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AGENDA

For the Faculty Meeting of 3 September 1984

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 Wachter)
  - Faculty (Professor Raymond)
  - Management of Academic Operations (Professor George)
    - Motion dropping Math 275, History of Mathematics,  
from Group IV of the Distribution Requirements
    - Motion concerning frequency of offering for  
distribution courses
  - Scholastic Achievement (Professor Hagaman)
4. Reports from Other Committees
5. Communications from the President and Others
  - Report on Admissions (Assistant Vice President Murray)
6. Old Business
7. New Business
  - Committee Replacements (Secretary Reinhard)
8. Announcements
9. Adjournment

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THE FACULTY OF DEPAUW UNIVERSITY

Minutes of the Meeting of September 3, 1984

CALL TO ORDER

The regular meeting of the Faculty of DePauw University was called to order by Academic Vice President Cooper at 7:05 p.m. in the Thompson Recital Hall of the Performing Arts Center. There were approximately 90 in attendance.

APPROVAL OF THE MINUTES

The minutes of the previous meeting were approved as distributed.

COMMUNICATIONS FROM THE VICE PRESIDENT  
FOR ACADEMIC AFFAIRS

Presiding Officer Cooper then indicated that if there was no objection he would like to make some observations about his first year as Vice President for Academic Affairs. There being no objection, he spoke from the following text:

I thought I might share some observations with you on my first anniversary as AVP. After I assumed the office last year some Visitors and Trustees told me they thought I was taking an impossible job. On my more optimistic days, I say the jury is still out about that.

There is, however, no doubt about the quantity and disparity of demands on my time and attention. On average I personally take or make ten to fifteen calls each day, receive directly about two inches of paper, meet five to ten appointments, and consult with a half dozen members of the administrative staff about some aspect of academic affairs. Some concerns are minor, others major; some regard personnel, others involve a wider part of academic policy.

I can report what you already know: I have yet to manage all that comes to me. My office, I believe, has addressed the issues of policy more efficiently and effectively than it has managed the more individual queries. It is important to me to see that calls and letters are answered ever more effectively, and we in the office are continuing to try to improve communication with you and others in order to make this a better academic community.

This year I also hope we can find new ways to involve departmental chairs more fully in academic administration, not to contribute to their paper work but to their status and influence. In the administration's efforts some years ago to see that chairs are responsive to their departmental colleagues, we neglected somewhat the chairs' equally important functions as academic leaders and part-time administrators. This year I will be discussing with them ways to share more functions of academic administration.

I am equally determined to help clarify and communicate our personnel standards and processes more effectively to you. The standards have not changed. They remain those in the Faculty Handbook that the community agreed upon some years ago. And the processes were only marginally altered last year. The most important procedural change occurred in the decision to seek an outside evaluation of a candidate in the tenure review. There is, by the way, a request now in the mail to you for suggestions about how to administer this external evaluation.

Last year the COF and the president agreed to some different ways to clarify the communication between them and with you. The COF submitted written reports to the president on all interim, tenure, and promotion reviews, and they met directly with the president to discuss their recommendations. Thus COF's voice was not filtered through me. Secondly, persons under interim review and those being considered for tenure received a copy of the COF report and a letter of decision from the president. Third, I have tried to meet with each person about whom a decision has been rendered to discuss the meaning or ramifications of that decision. I have also begun the practice of meeting with the pertinent department chairs as well.

There is a need for more clarification and communication: As I went through our processes for the first time last year, I became increasingly convinced of the need for a simple statement of operating principles in the application of our "Standards and Guidelines for Decision on Faculty Status." I started at the end of the season to discuss with the COF and the president a list of

operational principles for the professional competence section, and I hope we can broaden those discussions to the other reviewed areas and with the faculty as a whole this fall.

I think, by the way, that a set of operating principles will underscore the point that documented achievement should be weighed far more heavily than time-in-rank for promotion. We should know that to be the case, else why put together dossiers and meetings. Those whose teaching, counselling, scholarship, and service are good to outstanding and whose achievements in rank are adequately documented should be recognized through promotion. Indeed, I would do away with the notion that promotions are either "early" or "late." Promotions are timely when a faculty member can demonstrate that he or she has met the stated criteria. Time-in-rank ought to be regarded as little more than an informal yardstick for how long it takes a typical faculty member to build the necessary record in rank for promotion.

Adequate clarification and communication may limit confusion and reduce contention, but they will not eliminate all conflict in the personnel process. The administration's decisions and the COF's recommendations, for example, were more alike than unlike this last year. The administration agreed with the COF on all tenure reviews, on all interim cases where a department or the COF asked for action and not just advice (i.e., terminal contracts), and on three promotion recommendations (two for promotion and one against). The committee and the administration also agreed on six of seven department chair appointments. The largest area of disagreement occurred over five recommendations concerning promotion, and I have asked the president to meet with the COF at its first meeting tomorrow to discuss this matter.

And so we are off to a new year. It looks like we will have seven or eight rather than three tenure reviews and eleven rather than eighteen interims. We're starting the tenure reviews earlier, so there's hope that, unlike this fall, next August I'll begin the year with last season's work out of the way.

At the conclusion of his speech, Vice President Cooper invited questions from the floor, but none were forthcoming.

COMMITTEE ON ACADEMIC POLICY AND PLANNING:  
ANNOUNCEMENTS

For the Committee on Academic Policy and Planning (CAPP), Professor Wachter announced that Professor Herrold will chair the Resource Allocation Subcommittee (RAS) until his term expires on December 31, 1984. Professor Wachter then called upon Professor Herrold to report from the subcommittee.

COMMITTEE ON ACADEMIC POLICY AND PLANNING:  
RESOURCE ALLOCATION SUBCOMMITTEE

For RAS, Professor Herrold announced that the subcommittee had received four requests: two from the School of Nursing, one from the Department of Communication Arts and Sciences, and one from the Department of Romance Languages. Professor Herrold reminded the faculty that position requests were to be submitted by September 17 and that the subcommittee would attempt to deal with the requests as a pool. He noted that the subcommittee hoped to make its recommendations before Thanksgiving.

COMMITTEE ON FACULTY:  
ANNOUNCEMENTS

For the Committee on Faculty (COF), Professor Raymond spoke from the following prepared text:

The Academic Vice President has informed the COF that the committee's first regular meeting of the term will take place tomorrow afternoon.

An extraordinary session of the COF, including the three outgoing members as well as the newly elected members, did meet last week in the absence of the Academic Vice President to share views on the unprecedented disparity between the recommendations for promotion made by COF to the Administration and the Administration's actual decisions in those cases.

The COF in its special session decided that clarification of the Administration's action and the interpretation of the criteria upon which it made its decisions was a matter of urgent importance for both the COF and the faculty generally. It was felt that the COF must pursue such a clarification with the Administration as a matter of priority in this semester's work.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
DELETION OF COURSE FROM GROUP IV OF DISTRIBUTION  
REQUIREMENTS

For the Committee on the Management of Academic Operations (MAO), Professor James George moved to remove from the table the motion

to drop Math 275, History of Mathematics (1 course credit), from Group IV of the distribution requirements.

The motion to remove the motion from the table passed; the motion then passed.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
FREQUENCY OF OFFERING FOR DISTRIBUTION COURSES

For MAO, Professor James George moved to remove from the table the motion that

any course meeting distribution requirements in Groups I-IV will normally be removed if not taught at least once during a period of four consecutive semesters.

The motion to remove the motion from the table passed.

Professor French then moved

to amend the motion by deleting the word four and replacing it with six.

Both the amendment and the amended motion passed.

COMMUNICATIONS FROM THE PRESIDENT:  
ANNOUNCEMENTS

President Rosser announced that this year's faculty lunches will be held on each Monday following faculty meetings. (Later in the meeting Professor Sedlack indicated that English Department meetings were scheduled for the second Monday of the month and asked about the possibility of scheduling faculty luncheons on the third Monday; the President said he would look into that possibility.) President Rosser also observed that he would be announcing faculty lectureships soon.

The President noted that David Truman, political scientist and representative from the Hewlett-Mellon Foundations will be visiting campus on September 11 and 12. He stated that some time ago the foundations had invited selected institutions, including DePauw, to submit proposals for a presidential discretionary fund for faculty development. Dr. Truman will be meeting with campus representatives to discuss this fund.

COMMUNICATIONS FROM THE PRESIDENT:  
CHARGE TO THE UNIVERSITY PRIORITIES COMMITTEE

In conclusion, President Rosser read the following charge which he prepared for the University Priorities Committee.

The central purpose of the University Priorities Committee is to study major issues facing DePauw, and to recommend to the President, and through him to the Board of Trustees, appropriate action.

Any person in the DePauw community may suggest issues for consideration to the chairman of the University Priorities Committee. The Committee, after consultation with the President, will determine the specific agenda and the priority of such items to be considered.

The Committee should give as much information as possible to the DePauw community about the general nature of its work, including the agenda for a given year and the general nature of its recommendations. Any recommendation affecting a particular program or function of the University should be made only after extensive consultation with the individuals affected.

A major thrust of the Committee's work necessarily will be the use of additional resources available to the University within the next decade as a result of the Sesquicentennial Campaign. DePauw must be a better institution at the end of that decade. Since much of the money pledged as a result of the Campaign is unrestricted, choices will have to be made. How much money, for example, should go into financial aid in contrast to supporting programs? Which programs should be supported? What should be done in regard to the quality of life on campus, particularly as it relates to the social system and to student housing?

The Committee also should do contingency planning in case DePauw has an unanticipated drop in students. No school in this era is immune from a demographic decline.

Given its University-wide perspective, the Committee seems the ideal body to consult with the administration on the annual budget, as well as on longer-range budgetary planning. In this regard, the faculty will play a far more significant role than earlier in the general oversight of the budget. The Committee expands the function of the traditional Administrative Committee, which had dealt essentially with faculty compensation. The three members of the Administrative Committee will serve out their normal terms on the University Priorities Committee.

The University Priorities Committee's recommendations do not supplant recommendations or expressions of opinion by any other committee of the University, with the single exception noted above, or by the Faculty at large. On the contrary, the difficult nature of the issues to be studied to which there are no easy answers almost requires that they be studied from as many useful perspectives and by as many people as possible.

The distinctive nature of the University Priorities Committee is that for the first time it brings a broad perspective to the major problems affecting the University, and involves faculty and administrators working together not only in the analysis but also in the recommendation of action. It is an attempt to bring as much harmony as possible to inevitably varying points of view among faculty, among administrators, and sometimes between faculty and administrators.

To the extent that a consensus can be reached, the University will be all that much stronger. The era of higher education we are now entering is so fraught with difficulty that such a "big decisions' committee" must begin work.

President Rosser then invited the Chair of the University Priorities Committee, Executive Vice President Bottoms, to make some remarks. After indicating that the committee will be meeting on Fridays from 2:00 until 4:00, Chairman Bottoms stated that the President had specified some issues for the committee to consider and that each committee member will also compile a list of important issues. According to Chairman Bottoms, the committee will make public to the university community the list of issues and the order in which they will be addressed. During September the committee will be working on an operational goals statement which is more specific than the current mission statement. The Chairman expressed the hope that a draft of the goals statement would be in the hands of the faculty by the November meeting.



## COMMUNICATIONS FROM ADMISSIONS

In his comments to the faculty, Assistant Vice President Murray noted some patterns in the Admissions situation. He said that applications from women were down 71 (6.8%), but once women were accepted, the yield increased from 40.3% to 43.2%. However, for men the trend was opposite; although applications were up 16 (1.6%), the yield dropped from 41.8% to 40.2%.

The Assistant Vice President indicated that according to Director of Financial Aid Ashworth, we have 70 fewer students in the entering class who are on need-based financial aid or, from another perspective, 30-40 more full-paying students. While this situation may be desirable from a financial standpoint, it may not be preferable in terms of student heterogeneity. Assistant Vice President Murray pointed out that there are some very fundamental questions the University will have to face: Should increased percentages of the operating budget be earmarked for financial aid? Should the money be spent on a merit basis or for financial aid? How will new endowed dollars be used?

The next forty-five minutes were spent in the discussion of such topics as the use of merit money, the definition of merit, method of merit assessment, extra-curricular considerations in financial aid decisions, and the desirability of restricted scholarships.

Assistant Vice President Murray then spoke of a possible new format for the Student/Parent Day program. Faculty members were asked to respond to the idea of having a faculty member represent several related disciplines rather than having a representative from each department. The Assistant Vice President asked that responses be made by the end of the week so the Admissions Office will know how to proceed in setting up the sessions.

NEW BUSINESS:  
COMMITTEE REPLACEMENTS

Secretary Reinhard announced the following committee replacements:

Committee on Faculty: McKelligan (Fall, for Newton)  
Scholastic Achievement Committee: Catanese, M.  
(Fall and Spring, for White)  
Athletic Board: Glausser (Fall, for Mennenga)  
Athletic Board: Zeller (Fall, for Lemon)  
International Education Committee: Mayer  
(Fall and Spring, for Serpa)  
International Education Committee: Anderson  
(Fall, for Smogor)

## ANNOUNCEMENTS

Professor French announced that the DePauw Film Society will present the following films in Kresge Auditorium:

Dennis Hopper's Easy Rider (September 11, 12)  
Agnes Varda's Le Bonheur (September 25, 26)  
Ingmar Bergman's Wild Strawberries (October 9, 10)  
Frank Capra's It Happened One Night (October 24, 25)  
Hitchcock's Psycho (October 30, 31)  
Jean-Luc Godard's A Bout de Souffle (November 7, 8)  
Stanley Kubrick's A Clockwork Orange (February 12, 13)  
Jean-Jacques Annaud's Black and White in Color  
(February 26, 28)  
Stanley Kubrick's Dr. Strangelove (March 5, 6)  
Terence Malick's Badlands (April 2, 3)  
Claude Chabrol's La Femme Infidele (April 9, 10)

Professor French's announcement was greeted with applause.

Professor Gray announced that a small cordless microphone is available for use in the Julian Science and Math Auditorium; the microphone can be borrowed from the Prevo Library.

Presiding Officer Cooper noted that policies for independent scholars and part-time instructors were being developed as promised last year.

## ADJOURNMENT

Presiding Officer Cooper adjourned the meeting at 8:35.

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AGENDA

For the Faculty Meeting of October 1, 1984

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 Daniel Wachter)  
Announcements
  - Faculty (Professor O. Ralph Raymond)  
Announcements
  - Management of Academic Operations (Professor James George)  
Course Changes
  - Scholastic Achievement (Professor Thomas Hagaman)  
Announcements
4. Reports from Other Committees
5. Communications from the President and Others
  - Report from Admissions (Assistant Vice President Murray)
6. Old Business
  - Committee replacements (Secretary Reinhard)
7. New Business
8. Announcements
9. Adjournment

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## THE FACULTY OF DEPAUW UNIVERSITY

Minutes of the Meeting of October 1, 1984

## CALL TO ORDER

The regular meeting of the Faculty of DePauw University was called to order by Academic Vice President Cooper at 7:02 p.m. in the Thompson Recital Hall of the Performing Arts Center. There were approximately 70 in attendance.

## APPROVAL OF THE MINUTES

The minutes of the previous meeting were approved as distributed.

COMMITTEE ON ACADEMIC POLICY AND PLANNING:  
ANNOUNCEMENTS

For the Committee on Academic Policy and Planning (CAPP), Professor Wachter announced the replacements for the Resource Allocation Subcommittee (RAS):

Professor Welliver (for Professor Serpa) until 6-30-84

Professor B. Steele (for Professor Cornell) until 12-31-85

Professor Shetty (for Professor Maloney) until 12-31-84

Professor Chandler (for Professor McKelligan) until 12-31-85

COMMITTEE ON ACADEMIC POLICY AND PLANNING:  
RESOURCE ALLOCATION SUBCOMMITTEE

Professor Wachter called upon Professor Herrold to report for RAS. Professor Herrold indicated that the subcommittee had received ten requests for positions. Those departments requesting replacements are Biological Sciences (1), Communications Arts and Sciences (1), Earth Sciences (1), English (1), Romance Languages (1), and Nursing (2); those requesting additions are

Economics (1) and Mathematics and Computer Sciences (2). Professor Herrold noted that even though RAS would be interviewing literally half the faculty before deliberating on these requests, the subcommittee hoped to make its recommendations by November.

In related business, Professor Herrold announced that after reviewing the School of Music, an external task force had recommended that the School include a position for Music Historian. Professor Herrold indicated that the President had agreed to grant the School this position, pending the retirement of a senior faculty member within the next four to six years. Presiding Officer Cooper responded that RAS will be receiving a proposal on that subject but that nothing has been decided at this point.

COMMITTEE ON FACULTY:  
ANNOUNCEMENTS

For the Committee on Faculty (COF) Professor Rainbolt announced that the committee had spent several meetings with President Rosser and Vice President for Academic Affairs Cooper discussing differing interpretations of the criteria for tenure and promotion. Professor Rainbolt indicated that in the near future the faculty will receive copies of the document supplementing criteria in the Faculty Handbook. She then observed that the committee had met with seven tenure candidates for this year and reminded departments responsible for the reviews to submit materials by the October 15 deadline.

MANAGEMENT OF ACADEMIC OPERATIONS:  
CHANGES IN COURSE NUMBERS AND/OR COURSE NAMES

For the Committee on the Management of Academic Operations (MAO), Professor James George announced the following changes in course numbers and/or names:

Geology and Geography

- 361 Geography of the Old World  
to
- 271 Geography of Europe, Asia, and Africa
- 362 Geography of the Newly Settled World  
to
- 272 Geography of North America, South America,  
and Australia

- 251 Geomorphology  
to
- 351 Geomorphology
- 253 Economic Geography  
to
- 353 Economic Geography

#### Romance Languages

- 164 The Cinema (formerly 150)
- 260 French Literature in English Translation  
(formerly 230)
- 264 Hispanic Literature in English Translation  
(formerly 240)
- 267 Topics in Mediterranean Cultures  
(formerly 250)
- 102 Elementary French II (formerly 104)
- 171 Introduction to Italian I (formerly 131)
- 172 Introduction to Italian II (formerly 132)
- 181 Introduction to Portuguese I (formerly 141)
- 182 Introduction to Portuguese II (formerly 142)
- 131 Elementary Spanish I (formerly 121)
- 132 Elementary Spanish II (formerly 124)
- 231-232 Second Year Spanish (formerly 221-222)
- 235 Medical Spanish (formerly 225)
- 333 Spanish Conversation and Composition  
(formerly 329)
- 334 Spanish Phonetics (formerly 330)
- 455 Hispanic Seminar I (formerly 435)
- 456 Hispanic Seminar II (formerly 436)
- 101 Elementary French  
to
- 101 Elementary French I

COMMITTEE ON THE MANAGEMENT OF ACADEMIC OPERATIONS:  
DROPPING AND ADDING COURSES

For MAO, Professor George moved that

Sociology and Anthropology 353, Anthropology of Wealth  
and Power, be added to the curriculum.

The motion passed.

For MAO, Professor George moved

to drop Romance Language courses

103, Elementary French

309, French Literature to 1800

310, French Literature Since 1800

403, Seventeenth Century French Literature

404, Eighteenth Century French Literature

123, Elementary Spanish

321, Spanish Literature to 1700

322, Spanish Literature Since 1700

331, Spanish American Literature to 1910

332, Spanish American Literature Since 1910

421, Spanish Literature of the Golden Age

423, Nineteenth Century Spanish Literature

424, Twentieth Century Spanish Literature

and to add Romance Language courses

307, Introduction to French Literature

325, French Theater and Poetry

328, French Novel and Essay

335, Introduction to Hispanic Literature

345, Drama and Poetry of Spain

350, Prose and Poetry of Spanish America

445, Novel of Spain

450, Novel of Spanish America

The motion passed.

COMMITTEE ON THE MANAGEMENT OF ACADEMIC OPERATIONS:  
ANNOUNCEMENTS

For MAO, Professor George commented that the committee was at a lull in its business and asked anyone having business for the committee to consider to present it at this time.

SCHOLASTIC ACHIEVEMENT COMMITTEE:  
ANNOUNCEMENTS

For the Scholastic Achievement Committee, Professor Hagaman announced that the committee was concerned that a University policy on sexual harrassment be developed. He also stated that students from Academic Council had expressed a concern that students be told by professors how examination papers were going to be used.

Finally, Professor Hagaman indicated that the committee had reviewed the Greek Task Force report and had recommended some additions in order to make the report more specific. In addition Professor Hagaman observed that the committee had some reservations about the following section of the report:

In order to support the concept of maintaining existing fraternities, the task force urges Interfraternity Council to develop a system of allocation of the number of new numbers (quotas) which, in the event of declining enrollment, would result in all fraternities sharing a part of the burden rather than a few fraternities bearing the total burden.

According to Professor Hagaman, the committee also recommended the deletion of the following sentence from the report:



The task force has identified a mutually respectful and supportive relationship presently in existence and commends both the University and the chapters for maintaining this relationship.

UNIVERSITY PRIORITIES COMMITTEE:  
ANNOUNCEMENTS

For the University Priorities Committee, Executive Vice President Bottoms indicated that the committee was continuing to work on the goals statement and that it hoped to present its version some time before the November faculty meeting.

COMMUNICATIONS FROM THE PRESIDENT

President Rosser indicated that plans for the sesquicentennial were being made and that although there are some questions about the exact founding date, the celebration will begin in the fall of 1986 and end in the spring of 1987.

The President then referred to the Board of Visitors' recent sessions on the role of women, indicated the reports in The DePauw were quite accurate, and suggested that the Board's report will be widely disseminated.

He then invited faculty members to attend the Mendenhall Lectures at the end of the month and asked Associate Chaplain Coriell to give further details on the arrangements. Mr. Coriell explained that the Chaplain's Office was trying to bring to campus speakers who had both made important contributions in areas of human development and were in touch with the mainline of academic life. This year's speakers, Walter Brueggemann, Mortimer Arias, Pauline Chambers, Mary McCormick, and George West, will be available for classes. President Rosser reminded departments of the recently initiated policy that one-third of the faculty should attend the Honorary Degree Convocation held in conjunction with the Mendenhall Lectures.

The President stated that the Board of Trustees' fall meeting will consist of a retreat on long range planning issues.

He concluded by announcing that Professor Milkis will give the year's first Presidential Lecture on Tuesday, October 9, in the Faculty Trustees' Meeting Room, and that the informal faculty Luncheon will be held on Monday, October 8, in the Union Building.

## COMMUNICATIONS FROM ADMISSIONS

Thanking faculty members who had participated in the first Student-Parent Day program, Assistant Vice President Murray reported that evaluations had been very positive. He indicated that since some parents and students wanted to spend more time with faculty members, arrangements have been made to extend that time from one-half hour to forty-five minutes.

Vice President Murray also said that the Admissions Office would like to set up some way of continuing the financial aid discussions begun at the September Faculty Meeting and to give faculty members some personal insight into how admissions decisions are made. He added that applications were up 70%; last year at this time 22 students had applied, this year, 38.

The Assistant Vice President then noted that soon DePauw ambassadors would be contacting several thousand potential students who are at the inquiry level. If some of these students have specific questions about departments, the Admissions Office will ask faculty volunteers to make calls.

## OLD BUSINESS

Secretary Reinhard intended to announce the following committee replacements:

## Graduate Council

Professor Curry (for Professor R. Miller), until 6-30-85  
Professor Welliver (for Professor Mennenga),  
until 12-31-84

## Committee on Academic Policy and Planning

Professor Chandler (for Professor McKelligan),  
until 6-30-85

## Committee on Faculty

Professor McKelligan (for Professors Newton and  
Pankratz), until 6-30-85

## ANNOUNCEMENTS

Jennifer Groppe, representative from Academic Council announced that in response to student requests, the Council was sponsoring a student-faculty mixer to be held Wednesday, October 17, at 11:00 in the Union Building Lobby. She encouraged faculty members to attend.

Professor James George announced that Dr. R. Mark Wightman, Indiana University, will speak on The Measurement of Neurotransmitters with in vivo Electrochemistry. The seminar will be held on October 25, at 4:00 p.m., Room 120, Julian Science Center.

Professor Anderson announced that Fred Schmidtke from International Business Machines will talk on "Accelerated Learning and Computers" on October 5 at 10:00 a.m. in Room 127 of the Julian Science and Mathematics Center.

Professor Johnson let it be known to the faculty that although he is glad the Cubs won the Division championship, he does not plan to cancel classes to celebrate that fact. Professor Morrill then asked if this was the time to nominate corporate bodies for honorary degrees.

## ADJOURNMENT

Amid much laughter, Presiding Officer Cooper adjourned the meeting at 7:35.

Draft - Revision

Section VI. D.P.U. Catalog, p. 60 & 61

To follow section "Program for Teaching in the Elementary Schools"

Admission to Teacher Education

Any student regularly enrolled in the University may apply for admission to the Teacher Education Program after the completion of one professional education course. The student must have received a C average or better in all professional education courses completed prior to admittance.

Students should submit an application at the time a teaching major is declared preferably during the sophomore year. This allows sufficient time to plan an appropriate program of study. Applications received later than two semesters prior to student teaching may be denied.

The following are required:

1. A formal letter of application. Students must include a statement of their goals and reasons for seeking entry into the program.
2. A standard application form. This form includes a statement of the students cumulative grade point average for all courses completed and grade point average in the teaching major. The application form is available from the education office in Room 8, Asbury Hall.
3. Four recommendations. One recommendation must be from the student's adviser, one from another faculty member in the major area, and one recommendation from each of two faculty members in areas not in the student's teaching major. At least one of these four recommendations should come from a faculty member in the Education Department.
4. A 2.2 cumulative grade point average is required for admission and each applicant's eligibility is checked through the appropriate university office.
5. The committee will review pertinent data from the student's transcript including S.A.T. scores, status of achievement in the writing, speaking, and quantitative reasoning competence programs required by the University and the grade point average in the projected major. The committee may recommend appropriate skill improvement as a condition to full admission to the Teacher Education Program.
6. A Personal Data Record which is confidential and a projected program of study must be on file in the Department of Education. To complete this record, the student must confer with a faculty member in the Education Department.

It is strongly recommended that students include in their application an evaluation letter from the supervisor of a Winter Term Internship as well as a copy of the student's report on the internship. It is preferred that a teaching internship be done early in the college years at DePauw.

Admittance gives the student permission to pursue one of the approved teacher education programs at DePauw with the stipulation that upon successful completion of that program and all requirements for a bachelor's degree the student will be recommended for certification wherever eligible. No student shall be recommended to certification without having been officially admitted to the Teacher Education Program.

Right of Appeal. The University respects the principles of due process. Students may appeal decisions denying them admission to or retention in the Teacher Education Program and recommendation for certification. See the Chairman of the Education Department, 8 Asbury Hall, for procedures.

Draft - Revision

Section VI. D.P.U. Catalog, p. 60 & 61

To replace section, "Student Teaching."

To change the order of presentation to follow "Admission to Teacher Education."

#### Admission to Student Teaching

Elementary student teaching is part of a professional semester taken in the junior or senior year. During this semester the student spends approximately nine weeks full-day in an actual teaching assignment. Secondary student teaching provides the student with actual experience in teaching in the subject field and grade level appropriate to that student's preparation. Secondary student teaching is part of a professional semester taken during the senior year. During this semester the student spends approximately nine weeks full-day in an actual teaching assignment.

The Student Teaching requirement must meet certification standards. Each student is required to complete a supervised teaching experience during the junior or senior year.

Students admitted to the Teacher Education Program will be monitored by the faculty in the Education Department to assure competence in basic writing, speaking, reading, and quantitative reasoning skills. Evidence will be obtained from the student's successful completion of the University Competence Program and from a reading test administered in Education 302: Developmental Reading or in Education 340: Content and Critical Reading. Further, students will be reviewed periodically by the Education Department Faculty for successful completion of coursework and Field Experiences. An emphasis will be placed on the personal and interactive skills required for successful teaching. Where necessary, recommendations will be made for improvement.

Application for student teaching is made through the Director of Student Teaching. Applications should be in a full year in advance of the semester in which a student plans to teach. No student is permitted to take student teaching without first being admitted to the Teacher Education Program.

Enrollment in student teaching is subject to the approval of the Education Department. No student may enroll in student teaching without a 2.5 cumulative grade point average. The student must have received a C average or better in all professional education courses completed. Normal enrollment for student teaching is for two full courses credit.

Right of Appeal. The University respects the principles of due process. Students may appeal decisions denying admittance to student teaching. See the Chairman of the Education Department, 8 Asbury Hall, for procedures.

## AGENDA

For the Faculty meeting of November 5, 1984

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 Daniel Wachter)

Motion to drop Art History major

Motion to drop the Zoology and the  
Botany and Bacteriology majors,  
and to offer a Biological Science  
major

Motion to revise the Bulletin statements on admission  
to teacher education and on admission to  
student teaching

Faculty (Professor O. Ralph Raymond)

Announcements

Discussion of guidelines for assessing  
faculty performance

Management of Academic Operations (Professor James  
George)

Announcements

Motion to add and delete courses

Motion to add courses to Groups III and  
IV of the Distribution Requirements  
(to be placed on the table)

Motion to add to the Bulletin a statement  
concerning statute of limitation for  
course work and graduation requirements  
(to be placed on the table)

Motion to add to the Bulletin a statement  
concerning the number of courses that  
may overlap between two majors  
(to be placed on the table)



Scholastic Achievement (Professor Thomas Hagaman)

4. Reports from Other Committees

Affirmative Action Committee (Professor Donald Ryujin)

University Priorities Committee (Vice President Robert Bottoms)

5. Communications from the President and Others

Report on Admissions (Assistant Vice President David Murray)

6. Old Business

7. New Business

Motion to adjust the quorum (Secretary Michael Reinhard)

8. Announcements

9. Adjournment

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THE FACULTY OF DEPAUW UNIVERSITY  
Minutes of the Meeting of November 5, 1984

**CALL TO ORDER**

The regular meeting of the Faculty of DePauw University was called to order by Academic Vice President Cooper at 7:05 p.m. in the Thompson Recital Hall of the Performing Arts Center. There were approximately 85 in attendance.

**APPROVAL OF THE MINUTES**

The minutes of the previous meeting were approved as distributed.

**COMMITTEE ON ACADEMIC POLICY AND PLANNING:  
DELETION OF THE ART HISTORY MAJOR**

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

to delete the Art History major from the curriculum.

After some discussion concerning the history, quality, and desirability of this major, the motion passed.

**COMMITTEE ON ACADEMIC POLICY AND PLANNING:  
SUBSTITUTION OF THE BIOLOGICAL SCIENCES MAJOR  
FOR THE ZOOLOGY AND THE BOTANY AND  
BACTERIOLOGY MAJORS**

For CAPP, Professor Wachter moved

to delete from the curriculum the Zoology and the Botany and Bacteriology majors, and to add to it the Biological Sciences major.

The motion passed.



**COMMITTEE ON ACADEMIC POLICY AND PLANNING:  
BULLETIN STATEMENTS ON ADMISSION TO TEACHER  
EDUCATION AND TO STUDENT TEACHING**

For CAPP, Professor Wachter moved

- (1) to add to the Bulletin (Section VI, pp. 60-61, after the section "Program for Teaching in the Elementary Schools") the following statement on admission to the Teacher Education Program; and
- (2) to revise the current Bulletin statement on admission to Student Teaching as follows, and to place this revision after the new statement on admission to the Teacher Education Program.

**Admission to Teacher Education**

Any student regularly enrolled in the University may apply for admission to the Teacher Education Program after the completion of one professional education course. The student must have received a C average or better in all professional education courses completed prior to admittance.

Students should submit an application at the time a teaching major is declared preferably during the sophomore year. This allows sufficient time to plan an appropriate program of study. Applications received later than two semesters prior to student teaching may be denied.

The following are required:

1. A formal letter of application. Students must include a statement of their goals and reasons for seeking entry into the program.
2. A standard application form. This form includes a statement of the student's cumulative grade point average for all courses completed and grade point average in the teaching major. The application form is available from the education office in Room 8, Asbury Hall.
3. Four recommendations. One recommendation must be from the student's adviser, one from another faculty member in the major area, and one recommendation from each of

two faculty members in areas not in the student's teaching major. At least one of these four recommendations should come from a faculty member in the Education Department.

4. A 2.2 cumulative grade point average is required for admission and each applicant's eligibility is checked through the appropriate university office.
5. The committee will review pertinent data from the student's transcript including S.A.T. scores, status of achievement in the writing, speaking, and quantitative reasoning competence programs required by the University, and the grade point average in the projected major. The committee may recommend appropriate skill improvement as a condition to full admission to the Teacher Education Program.
6. A Personal Data Record which is confidential and a projected program of study must be on file in the Department of Education. To complete this record, the student must confer with a faculty member in the Education Department.

It is strongly recommended that students include in their application an evaluation letter from the supervisor of a Winter Term Internship as well as a copy of the student's report on the internship. It is preferred that a teaching internship be done early in the college years at DePauw.

Admittance gives the student permission to pursue one of the approved teacher education programs at DePauw with the stipulation that upon successful completion of that program and all requirements for a bachelor's degree the student will be recommended for certification wherever eligible. No student shall be recommended to certification without having been officially admitted to the Teacher Education Program.

Right of Appeal. The University respects the principles of due process. Students may appeal decisions denying them admission to or retention in the Teacher Education Program and recommendation for certification. See the Chair of the Education Department, 8 Asbury Hall, for procedures.

### Admission to Student Teaching

Elementary student teaching is part of a professional semester taken in the junior or senior year. During this semester the student spends approximately nine weeks full-day in an actual teaching assignment. Secondary student teaching provides the student with actual experience in teaching in the subject field and grade level appropriate to that student's preparation. Secondary student teaching is part of a professional semester taken during the senior year. During this semester the student spends approximately nine weeks full-day in an actual teaching assignment.

The Student Teaching requirement must meet certification standards. Each student is required to complete a supervised teaching experience during the junior or senior year.

Students admitted to the Teacher Education Program will be monitored by the faculty in the Education Department to assure competence in basic writing, speaking, reading, and quantitative reasoning skills. Evidence will be obtained from the student's successful completion of the University Competence Program and from a reading test administered in Education 302: Developmental Reading or in Education 340: Content and Critical Reading. Further, students will be reviewed periodically by the Education Department Faculty for successful completion of course work and Field Experiences. An emphasis will be placed on the personal and interactive skills required for successful teaching. Where necessary, recommendations will be made for improvement.

Application for student teaching is made through the Director of Student Teaching. Applications should be in a full year in advance of the semester in which a student plans to teach. No student is permitted to take student teaching without first being admitted to the Teacher Education Program.

Enrollment in student teaching is subject to the approval of the Education Department. No student may enroll in student teaching without a 2.5 cumulative grade point average. The student must have received a C average or better in all professional education courses completed. Normal enrollment for student teaching is for two full courses credit.

Right of Appeal. The University respects the principles of due process. Students may appeal decisions denying admittance to student teaching. See the Chair of the Education Department, 8 Asbury Hall, for procedures.

The motion passed.

**COMMITTEE ON FACULTY:  
DISCUSSION OF "FACTORS FOR ASSESSING FACULTY  
PERFORMANCE"**

For COF, Professor Raymond invited faculty members to comment on the following guidelines for assessing faculty performance, an extension of the Faculty Handbook statement on standards. At Professor Weiss's request, the standards and guidelines as outlined in the Faculty Handbook are being distributed with the minutes.

**FACTORS FOR ASSESSING FACULTY PERFORMANCE**

Pursuant to

"Standards and Guidelines for Decisions on Faculty Status"

**A. TEACHING EFFECTIVENESS**

(1) Classroom performance:

- (a) characteristic strengths
- (b) characteristic weaknesses
- (c) general student and peer response to teaching (e.g., comments; ratings)

(2) Challenge and support in teaching:

- (a) characteristic challenges to students
- (b) characteristic supports to students
- (c) amount of work required
- (d) distribution of grades
- (e) evidence of analysis and problem-solving as well as of description, rote, and algorithm

**B. PROFESSIONAL COMPETENCE**

- (1) Evidence of keeping up with the discipline(s) (e.g., leave projects and summer activity; conference, workshop, and seminar attendance; updating of teaching materials)
- (2) Evidence of intellectual liveliness within the university community (e.g., guest lectures, forums, special seminars, panel discussions, performances, exhibitions, informal intellectual exchange as testified by letters from colleagues)
- (3) Evidence of scholarly outreach beyond the university community (e.g., scholarly publication, exhibition or performance; consultation with or participation on relevant off-campus boards, panels, or organizations; external research or enrichment grants)

**C. SERVICE**

- (1) Departmental assignments
- (2) University service (e.g., committee membership; group advising functions)
- (3) Counseling or advising of students

Faculty members then discussed the "Factors for Assessing Faculty Performance" and in most cases Professor Raymond responded for the Committee. The following points were raised as issues of concern or as points in need of clarification.

**Relationship of "Factors" to the administration and COF**

Professor Raymond stated that the administration had drawn up the document which had then been negotiated by COF so that it generally represented past procedures. He added that he was perplexed over how the use of these guidelines could result in such disparate judgments as occurred between COF and the administration in regard to the previous year's promotion cases. (Professor Morrill later remarked that the current Faculty Handbook statement, of which "Factors" is an extension, originated with the faculty.)

Major areas of negotiation between COF and the administration

Professor Rainbolt pointed out two items:

Section A-1-c, references to pluses and minuses; and  
Section B-3, discussion of weight and the addition of more examples.

Concern for emphasis on quantification

Professor Raymond responded that COF does not consider student evaluations to be precise instruments, that the committee uses the numbers only as signals, and that it focuses on verbal comments.

Concern for emphasis on methodology

Professor Raymond said there was no implication that a particular methodology should be used.

Concern regarding the weight of items A, B, and C

Professor Raymond stated that as indicated in the Faculty Handbook statement, teaching (A) is "paramount," while items B and C can vary--"An outstanding contribution in some areas may compensate for merely adequate performance in others." Professor Raymond stressed that through the review process, COF attempts to gain a sense of the overall excellence of the individual; the committee's goal is not to create a mono-faceted faculty.

Desire for greater specificity

Professor Raymond observed that the very lack of specificity provides for a document more appropriate for measuring a wide variety of talents.

Others mentioned such issues as the need for institutional support for publishing, the effects of institutional requirements for publication on the breadth of course offerings, and the importance of trust between the administration and COF, departments and faculty members.

President Rosser then remarked that the lengthy discussion had touched on some difficult problems and that "Factors" was created because the Faculty Handbook had not been specific enough. He said that in an attempt to place DePauw's guidelines in context,

the administration had contacted Wabash and Denison for their standards and learned that publication of a distinguished nature was required for promotion to full professor. President Rosser pointed out that DePauw has no such requirement. He also stated that the administration and COF were quite close in their interpretation of the guidelines, but that the only way to completely avoid differences in judgment would be through greater specificity.

Academic Vice President Cooper then indicated that "Factors" was primarily a gathering of the operating principles used in the past by COF, the Provost, and the President. He acknowledged the differences over the previous year's promotion considerations and stated that they occurred in qualitative judgments made in applying the Factors (especially B-3) and Guidelines. After quoting item C-4 from the standards in the Faculty Handbook, Vice President Cooper said that the question was one of weight and judgment. He emphasized that the examples in B-3 were not weighted, not ordered, and not exclusive. Expressing his admiration for colleagues who are traditional scholars, he emphasized that forms of scholarship are as varied as the ways faculty members choose to express themselves beyond the local community. Such expression, according to the Vice President, makes DePauw a less provincial institution. He then stated his concern that University service might be undervalued. He stressed that in his viewpoint, professional competence (item B) was not more important than service (item C). He pointed out that one might spend a lifetime perfecting teaching, professional competence, or university service, and commented that faculty members must both do and limit their activities enough in each category to feel good about their accomplishments and lead healthy lives. DePauw, he concluded, should prize variety as well as quality of faculty expression: "Let many flowers bloom."

**MANAGEMENT OF ACADEMIC OPERATIONS:  
COURSE CHANGES IN NUMBER OR NAME**

For the Committee on Management of Academic Operations (MAO), Professor James George announced the following changes in course numbers or titles:

History 107, Introduction to Asian Civilization  
has become  
History 107, Introduction to China and Japan

Psychology 346, Motivation  
has become  
Psychology 403, Motivation

English 368, Modern British Literature  
has become  
English 368, Modern British Literature  
through World War II

Art 302, Renaissance  
has become  
Art 302, Italian Renaissance

Art 310, Northern European Art: Early Flemish  
to Rembrandt  
has become

Art 310, Northern Renaissance Art

**MANAGEMENT OF ACADEMIC OPERATIONS:  
COURSE ADDITIONS AND DELETIONS**

For MAO, Professor George moved

to drop Psychology 339, Topics in Psychology (currently  
listed as Psychology 339-340)  
and

to add Psychology 216, Social Psychology (1 course credit)

The motion passed.

For MAO, Professor George moved

to add English 369, Modern British Literature since World  
War II (1 course credit).

The motion passed.

For MAO, Professor George moved

to drop Music 394, Diction in Singing (1/2 course credit)  
and

to add Music 395-396, Diction in Singing (1/2 course credit  
each semester) and

Music 233, History and Literature of Jazz (1 course credit).

The motion passed.

For MAO, Professor George moved

to drop Art 402, American Art (1 course credit) and  
Art 130, Introduction to Art History (1 course credit)  
and



to add Art 131-132, Introduction to Art History (1 course credit each semester),  
 Art 201, Baroque Art: The Age of Paradox (1 course credit,  
 and  
 Art 140, History of Architecture and Urban Planning: Stonehenge to Skyscrapers (1 course credit).

The motion passed.

For MAO, Professor George moved

to drop Economics 001, Supervised Internship (0 courses credit)

and

to add General Studies 310, Supervised Internship (2 course credits).

The motion passed.

**MANAGEMENT OF ACADEMIC OPERATIONS:  
 MOTION ON COURSES FULFILLING DISTRIBUTION REQUIREMENTS**

For MAO, Professor George moved

to include English 261, Modern Continental Literature (1 course credit), in Group 3 of the distribution requirements

and

to include Art 131-132, Introduction to Art History (1 course credit each semester) in Group 3 of the distribution requirements.

Professor George then moved to place this motion on the table; the motion to place on the table passed.

**MANAGEMENT OF ACADEMIC OPERATIONS:  
 STATUTE OF LIMITATIONS FOR MEETING GRADUATION REQUIREMENTS**

For, MAO, Professor George moved to add the following statement to the Bulletin (page 33, at the end of the section describing Graduation Requirements):

Students who require more than 4 1/2 courses to complete their degree and interrupt their studies for more than a total of five years must meet the graduation requirements currently in effect when

they graduate. Course work more than ten years old will be reviewed to determine whether it is still applicable toward the degree or needs additional work to bring it up to date.

Professor George indicated that, if approved, the statement would become effective in Fall 1985. He then moved to place the motion on the table. The motion to place on the table passed.

**MANAGEMENT OF ACADEMIC OPERATIONS:  
OVERLAPPING COURSES IN MULTIPLE MAJORS**

For MAO, Professor George moved to add the following statement to the Bulletin (page 35, at the end of the section dealing with double or multiple majors):

No more than two courses may overlap between two majors. Professor George then moved to place this stipulation on the table, a motion which passed.

**MANAGEMENT OF ACADEMIC OPERATIONS:  
ANNOUNCEMENTS**

For MAO, Professor George announced that Professor Congalton had been appointed to the Library Renovation Advisory Board for one semester as a replacement for Professor Smogor.

**SCHOLASTIC ACHIEVEMENT COMMITTEE:  
ANNOUNCEMENTS**

For the Scholastic Achievement Committee (SAC), Professor Hagan announced that within the next few weeks the committee would be sending a memo to Academic Vice President Cooper asking that he appoint a representative committee to draft a policy on Sexual Harassment. Professor Hagan invited interested faculty members to submit their names to Vice President Cooper.

**AFFIRMATIVE ACTION COMMITTEE:  
ANNOUNCEMENTS**

For the Affirmative Action Committee, Professor Ryujin announced that the committee had completed its report for 1983-1984 and had sent it to department chairs. He encouraged department chairs to publicize the report and faculty members who have not seen it to check with department chairs. Professor Ryujin stressed that reviewing the report is essential if DePauw is to improve its climate for minorities.

**UNIVERSITY PRIORITIES COMMITTEE:  
ANNOUNCEMENTS**

Executive Vice President Bottoms announced that the committee had drafted and distributed a University Goals statement which could be discussed on Thursday, November 8, at the faculty luncheon or at the meeting of the American Association of University Professors (AAUP), on November 6 at 7:00 in the Faculty Trustee Meeting Room.

Vice President Bottoms then invited Professor Emery to comment on the AAUP meeting. Professor Emery stated that the local AAUP consisted of 45 members, 11 of whom were new. He encouraged non-members to join and take advantage of the two-year discount fee.

Professor Emery then announced that Susan Neville ('73) 1983 winner of the Flannery O'Connor Award for short fiction, will be reading from her works during this week's convocation.

**ACADEMIC COMPUTING STEERING COMMITTEE:  
ANNOUNCEMENTS**

Professor Brooks announced that an Academic Steering Committee had been formed to make recommendations on the role of computing in the academic aspects of the university. He said the committee would be responsible for budget allocations and for deciding who would get what, why, and when. Members of the committee are Professors Bradley, Brooks (Chair), Chandler, Gammon, Gibson, Klooster, Morrill, Singer, Thomas, Secretary Patricia Ewing, and Students Michael Dugan and Joseph Francis.

**COMMUNICATIONS FROM THE PRESIDENT**

President Rosser thanked faculty members for sharing their concerns on faculty assessment. He then observed that Independent Scholar Protocol had been issued by the Great Lakes Colleges Association (GLCA) and that DePauw will adopt it immediately. The President also reminded faculty members of the luncheon on Thursday, November 8.

**COMMUNICATIONS FROM ADMISSIONS**

Assistant Vice President Murray announced that campus visits were 20% higher this year than last year at this time. To date, the office has received 150 applications as compared with 100 last year.

**NEW BUSINESS:  
QUORUM**

Secretary Reinhard moved

to adjust the quorum from a simple majority to 60 voting members.

He then moved to place this motion on the table, a motion which passed.

**ANNOUNCEMENTS**

Chaplain Lamar thanked faculty members for attending the Mendenhall lectures and for inviting speakers to their classes.

Professor Anthony Catanese announced that a video-tape on "A Balanced Budget Amendment to the United States Constitution" would be shown at 7:45 on Thursday, November 8, in Room 106 of East College. Speaking for the amendment are Milton Friedman, John Noonan, and Lewis Uhler; speaking against are Alan Blinder, Gerald Gunther, and Roy Ash.

Professor James George then asked if the Admissions Office was going to continue the new divisional arrangements for Parents' Day and Vice President Murray indicated that on weekends this approach would be followed unless there was widespread dissatisfaction with it.

Vice President Silander then reminded faculty members of the death of Bruce Collins, Director of Physical Plant. He pointed out Mr. Collins' deep devotion to DePauw University and noted that the funeral would be held at 2:00 at the First Baptist Church on Judson Drive.

#### **ADJOURNMENT**

At 9:20, Presiding Officer Cooper adjourned the meeting.

## FACULTY HANDBOOK

### STANDARDS AND GUIDELINES FOR DECISIONS ON FACULTY STATUS

Decisions affecting faculty status, such as the granting of tenure and promotions in rank, should accurately serve the programs and purposes of the University as well as the particular missions of the various departments within it. Such decisions should be given systematic and conscientious consideration to avoid inequities and maintain the quality and integrity of the academic program.

Equity in evaluation can best be achieved by approaching the case of each individual faculty member in terms of his or her unique talents, abilities, and accomplishments. The standards stated below, in items A through D, constitute the criteria to be considered in a thorough evaluation, but faculty members should not be required to be exceptional in all of these aspects. An outstanding contribution in some areas may compensate for merely adequate performance in others. In all cases, of course, effective teaching must be considered a prime requisite.

Finally, all relevant activities and contributions should be evaluated in terms of quality as well as quantity. A large quantity of activity per se does not necessarily contribute to a superior academic environment.

In order to avoid inadequate consideration, evidence should in each case be sought with respect to all of the standards listed below in order that a thorough assessment of the individual may be achieved.

- A. The faculty member must meet the publicly stated requirements for tenure or the rank for which he or she is being considered, such as receipt of the appropriate terminal degree in his or her discipline.
- B. Teaching effectiveness should be considered paramount in any faculty evaluation. Evidence of teaching effectiveness includes:
  - (1) The quality of the teaching performance within the classroom and in other delegated instructional responsibilities.

- (2) Innovation and creativity in the use of teaching methods and materials.
  - (3) Accessibility to students, and relations with students which are conducive to the learning process.
  - (4) Professional integrity and fairness in carrying out pedagogical obligations to students.
- C. Professional competence should be given full consideration in faculty evaluation.
- (1) Research in one's discipline as evidenced by written publications or papers presented at scholarly meetings.
  - (2) Public creativity or performance at a professional level.
  - (3) Keeping abreast of one's discipline through reading, attending meetings of scholarly societies, and travel for professional purposes.
  - (4) Outreach to the community which demonstrates professional expertise by communicating or applying it in ways which benefit citizens outside the University.
- D. Special contributions of the faculty member to the department and the University should be recognized.
- (1) Taking a constructive part in departmental and University government, including committee assignments.
  - (2) Effective counselling and advising of students.
  - (3) Willingness to assist with curricular development and resource acquisition within the department and University.
  - (4) Assumption of special roles in the guidance of student organizations related to the academic life.

- E. Decisions for nonrenewal of appointments and decisions not to award tenure must meet the following tests:
- (1) They must not violate the faculty member's academic freedom or punish him or her for exercising academic freedom either in the performance of duties or outside the institution.
  - (2) They must not violate the faculty member's constitutional rights or punish him or her for exercising them.
  - (3) They must not be arbitrary or capricious.
  - (4) They must represent the deliberate exercise of professional judgment in the particular institutional circumstances.
- F. Permissible reasons for nonrenewal of appointment or nonappointment to tenure include:
- (1) Failure to meet the institution's stated standards for reappointment or award of tenure as set forth in paragraphs A through D above.
  - (2) Undistinguished performance, according to the institution's stated standards for reappointment or award of tenure.
  - (3) Substantial change in the institution's academic program requiring a change in the job description under which the faculty member was hired.
  - (4) Bona fide budgetary constraints necessitating elimination of the faculty member's position.
  - (5) Discontinuance of an academic program or department.



AGENDA

For the Faculty meeting of December 3, 1984

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 Daniel Wachter)  
Announcements  
Possible motion to delete physical education as  
a graduation requirement for music majors

Faculty (Professor O. Ralph Raymond)  
Announcements

Management of Academic Operations (Professor James George)  
Announcements  
Motion to add courses to Group 3 of the distribution  
requirements (to be removed from the table)  
Motion to approve statute of limitations for meeting  
graduation requirements (to be removed from the  
table)  
Motion to restrict the number of overlapping courses  
in multiple majors (to be removed from the table)  
Motion to amend bulletin statement on comprehensive  
examinations  
Motion to add courses to the curriculum  
Motion to delete courses from the curriculum

Scholastic Achievement (Professor Thomas Hagaman)  
Announcements

4. Reports from Other Committees

University Priorities Committee (Vice President Robert  
Bottoms)

5. Communications from the President and Others
6. Old Business
7. New Business
8. Announcements
9. Adjournment

THE FACULTY OF DEPAUW UNIVERSITY

Minutes of the Meeting of December 3, 1984

**CALL TO ORDER**

The regular meeting of the Faculty of DePauw University was called to order by Academic Vice President Cooper at 7:02 p.m. in the Thompson Recital Hall of the Performing Arts Center. There were approximately 75 in attendance.

**APPROVAL OF THE MINUTES**

The minutes of the previous meeting were approved as distributed.

**COMMITTEE ON ACADEMIC POLICY AND PLANNING:  
REVISION IN GRADUATION REQUIREMENTS  
FOR BACHELOR'S DEGREE IN MUSIC**

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

to approve a proposal to delete physical education as a graduation requirement for the Bachelor's Degree in Music and to require all candidates for the degree to complete English 130 or its equivalent as a part of the communications requirement. These changes, applicable to all curricula offered by the School of Music, are to become effective with the entering class of 1985-86.

Professor Wachter then moved to place the motion on the table; this motion passed.

**COMMITTEE ON ACADEMIC POLICY AND PLANNING:  
REVISION IN GRADUATION REQUIREMENTS FOR  
BACHELOR OF ARTS DEGREE IN APPLIED MUSIC**

For CAPP, Professor Wachter moved

to approve a proposal to revise the graduation requirements for the Bachelor of Arts Degree in Applied Music as follows:

Applied Music, 2 courses  
Freshman Theory, 2 courses  
Music History, 2 courses  
Music Electives, 4 courses  
Ensemble, Every semester as a major  
Recital Attendance, Every semester  
as a major

In addition, for someone who is majoring in music from the College of Liberal Arts, the maximum number of courses in applied music which may be counted toward graduation is four.

Professor Wachter then moved to place the motion on the table, a motion which passed.

**COMMITTEE ON ACADEMIC POLICY AND PLANNING:  
ANNOUNCEMENTS**

For CAPP, Professor Wachter announced that Professors Bradley, Kingsley, and Zeller will replace Resource Allocation Subcommittee members Herrold, S. Smith, and Sutton whose terms expire December 31, 1984. Terms for Professors Kingsley and Zeller will continue until December 31, 1988 while Professor Bradley's term expires on August 31, 1985.

Professor Wachter also announced that CAPP is continuing its search for a new chair.

**RESOURCE ALLOCATION SUBCOMMITTEE:  
ANNOUNCEMENTS**

After stating that CAPP had endorsed all of the Resource Allocation Subcommittee's (RAS's) recommendations on position allocations, Professor Wachter invited Professor Herrold to report for RAS. Professor Herrold then announced that the subcommittee had made the following recommendations to the administration:

**Biological Sciences**

That the position as requested be returned to the department

**Communication Arts and Sciences**

That the position as requested be returned to the department

**English**

That the position as requested be returned to the department

**Economics and Management**

That an additional position as requested be allocated

**Geology and Geography**

That the position as requested be returned to be department

**Mathematics and Computer Science**

That an additional position (with an emphasis on the major) as requested be allocated

That an additional position (with an emphasis on service courses) be denied

**School of Music**

That a temporary additional position as requested be allocated (This position is not to be considered as part of the 151 allocatable positions.)

**School of Nursing**

That both positions be returned to the School as three-year term appointments, as suggested in a proposal made by the administration (These positions are not to be considered part of the 151 allocatable positions.)

### Romance Languages

That both positions as requested be returned to  
as requested to the department.

Professor Herrold indicated that the administration had confirmed all of RAS's recommendations except the description for the position in English. He also explained that the position in Music was a response to a School of Music (External) Task Force recommendation for a music historian. The new position granted will be outside the 151 allocatable positions until there is a resignation in the School of Music. At this time the number of faculty members within the School will revert to the present number and the music history position will again be included in the 151 allocatable positions.

Professor Wachter then invited the faculty to applaud RAS's members for their many hours of labor and the faculty willingly did so.

### **COMMITTEE ON FACULTY: ANNOUNCEMENTS**

For the Committee on Faculty (COF), Professor Raymond announced that the committee was continuing its consideration of tenure candidates and was meeting two or three times a week.

### **COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS: COURSE ANNOUNCEMENTS**

For the Committee on Management of Academic Operations (MAO), Professor James George announced the following course changes:

Romance Languages 201-202, Second Year French,  
has become  
Romance Languages 201-202, Second Year French I-II.

Romance Languages 231-232, Second Year Spanish,  
has become  
Romance Languages 231-232, Second Year Spanish I-II.

History 108, Introduction to Asian Civilization,  
has become  
History 108, Modern China and Japan.

Biological Sciences 207, Foundations of the Agricultural  
Sciences  
has become  
Biological Sciences 207, Economic Biology and Agriculture.  
Biological Sciences 153, Microbial Biology  
has become  
Biological Sciences 355, Microbial Biology.  
General Studies 310, Internship  
has become  
General Studies 320, Internship

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
COURSE DELETIONS**

For MAO, Professor George moved to delete the following  
courses from the curriculum:

Biological Sciences 107, Identification of Trees and  
Fall-flowering plants  
Biological Sciences 108, Identification of Spring-  
flowering plants  
Biological Sciences 203, Medicinal Botany  
Biological Sciences 233, Origins of Modern Science:  
From Genesis to Darwin  
Biological Sciences 252, Determinative Bacteriology

The motion passed.

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
COURSE ADDITIONS**

For MAO, Professor George moved to add the following courses  
to the curriculum:

Biological Sciences 250, General Microbiology (1 credit)  
Biological Sciences 354, Microbial and Molecular Genetics  
(1 credit)

Music 333, Opera Literature (1/2 credit)

Art 290, Topics in Art History (1 credit)

The motion passed.

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
COURSE MODIFICATION**

For MAO, Professor George moved

to merge

Chemistry 402A	Advanced Physical Chemistry; Quantum Chemistry (1/2 credit)
	and
Chemistry 402B	Advanced Physical Chemistry; Advanced Thermodynamics (1/2 credit)
	into
Chemistry 402	Advanced Physical Chemistry (1 credit)

The motion passed.

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
ADDITION OF COURSES TO GROUP 3 OF THE DISTRIBUTION  
REQUIREMENTS**

For MAO, Professor George moved to take from the table the motion to add the following courses to Group 3 of the Distribution Requirements in Spring 1985:

English 261	Modern Continental Literature
Art 131-132	Introduction to Art History

The motion to remove from the table and the motion passed.

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
DELETION OF NON-EXISTENT COURSES FROM DISTRIBUTION  
REQUIREMENTS**

For MAO, Professor George moved to delete the following non-existent courses from the distribution requirements:

Biological Sciences 233   Origins of Modern Science:  
                                  From Genesis to Darwin  
                                  (from Group 4)

Biological Sciences 153   Microbial Biology  
                                  (Group 1)

The motion passed.

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
ADDITION OF COURSES TO DISTRIBUTION REQUIREMENTS**

For MAO, Professor George moved to add the following courses to the distribution requirements:

Music 285   Jazz Ensemble  
                                  (to Group 6)

Music 289   Chamber Music Ensemble  
                                  (to Group 6)

Professor George then moved to place the motion on the table. After Professor Morrill confirmed that the courses existed, this motion passed.

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
STATUTE OF LIMITATIONS FOR MEETING GRADUATION  
REQUIREMENTS**

For MAO, Professor George moved to remove from the table the following statement to be added to the Bulletin (page 33, at the end of the section describing graduation requirements) and to become effective in the Fall of 1985:



Students who require more than 4 1/2 courses to complete their degree and interrupt their studies for more than a total of five years must meet the graduation requirements currently in effect when they graduate. Course work more than ten years old will be reviewed to determine whether it is still applicable toward the degree or needs additional work to bring it up to date.

The motion to remove from the table passed. Then the motion passed, with 37 in favor and 27 in opposition.

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
RESTRICTION ON NUMBER OF OVERLAPPING COURSES  
IN MULTIPLE MAJORS**

For MAO, Professor George moved to remove from the table the following statement to be added to the Bulletin (page 35, at the end of the section describing multiple majors) and to become effective in the Fall of 1985:

No more than two courses may overlap between two majors.

The motion failed.

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
THE RETAKING OF DEPARTMENTAL COMPREHENSIVE EXAMINATIONS**

For MAO, Professor George moved to add the following statement to the Bulletin (page 37) and noted that, if passed, it would become effective in the Fall of 1985:

Students who do not perform satisfactorily on a comprehensive examination the first time have the right to be reexamined once (prior to the next commencement date if the student desires). At the discretion of the Department, a maximum of two re-examinations may be given. The comprehensive examination must be passed within one academic year after the first commencement date following the initial examination.

When Professor Gass questioned whether, because of its nature, the motion should be placed on the table, Professor Morrill immediately moved to table the motion. Professor Morrill's motion passed.

**COMMITTEE ON THE MANAGEMENT OF ACADEMIC OPERATIONS:  
ANNOUNCEMENT**

For MAO, Professor George announced that the committee had made the following interpretation regarding the departmental senior year requirement described in the Bulletin (page 37):

When a course such as a seminar is used by a department for meeting the senior year requirement for their majors, the department may require the majors to achieve a higher grade to meet the senior year requirement than is needed to pass the course.

**UNIVERSITY PRIORITIES COMMITTEE:  
ANNOUNCEMENTS**

Executive Vice President Bottoms announced that the committee had discussed several topics:

the Board of Visitors Report on Health, Physical Education, and Recreation;

the expansion of Summer Academic Programs in areas (such as contemporary media and leadership) that will draw excellent students to campus; and

alternative student housing and related issues.

He indicated that the next item on the committee's agenda will be the 1985-86 budget, including financial aid, tuition, and salaries.

**ACADEMIC COMPUTING STEERING COMMITTEE;  
ANNOUNCEMENTS**

Professor Brooks announced that the committee had decided to provide word processing equipment to all academic departments by the end of the 1985 calendar year. He also reported that the committee will next consider policy statements regarding computer abuse and fair use of university software.

**COMMUNICATIONS FROM THE PRESIDENT**

President Rosser invited faculty members to the Christmas celebration to be held after the faculty meeting in his home. He then encouraged them to attend the Presidential Lecture, "Models of Voting Behavior," to be given by Professor Chandler in the Faculty-Trustee Meeting Room on Tuesday, December 4, at 7:30. Then he reminded faculty members of the faculty luncheon on Monday, December 10, in the Union Building.

In response to a question from Professor McFarland, President Rosser indicated that DePauw is fortunate not to be in the position of owning a hotel (as do Oberlin, Wooster, and Mt. Holyoke). Instead, according to the President, DePauw and three local banks will help finance Greencastle's Country Inn which is scheduled for completion at the end of next year. President Rosser then stressed the importance of such a facility for both the city and university, and stated that DePauw will realize approximately the same rate of return on this investment as on others.

**OLD BUSINESS:  
QUORUM**

Secretary Reinhard moved to remove from the table the motion to adjust the quorum for faculty meetings from a simple majority to 60 voting members.

He then moved to approve the motion. After considerable discussion about the poor attendance at faculty meetings, the faculty approved the motion.

**ANNOUNCEMENTS**

Professor Sedlack announced that Charles Dickinson, winner of the GLCA New Fiction Award, will offer a reading from his works on Tuesday, December 4, at 7:00 in Room 107 of East College.

Professor A. Catanese announced that the Lyceum is sponsoring a session with Kiyo Morimoto, Director of the Bureau of Study Counsel at Harvard, on Wednesday, December 5, in the Moore Theatre at 6:30. Professor Catanese indicated that Dr. Morimoto, a major figure in the area of learning, will focus on classroom environment.

Professor D. LaLone announced that Jeanette Sherbondy, an anthropologist at Indiana University, will talk on the importance of water in the Andes. Faculty members were invited to attend either of two sessions on Thursday, December 6, one at noon (with lunch provided) in Room 207 of the Union Building, the other at 6:30 in Room 106 of East College.

Professor Chandler announced that on Thursday, December 6, at 7:00 in her home, Professor Huffman will talk on the subject "Did the Pythagoreans Believe that Things were Numbers?"

Having heard the many announcements about things to do, Vice President Silander offered information about something not to be done. He indicated that 1985-86 budget requests will not have to be submitted this semester as in previous years, that the budget process is being rethought and requests will be due the first part of February, and that in January Vice Presidents will be conferring with department chairs about the new procedures.

Chaplain Lamar announced that the Festival of Lessons and Carols will be held at 7:30 p.m. on Wednesday, December 12, at Gobin Church.

Vice President Cooper concluded by commending the Resource Allocation Committee for the quality and quantity of materials submitted with the recommendations on faculty positions.

#### ADJOURNMENT

Presiding Officer Cooper adjourned the meeting at 8:20.

## AGENDA

For the Faculty Meeting of 4 February 1985

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 Daniel Wachter)
  - Faculty (Professor O. Ralph Raymond)
  - Management of Academic Operations (Professor James George)
  - Scholastic Achievement (Professor Thomas Hagaman)
4. Reports from Other Committees
5. Communications from the President and Others
6. Old Business
7. New Business
8. Announcements
9. Adjournment

## THE FACULTY OF DEPAUW UNIVERSITY

Minutes of the Meeting of February 4, 1985

## CALL TO ORDER

The regular meeting of the Faculty of DePauw University was called to order by Academic Vice President Cooper at 7:00 p.m. in the Thompson Recital Hall of the Performing Arts Center. There were approximately 75 in attendance.

## CORRECTION AND APPROVAL OF THE MINUTES

Professor Grubb noted that on the second page of the December minutes, the proposal on graduation requirements should refer to requirements for a bachelor of arts degree in music, not in applied music.

Professor Brooks also pointed out an omission in the final announcement recorded under the Committee for Academic Policy and Planning. The last sentence should read:

Professor Wachter also announced that CAPP is continuing its search for a new Resource Allocation Subcommittee chair.

The minutes were then approved as corrected.

## INTRODUCTION

At this point Presiding Officer Cooper introduced the newest member of the faculty, Professor Sam Abel of the Communications Arts and Sciences Department. The faculty greeted Professor Abel with applause.

**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 then distributed and marked.

**COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP):  
REVISION IN GRADUATION REQUIREMENTS FOR BACHELOR'S  
DEGREE IN MUSIC**

For CAPP, Professor Wachter moved to remove from the table a proposal

to delete physical education as a graduation requirement for the Bachelor's Degree in Music and to require all candidates for the degree to complete English 130 or its equivalent as a part of the communications requirement. These changes, applicable to all curricula offered by the School of Music, are to become effective with the entering class of 1985-86.

The motion to remove the proposal from the table passed, as did the motion to approve the proposal.

**COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP):  
REVISION IN GRADUATION REQUIREMENTS FOR BACHELOR'S  
DEGREE IN MUSIC**

For CAPP, Professor Wachter moved

to remove from the table a motion to approve a proposal to revise the graduation requirements for the Bachelor of Arts Degree in Music as follows:

Applied Music, 2 courses  
Freshman Theory, 2 courses  
Music History, 2 courses  
Music Electives, 4 courses  
Ensemble, Every semester as a major  
Recital Attendance, Every semester as a major

In addition, for someone who is majoring in music from the College of Liberal Arts, the maximum number

of courses in applied music which may be counted toward graduation is four.

Both the motion to remove the proposal from the table and the motion to approve the proposal passed.

**COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP):  
ANNOUNCEMENTS**

For CAPP, Professor Wachter announced that Professor Steele will chair the Resource Allocation Subcommittee until December 31, 1985.

**COMMITTEE ON FACULTY (COF):  
ANNOUNCEMENTS**

For COF, Professor Raymond read the following prepared statement:

Since its meeting of December 11, the COF has been unable to meet its usual tasks due to a conflict that has arisen between the committee and the administration, a conflict which has caused both sides to resort to legal counsel and one that has not yet been fully resolved. The committee is currently exploring with the administration ways in which normal committee functioning can be resumed.

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO):  
ADDITION OF COURSES TO DISTRIBUTION REQUIREMENTS**

For MAO, Professor James George moved to remove from the table a motion to add the following courses to group 6 of the distribution requirements:

Music 285, Jazz Ensemble  
Music 289, Chamber Music Ensemble

The motion to remove from the table as well as the motion to approve the addition of the courses passed.



**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO):  
THE RETAKING OF DEPARTMENTAL COMPREHENSIVE EXAMINATIONS**

Professor George moved to remove from the table a proposal to add the following statement to the Bulletin (page 37):

Students who do not perform satisfactorily on a comprehensive examination the first time have the right to be reexamined once (prior to the next commencement date if the student desires). At the discretion of the Department, a maximum of two re-examinations may be given. The comprehensive examination must be passed within one academic year after the first commencement date following the initial examination.

The motion to remove from the table passed. In the discussion which followed, Professor George indicated that this policy would apply only in cases where comprehensive examinations were given; it would not apply for other situations such as projects or art shows. When Professor Glausser mentioned that in the case of departments requiring Graduate Records Examination it might not be possible to schedule a second session within one academic year, Professor George said that the time restriction was applicable only if it was possible. The motion passed.

**COMMUNICATIONS FROM THE PRESIDENT**

President Rosser announced that on January 21 the Board of Trustees had held its annual executive meeting concerning the budget and other matters:

- 1) Sesquicentennial Campaign  
The President said that even though there had not yet been a mass mailing to alumni, DePauw has already received campaign pledges for \$82,500,000; consequently, the Board has decided to raise the goal to \$100,000,000. He remarked that many pledges involve deferred instruments--trusts, wills, life insurance policies, etc.--which will insure a steady flow of income for DePauw's endowment.
- 2) Faculty Salaries  
The President was pleased to note that in GLCA listings this year, DePauw's faculty salaries were third in terms of average total compensation. He also stated that faculty pay raises for 1985-86 will be above the rate of inflation.

- 3) Center for Contemporary Media  
 President Rosser indicated that for some time a group of faculty had been meeting about the establishment of a Center for Contemporary Media and that the University had secured major funding for this project. He observed that that the Center will bring particular distinction to the University.
- 4) Task Force on Personnel Process  
 The President said that at the request of the administration the Board had put together a task force on the personnel process. The committee will be chaired by William Welch, Secretary of the Board of Trustees and Indianapolis attorney. Other members will be:

Thomas Sargent, DePauw Trustee, Chair  
 of the Department of Political Science  
 and Former Acting Dean at Ball State

James Cooper, Vice President for Academic Affairs

John Morrill, Director of Long Range Planning  
 The local president of the American Association  
 of University Professors

A member of the Committee on Faculty elected  
 by the committee

A department chair elected by the chairs

According to the President, the task force will look into a number of issues, such as the role of department chairs; due process for hiring, tenure, and promotion; conflicts of interest in the personnel process; questions of compensation as related to promotion; standards for promotion and tenure; evaluation of tenured faculty; and the roles of faculty committees, the administration, and the board in the personnel process. At the request of the Presiding Officer, President Rosser asked that the Board's resolution on the task force be entered into the minutes:

The Board of Trustees has authorized its chairman and the President of the University to appoint a task force of two trustees (one as a chair), two academic administrators, and three faculty members (1) to recommend whatever it regards as appropriate changes in faculty personnel policy and (2) to explore the proper and respective roles of academic departments, department chairs, the Committee on Faculty, the administration, and the Board of Trustees in personnel matters.

**NEW BUSINESS**

Professor Williams said he could not recall any time when the Committee on Faculty and the administration were at law and felt that some explanation was required. Presiding Officer Cooper said it was somewhat hasty to say that COF and the administration were at law and indicated that the administration had consulted legal counsel about certain procedures for insuring due process for faculty members in the personnel process. He observed that it was inappropriate to discuss anything further on the floor of the faculty. Professor Raymond indicated that the committee had not met since mid-December both because of the recess and because of events that impinged on committee activities. Presiding Officer Cooper noted that the committee had met the previous week and would be meeting again on Tuesday, February 5. Professors Rainbolt and Raymond noted that the conflict involved confidential matters and expressed regret that more information could not be given to the faculty.

**ANNOUNCEMENTS**

Chaplain Lamar encouraged faculty members, particularly those in Anthropology, Political Science, Spanish, and Economics, to consider ways they might use the services of Bishop Mortimer Arias and Senora Correa Belaunde when they are on campus next fall for the Mendenhall Series. The Chaplain said he would be happy to meet with faculty members for lunch to discuss possible sessions with these speakers.

Professor Anthony Catanese announced that Professors Jagger and Cavanaugh had received stipends from Lilly Endowment for courses they plan to develop. Lilly made a total of fourteen awards.

**ADJOURNMENT**

Presiding Officer Cooper adjourned the meeting at 7:45.

MEHARRY HALL  
NOT RECITAL HALL

MEHARRY HALL  
NOT RECITAL HALL

MEHARRY HALL  
NOT RECITAL HALL

AGENDA

For the Faculty Meeting of 4 March 1985

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

Academic Policy and Planning (Professor Daniel Wachter)  
Possible motion concerning guidelines for the establishment of new international studies programs

Faculty (Professor O. Ralph Raymond)  
Announcements

Management of Academic Operations (Professor James George)  
Announcements  
Preliminary calendar for 1986-87  
Motion to add courses to the curriculum  
Motion to change courses  
Motion to add courses to distribution requirements  
(to be placed on the table)

Scholastic Achievement (Professor Thomas Hagaman)  
Announcements

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

## THE FACULTY OF DEPAUW UNIVERSITY

Minutes of the Meeting of March 4, 1985

## CALL TO ORDER

The regular meeting of the Faculty of DePauw University was called to order by Academic Vice President Cooper at 7:03 p.m. in Meharry Hall, East College.

## APPROVAL OF THE MINUTES

The minutes of the previous meeting were approved as distributed.

**COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP):  
GUIDELINES FOR PROPOSING TEMPORARY OFF-CAMPUS  
STUDIES PROGRAMS**

For CAPP, Professor Wachter announced that the committee had approved the following document submitted to it by the International Education Committee.

**GUIDELINES FOR PROPOSING TEMPORARY  
OFF-CAMPUS STUDIES PROGRAMS**

- I. Academic Component
  - A. For each course credit, there should be approximately 50 organized contact hours of which no more than 1/3 may be field trips.
  - B. There should be an evaluative session (oral or written) at least twice or there should be required a major written paper for each course.
  - C. A significant, demonstrable portion of each course should be related to the cultural context in which it is taught.
  - D. Prior to final approval of courses taught, a description of the course should be submitted by the instructor detailing the purposes of the course with proposed readings to the Off-Campus Study Office.

- II. Pre-trip Orientation/Post-Trip debriefing
  - A. There should be approximately 20-30 hours of general orientation. The orientation could include discussion, presentations by guest speakers, films, readings, and information about customs (border as well as ethnographic), food, currency, etc. Special arrangements should be made for students from other campuses.
  - B. Students should take one course conceptually related to the international program prior to departure for the program.
  - C. At least three post-trip debriefing sessions should be scheduled as a part of the entire learning process.
  
- III. Personnel Matters
  - A. A general ratio of one leader to 15 students is recommended. In those cases where more heavy reliance is placed on the director for language and cultural assistance, a lower ratio is recommended. When there is a larger group, additional staffing should be planned.
  - B. The director of the program should have some competence and experience in the cultural area visited.
  
- IV. The Program Proposal
  - A. The program proposal should include a clear rationale for the establishment of the program with a set of goals which include what students are expected to learn as a result of the total experience and what the benefits to the university as a whole will be.
  - B. The basic itinerary (both international and within the relevant cultural area) should be indicated. Arrangements for travel, food, and lodging should be explicit.
  - C. A financial break-down of the total costs should be included in a budget section of the proposal, showing the cost per student. The program should be essentially self-supporting. Effort should be made by the program director to explore outside agencies for financial support.

- D. A clear statement of the role DePauw would be expected to play regarding financial and personnel support of the program should be included.
- E. The proposal should include a clear statement of how DePauw course credit will be established. One mechanism could be to offer the courses through the experimental division.
- F. Priority will be given to programs which do not duplicate extant DePauw or GLCA programs.

**COMMITTEE ON ACADEMIC POLICY AND PLANNING:  
ANNOUNCEMENT**

For CAPP, Professor Wachter indicated that the committee had accepted the Resource Allocation Subcommittee recommendation that the Technical Services position be reallocated to the library. CAPP will send its recommendation to Vice President Cooper shortly.

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO):  
COURSE CHANGE ANNOUNCEMENTS**

For MAO, Professor James George noted the following changes:

Biological Sciences 102, Introduction to Plant Biology  
(1 course credit)

is now

Biological Sciences 210, Introduction to Plant Biology  
(1 course credit).

Biological Sciences 209, Comparative Vertebrate Anatomy  
(1 course credit)

is now

Biological Sciences 209, Comparative and Developmental  
Anatomy (1 course credit).

Professor George also noted that there were description changes but not content changes in the following courses:

Communication 225, Interpersonal Communication  
(1 course credit)  
and  
Communication 326, Communication in Organizations  
(1 course credit).

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
COURSE ADDITIONS**

For MAO, Professor George moved to add the following courses to the curriculum:

English 001, Journalism (0 course credits)  
Practical experience in writing and editing The DePauw.  
Writers receive 1/4 activity credit per semester and  
editors 1/4 to 1/2 activity credit per semester. The  
signature of The DePauw faculty advisor is required.

General Studies 312, Management Readings (1/2 course credit)

Mr. Tilden, Director of the Center for Management and Entrepreneurship, indicated that the readings course was designed for Management Fellows in coordination with their internships.

Concerning the journalism course, Registrar Ypma pointed out that students would register for this course just as for others and that a grade sheet would be produced at the end of the semester. Students with a satisfactory would be certified to receive group 6 activity credit. Professor Emery noted that the Editor-in-Chief would not be eligible for the activity credit.

The motion passed.

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
CHANGE IN COURSE CREDIT**

Professor George moved that

General Studies 255, Business Writing  
(1/2 to 1 course credit)  
be changed to  
General Studies 255, Business Writing (1/2 course credit)

The motion passed.



**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
ADDITION OF COURSES TO DISTRIBUTION REQUIREMENTS**

For MAO, Professor George moved that the following courses be added to distribution requirements:

English 001, Journalism (0 course credit), to group 6

Sociology and Anthropology 266, Anthropology and the Arts (1 course credit), to Group 3

Biological Sciences 213, Human Anatomy (1 course credit), to Group 1

Then Professor George moved to place the motion on the table. The motion to place on the table passed.

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
ANNOUNCEMENTS**

For MAO, Professor George announced that on March 6 at 4:00 in Room 120 of the Julian Science and Math Center the committee will hold a meeting to discuss the proposed calendar for 1986-87. He also said that the committee was currently reviewing two documents, Proposed Standards for Alternative Ways of Fulfilling the Oral Communication Requirement (submitted by the S Committee) and Proposed Policies for Accepting College Credit. He said that after discussing the possibility of holding faculty meetings at some other time, the committee decided not to recommend a change.

**COMMITTEE ON FACULTY (COF):  
ANNOUNCEMENT**

For COF, Professor Raymond read from a prepared statement:

The Committee on Faculty has resumed its routine work, meeting twice weekly and making considerable progress on developing recommendations on tenure candidates. Most tenure candidates have now been interviewed, their files examined, and their chairs, other colleagues and--where appropriate--students consulted.

In addition, some progress has been made between the COF and the Administration on reaching a resolution of the dispute, alluded to in the February faculty meeting, dealing with matters of personal legal liability for university service by members of the COF. Certain elements of this dispute, however, have not yet been fully resolved at this time.

Presiding Officer Cooper then indicated that COF had asked him to make some comments. After distributing copies of a letter from Kent Weeks, Attorney and Editor of Lex Collegii, to DePauw's local counsel, James Harvey Young, along with Lex Collegii and Wall Street Journal articles, the Vice President remarked that ours is an age when higher education finds itself under increased scrutiny, particularly when conflicts occur between faculty and the institution or among faculty and/or faculty groups. He indicated that last fall an occurrence led him to contact Kent Weeks, AAUP attorney Jonathan Knight, and Harvey Young. Noting that it was inappropriate to discuss the substance of the particular event leading to the calls, Vice President Cooper said it was important that individual faculty members as well as those participating in the personnel process recognized their responsibilities and liabilities. He then underscored some points in the Weeks letter:

1. If an institution as a matter of policy desires to maintain the confidential nature of a personnel process, then all parties to that process must respect that confidentiality. If not, the confidential nature of the process can easily be challenged.
2. Professional ethics apply to persons involved in the personnel process. Professional ethics require that persons who are involved in the personnel decision-making process must protect the confidentiality of that process.
3. There is a conditional or qualified privilege available to persons who are involved in personnel assessment that allows them to participate in a frank and free assessment of individuals without fear that statements might otherwise be characterized as defamatory and subject them to liability. This privilege, however, is qualified and only protects persons involved in a process that is handled professionally. . . . If a faculty member sues both the institution and individuals for alleged defamatory remarks, and those remarks occurred within part of the professional personnel assessment process, then courts are likely to apply the qualified privilege which will

protect the named individuals and institution. If, on the other hand, those remarks are made outside of that process, then the institution, if the faculty persons are operating in the scope of their employment could be held responsible and, if not, the individual faculty members may expose themselves to personal liability.

Stressing that DePauw's expectations for professional conduct ought be the highest, the Vice President said that it was important to recognize the potentially conflicting rights between and among faculty members and faculty groups. He concluded that he has no evidence of a breach of responsibility within the personnel process.

Asked who should bear legal fees if an individual is sued, Vice President Cooper said that in such cases the university as well as the individual is usually sued and the university would explore whether the alleged incident occurred within the scope of employment. In response to another question, the Vice President confirmed that all faculty members, not just those involved in the personnel process, had to be careful in making statements about one another.

Questions concerning liability related to student recommendations then arose and Vice President Cooper said it was important to make only those assertions which could be supported. Registrar Ypma pointed out that students can waive their rights to examine these materials and Assistant Vice President Murray noted that students not waiving their rights had access only after matriculation. Registrar Ypma then reminded faculty that student confidentiality had to be protected in the process for distributing grades and papers. She added that graded papers should not be placed in public areas and that grades should not be posted on office doors unless code numbers had been assigned to students and the codes listed in an order that did not correspond with the alphabetical class roster. Professor Morrill then suggested that Kent Weeks be invited to campus to discuss questions of confidentiality and related issues.

#### **SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC): ANNOUNCEMENTS**

For SAC, Professor Hagaman announced that the committee had been discussing the use of student papers and the new Academic Integrity policy. SAC would like those who have had experience with the new policy to relay their impressions to the committee members.

## COMMUNICATIONS FROM THE PRESIDENT

President Rosser indicated that the Board of Visitors will be meeting March 8 and 9 to discuss William Bennett's To Reclaim a Legacy: A Report on the Humanities in Higher Education. The President invited faculty members to Recital Hall from 3:00 to 4:30 to discuss the subject and then to his home from 4:30 to 6:00 for a reception on March 8.

The President also announced that the faculty and external advisory committees on the new media center had met the previous Friday and that members were making progress in the initial planning. Advertisements will soon be placed for a Director and some committee members expect up to one thousand applications.

In light of current reports on higher education, Professor McFarland asked President Rosser about the trustees' current attitudes toward DePauw. The President responded that trustees are quite enthusiastic and supportive of the institution and its faculty.

Noting the 6.8% tuition increase, Professor James George asked how much of the campaign money was currently available. President Rosser said that roughly half the amount had been added to the endowment (increasing the budget resources by approximately \$2,500,000) but that a tuition increase was still necessary. He noted that DePauw's tuition increase is considerably less than that of other high cost colleges and that, with few exceptions, schools with the largest endowments have the highest tuitions.

Professor Gray asked, if in terms of scholarship money, a person who showed maximum need might be able to receive a 100% award. The President said that while the question was quite complex, he doubted that a total award would be possible particularly since so many factors had to be considered, namely, the future of scholarship loans and state aid, composition of student body, availability of merit money, and the priority of minorities and low-income families in award decisions. He raised the possibility of DePauw's developing its own loan program and observed that of the 850 students currently receiving guaranteed student loans, 570 would not qualify under proposed federal guidelines.

Assistant Vice President Murray then indicated that Admissions had received 399 more applications this year than last (approximately a 25% increase). He observed that more students are submitting multiple applications and predicted that, as a result of the large pool, DePauw will have higher standards for entrance.

**UNIVERSITY PRIORITIES COMMITTEE**

Executive Vice President Bottoms announced that the committee had spent a considerable amount of time discussing the implications of its goal that DePauw become a more selective college. He said that having reviewed financial aid packages and the admissions process, the committee will soon be submitting a document to the President as well as to the campus community.

**ANNOUNCEMENTS**

Professor James George announced that Dr. James Howard from the University of Minnesota School of Medicine will participate in the Chemistry Department Seminar Series, March 6 and 7.

**ADJOURNMENT**

At approximately 8:15, the Presiding Officer adjourned the meeting.

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*Handwritten signature*

AGENDA

For the Faculty Meeting of 1 April 1985

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 Daniel Wachter)  
Announcements

Faculty (Professor O. Ralph Raymond)  
Announcements

Management of Academic Operations (Professor James George)  
Motion on addition of courses to distribution  
requirements (to be removed from the table)

Scholastic Achievement (Professor Thomas Hagaman)  
Recommendation concerning the use of student papers

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

FACULTY OF DEPAUW UNIVERSITY

Minutes of the Meeting of April 1, 1985

CALL TO ORDER

The regular meeting of the faculty of DePauw University was called to order by Academic Vice President Cooper at 7:03 p.m. in the Thompson Recital Hall of the Performing Arts Center. Approximately 75 were in attendance.

APPROVAL OF THE MINUTES

The minutes of the previous meeting were approved as distributed.

Some time later the President asked that the announcement credited to him be changed to read:

Noting the 6.8% tuition increase, Professor James George asked how much of the campaign money was currently available. President Rosser said that roughly half the amount was in cash or pledges, and would be added to the endowment over a number of years, increasing the budget resources eventually by approximately \$2,500,000 a year. The rest of the money is in deferred commitments, with no specific time of receipt by the University. But even with this eventual addition to the endowment, a tuition increase still would be necessary. He noted that DePauw's tuition increase is considerably less than that of other high cost colleges and that, with few exceptions, schools with the largest endowments have the highest tuitions.

INTRODUCTION

Professor Johnson then introduced Mr. James Emison, DePauw alumnus and trustee. Professor Johnson spent a week with Mr. Emison at Western Petroleum Company and the board member is currently interning with Professor Johnson. Vice President Cooper welcomed Mr. Emison and the faculty greeted the introduction with applause.

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**COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)  
ANNOUNCEMENTS**

For CAPP, Professor Wachter announced that the administration had returned the position of technical services to the library as recommended by the committee.

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO):  
ANNOUNCEMENT CONCERNING CALENDAR**

For MAO, Professor James George announced that the calendar for 1986-87 was approved by the committee. Professor George indicated that Fall Break will be scheduled for October 23-27, not October 16-20 as originally printed.

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
CHANGE IN COURSE TITLE**

For MAO, Professor George announced that

Health, Physical Education, and Recreation 401: Methods  
of Teaching and Evaluating Physical Education

is now

Health, Physical Education, and Recreation 401: Tests and  
Evaluation in Physical Education.

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
ADDITION OF COURSE TO GROUP SIX OF THE DISTRIBUTION  
REQUIREMENTS**

For MAO, Professor George moved to remove from the table the motion

to add English 001, Journalism (0 course credit) to group six of the distribution requirements.

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



-3-

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
ADDITION OF COURSE TO GROUP THREE OF THE DISTRIBUTION  
REQUIREMENTS**

For MAO, Professor George moved to remove from the table the motion

to add Sociology and Anthropology 266, Anthropology and the Arts to group three of the distribution requirements.

The motion to remove from the table and the motion passed.

For MAO, Professor George then moved

that the addition of Sociology and Anthropology 266 to group three of the distribution requirements be effective immediately so that students currently enrolled in the course might receive distribution credit.

The motion passed.

**SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC):  
RECOMMENDATION CONCERNING THE USE OF STUDENT PAPERS**

For SAC, Professor Hagaman announced that the Academic Council had asked the committee to consider issues involving the use of student papers inside and outside of class. According to Professor Hagaman, SAC recommended that faculty members educate students about the common academic practices of using student examples in class and of consulting with other faculty members about the content and evaluation of papers. In the following discussion faculty members mentioned the use of student papers in the personnel process, the practice of exchanging W papers with other instructors, and the importance of openness as a part of the scholarly process.

**COMMITTEE ON FACULTY (COF):  
ANNOUNCEMENTS**

Professor Raymond announced that the committee was completing its work on tenure recommendations and will soon begin interim reviews.

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Vice President Cooper said he appreciated the committee's efforts and felt that most of the tenure decisions would be completed by the end of the month. He added that the COF had been meeting twice a week in order to accomplish its monumental tasks.

#### COMMUNICATIONS FROM THE PRESIDENT

President Rosser announced that the administration will propose a 6 1/2% faculty salary increase to the Board, a figure that will keep DePauw in the top third of GLCA faculty salaries.

The President also reminded faculty of the informal luncheon scheduled for Monday, April 8.

#### COMMUNICATIONS FROM ADMISSIONS

Assistant Vice President Murray indicated that the Admissions Office has received 389 more applications this year than last year at this time, a rate of increase that few other colleges have experienced. Asked about the University Priorities Committee statement that DePauw become a more selective institution, the Assistant Vice President said that if the yield is consistent with the pattern of increased applications, the average students next year will be better than those this year. President Rosser added that the policy has been to maintain the previous year's class size as long as the quality is at least as good as in the past.

#### ANNOUNCEMENTS

Professor Sedlack announced that Professor Jan Gretlund of Vanderbilt University will speak on "Contemporary Southern Literature" at 7:00 p.m. on April 9 in Room 123 of the Julian Science and Math Center. He also noted that Professor Joseph Williams of the University of Chicago will talk on "Reader's Responses and Composition Instruction" at 7:30 p.m. on April 24 in Room 106, East College.

Professor Charmaine Smith announced that at the Health Fair on April 11, blood pressure screening, lung function tests, and blood sugar evaluation will be available in the Math and Science Center, Administration and Union Buildings. She also indicated

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that the yearly CPR course for initial certification and recertification will be April 29 and May 2. Those interested should contact Mavis Hendrich, Nursing School secretary. Professor Smith then noted that the Virginia B. Kremer Lecture Series will host Leah Curtin on Friday, April 19 in Meharry Hall. Ms. Curtin will speak on "Ethics and Health Care" and will also deliver the Convocation address that day. In conclusion, Professor Smith said that senior nursing students will present an overview of their research projects on Friday, April 26 in Meharry Hall. Department chairs will receive lists of the topics and presentation times.

Chaplain Lamar then announced that Assistant Chaplain Coriell had received the Harold Vanderbilt Fellowship for doctoral studies at Vanderbilt University. The chaplain also indicated that student Kathryn Pavy had received the Woodruff Fellowship for theological studies at Emory University, the Trustees Fellowship for Garrett-Evangelical Theological Seminary at Northwestern, and the Rockefeller Brothers Fellowship in theology which can be used anywhere in the country.

Professor Harman then announced a new leave policy whereby fringe benefits are continued for professors on special leave. He thanked the administration for this support and the faculty applauded his announcement.

#### ADJOURNMENT

The Presiding Officer adjourned the meeting at 7:40.

## DEPAUW UNIVERSITY FACULTY

## COMMITTEE MEMBERSHIP 1985-1986

The number following each name indicates the year that person's term expires, June 30.

<u>Committee</u>	<u>Division</u>	<u>Divisional Representatives</u>	<u>At-Large Representatives</u>
Academic Policy & Planning	1	Lorie Sprague 88	
	2		Nancy Metzger 88 Carl Huffman 88
	3	Mike Zeller 86	Paul Kissinger 87
	4	Gary Lemon 88	Dan Wachter 86
Faculty	1	Eunice Wilcox 86	
	2	Cynthia Cornell 86	Martha Rainbolt 86
	3	Jim George 88	Mike Johnson Steve Raines 88
	4	Marcia McKelligan 88	Bob Newton 87
Management of Academic Operations	1	David Ott 87	Judy George 88
	2	Richard Curry 87	
	3	Bob Loring 86	Ann Miller 86 Howard Brooks 88
	4	John Wilson 88	Deborah Bhattacharyya 87
Scholastic Achievement	1	Dan Rizner 87	
	2	Ed Mayer 87	Istvan Csicsery- Ronay 86
	3	Thomas Hagaman 86	Wade Hazel 88 Martha Avery 88
	4		Nancy Davis 87
Athletic Board	1	Page Cotton 86	
	2	Bob Sedlack 87	
	3	Bob Stark 87	Jim Gammon 86 Bob Loring 87
	4	Roy Swihart 88	Jim Mannon 86 Dan Wachter 88
Faculty Development	1	Catherine Fruhan 88	
	2	Jim Rambo 86	
	3	Kit Bridges 87	Don Ryu Jin 88
	4	Darrell LaLone 87	Tony Catanese 86
Graduate Council	1	Ed Meyer 86	
	2	Richard Curry 88	Gordon Mennenga 87
	3	Louise Hart 88	Jim Madison 88 Shanker Shetty 87
	4	John Baughman 86	Jim Mannon 86

<u>Committee</u>	<u>Division</u>	<u>Divisional Representatives</u>	<u>At-Large Representatives</u>
International Education	1	Vergene Miller 87	
	2	Ed Mayer 88	Jim Rambo 86 Vince Serpa 87
	3	Lou Smogor 88	
	4	Bill Harman 86 (1)	D. Bhattacharyya 88 John White 88
Scholastic Standing	1		
	2	Gordon Mennenga 87	
	3	Underwood Dudley 86	
	4	Gary Lemon 86	
Teacher Education	1	LeRoy Schoenfeld 86	Ruth Lester 87
	2	Cynthia Cornell 86	
	3	J. Teeguarden 87	Margaret Berrio 88 Ernie Henninger 88
	4	Bill Field 87	Stan Warren 86
Administration			B.L. Garrett 88 Kit Bridges 86 Charles Mays 87
Board of Control of Student Publications			Bill Daynes 86 Barbara Steinson 86(2) Dave Field 87 Bill Cavanaugh 87
Student Life			John McFarland 88 Don Ryujin 86
Honorary Degrees			Roger Gustavsson 87 Bob Sedlack 88 Ralph Raymond 86 (3)
Little Theatre Board			Thomas Fitzpatrick 86 Chuck Mays 87
Memorial Student Union Board			Underwood Dudley 87 William Field 86
G.L.C.A. Representative			Sherry Smith 87 John Kaemmer 86
Secretary of the Faculty			Ann Miller 86

## Review Committee

(2/1/86 - 1/31/87)

<u>Division</u>	<u>Members</u>	<u>Alternates</u>
1	William Meehan Wes Wilson	David Herrold
2	Bill Cavanaugh Glenn Welliver	Carl Huffman Dave Field
3	Kit Bridges Nancy Drew	Margaret Berrio Susan Gardsbane
4	David Maloney Marthe Chandler	Shanker Shetty Amir Rafat

Divisional Officers  
(7/1/85 - 6/30/86)

<u>Division</u>	<u>Chairman</u>	<u>Secretary</u>	<u>Third Member of the Nominating Committee</u>
1	David Herrold	Geno Smith	Tom Mont
2	David Field	Carl Huffman	Glenn Welliver
3	John Anderson	Woody Dudley	Catherine Powell
4	Nancy Davis	Marthe Chandler	Stanley Warren

## Notes

1. J. Raybern will substitute for B. Harman the entire year 85-86 on International Education.
2. D. Congalton will substitute for B. Steinson on Board on Control of Student Publications.
3. J. Eigenbrodt will substitute for R. Raymond fall semester 1985 on Honorary Degrees.

## AGENDA

For the Faculty Meeting of May 6, 1985

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 Daniel Wachter)
    - Announcements
    - Motion regarding Women's Studies Committee
  - Faculty (Professor O. Ralph Raymond)
    - Announcements
  - Management of Academic Operations (Professor James George)
    - Announcements
    - Motion on course additions
    - Motion on course changes
    - Motion on an alternative method for fulfilling the S requirement (to be tabled)
    - Motion on Bulletin statement clarifying university policy on transfer of credit
  - Scholastic Achievement (Professor Thomas Hagaman)
    - Announcements
4. Reports from Other Committees
5. Communications from the President and Others
6. Old Business
7. New Business
  - Announcement concerning Fisher Fellowship and Time-Outs
  - Approval of Faculty Election
8. Announcements
9. Adjournment





000080

TO: Members of the Faculty  
FROM: The Faculty Development Committee  
RE: Fisher Fund Time-Outs and Fellowships

Monday evening, our committee will make an announcement concerning Fisher Fund Time-Outs and Fellowships. We'll also hold an open meeting on the Fisher Fund, Tuesday, May 7 from 8:30 to 10:00 a.m. in room 107 East College.

We hope all of you who are interested will be able to come and learn about this additional support for faculty development.

JLC/

## The John and Janice Fisher Fund for Faculty Development

The John and Janice Fisher Fund for Faculty Development is a major gift to the university which enables the Faculty Development Program to support the research interests and professional development of faculty members and to recognize outstanding achievement on the part of colleagues.

### 1. Faculty Time-Outs

All full-time faculty members who will continue with the university for at least one year beyond the time of the leave are eligible for a Faculty Time-Out. The deadlines for applications are identical to those for sabbaticals: for Fall time-outs, October 19 of the preceding year; for Spring time-outs, January of the preceding year. No more than six time-outs can be granted in an academic year and then can be granted only in instances where departments or programs can find a replacement. The department or program, however, is guaranteed funding for a one course replacement.

A Faculty Time-Out is released time from one course or its equivalent in a given semester in order for a colleague to prepare a manuscript for publication or a work for performance or an exhibit. The criteria used by the Faculty Development Committee (FDC) in its recommendations to the President are as follows: 1) the merit of the proposal. Does the proposed product show promise of scholarly importance? 2) the promise of completion. The FDC will normally give preference to applicants who promise to complete a product during the term of the time-out. 3) the frequency of eligibility. A faculty member who has not previously had a time-out would have preference over one who did, *ceteris paribus*.

The FDC will not necessarily reserve three of the six annual slots for the Spring pool of applications; leaves will be recommended according to the merits of the received proposals, and if the Fall group contains six decidedly worthy projects, we may recommend all six. There is thus some advantage to applying in the Fall. Faculty members who apply in the Fall and do not receive a time-out may apply again in the Spring.

## 2. Fisher Fellows

One scholar per academic year may be granted the designation "Fisher Fellow." The Fellow is granted a one semester's paid leave to complete a major project for publication, performance or exhibit. Applicants must be tenure-track or tenured members of the faculty. The fellowship semester must fall more than one academic year before or after a sabbatical leave.

The purpose of the Fisher Fellow program is to support faculty members' scholarly production outside the seven-year sabbatical cycle. Applications will be considered on the basis of merit and the FDC may request an off-campus evaluation.

The FDC considers the designation "Fisher Fellow" a major recognition of professional excellence; accordingly, the applicant should present as complete and as thoroughly documented a proposal as possible. The following points must be addressed:

- 1) Describe the project carefully in language understandable to your colleagues on the FDC.
- 2) Demonstrate the need for the time to complete the project.
- 3) Document the proposal with evidence of earlier work, antecedents of this project, and previous support.
- 4) Present proof of commitment on the part of a publisher or other professional agent (if project is a performance or exhibit).

All applications must specify a tangible product, and in case of publication a manuscript must be submitted to the FDC upon completion of the project. The FDC expects that the person designated "Fisher Fellow" will share the fruits of scholarly work with the community in an appropriate setting (Faculty Forum, Presidential Lecture, etc.).

The Fellow shall receive her or his salary and a \$1,000 stipend. Her or his department is guaranteed full replacement.

Name: \_\_\_\_\_  
Campus \_\_\_\_\_  
Address: \_\_\_\_\_

FISHER FELLOWSHIP APPLICATION  
for 1986-87

The purpose of the Fisher Fellowship program is to support faculty members' scholarly production outside the seven-year sabbatical cycle. One scholar per academic year may receive the designation of "Fisher Fellow." The Fellow is granted a one-semester paid leave to complete a major project for publication, performance or exhibit. In addition to the regular salary, he or she shall receive a \$1000 stipend. The department is guaranteed full replacement.

Applicants must be tenure-track or tenured members of the faculty, and the fellowship semester must fall more than one academic year before or after a sabbatical leave. All applications must specify a tangible product, and in the case of publication a manuscript must be submitted to the Faculty Development Committee upon completion of the project. The Committee expects that the person designated a "Fisher Fellow" will share the fruits of scholarly work with the community in an appropriate setting, such as a Faculty Forum or Presidential Lecture.

Since the designation "Fisher Fellow" is a major recognition of professional excellence, the applicant should present as complete and as thoroughly documented a proposal as possible. Applications will be considered on the basis of relative merit, and the Faculty Development Committee may request off-campus evaluations.

Applications are due in the Office of Academic Affairs, Asbury Hall, by October 19, 1985.

In accordance with long-standing University policy all faculty research and development grants will be made only to DePauw personnel who continue with the University for at least one year following the year in which the grant is used. Should a grant be awarded to a member of the faculty who, subsequent to the award, finds that he or she will not be continuing his or her professional relationship with DePauw University during the next academic year, such an award will be withdrawn.

1. Title of Project: \_\_\_\_\_
2. Proposed Project Semester: \_\_\_\_\_
3. Date of Last and Next Sabbatical Leaves: \_\_\_\_\_

-----



NAME \_\_\_\_\_

4. Description of Project: (Attach additional pages as needed.)
  - a) Describe the project carefully, in language understandable to your colleagues on the Faculty Development Committee.
  - b) Demonstrate the need for the time to complete the project.
  - c) Document the proposal with evidence of earlier work, antecedents of this project, and previous support by the University.
  - d) Present proof of commitment on the part of a publisher (if the product will be a manuscript) or other professional agent (if the product will be a performance or exhibit).



NAME \_\_\_\_\_

4. (project description continued)



NAME \_\_\_\_\_

5. If the applicant is designated a Fisher Fellow, the department is guaranteed full replacement. Please comment on the impact of this proposed leave upon departmental programs.

Signature of Chair \_\_\_\_\_ Date \_\_\_\_\_

6. Recommendation of Faculty Development Committee:

A. Committee action

B. Signature of Committee Chair \_\_\_\_\_

Date \_\_\_\_\_

7. Administrative action:

\_\_\_\_\_  
(signature of Administrative Officer) Date \_\_\_\_\_



## APPLICATION FOR JOHN AND JANICE FISHER FUND TIME-OUT

A Time-Out is released time for one course or its equivalent in a given semester in order for a colleague to prepare a manuscript for publication or a work for performance or exhibit.

NAME \_\_\_\_\_ DEPARTMENT \_\_\_\_\_

TIME-OUT REQUESTED FOR: FALL \_\_\_\_\_ SPRING \_\_\_\_\_ 19 \_\_\_\_\_

1. Have you ever received a Fisher Time-Out before? \_\_\_\_\_  
If so, for which term(s)? \_\_\_\_\_
2. Please describe the project for which you are requesting the Time-Out. Be as specific as possible in describing the focus of your work and explaining its scholarly value. Although the first (and possibly only) readers of this application will be your colleagues on the FDC, bear in mind that the FDC may have to ask for an opinion from another scholar in your field. You may attach appropriate supporting documents if you wish.



3. Please estimate the results of the Time-Out: will the course off enable you to complete the described project? (The FDC will ordinarily give preference to applicants who promise a completed product.)

4. TO BE COMPLETED BY DEPARTMENT CHAIR:

If this Time-Out is awarded, your department will be guaranteed funding for a one course replacement, or its equivalent. Please indicate whether you believe it will be feasible to replace the applicant in one course (or the equivalent) for the term specified:

\_\_\_\_\_  
Signature of Department Chair

5. Recommendation of Faculty Development Committee:

A. Committee Action

B. Signature of Committee Chair \_\_\_\_\_

Date \_\_\_\_\_

6. Administrative action:

\_\_\_\_\_  
(Signature of Administrative Officer)

Date \_\_\_\_\_

DEPAUW UNIVERSITY FACULTY  
COMMITTEE MEMBERSHIP 1985-1986

The number following each name indicates the year that person's term expires, June 30.

<u>Committee</u>	<u>Division</u>	<u>Divisional Representatives</u>	<u>At-Large Representatives</u>
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	3	Jim George 88	Mike Johnson Steve Raines 88
	4	Marcia McKelligan 88	Bob Newton 87
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	3	Bob Loring 86	Ann Miller 86 Howard Brooks 88
	4	John Wilson 88	Deborah Bhattacharyya 87
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	3	Thomas Hagaman 86	Wade Hazel 88 Martha Avery 88
	4		Nancy Davis 87
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Memorial Student Union Board			Underwood Dudley 87 William Field 86
G.L.C.A. Representative			Sherry Smith 87 John Kaemmer 86
Secretary of the Faculty			Ann Miller 86

Review Committee

(2/1/86 - 1/31/87)

<u>Division</u>	<u>Members</u>	<u>Alternates</u>
1	William Meehan Wes Wilson	David Herrold
2	Bill Cavanaugh Glenn Welliver	Carl Huffman Dave Field
3	Kit Bridges Nancy Drew	Margaret Berrio Susan Gardsbane
4	David Maloney Marthe Chandler	Shanker Shetty Amir Rafat

Divisional Officers  
(7/1/85 - 6/30/86)

<u>Division</u>	<u>Chairman</u>	<u>Secretary</u>	<u>Third Member of the Nominating Committee</u>
1	David Herrold	Geno Smith	Tom Mont
2	David Field	Carl Huffman	Glenn Welliver
3	John Anderson	Woody Dudley	Catherine Powell
4	Nancy Davis	Marthe Chandler	Stanley Warren

## Notes

1. J. Raybern will substitute for B. Harman the entire year 85-86 on International Education.
2. D. Congalton will substitute for B. Steinson on Board on Control of Student Publications.
3. J. Eigenbrodt will substitute for R. Raymond fall semester 1985 on Honorary Degrees.

THE FACULTY OF DEPAUW UNIVERSITY  
Minutes of the Meeting of May 6, 1985

**CALL TO ORDER**

The regular meeting of the faculty of DePauw University was called to order by Vice President Cooper at 7:02 p.m. in the Thompson Recital Hall of the Performing Arts Center. Approximately 90 were in attendance.

**APPROVAL OF THE MINUTES**

The minutes of the previous meeting were approved as distributed.

**COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP):  
ANNOUNCEMENT**

For CAPP, Professor Wachter announced that the committee had recently considered a proposal within the framework of the "Guidelines for Proposing Temporary Off-Campus Study Programs" which were included in the faculty minutes of March 1985. According to Professor Wachter, CAPP had recommended Professor Bhattacharyya's Asian Odyssey proposal, a temporary, experimental, semester-long study of India and China, to the Vice President for Academic Affairs. Professor Wachter indicated that there was no precedent for bringing a temporary program before the entire faculty but if the proposal had involved a permanent program, CAPP would have done so.

For CAPP, Professor Wachter also indicated that Professor Weiss will serve as the committee's chair next year.

**COMMITTEE ON ACADEMIC POLICY AND PLANNING:  
WOMEN'S STUDIES COMMITTEE**

For CAPP, Professor Wachter moved

to amend the faculty by-laws to include a Women's Studies Committee as an executive committee coordinated by CAPP and characterized by the following functions and membership:

Function

The committee shall be responsible for developing and coordinating Women's Studies programs on campus. It shall also consider ways to improve the quality of life for women on campus, including that of full and part-time faculty, students, and other members of the DePauw community.

This committee shall develop and monitor Women's Studies curriculum, with the intent of fostering the inclusion of material on women in the mainstream curriculum. It will work to obtain support for course development and course redesign and to enrich library holdings in the area of Women's Studies. The committee shall also work on campus programming to increase awareness of gender issues. It will administer the Women's Studies budget. It will work in coordination with the GLCA Women's Studies Committee.

Membership

Four faculty members, elected at-large; two students, one selected by Student Senate and one selected by the Association of Women Students; the Dean of Students (or his/her appointed representative) and the Director of Libraries (or his/her appointed representative). In addition, four other members appointed by the above to include one part-time faculty member, one contract staff member, one non-contract staff member, and one independent scholar.

He then moved to place this motion on the table, a motion which passed. At the suggestion of a faculty member, the Presiding Officer asked that the Women's Studies Committee present more information to the faculty before the vote.

**COMMITTEE ON ACADEMIC POLICY AND PLANNING:  
RESOURCE ALLOCATION SUBCOMMITTEE (RAS)**

Professor Wachter then invited Professor Steele to report for RAS. Professor Steel indicated that the administration had returned the position in Technical Services to the library. He also announced that RAS was entertaining position requests from the Departments of Chemistry, English, Political Science, and Psychology, as well as one for a temporary addition in the library.

At the English Department's request, Professor Steele then summarized events leading to current discussions over the English position. He indicated that upon Professor Williams' resignation, the English Department requested a return of the position to the department and submitted a job description specifying primary training in Renaissance Literature. Professor Steele stated that early in the subcommittee's deliberations, the administration proposed a description with primary emphasis on composition and secondary on Renaissance Literature. According to Professor Steele, subcommittee members interviewed English faculty individually and reported unanimous support for the original description. He then reported that after its analysis, RAS sustained the English Department's request and job description, a recommendation which was confirmed by CAPP. Professor Steele observed that despite the administration's insistence upon the revised job description, the English Department still preferred the original one.

Professor Sedlack, Chair of the English Department, said that English faculty felt the situation was a crisis. He observed that while the administration has authority over personnel decisions, the department has jurisdiction over programs and courses. He noted that the department felt the faculty should be aware that the administration was moving into an area of the faculty's purview, an occurrence possible in other departments as well.

In the extended discussion that followed, various faculty members commented on the jurisdiction of departments over programs and courses, the sanctity of university governance process, the administration's lessening regard for faculty recommendations, and the lack of morale and communication. President Rosser agreed that curricular and course planning were properly the prerogative of the faculty; he added that he had established the Resource Allocation Subcommittee as an advisory committee so that position requests would be reviewed thoroughly and analytically. Asked if he was prepared to override English, he said yes, that this was not the first time the administration had disagreed with RAS but that it was one of the few times. He indicated that some current members of the department were qualified to teach Renaissance Literature, even though they might not have the same skill as one primarily trained in the area; responding faculty pointed out the need for eminently qualified faculty in this



central part of the English curriculum. Another faculty member indicated that the English vote in favor of their job description over the administration's was 6-3, with 4 members not voting. When it was pointed out that the majority of English majors have been in composition but that only 2 of 13 faculty members are in composition, a member of the English department noted that composition majors must take half their courses in Literature. Vice President Cooper then alluded to recent national reports underscoring the fact that a university is more than a collection of departmental courses and programs. He observed that the English Department has cooperated with the writing program but that on this campus as on others, there have been tensions between Literature and Composition. He concluded that since the department had indicated the new faculty member would teach four courses of composition and one in Renaissance per year, the administration had felt the primary professional training should be in composition rather than literature, and that generally, the administration desired to put job descriptions and professional identities in line with one another.

**COMMITTEE ON FACULTY (COF):  
ANNOUNCEMENTS**

The following memo, distributed by COF before the meeting, was the basis for discussion:

TO: Our Colleagues  
FROM: The Committee on Faculty  
DATE: May 6, 1985

Formerly, the Committee on Faculty was seen as an advisory committee responsible to the administration. But in the Faculty By Law revision of 1977, the Committee was defined as the representative of the Faculty on personnel matters, "carrying out policies established by the Faculty." This year, serious problems have hindered our work. We have not always had amicable dialogue with the administration; we have discussed some of these matters with members of the Board. Now we present them to you.

We sense a loss of confidence in the COF on the part of the administration and faculty. Our recommendations, we suspect, no longer carry much weight in administrative personnel decisions. And stories circulating among some faculty allege that the Committee and individual members are guilty of unprofessional behavior. Yet the Committee has not been able to discuss these problems openly because

of threats of legal suits and concern about confidentiality.

In December, some members of the Committee were alleged, by an anonymous source, to have broken confidentiality. Legal threats were posed against the Committee as a whole and individuals on the Committee. The Academic Vice President, consulting three lawyers, investigated the members of the Committee, without identifying the individuals named in the allegation or the place, time, and precise nature of the breach. The Committee, denied access to University legal counsel and needing information about individual rights and definition of legal phases such as "scope of employment" and "slander," consulted and retained legal counsel. The investigation found no evidence that any of us had acted in an unprofessional way. In addition, when the Academic Vice President finally revealed more of the details of the allegation, it became clear to the Committee members that the substance of the alleged leak was not a part of COF records. Our work was interrupted by this investigation and tensions were created, which have not been resolved. (We have asked, repeatedly, that the University pay the bill for legal service rendered on our behalf, but the administration accepts no legal or moral responsibility, although it has offered to reimburse each of us for one-half of our expenses.)

The administration's attitude toward the Committee during this unfortunate episode contributes to our belief that the Committee's recommendations in personnel decisions are less valued by the administration than they ought to be. For instance, the outside evaluations have contained material which is different from the departmental reports in substantive ways.) Also, the Committee perceives that criteria for tenure and promotion have become more extensive and stringent --without Faculty confirmation and authorization. In addition, departmental recommendations are not thought by the administration to be sufficiently rigorous or trustworthy, and the COF has been charged by administration and individual faculty with uncritically accepting the judgment of departments.

These problems seriously weaken the COF and affect our willingness to serve on the Committee. Some of us need strong reasons to continue beyond the end of this year. All of us need guidance from the Faculty in proposing specific measures which will improve relationships between the Committee, the Administration, and the Faculty.

We raise the following questions for purposes of discussion.

1. Should faculty who participate in personnel decisions at either the departmental or the COF levels be expected to do so at their own risk?
2. How can COF and departmental personnel committees be protected against irresponsible allegations leveled against them, which can end in aborted or manipulated processes and in sullied reputations of committee members?
3. How can the COF and the administration preserve the confidentiality of sources or receive anonymous reports and still protect the faculty against hearsay and gossip?
4. Are the criteria for tenure becoming more stringent and being applied inconsistently?
5. Should not departments be trusted to weigh the merits and weaknesses of their members objectively?
6. Should outside evaluations be used in tenure decisions?
7. If so, how can they best be used to improve the University without pitting outsiders against outsiders, administration against departments and COF?

We have a number of possibilities.

1. There might be legal advice available to faculty who are participating in personnel processes, supported either by University funds or by Faculty subscription.
2. There might be a Faculty approved procedure for fair investigation of alleged misconduct and unprofessional behavior of faculty members in respect to their participation in personnel processes.

3. If outside evaluators' reports are to be used, they might be turned in earlier in the tenure process and given to the departments before they make their report to COF.
4. The COF might be composed of 8 elected faculty members with a chair elected from its membership who will report COF recommendations to the Academic Vice President and the President.

For COF, Professor Raymond stated that the committee was continuing to work on its business but that members were preoccupied with other concerns. He then invited Professor Johnson to lead the discussion on the above document.

Professor Johnson indicated several questions faced by COF:

What is the function of the committee? Is it an objective reviewer of candidates or a voice of the faculty?

What materials and information fall under rules of confidentiality?

What is the role of the external evaluator?

Other committee members commented on the deteriorating relationships between faculty and administration, COF and administration, and COF and faculty; on the administration's decreasing attention to COF's recommendations (evidenced by denial of five of the seven recommended promotions last year); on possible increased stringency related to tenure decisions; on the need for dialogue between COF and the administration before final decisions on personnel; and on the payment of legal fees for work beyond the scope of employment, particularly if named persons are found innocent.

President Rosser indicated that University attorney Cy Young had met with the committee twice (two hours each time) to delineate their responsibilities. Vice President Cooper stated that he consulted an AAUP attorney, higher education attorney Kent Weeks, and local counsel Cy Young concerning the allegations against COF. Upon the advice of these attorneys, the Vice President told the committee there would be legal implications for some members of COF, advised them in terms of their behavior, and told them he had been advised to investigate them; subsequently, he interviewed COF members and others.

Concerning the payment of legal fees, Vice President Cooper cited two recent occasions when attorney's fees had been paid for faculty members operating within the scope of their employment. He also pointed out that the only actual threat of suit had come against him from the attorney representing COF. He observed that generally during informal internal investigations involving faculty or staff, attorneys are not present, but that no objection had been raised when some COF members requested counsel's presence. The Vice President then read a section of a letter from Richard Hamilton, Chair of the Academic Affairs Committee of the Board of Trustees:

With regard to the specific requests of the Committee on Faculty the Board of Trustees acted as follows:

1. The Task Force on Faculty Personnel Policy was instructed to give careful attention to including in its recommendations provisions addressing the kind of situation under consideration in order to assure clear procedural guidelines and full understanding of the parties involved in any similar circumstances in the future.
2. The administration was sustained in its offer to pay one-half of the legal charges previously submitted by counsel employed by members of the Committee on Faculty. It is understood that this was not a legal obligation of the university, and should not be considered a precedent for any future situation, but that it is an appropriate response in the present circumstances.

(These two paragraphs are the statements of the writer of this letter on the basis of personal recollection and notes, but are not the official records of Board minutes.)

**COMMITTEE ON FACULTY:  
FACULTY SUPPORT**

Professor Williams moved that

the faculty express appreciation for and confidence in the perseverance and integrity of the Committee on Faculty in its work this year.

The motion passed.

Professor Chandler then moved

to establish a fund to which faculty members might contribute toward the payment of COF's legal fees.

The motion passed. Chaplain Lamar and Professor McFarland agreed to cosign the checks.

#### **MOTION TO ADJOURN**

Because of the extended meeting, Professor James George moved

to adjourn the meeting and to resume it the following Monday.

The motion did not pass.

#### **COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO): CHANGE IN COURSE TITLE**

For MAO, Professor James George announced the following change in course title:

Art 220, Contemporary Art

has been changed to

Art 220, Contemporary Art: The Shock of the New.

#### **COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS: COURSE DELETIONS AND CREDIT CHANGES**

For MAO, Professor George moved

to drop Romance Languages 267, Topics in Mediterranean Cultures, 1/2 course credit, from the curriculum;

and

to change General Studies 110, Basic  
Conversational Modern Greek, 1/2 course credit,

to

General Studies 110, Modern Greek Language  
and Culture, 1 course credit.

The motion passed.

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
ADDITION OF COURSE TO DISTRIBUTION REQUIREMENTS**

For MAO, Professor George moved

to add Music 333, Opera Literature, 1/2 course credit,  
to Group Three of the Distribution Requirements.

He then moved to table the motion, a motion which passed.

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
MOTION ON ALTERNATIVE WAYS OF FULFILLING  
THE ORAL COMMUNICATIONS REQUIREMENT**

For MAO, Professor George moved to approve the following  
statement:

**PROPOSED STANDARDS FOR ALTERNATIVE WAYS  
OF FULFILLING THE ORAL COMMUNICATIONS  
REQUIREMENT**

Students may apply for certification as S-competent  
outside of a regular S-course. They must meet the  
following criteria:

- 1) The work in oral communication which can  
be counted toward S-competence must be done  
while enrolled at DePauw and under the direct  
supervision of an S-certified faculty member.
- 2) The activity should be equivalent to college-  
level work, with the complexity of ideas  
worthy of at least a 200-level course.

- 3) The activity must be a sustained one, usually over a full semester or Winter Term. A small number of "performances" are not adequate.
- 4) The student's level of attainment in the activity must meet the established exit standards for S-courses.
- 5) The activity must be completed by the end of the first semester of the senior year.

Examples of activities which might qualify under these guidelines are debate, laboratory assistantships, faculty-sponsored tutoring, or special long-term programs through faculty-sponsored student organizations.

Activities which students wish to count toward S-competence must have prior approval. The procedure for such approval is:

- 1) Before the beginning of the senior year, the student must apply to the Coordinator of Special Academic Programs, Academic Affairs Office, Asbury Hall.
- 2) After submitting a written application and being interviewed by the Coordinator, the student will be referred to an appropriate faculty supervisor.
- 3) The student and the S-certified faculty member will work out a learning contract in accordance with the above guidelines.
- 4) At the end of the activity, the faculty member will report the student's attainment or non-attainment of S-certification to the Coordinator.

Questions about procedures or exit standards should be directed to the Coordinator for Special Academic Programs.

NOTE: The Oral Communication legislation allows projects given during Winter Term to be designated as fulfilling this competency and be labeled with "S". This may be done on a regular basis by any S-certified faculty member who gives a project involving an extensive oral component, and is not subject to the above special procedures.



Professor George then moved to table the motion, a motion which passed.

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS:  
MOTION ON BULLETIN STATEMENT ON ACCEPTING  
COLLEGE TRANSFER CREDIT**

For MAO, Professor George moved to approve the following statement.

**PROPOSED POLICY FOR ACCEPTING COLLEGE CREDIT EARNED  
BY STUDENTS WHILE IN HIGH SCHOOL**

The following statement would be added to the DePauw University Bulletin under "Transfer Credit" (p. 72 of the 1984-85 Bulletin).

- 1) If the student is attending classes on a college or university campus with students who have already matriculated, and is taught by a regular college or university faculty member, credit will be granted provided the student receives a grade of C or higher and provided that subsequent testing at DePauw, when appropriate, indicates satisfactory learning. Students may not earn English composition credit unless they are exempted from English 130.
- 2) Students who earn college credit from another college or university while attending classes in a high school setting will not receive credit until they are tested by the appropriate department or program at DePauw. Generally, students should perform at the B level or higher if they expect to earn transfer credit. Certain exceptions may be made for specific programs when the courses are part of the regular college or university curriculum, are taught by regular college faculty members, and are available to only the most academically talented students.

RATIONALE FOR CHANGES  
(Not part of legislation)

Increasing numbers of schools are sponsoring university level courses in high schools or for special groups of advanced students on their campuses. Because of our extensive testing program, we found that of 11 students who had college level English composition courses taught in high school and who were given credit for English 130, only two placed into a W-course. (One-third of new DePauw students place directly into W-courses.) Two of four students with foreign language credit did not place into the level of language that one would expect. Yet it would be unfair and demoralizing to bright students to deny credit and/or force them to repeat what they have already learned well. In addition, we wish to support strong cooperative programs between high schools and colleges. Testing programs are already in place for competence programs as well as for foreign languages and most math and chemistry courses. Tests would need to be developed for history, psychology, philosophy (ethics), astronomy, and political science based on courses high school students have taken recently.

Professor Morrill then moved to table the motion, a motion which passed.

**SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC):  
ANNOUNCEMENTS**

For SAC, Professor Hagaman indicated that one case had been heard under the new academic integrity policy and that both students and faculty appreciated not having to deal with the intent issue. Professor Hagaman also noted that during orientation, all freshmen attend a short session on academic integrity.

Professor Hagaman also indicated that SAC had received a suggestion that students read a book during orientation and that possibly the placement essay question be based on this reading.

**GRADUATE COUNCIL:  
COURSE CHANGES**

For Graduate Council, Professor Mannon moved  
to make the following courses available to graduate students:

Education 552, The Junior High/Middle School  
Curriculum, 1/2 course credit

and

Education 550, The Modern Middle School,  
1 course credit.

The motion passed.

**TEACHER EDUCATION COMMITTEE**

Professor Raybern announced that the committee had admitted 42 students to the Education program. She also thanked those who assisted with the self-study materials associated with accreditation.

**COMMUNICATIONS FROM THE PRESIDENT**

President Rosser announced that the Board of Trustees had granted him a sabbatical on condition that he return to DePauw at the conclusion. During his sabbatical in the fall of 1985, the president will write essays on higher education, learn word processing, and visit overseas programs. According to the president, 27% of higher education institutions are now granting sabbaticals to their presidents; he speculated that the figure would be higher if more presidents served longer terms. He also indicated that since decisions are usually made by his staff as a whole that there would probably be little difference in the routine operations of the university. Final decisions will rest with Executive Vice President Bottoms.

**OLD BUSINESS:  
MODIFICATION OF PREVO LIBRARY**

Professor James George then raised some questions concerning the Prevo Library. The questions, along with Vice President Cooper's responses follow.

1. Is it necessary to expand the Computer Center?  
Yes, it is, particularly if the Office of Academic Computing is to provide more service and have greater visibility. As you know, DePauw asked for and received a number of IBM computers for faculty and student use. We are now in the process of providing spaces for that gift.
2. What is the justification for reducing the size of the Prevo Library?  
The library will remain approximately its current size; library services will not be reduced substantially.
3. Are plans being made to replace the study areas being lost by the modification of the Prevo Library?  
We will actually expand study areas from approximately fifty carrels to ninety.
4. Has adequate thought been given to the aesthetic value of the lobby of the Julian Center?  
An architect with a national reputation is helping to design the area.
5. Is it proper for the academic utility of the building to be reduced in order to provide expanded administrative services?  
The purpose of the renovation is to assist liberal arts faculty and students.
6. Has adequate thought been given to expanding the Computer Center into areas within the Julian Science and Math Center which are not being extensively used or are being used for non-academic functions?  
We think so, yes. This question may be answered more fully with the next one.
7. Who was consulted about the proposed changes and how extensively have they been involved in the planning?

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(At Vice President Cooper's invitation, Professor Brooks, Chair of the Academic Computing Steering Committee, answered this question.)

Department chairs and the Academic Computing Steering Committee were consulted. Committee members were invited to tour the building to consider available space, discussions were held with the architect, department chairs received sketches of the revisions, and students as well as faculty members were encouraged to make suggestions on the current mock-up in Prevo. There has been a fair amount of dialogue and exchange.

**NEW BUSINESS:  
CONFERRING OF DEGREES**

Professor Steele (whose daughter is a member of the 1985 graduating class) 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 Arts.

The motion passed.

Professor Wilcox 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 Charmaine Smith 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 Science Degree in Nursing.

The motion passed.

Professor Mannon 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 Master of Arts or Master of Arts in Teaching, as appropriate.

The motion passed.

**NEW BUSINESS:  
FISHER FUND**

Professor Glausser announced that the Faculty Development Committee will hold an open meeting on Tuesday, May 7, from 8:30 to 10:00 p.m. in Room 107 of East College to discuss the new Fisher Fund. He said that one faculty member per year may be eligible for Fisher Fellowships and six for Fisher Time-Outs. Application deadlines will be the same as those for sabbaticals.

**NEW BUSINESS:  
RATIFICATION OF FACULTY ELECTIONS**

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

DEPAUW UNIVERSITY FACULTY  
COMMITTEE MEMBERSHIP 1985-1986

The number following each name indicates the year that person's term expires, June 30.

<u>Committee</u>	<u>Division</u>	<u>Divisional Representatives</u>	<u>At-Large Representatives</u>
Academic Policy & Planning	1	Lorie Sprague 88	
	2	Robert Weiss 87	Nancy Metzger 88 Carl Huffman 88
	3	Mike Zeller 86	Paul Kissinger 87
	4	Gary Lemon 88	Dan Wachter 86
Faculty	1	Eunice Wilcox 86	
	2	Cynthia Cornell 87	Martha Rainbolt 86
	3	Jim George 88	Mike Johnson 87 Steve Raines 88
	4	Marcia McKelligan 88	Bob Newton 87
Management of Academic Operations	1	David Ott 87	Judy George 88
	2	Richard Curry 87	
	3	Bob Loring 86	Ann Miller 86 Howard Brooks 88
	4	John Wilson 88	Deborah Bhattacharyya 87
Scholastic Achievement	1	Dan Rizner 87	
	2	Ed Mayer 87	Istvan Csicsery-Ronay 86
	3	Thomas Hagaman 86	Wade Hazel 88 Martha Avery 88
	4	Marthe Chandler 88	Nancy Davis 87
Athletic Board	1	Page Cotton 86	
	2	Bob Sedlack 87	
	3	Bob Stark 87	Jim Gammon 86 Bob Loring 87
	4	Roy Swihart 88	Jim Mannon 86 Dan Wachter 88
Faculty Development	1	Catherine Fruhan 88	
	2	Jim Rambo 86	
	3	Kit Bridges 87	Don Ryujin 88
	4	Darrell LaLone 87	Randy Salmon 86

Graduate	1	Ed Meyer 86	
Council	2	Richard Curry 88	Gordon Mennenga 87
	3	Louise Hart 88	Jim Madison 88
	4	John Baughman 86	Shanker Shetty 87
			Jim Mannon 86
International	1	Vergene Miller 87	
Education	2	Ed Mayer 88	Jim Rambo 86
	3	Lou Smogor 88	Vince Serpa 87
	4	Bill Harman 86 (1)	Deborah
			Bhattacharrya 88
			John White 88
Scholastic	1		
Standing	2	Gordon Mennenga 87	
	3	Underwood Dudley 86	
	4	Gary Lemon 86	
Teacher	1	LeRoy Schoenfeld 86	Ruth Lester 87
Education	2	Cynthia Cornell 86	
	3	J. Teeguarden 87	Margaret Berrio 88
	4	Bill Field 87	Ernie Henninger 88
			Stan Warren 86
Administration			B. L. Garrett 88
			Kit Bridges 86
			Charles Mays 87
Board of			Bill Daynes 86
Control of			Barbara Steinson 86(2)
Student			Dave Field 87
Publications			Bill Cavanaugh 87
Student Life			John McFarland 88
			Don Ryujin 86
Honorary Degrees			Roger Gustavsson 87
			Bob Sedlack 88
			Ralph Raymond 86 (3)
Little Theatre Board			Tom Fitzpatrick 86
			Chuck Mays 87
Memorial Student			Underwood Dudley 87
Union Board			William Field 86
G.L.C.A. Representative			Sherry Smith 87
			John Kaemmer 86
Secretary of the Faculty			Ann Miller 86



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## Review Committee

(2/1/86 - 1/31/87)

<u>Division</u>	<u>Members</u>	<u>Alternates</u>
1	William Meehan Wes Wilson	David Herrold
2	Bill Cavanaugh Glenn Welliver	Carl Huffman Dave Field
3	Kit Bridges Nancy Drew	Margaret Berrio Susan Gardsbane
4	David Maloney Marthe Chandler	Shanker Shetty Amir Rafat

Divisional Officers  
(7/1/85 - 6/30/86)

<u>Division</u>	<u>Chair</u>	<u>Secretary</u>	<u>Third Member of the Nominating Committee</u>
1	David Herrold	Geno Smith	Tom Mont
2	David Field	Carl Huffman	Glenn Welliver
3	John Anderson	Woody Dudley	Catherine Powell
4	Nancy Davis	Marthe Chandler	Stanley Warren

## Notes

1. J. Raybern will substitute for B. Harman the entire year 85-86 on International Education.
2. D. Congalton will substitute for B. Steinson on Board on Control of Student Publications.
3. J. Eigenbrodt will substitute for R. Raymond fall semester 1985 on Honorary Degrees.

The motion passed.

**APPRECIATION OF THE SECRETARY**

Professor Emery then expressed appreciation for Professor Reinhard's work as Secretary of the Faculty and wished him well in his new position. The faculty responded with applause.

**ANNOUNCEMENTS**

Vice President Cooper announced that Professors Martha Avery, Margaret Catanese, Carol Cherry, William Field, and Darrell LaLone had been granted tenure, an announcement greeted with applause.

The Vice President then stated that the following professors had been reappointed as chairs: Professor Grubb, School of Music; Professor Madison, Geology and Geography; Professor Mont, Health, Physical Education, and Recreation; Professor Steele, Classical Studies.

Vice President Cooper then indicated that if the Department of Philosophy and Religion is able to find a suitable replacement, Professor John White will serve as Special Assistant to the Vice President for Academic Affairs.

President Rosser then invited faculty members to Toppers after the meeting for a celebration of the end of the school year.

Professor Charmaine Smith announced that May 6 was National Nurses' Day.

Professor Emery expressed appreciation for the services of his colleague, Professor Mennenga, who will devote his full-time efforts to writing. The faculty applauded Professor Mennenga. Chaplain Lamar expressed his appreciation for the work of Associate Chaplain Coriell who will take up doctoral studies at Vanderbilt.

Professor Johnson announced that two more faculty members will be trading places with trustees. Any others interested in making similar arrangements should contact Professor Johnson.

**ADJOURNMENT**

The Presiding Officer adjourned the meeting at 10:00.