDER

The regular meeting of the faculty of DePauw University was called to order by Provost Johnson at 7:05 in Thompson Recital Hall of the Performing Arts Center with approximately 85 in attendance. The Presiding Officer called for a moment of silent prayer, then asked if there was any objection to the presence of two student guests, Ms. Mary Delano and Mr. Glen Feighery. There was none.

CORRECTION OF THE MINUTES

The Temporary Acting Secretary (Part-time) shamefacedly announced two corrections for the minutes of the previous meeting:

On page 1, those tallying the Honorary Degree ballots should have been listed as Professors Brunson, Fahnestock, Hogarth, and Part-time Instructor K. Steele.

On page 13, it should have been noted that Professor McConnell rather than Professor McFarland announced the Phi Beta Kappa speaker for March 10.

Professor Gustavsson indicated another correction:

On page 8 under the report from the Resource Allocation Subcommittee (RAS), two requests rather than one for Art History should have been reported.

Registrar Ypma made a final observation:

On page 8 under RAS's consideration of a replacement for a position in the Department of Art, Professor French's retirement should have been indicated as occurring at the end of the 1983-84 academic year rather than at the end of the 1983-83 academic year.

The minutes were finally approved as corrected, the Secretary inwardly vowing to sin no more, though knowing that he would.

MERGING OF THE DEPARTMENT OF GERMAN AND RUSSIAN
WITH THE DEPARTMENT OF ROMANCE LANGUAGES

For the Committee on Academic Policy and Planning (CAPP),

Professor Serpa indicated that the committee had found no significant advantages or disadvantages to the academic policy of the University in the proposed merger of the Departments of German and Russian with the Department of Romance Languages. He further stated that since CAPP found questions concerning the proposed merger closely tied to questions of personnel, it recommended that the proposal be referred to the Committee on Faculty for full and complete deliberation.

CHRISTIAN STUDIES PROGRAM

For CAPP, Professor Serpa announced that the committee would not move to remove the Christian Studies proposal from the table. Because of concerns over which the faculty has no control (such as scholarships, faculty stipends, and the appointment of a director), CAPP encouraged members of the faculty and the administration to comment on the appropriateness of such a program.

MAJOR IN CLASSICAL CIVILIZATION

For CAPP, Professor Serpa announced that the committee would not remove the proposal for a major in Classical Civilization from the table. Although the committee looked favorably upon the new major, it recommended that the Department of Classical Studies consider consolidating some of its majors.

RESOURCE ALLOCATION SUBCOMMITTEE

For CAPP, Professor Serpa called upon Professor M. Johnson to report from the Resource Allocation Subcommittee (RAS). Professor M. Johnson announced that the subcommittee's recommendation for the position in nursing to be reallocated to the School of Nursing had been accepted by the President. He also reported RAS's recommendation that the position for Microbiology be returned to the Department of Botany and Bacteriology. Professor M. Johnson then summarized the current requests before RAS:

- 1) the addition of two positions in Art History
- 2) the addition of two positions to the Department of Mathematics and Computer Science
- 3) the possible conversion of the Romance Language three-year term position (which expires at the end of the 1983-84 academic year) to a permanent tenure-track position

- 4) the review of the Department of Philosophy and Religion's Near Eastern Religion position which expires at the end of the 1983-84 academic year
- 5) the reallocation of a position in printmaking and photography to the Department of Art.

Professor M. Johnson noted that there were seven requests, but only three positions available. He added that RAS would consult with CAPP on those requests (such as the two for Art History) involving program changes. He also indicated that RAS would soon be reviewing its recommendations and policies since 1980 in order to make a general report on them.

COMMITTEE ON FACULTY

For the Committee on Faculty (CoF) Professor Eigenbrodt announced that the committee had discussed with President Rosser the language of the Faculty Handbook, "Standards and Guidelines for Decisions on Faculty Status," (pages 28-29) sections II-C, "Professional Competence" and II-D, "Special Contributions of the Faculty Member" and had appointed two subcommittees, each assigned to clarify the intention of one of these sections. CoF has discussed the reports of the subcommittees and will send copies to faculty members when details have been worked out.

For CoF, Professor Eigenbrodt indicated that the committee had also

- 1) continued its discussions on the report of the Subcommittee on Student Evaluation
- 2) discussed the preliminary report of the Subcommittee on Faculty Assessment with its chairman, Professor Garrett
- 3) participated in two open faculty hearings (one concerning Faculty Assessment and the other concerning Student Evaluation) after which discussed the faculty comments made in those meetings, and
- 4) read promotion materials.

REVISIONS IN FACULTY HANDBOOK STATEMENT ON PROMOTIONS

For CoF, Professor Eigenbrodt then moved to remove from the

table the revisions in the Faculty Handbook statement on promotions.

The motion to remove from the table passed.

For CoF, Professor Eigenbrodt then moved that the proposed revision be adopted and called upon Professors McFarland and Raymond to lead a discussion concerning these amendments. During the following discussion CoF agreed to consider the following suggestions:

- 1) the revision of the second paragraph under "Appointment as Assistant Professor" in order to eliminate the contradiction between the first sentence and the parenthetical phrase in the second
- 2) the introduction of parallel language in sections I-C, I-D, and I-E for purposes of consistency
- 3) a consideration of the meaning and implication of the term "exceptional performance" in sections I-D and I-E
- 4) the use of a term other than "staff member" in section I-E, and
- 5) the insertion of "elsewhere" or "at another institution" after "prior service" in sections I-D and I-E.

The motion to approve the revisions in the Faculty Handbook on promotion passed with the understanding that CoF would address the above concerns and report the results to the faculty.

COURSES FULFILLING DISTRIBUTION REQUIREMENTS

For the Committee on the Management of Academic Operation (MAO), Professor Rainbolt moved to take from the table

the motion to add Music 100, Fundamentals of Music for Non-Music Majors to Group 3 of the Distribution Requirements.

The motion to take from the table, as well as the motion, passed.

CREDIT BY EXAMINATION

000064

For MAO, Professor Rainbolt moved

to amend the first sentence of the Catalogue statement concerning credit by examination by stating "Every student has the right to take a departmental examination in any subject within his/her first semester at DePauw."

The motion passed.

WITHDRAWAL FROM FOUR-WEEK ON-CAMPUS WINTER TERM PROJECTS

For MAO, Professor Rainbolt moved that

a student may withdraw from a four-week on-campus Winter Term project or course with a grade of W during and only during the adjustment period for the second two-week Winter Term session.

The motion passed.

CHANGES IN COURSE TITLES AND DESCRIPTIONS

For MAO, Professor Rainbolt announced the following changes:

The title for Physics 112, formerly Introductory Physics, is now Physics for Poets. The description for this course has also been adjusted, but the content has not been significantly altered.

The title for English 309, formerly Creative Writing II (C) Verse Writing, has been changed to Creative Writing II (C) Poetry Writing.

SCHOLASTIC ACHIEVEMENT COMMITTEE

For the Scholastic Achievement Committee (SAC), Professor White announced two open meetings. The first, held by the Greek Task Force (established by the Board of Trustees), will be at 4:00 on Thursday, April 7, in Room 107, East College. Professor White indicated that members of the Task Force were interested in hearing the faculty's response to such issues as the financial status of the Greek living units; minimum standards for safety, health, and academic environment in the houses; the improvement of relations between faculty members and the Greek living units; hello, John, from the Secretary, who is embedding this in the

minutes to see if you, or anyone else, is reading them; and potential cooperative arrangements between these living units and the university (food purchasing, accounting services, repair, etc.). The second meeting, concerning SAC's draft amendment for the "Academic Integrity" section of the Student Handbook, will be held during SAC's regular meeting at noon on April 11 in the Faculty Trustees' Meeting Room. Faculty members should bring their lunches and plan to react to the committee's rewording of the Handbook statement, procedural revisions, and suggestions for a more thorough educational program regarding the nature of academic integrity. Professor White added that SAC hoped to bring its proposals on academic integrity to the April faculty meeting.

RESIGNATION OF PROVOST

Presiding Officer Johnson then asked permission to proceed out of order so that he might announce to the faculty his resignation as Provost of DePauw University which would be effective at the end of the current academic year. In his letter of resignation to the President, which Provost Johnson read to the faculty, he indicated that his years at DePauw had been immensely rewarding and that he is proud to have been part of the significant changes flowing from the current administration and strengthening DePauw for years to come. He then stated his intention to return to private schools where he began his career and "where the cutting edge now is." After concluding with an expression of warm regard for his associates, Provost Johnson offered to buy a round of amber liquid to all joining him after the meeting.

COMMUNICATIONS FROM THE PRESIDENT

President Rosser thanked the Provost for his very hard, demanding work and asked that the faculty join him in extending their appreciation for Provost Johnson's service. The faculty did so, with prolonged applause.

President Rosser then indicated the necessity of moving ahead as quickly as possible to find a replacement for Provost Johnson yet this spring. He noted that he would meet the next day with the Committee on Faculty and with the Administration Committee and that he hoped to appoint a search committee within the week.

The President then announced that according to Admissions Director Murray, admissions were up in quality as well as numbers. He pointed out that the next few days were critical in terms of persuading students to choose DePauw and encouraged faculty members to contact those students whose names had been sent to them.

NEW BUSINESS

Referring to an article in the Sunday Times Union of Albany, New York (3-6-83) that students qualifying for financial aid must be registered for the draft, Professor Raines indicated that President Rosser was quoted as being favorably disposed toward the practice. President Rosser answered that he had not read the article, but that he had been interviewed by an Associated Press editor who had asked him if he believed Congress had the legal right to require students to register for the draft in order to be eligible for financial aid and that he had answered in the affirmative. However, when asked if he thought the process was smooth and uncomplicated, he had responded negatively.

ANNOUNCEMENTS

Professor Mennenga announced that Annabel Thomas, recipient of the GLCA First Book in Fiction Award, would read some of her works on March 23 at 7:30 in Room 106, East College.

Professor A. Miller announced the second annual Health Fair to be held Thursday, April 14 from 9:00 to 4:00 at various locations on the campus.

Professor C. French announced that the DePauw Film Society would soon be distributing the schedule of films for next year; the society is planning to show from twelve to fourteen films for a season ticket price of \$15.00.

Professor Garrett announced that Terry Robinson, a neuropsychologist from the University of Michigan would speak on "Sex Differences in Brain Organization and Behavior in Animals" on Wednesday, March 23 at 4:00 in Harrison Hall.

ADJOURNMENT

There being no further business, the Presiding Officer adjourned the meeting at 8:40 p. m.

Underwood Dudley
Soon-to-be Former Secretary

MAO Report to Faculty, March 21, 1983

- I. Motion to add MUS 100: Fundamentals of Music for non-music majors to list of courses fulfilling Group 3 of the distribution requirements. (Motion to be removed from table.)
- II. Motion: Every student has the right to take a departmental examination in any subject within his/her first semester at DePauw.
- III. A student may withdraw from a four-week on-campus Winter Term project or course with a grade of W during and only during the adjustment period for the second two-week Winter Term session.
- IV. Changes in course titles and descriptions:
 - A. Phys 112: Introductory Physics to
Phys 112: Physics for Poets
 - B. Eng 309: Creative Writing II (C) Verse Writing to
Eng 309: CREATIVE WRITING II (C) Poetry Writing

AGENDA

000063

For the Faculty Meeting of April 18, 1983

1. Call to Order (7:00 p.m., Thompson Recital Hall)
2. Approval of Previous Minutes
3. Reports from Coordinating Committees

Academic Policy and Planning (Archivist Horn)

Motion concerning major in Classical Civilizations

Faculty (Professor Eigenbrodt)

Report on activities

Management of Academic Operations (Professor Rainbolt)

Motion that the statement concerning the Management Fellows Program as it appeared in the faculty minutes February 18, 1980 be amended as follows:

Normally students withdrawing from the Program would have credit for all Program courses taken during Winter Term revert to Winter Term credit, with A and A- grades changed to E and all other passing grades converted to S. However, fellows withdrawing from the program after completing their semester-long internships would retain course credits earned during Winter Term

Course additions

Course deletions

Changes in title and description

Announcements

Scholastic Achievement (Professor White)

Possible motion

4. Reports from Other Committees
5. Communications from the President
6. Old Business
7. New Business
8. Announcements
9. Adjournment

THE FACULTY OF DEPAUW UNIVERSITY

Minutes of the Meeting of April 18, 1983

CALL TO ORDER

The regular meeting of the Faculty of DePauw University was called to order by Provost Johnson at 7:02 p. m. in the Thompson Recital Hall of the Performing Arts Center. There were approximately 85 in attendance. The Presiding Officer asked if there was any objection to the presence of four student guests. There was none.

CORRECTION OF THE MINUTES

Professor M. Johnson announced a correction on page 2, item 3, under Resource Allocation Subcommittee. The three-year term position in the Romance Language Department expires at the end of the 1984-85 (not 1983-84) academic year.

The minutes were approved as corrected.

COMMITTEE ON ACADEMIC POLICY AND PLANNING

For the Committee on Academic Policy and Planning (CAPP), Archivist Horn moved to place on the table the following proposal from the School of Music for a Major in Piano Pedagogy.

MAJOR IN PIANO PEDAGOGY

The curriculum for the major in Piano Pedagogy is designed for the person who has an interest in teaching piano at both the elementary and advanced levels. It is very similar to that of the performance major with the exception of the following required courses: Introduction to Psychology, Educational Psychology, Piano Teaching Methods and Materials, and Piano Practice Teaching. The Piano Practice Teaching is the only new course that must be offered.

It is the thought of the faculty that such a major will be an asset to the music program, that the need exists for the training of good piano teachers, and that such a curriculum should attract piano students to DePauw since few schools offer a pedagogy major at the undergraduate level.

The following courses will be required:

	Courses
Applied Music -- major instrument	8
Applied Music -- minor instrument	2
Freshman and Sophomore Theory	4
Theory electives (1/2 course must be in conducting)	2
History and Literature of Music	2 1/2
English and Speech	1 1/2
Physical Education	1
Piano Teaching Methods & Materials}	1
Piano Practicing Teaching } Core	1
Introduction to Psychology } Courses	1
Educational Psychology }	1
Electives	6 1/2
Ensemble (eight semesters)	
Recital Attendance	
Four Winter Terms	
Minimum total credits including at least six courses in the CLA	31

It should be noted that no additional staff will be needed should the major be approved. Students from the Greencastle Public Schools will be selected by special examination to make up a class of piano students for the Practice Teaching Course.

The motion to place the proposal on the table passed.

CLASSICAL STUDIES MAJOR

For CAPP, Archivist Horn moved to remove from the table the motion to approve the major in Classical Civilization. Since the proposal for the major was placed on the table with no recommendation for approval, Archivist Horn was moving to take from the table something that was not on the table, but nevertheless,

the motion to remove from the table passed.

Archivist Horn then moved that the text of the proposal be approved along with the following statement concerning the major in Classical Studies:

The major in Classical Studies may be completed in any one of the following areas of concentration: Greek, Latin, Classical Languages or Classical Civilization.

The motion passed.

CHRISTIAN STUDIES PROPOSAL

For CAPP, Archivist Horn moved to remove from the table the motion to approve the Christian Studies Proposal. Since Professor Newton, the prime mover of the program, was unable to attend the meeting,

the motion to remove from the table failed.

COMMITTEE ON ACADEMIC POLICY AND PLANNING

For CAPP, Archivist Horn announced that the committee plans to meet with Vice President Bottoms to consider long-range planning with regard to the curriculum. CAPP will report on this discussion at the next meeting.

COMMITTEE ON FACULTY

For the Committee on Faculty (CoF), Professor Eigenbrodt made the following announcements:

Promotion:

CoF has been reading promotion materials and conducting extensive interviews.

Revision in the Faculty Handbook, "Appointments and Tenure," pp. 26-28:

CoF has modified the recent revision to include the suggestions made at the previous faculty meeting. After the committee discusses the changes, it will make copies of the final version available to the faculty.

Interpretation of the Faculty Handbook, "Standards and Guidelines for Decisions on Faculty Status," Section II-C (Professional Competence) and Section II-D (Special Contributions of the Faculty Member):
CoF is discussing a proposal detailing its interpretation of these sections; upon concluding the discussion, the committee will send a copy of the interpretation to the faculty.

Student Questionnaires:

After the open faculty hearing on March 2, CoF revised the questionnaire, discussed the changes with the chair of the Subcommittee on the Student Evaluation (Professor Kelly), and approved the revisions.

CoF's Use of Student Questionnaires:

CoF uses the student evaluation forms very cautiously. Generally, the committee finds written comments more useful than numerical responses and does not make minute distinctions on the basis of numbers. Evaluations are rough indications of possible weaknesses or exceptional strengths.

Faculty Assessment:

CoF has received the report from the Subcommittee on Faculty Assessment. The committee thanks the subcommittee members, Professors Garrett (chair), Carkeek, Chandler, Eigenbrodt, Milkis, and White, for their hard work and creative ideas. On the basis of open faculty hearings, the report of the subcommittee, and other suggestions and proposals, CoF is now struggling to create a procedure that will incorporate, on one hand, the role of evaluation as a necessity in making personnel decisions, and, on the other, the role of assessment as an instrument for faculty growth and development.

MANAGEMENT FELLOWS PROGRAM

For the Committee on the Management of Academic Operations (MAO), Professor Rainbolt moved that the statement concerning the Management Fellows Program as it appeared in the minutes of the February 1980 faculty meeting be amended as follows:

Normally, students withdrawing from the Program would have credit for all Program courses taken during Winter Term revert to Winter Term credit, with A and A- grades changed to E and all passing grades converted to S. However, Fellows withdrawing from the program after completing their semester-long internships would retain course credits earned during Winter Term.

The motion passed.

COURSE ADDITIONS

For MAO, Professor Rainbolt moved that the following courses be added to the curriculum:

General Studies 161, The History of Film to 1940,
1/2 to 1 course credit

General Studies 162, The History of Film from 1940
to the Present, 1/2 to 1 course credit

Communication Arts and Sciences 213, History of the
Theatre I (Ancient Greece to 1642), 1 course credit

Communication Arts and Sciences 214, History of the
Theatre II (1642 to the Present), 1 course credit

Communication Arts and Sciences 291, Inquiries into
Communication, 1 course credit

Communication Arts and Sciences 301, Advanced Oral
Interpretation, 1 course credit

Communication Arts and Sciences 312, Advanced Acting,
1 course credit

Communication Arts and Sciences 317, Advanced Theatre
Production and Design, 1 course credit

Professor Morrill displayed his unfitness to teach at a liberal arts institution by inquiring what happened to the theatre in 1642. After he was informed,

the motion passed.

COURSE DELETIONS

For MAO, Professor Rainbolt moved the following courses be deleted from the curriculum:

Communication Arts and Sciences 210, Introduction
to Theatre, 1 course credit

Communication Arts and Sciences 395-396, Junior
Honors Course, 1 course credit

Communication Arts and Sciences 495-496, Senior
Honors Course, 1 course credit

The motion passed.

CHANGES IN TITLE, DESCRIPTION, AND CREDIT

For MAO, Professor Rainbolt made the following announcements:

Changes in credit:

Economics 390A and 390B, Topics in Economics and Management will be offered for 1/2 to 1 course credit (rather than 1 credit).

Communication Arts and Sciences 450, Senior Seminar will be offered for 1/2 credit (rather than 1 credit).

Changes in title and number:

Communication Arts and Sciences 211, Advanced Interpretation and Acting has become

Communication Arts and Sciences 111, Beginning Acting.

Changes in numbers:

Communication Arts and Sciences 217, Theatre Production has become

Communication Arts and Sciences 117, Theatre Production.

Communication Arts and Sciences 224, Group Dynamics and Discussion has become

Communication Arts and Sciences 124, Group Dynamics and Discussion.

Changes in title:

Communication Arts and Sciences 332, Broadcast Communication Management has become

Communication Arts and Sciences 332, Telecommunications Management.

Communication Arts and Sciences 233, Broadcast Communication in Modern Society has become

Communication Arts and Sciences 233, Mass Communication in Modern Society.

ADDITIONAL ANNOUNCEMENT

For MAO, Professor Rainbolt also announced that the committee was discussing problems with scheduling. She pointed out that these problems arise because professors are required to teach afternoon classes but students are not required to take them at that time.

SCHOLASTIC ACHIEVEMENT COMMITTEE

For the Scholastic Achievement Committee (SAC), Professor White moved that the language regarding academic integrity policies (first section), and the procedures for adjudicating possible violations of academic integrity (second section) in the following text be substitutions for the respective sections in the current Student Handbook and that an educational process be adopted to inform students about policies of academic integrity (third section).

ACADEMIC INTEGRITY

Policies:

A healthy academic community is one in which students and faculty members engage in teaching and learning in an atmosphere of mutual trust and responsibility. At DePauw University we are committed to those values which uphold high standards of excellence in the classroom. It must be recognized by all, therefore, that learning involves significant commitments of time, energy, and resources as well as a sense of integrity about academic responsibilities. The university is committed to high standards of academic integrity which emphasize that one's work is one's own and that a teacher's evaluations and judgments are based on a student's own best efforts.

Dishonesty about one's academic work seriously undermines our community standards for excellence and, thus, can neither be taken lightly nor go unacknowledged. When academic dishonesty exists we all suffer, for learning is short-circuited, personal responsibility is relinquished, and community standards suffer.

To be academically dishonest is to submit someone else's work as one's own scholarship. Cheating is getting or giving unauthorized help on papers, experiments, projects or examinations. It is submitting another's completed assignment as though it were one's own. Submitting any writing that does not

properly acknowledge authorities cited or consulted or that fails to give proper credit for either another's words or another's ideas is "plagiarizing." Cheating is using a textbook, one's own notes, or those of another during an examination without the instructor's permission. It is tampering with experimental data to make these prove a desired result or fabricating results for experiments one did not do (also called "drylabbing"). Tampering with or destroying the work of others is also cheating.

A person who has participated in any of these forms of academic dishonesty undermines the values the university community deems as important in the contemporary world: the integrity of an individual's own work, the worth of self-discipline, and the notion that scholarship should always reflect the highest commitments to moral values. DePauw University, therefore, considers academic dishonesty a serious offense and thus the following procedures have been developed when possible cheating or plagiarism is noted either through observation or through the report of a faculty member or a student.

Procedures:

1. The instructor shall meet with the student accused of academic dishonesty. If the student does not acknowledge the infraction, the instructor may: a) drop the case, or b) refer the incident immediately to the Committee on Academic Integrity, or c) follow the process noted below (2). The student may choose that the case go directly to the Committee on Academic Integrity. Unless the instructor drops the case, the student is advised to consult the Dean of Students, who may participate as an observer and provide advice to the student during the remainder of the process. If the student acknowledges the infraction, then, the instructor shall determine the penalty or refer the decision on the penalty to the Committee on Academic Integrity. The penalty may be as severe as failure in the course. If a penalty assessed by an instructor directly affects the final grade, he or she will inform the Academic Dean and the Dean of Students.
2. The instructor shall arrange a conference presided over by the chairperson of the department concerned. The parties involved shall be the student, the instructor, the chairperson (another member of the department shall preside if the chairperson brings the charge), and others involved in the incident. The instructor and the student may each have a witness to the proceedings. If in this conference the student acknowledges an infraction or is judged dishonest by the department chairperson, the instructor shall determine the penalty and inform the Academic Dean and the Dean of Students. The purpose of this and other hearings should be to determine whether the student a) has breached a standard of academic conduct; and, if so determined, b) had an adequate opportunity to know the standard or standards at issue.

3. A hearing before the Committee on Academic Integrity shall take place if either the student or the instructor is dissatisfied with the results of the above procedure, or by referral (see 1, b, above). The Committee on Academic Integrity shall be composed of two teaching faculty members appointed from and by the Scholastic Achievement Committee, two students appointed by Academic Council, and the Academic Dean who shall serve as chairperson.

At this hearing, either party may have counsel and the right to call witnesses. Other procedures for due process shall be followed and records kept. These shall be deposited with the Dean of Students. After deliberation the Committee shall inform each party of its decision. Should a student be in violation of academic integrity, the Committee shall recommend penalty based on the seriousness of the offense. If this is a student's second recorded violation, the Committee may recommend suspension or dismissal from the University.

4. Appeal. Either the instructor or the student may appeal the decision of the Committee on Academic Integrity or the penalty the instructor imposes to the President who is the final arbiter.

5. Statute of limitations. The academic integrity procedures must be initiated by either faculty members or students no later than the end of the semester following the alleged violation.

Educational Process:

[Legislation for the faculty's consideration but not part of the Student Handbook.]

1) DePauw should initiate a program during orientation week which will inform students about the nature of academic dishonesty and the policies and procedures with which the university deals with these matters. The Offices of the Academic Dean and the Dean of Students, should be responsible for organizing such a program which would include a discussion of the importance of honesty in one's academic responsibilities, the role of reporting sources carefully, ways of conducting academic work in a responsible manner.

2) A committee composed of two students from Academic Council, two faculty members appointed by the Scholastic Achievement Committee, the Academic Dean, and the Dean of Students will develop educational materials to be used to inform students of their academic responsibilities. These materials will seek to inform students, in as much detail as possible, about the nature of plagiarism and ways of properly reporting sources. These materials will be the basis of the orientation week's program on academic integrity.

3) DePauw faculty will inform students how the particular elements of academic integrity apply in the context of their given disciplines and assist students with proper techniques of reporting sources of information and research. Faculty should make clear to students at the beginning of a term the penalties for violations of academic integrity. Departments, moreover, should develop their own approaches for educating students about integrity in research and responsibility in submission of assignments.

Professor White invited Dean Cooper to summarize the circumstances leading to a reformulation of the current policy and the need for a workable procedure. Dean Cooper acknowledged the many hours two committees had devoted to the current handbook statement over the past three years. He then indicated that when the Academic Integrity Committee (AIC) had heard a case this past fall under the current guidelines, it had reached the following conclusions:

In the eyes of all the members of this panel, the word "intentionally" in the handbook statements makes it virtually impossible to find any student guilty of plagiarism.

When the dean notified SAC of AIC's decision, SAC began consideration of revisions in the statement.

Dean Cooper then summarized an analysis of *Napolitano v. Princeton* (1982) in the newsletter *Lex Collegii* which demonstrated that court intervention in litigation between students and universities is generally based upon the responses to two questions:

Does the alleged infraction involve disciplinary or academic standards?

Does the institution have procedures that function?

According to Dean Cooper, courts are not likely to interfere if the question is one of academic standards and if it has been reviewed within and according to an institution's functional regulations. He concluded that the current highly moralistic and unworkable policy invites court intervention, while the proposed policy with its academic emphasis diminishes that possibility.

Professor White then underscored some of the important changes reflected in the proposed document:

- 1) the description of an infraction in terms of academic or scholarship rather than intention to deceive;
- 2) provision for student support in the process;

- 3) the stipulation permitting an accused student to take a case directly to the AIC;
- 4) clarification of the purpose of AIC procedures;
- 5) the addition of a statute of limitations; and
- 6) an outline for a multi-faceted educational program designed to inform students of academic integrity policies.

Having mentioned these changes, Professor White introduced Greg Condra, chair of the Student Senate who indicated students' concerns and ways in which SAC had responded to them in the proposed policy. Students endorsed:

- 1) the statement specifying the purpose of AIC as a response to their deletion of the statement on intention;
- 2) the policy permitting a student to refer a case directly to the AIC;
- 3) the stipulation for a statute of limitations;
- 4) the removal of the provision that students sign statements; and
- 5) language concerning the relationship between AIC and the imposition of penalties.

After the faculty had discussed the proposal at some length, Professor Gustavsson moved to strike the following sentence from the statement:

Faculty should make clear to students at the beginning of the term the penalties for violations of academic integrity.

The motion failed, with 27 in favor, 36 opposed. Professor Gustavsson then stated his desire for some clarification of the sentence under consideration. SAC agreed to take his suggestion under advisement.

The question reverted to the main motion. The motion passed.

APPENDIX TO THE MINUTES

000080

It is not mandatory to read the following. You will not be tested on it.

In his never-ending effort to improve and purify his writing style, your Faculty Secretary (or Secreatry, as he sometimes calls himself) has recently been rereading some of the works of Raymond Chandler. This may not have been such a good idea, because when he arrived at the meeting, your Secretary's mind and hand were siezed by the spirit of Philip Marlowe. When he came to himself at the end of the meeting, his notes were what appears below. It is a good thing that Assistant to the Academic Dean Bremer was at the meeting to take the minutes as they have appeared above, because if she had not been there, the record of the meeting would have been:

The room was gold, pale gold. It was an auditorium, wide and shallow, with gold seats arranged in circular arcs and a stage that bellied out in front to match. The gold carpet climbed up the back walls, empty except for a picture of an old party looking stuffy. Between the seats and the stage, there was a wooden podium made of pale wood that matched the light gold-brown of the stage. There was a table where I sat and a portable screen for some kind of slide show later on. The screen wasn't gold at all and didn't belong. Besides the screen, the room looked expensive, and probably was.

The professors drifted in, sitting in twos and threes, chattering away or looking at official documents that had been handed out at the door. It was a cold night in April, so coats and jackets were draped over seat backs. The professors looked cheaper than the room. They came in different shapes and sizes, so you wouldn't know they were a bunch of professors unless you were told, but you could notice a few things. Hardly anybody fat, no cigar-smokers, very few dressing as if they cared what they looked like, nobody looking very dumb, not many broads. Not many what you'd call happy faces, either.

The Presiding Officer was a skinny guy in a green suit. He kept moving all the time: back off from the podium, move in, pace to the left, pace to the right--it's part of how you stay skinny. He asked for a moment of silent prayer, but nobody looked to be praying very hard. He asked if there were any student guests present. Nobody did anything, so he asked again; this time three student types raised their hands. Some other student types didn't do anything. It was no big deal.

Another guy came down to the front to make a report. He was more like it, as far as looking like a professor: hair longer than usual, dark red sweater over shirt and tie and under sport coat. He talked good, too. Very smooth. Nobody got excited.

COMMUNICATIONS FROM THE PRESIDENT

President Rosser announced that a historic convocation would be held Friday evening, April 22 in Meharry Hall at 8:00 to announce DePauw's Sesquicentennial Campaign. He added that this meeting would reveal the extraordinary dimensions of the projected fund-raising program and stressed the need for all to cooperate in this endeavor over the next five years.

ANNOUNCEMENTS

Acting Secretary of the Faculty (Part-time) Dudley announced that faculty ballots had been distributed and said that any faculty member not receiving one should contact Assistant to the Secretary Bremer.

Professor Cavanaugh announced that April 27 was designated as Ray Mizer Day; on that date at 7:30 in Room 106 of East College, Professor Mizer will conduct a poetry reading session.

Professor S. Smith thanked the faculty for its participation in the Health Fair held April 14 and announced that outside funding would permit the School of Nursing to repeat the fair during spring registration next year. Anyone interested in additional health screening measures to be included should contact Professor S. Smith.

Professor S. Smith also announced that the School of Nursing will offer CPR training to faculty, staff, and students on May 2 and May 6 from 6:00 to 10:00 in the Union Building Ballroom. Anyone interested in attending should call Betty Thompson.

Professor S. Smith's final announcement concerned the research summaries being presented by the nursing students on Friday, April 29 in Meharry Hall. The list of topics and times will be distributed to department chairs for posting. Everyone was invited to attend.

ADJOURNMENT

There being no further business, the Presiding Officer adjourned the meeting at 8:26 p.m.

Underwood Dudley
Secretary of the Faculty

Then came another report, this time from somebody with gray hair and moustache and the start of a bowl-and-scissors haircut in front. He was smooth, too. I guess when you make your living talking you either start smooth or get smooth quick. Still nobody got excited.

They got excited, some of them, when they had to approve a document on student cheating. I think it was against it. Another skinny guy was in charge of the discussion, and he started it off by calling on one of the Deans. One of the big Deans. He made a speech, and you could see what it takes to be a Dean. It takes smooth--the words flowed along like a river when the water is low and there aren't any ripples, with never a hesitation, never an urr, never an uh. Somebody asked a question and one of the student types answered a question. I take it back--he answered a question he heard, but nobody asked it, but he was smooth, too. God, even the students are smooth! They must have classes in smooth. The professors kept asking questions, questions, questions. Nobody was in favor of anything, you understand, and nobody was against anything, you understand, they just had a few questions. On and on and on they went, smoothly, until after about an hour they got around to voting, and it was about 80 to 3 in favor. If it had been 77 to 6, they would have taken two hours. It must be what happens when you have to talk for a living.

The President made a short speech, not using any words that were too big and emphasizing the points hard. Like all short men, he tilted his head back when he talked. He looked good, though: distinguished and solid, but a little frayed around the edges, the way a broad with six kids would look all dressed up for a night on the town.

There were a bunch of announcements. That was it. It was all over.

AGENDA

For the Faculty Meeting of May 16, 1983

1. Call to Order (7:00 p.m., Thompson Recital Hall)
2. Approval of Previous Minutes
3. Reports from Coordinating Committees
 - Academic Policy and Planning (Professor Serpa)
Motion to approve the major in Piano Pedagogy
 - Faculty (Professor Eigenbrodt)
Report on Activities
 - Management of Academic Operations (Professor Rainbolt)
Motion concerning scheduling of classes
Course additions
Course deletions
Announcements
 - Scholastic Achievement (Professor White)
4. Reports from Other Committees
5. Communications from the President
6. Old Business
7. New Business
 - Motion to approve the results of the
faculty election
 - Motion to confer degrees
8. Announcements
9. Adjournment

THE FACULTY OF DEPAUW UNIVERSITY

Minutes of the Meeting of May 16, 1983

CALL TO ORDER

The regular meeting of the Faculty of DePauw University was called to order by Provost Johnson at 7:02 p.m. in the Thompson Recital Hall of the Performing Arts Center. There were approximately 65 in attendance. The meeting began with a moment of silent prayer. Unwilling to note directly his hopes that the last faculty meeting of the year would be brief, the Presiding Officer quoted an epigram of Coleridge, indicating that those in attendance might wish to substitute "speak" for "sing" in the second line.

Swans sing before they die--'twere no bad thing
Did certain persons die before they sing.

The Presiding Officer's unwonted harshness passed largely unnoticed.

CORRECTION OF THE MINUTES

President Rosser and Professor Morrill referred to items in the Appendix to the last minutes. Since the Appendix was not part of the official minutes, their remarks cannot be reported here; they will perhaps appear in the next Appendix.

PIANO PEDAGOGY

For the Committee on Academic Policy and Placement (CAPP), Professor Serpa moved to remove from the table the motion to approve a major in Piano Pedagogy. He then moved to approve this major as detailed in the minutes of the May 1983 faculty meeting.

The motion to remove from the table passed.

The motion passed.

COMMITTEE ON ACADEMIC POLICY AND PLANNING

For CAPP, Professor Serpa announced that the new chairman of CAPP would be Professor Sutton and of the Resource Allocation Subcommittee (RAS), Professor Herrold. Professor Serpa asked that all pertinent correspondence be directed to Professor Herrold since his duties would begin immediately. Other new appointees to RAS (effective in January 1984) are Professors Kissinger and Serpa.

RESOURCE ALLOCATION SUBCOMMITTEE

For CAPP, Professor Serpa called on Professor Johnson to report for RAS. He reported that the position in microbiology recommended by CAPP to the President had been approved.

COMMITTEE ON FACULTY

For the Committee on Faculty (CoF), Professor Eigenbrodt made the following report on the committee's activities:

Student Course Questionnaire:

CoF finalized this form and distributed it to the faculty for volunteer trial use.

Revision in the Faculty Handbook, "Appointments and Tenure," pp. 26-28:

CoF modified its earlier revision to include suggestions given at the March 21 faculty meeting. CoF will make this final version available to the faculty. [The following text was later supplied:

At the faculty meeting 21 March 1983, the CoF moved the adoption of certain changes in the language of the Faculty Handbook, pp. 27-28. The faculty passed the motion, but requested that the CoF make certain revisions of language for the sake of clarity and consistency. The following represents the revisions made by the CoF. Insertions are CAPITALIZED.

I. Appointments and Tenure, p. 26

All contracts at DePauw are for one fiscal year only. The actual tenure of faculty members at DePauw University is a matter separate from the contract.

The maximum probationary period at DePauw University is seven years. Prior service may be considered for shortening the probationary period. In such a case, the amount of credit will be expressed in the initial contract. Any faculty member, no matter what his or her rank, who is appointed for a seventh year is entitled to tenure unless the contract is specified as terminal in nature.

I. Appointments and Tenure, p. 27

C. Appointment as Instructor

The initial appointment as instructor is for one year. The first year is probationary, and both parties must be satisfied before the appointment is continued. At the end of the sixth year, the instructor must be either promoted or given a one-year terminal contract.

Candidates for an initial appointment as an instructor must have at least the M.A. or M.S. degree. (Exceptions may be made for temporary appointments or when there are compensating factors.) Normally, an instructor shall not be considered for promotion before the fourth year in rank at DePauw has been completed. An instructor will be promoted immediately following the completion of requirements for the doctorate.

D. Appointment as Assistant Professor

The initial appointment of an assistant professor is for one year. This appointment is probationary, and both parties must be satisfied before the appointment is continued. When a faculty member is promoted to the rank of assistant professor the appointment is also for one year.

For the rank of assistant professor a candidate ORDINARILY must have the Ph.D. degree, or equivalent qualifications. Normally, an assistant professor shall not be considered for promotion before the fifth year in rank at DePauw has been completed (tenth year if without the terminal degree). Exceptional performance (AS DETERMINED BY THE COMMITTEE ON FACULTY) may be considered for shortening the time in rank. In such a case, prior service ELSEWHERE may also be considered as a factor in early promotion.

E. Appointment as Associate Professor

The total probationary time for a person appointed as associate professor shall not be longer than three years, with the definite provision that each year of such appointment must be satisfactory to both parties

before the appointment is continued. At the end of the three-year probationary period, an associate professor must be given tenure or a one-year terminal contract.

When a FACULTY member is promoted to the rank of associate professor, he or she is entitled to tenure at that rank.

An initial appointment or a promotion to the rank of associate professor ordinarily is conditioned upon the candidate's having a Ph.D. or EQUIVALENT QUALIFICATIONS. Normally, an associate professor shall not be considered for promotion before the seventh year in rank at DePauw has been completed (tenth year if without the terminal degree). Exceptional performance (AS DETERMINED BY THE COMMITTEE ON FACULTY) may be considered for shortening the time in rank. In such a case, prior service ELSEWHERE may also be considered as a factor in early promotion.]

That completes the revised text from the Faculty Handbook.

Interpretation of the Faculty Handbook, "Standards and Guidelines for Decisions on Faculty Status," Section II-C (Professional Competence) and Section II-D (Special Contributions of the Faculty Member):
Having approved an interpretation of this section of the handbook, CoF sent it to the President for perusal and comment.

"Procedures for Periodic Assessment and Evaluation of Faculty": CoF has been discussing this proposal and will continue to do so.

Promotion Cases:

CoF sent to the President its recommendations for all promotion cases.

Interim Review Cases:

On May 17, CoF will complete the interim review cases.

MANAGEMENT OF ACADEMIC OPERATIONS

For the Committee on Management of Academic Operations (MAO), Professor Rainbolt announced that Professor Glausser would be the committee's new chairman.

SCHEDULING OF CLASSES

For MAO, Professor Rainbolt made the following motion:

Departments must schedule no less than 7% of their classes in any of the morning time banks (including 8:00) over an entire year, and no more than 20% of their classes in any of the morning time banks over a semester. "Arranged" classes are exempted from this rule.

Professor Rainbolt noted that the above motion would not affect the current regulation requiring each department to schedule one third of its classes in afternoon time banks.

The motion passed.

For MAO, Professor Rainbolt indicated that when possible, the following suggested procedures would be used in the assignment of classrooms:

The Registrar's office will create a form on which faculty members can indicate the necessary classroom accouterments for their courses. Classes will be scheduled primarily according to the appropriateness of the rooms for the classes.

As far as possible, each faculty member will teach in the building in which he or she has an office. Every reasonable attempt will be made to avoid scheduling a teacher in different buildings for classes which meet in adjacent hours.

COURSE ADDITION

For MAO, Professor Rainbolt moved that the following course be added to the curriculum:

General Studies 255, Business Writing, 1 credit

The motion passed.

COURSE DELETIONS

For MAO, Professor Rainbolt moved that the following courses be deleted from the curriculum:

General Studies 130, Emergency Medical Care, 1 credit
General Studies 260, Advanced Emergency Medical Care,
1 credit

The motion passed.

HONORS IN THE MAJOR

For MAO, Professor Rainbolt moved to approve the following description of Honors in the Major:

The Honors in the Major Program promotes within the major field independent study beyond that which is attained in the regular course curriculum and encourages the exercise of scholarly freedom, initiative, and responsibility on the part of the superior student. In method the program includes the tutorial, which is a guided program of individual study, and the writing of a thesis.

Honors may be offered in the departments of Classical Studies, Philosophy and Religion, and Romance Languages. Other departments may offer Honors upon approval of the Committee on Management of Academic Operations.

REQUIREMENTS:

Admission to the Honors program is granted by the department concerned. A cumulative grade point average of 2.8 or higher and a grade point average of 3.0 or higher in the major subject are required for admission to and retention in the program.

REGULATIONS:

A student permitted to carry the program must pursue Honors for at least two semesters.

Honors, done under the guidance of an Honors adviser, includes (1) general reading and discussion covering the major field with emphasis on those areas not covered by formal courses, and such courses in related fields as may be deemed desirable; (2) specialized and intensive work in some phase of the major subject selected by the student and his adviser and approved by the department of his major, in which field he prepares a thesis. A copy of the thesis is filed in Roy O. West Library.

EXAMINATIONS:

The final examinations include one or more written examinations to test the student's acquaintance with his major field and an oral examination in the special field, including the Honors thesis. These examinations and the thesis will replace regular departmental comprehensive evaluation for seniors. The oral examination is conducted by a committee of four or more examiners, of whom two or more are from the candidate's major department, and one or more are from another department or departments.

Students who have maintained a high level of distinction in the total Honors program (with a minimum grade average of 3.0) and who in addition have achieved a 3.0 average or higher in their total university work may be granted the bachelor of arts degree with Honors in their major fields.

Honors in the major is under the jurisdiction of the Academic Dean and the Committee on Management of Academic Affairs.

For MAO, Professor Rainbolt then moved to table the motion to approve the description of Honors in the Major.

The motion to table passed.

MINOR IN CLASSICAL STUDIES

For MAO, Professor Rainbolt announced that a minor in Greek or Latin requires a minimum of five courses in the language, at least one of which is at the 300-400 level.

GRADUATE COUNCIL: COURSE DELETIONS

For the Graduate Council, Professor Mannon moved that the following courses be deleted from the curriculum:

Education 509-510, Advanced Elementary Education, 1 credit
Education 516, Advanced Composite Secondary Education,
1 credit
Education 517, Advanced Composite Secondary Education,
1 credit
Education 533, Advanced Elementary Teacher Education,
1 credit
Education 534, Advanced Audiovisual Aids, 1 credit
Education 535, Advanced Philosophy of Education, 1 credit

The motion passed.

COMMUNICATIONS FROM THE PRESIDENT

President Rosser called on Vice President for Finance Silander to comment on contracts. Vice President Silander noted that while the contracts specified the increase in the total compensation package as 9.5%, there was no indication of the salary increase. According to Vice President Silander, that increase for full-time instructors was 6.5%; for other contract employees it was 6%. He also stated that at a later date he will discuss with the faculty the specific elements of the new insurance package.

The President then called upon Professor Gass. Taking advantage of the opportunity to speak, University Marshal Gass reminded faculty members when and where to assemble for Commencement and warned them that unless excused by the Provost, they were expected to be there.

Then Chairman of the Search Committee for the Academic Vice President Gass named the members of the Search Committee (Executive Vice President Bottoms, Vice President for Finance Silander, Director of the School of Nursing Smith, Professors Carkeek, Garrett, Raymond, and Wills) and indicated that they had been meeting since March 25. He also announced that in a memo dated May 13, Professor Rosser had emphasized that the committee was to work to find the best possible person for the University. Professor Gass then summarized the committee's activities indicating that the ninety-one names submitted to the committee by nomination or through application had been narrowed to three candidates, each of whom would be brought to campus this week. For each visit, an open meeting for faculty members will be held in the Recital Hall at 11:00. Professor Gass encouraged faculty members to attend these meetings and to submit to his office by 9:30 a.m. on May 20 a completed evaluation form on each of the candidates. He then indicated that the Search Committee would begin reading the evaluations at 10:00 that same morning with the hope of recommending to President Rosser the names of one, two or three candidates as soon as possible.

President Rosser then said that if faculty members were aware of any potentially good freshmen for this fall, they should check with Admissions Director Murray. According to the President, today's students are taking more time in making college selections; consequently, the admissions deposits are slightly down.

FACULTY ELECTIONS

In order that Professor Serpa might be permitted to succeed himself as Chairman of Division III, Secretary of the Faculty Dudley moved that

the faculty suspend the rule which states, "No chairperson of a division shall be eligible to succeed himself/herself in office."

The motion passed.

Secretary Dudley then moved that the faculty ratify the results of the faculty elections as given below:

1983 FACULTY ELECTION RESULTS

Committee -----	Divisional Representatives -----	At-large Representatives -----
Academic Policy and Planning	Mike Zeller	Michael Johnson Daniel Wachter
Faculty	Eunice Wilcox	Martha Rainbolt
Management of Academic Operations	Richard Mayes	James George
Scholastic Achievement	Claude Cymermen Thomas Hagaman	Nancy Metzger
Athletic Board	Page Cotton	James Gammon James Mannon
Faculty Development	James Rambo	Anthony Catanese
Graduate Council	Edward Meyer John Baughman	James Mannon
International Education	William Harmon	James Rambo (3-year term) Darrell La Lone (2-year term)
Scholastic Standing	Underwood Dudley Gary Lemon	

Teacher Education	LeRoy Schoenfeld	Stanley Warren
Administration		Thomas Emery
Board of Control of Student Publications		David Field William Cavanaugh
Student Life		Donald Ryujin
Honorary Degrees		Ralph Raymond
Memorial Student Union Board		William Field
GLCA Representative		Nancy Metzger (1-year term) John Kaemmer (3-year term)
Review Committee	Members	Alternates
	-----	-----
	Page Cotton	William Meehan
	David Horn	Barbara Federman
	Gordon Mennenga	James Rambo
	Larry Sutton	Brandt Steele
	Margaret Berrio	Martha Avery
	John Morrill	Catharine Powell
	John White	David Maloney
	Barbara Steinson	Gary Lemon

Divisional Officers

Division	Chairman	Secretary	Third Member of the Nominating Committee
-----	-----	-----	-----
1	Page Cotton	David Herrold	Orcenith Smith
2	Vincent Serpa	Christopher French	Walker Gilmer
3	James Gammon	Howard Brooks	Louis Smogor
4	John Schlott- erbeck	Anthony Catanese	Marthe Chandler

REPLACEMENTS FOR FAULTY MEMBERS ON LEAVE

Management of Academic Operations, all year	Brandt Steele
International Education, first semester	Ralph Raymond

The motion passed.

GRANTING OF DEGREES

Upon the invitation of the Presiding Officer, Professor Serpa, Chair of the Committee on Academic Policy and Planning, moved that

the faculty recommend to the President and the Board of Trustees that those candidates certified by the Registrar as having completed the necessary requirements be awarded the Bachelor of Arts degree.

The motion passed.

Professor Carkeek then moved that

the faculty recommend to the President and the Board of Trustees that those candidates certified by the Registrar as having completed the necessary requirements be awarded the degree of Bachelor of Music.

The motion passed.

Professor Smith then moved that

the faculty recommend to the President and the Board of Trustees that those candidates certified by the Registrar as having completed the necessary requirements be awarded the degree of Bachelor of Science in Nursing.

The motion passed.

Professor Mannon then moved that

the faculty recommend to the President and the Board of Trustees that those candidates certified by the Registrar as having completed the necessary requirements be awarded the degrees of Master of Arts or Master of Arts in Teaching.

The motion passed.

RECOGNITION OF SECRETARY

Director of the School of Nursing Smith came forward to the podium and delivered an amusing speech, embarrassing the daylights out of the poor Secretary, who nevertheless survived and expressed thanks.

ADJOURNMENT

Forbidding any further announcements, the Presiding Officer adjourned the meeting at 7:47 p.m.

Underwood Dudley
Secretary of the Faculty

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