

AGENDA

For the Faculty Meeting of September 14, 1987

1. Call to Order (7:00 p.m., Thompson Recital Hall)
2. Approval of Previous Minutes
 - Correction of RAS Priority Listing
3. Reports from Coordinating Committees
 - Committee on Academic Policy and Planning
Announcements
 - Committee on Faculty (S. Raines)
Announcements
 - Committee on Management of Academic Operations
(H. Brooks)
Announcements
 - Committee on Scholastic Achievement
Announcements
4. Reports from Other Committees
 - Announcements from Faculty Development Committee
(D. Ryujin)
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 September 14, 1987

CALL TO ORDER

The regular meeting of the faculty of DePauw University was called to order by Fred Silander, Acting Vice President for Academic Affairs, at 7:04 P.M. in the Thompson Recital Hall of the Performing Arts Center. There were approximately 90 in attendance.

Fred Silander announced that, following the decision of the May, 1986 faculty meeting, the first faculty meeting of each year will be held on the second Monday of September. He added that faculty meetings will no longer be taped.

At the request of the chair that Paul Kissinger be made the temporary official Secretary of the Faculty, Bill Cavanaugh made the following:

MOTION: That Paul Kissinger be certified to serve as Secretary of the Faculty until the return of Darryl Gibson at the end of the first semester.

Ralph Gray seconded the motion, which passed unanimously.

APPROVAL OF PREVIOUS MINUTES

For RAS, Carl Huffman requested that, on page 2 of the previous minutes, Larry Sutton's listing for RAS be amended to add the following departments to the priority list: (12) English, (13) Economics, (14) Psychology. These items had been omitted in the previous minutes.

Nick Steele **moved** to approve the minutes of May 4, 1987 as corrected.

Walker Gilmer seconded the motion, which passed unanimously.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

For CAPP, Art Evans listed the current year's membership, and announced that new representatives on the Resource Allocation Subcommittee (RAS) are Marthe Chandler, who replaces Larry Sutton, and Bill Cavanaugh, who replaces Wayne Glausser for the spring semester.

Asian Studies has not yet been discussed this year.

He announced two changes in job descriptions for Women's Studies:
1) The director's three-year tenure-track appointment will be changed to a five-year renewable term tenure-track appointment.
2) One interdisciplinary and two disciplinary positions will be changed to two interdisciplinary and one disciplinary positions.

The next meeting of CAPP will deal with defining the workload for summer internships and senior classes such as seminars. The faculty is welcome to attend the meeting Monday, September 21, at 4:00 in 214 East College.

COMMITTEE ON FACULTY (COF)

For COF, Steve Raines announced that he is soliciting nominations for promotion. These nominations must be made by September 18, and the list will be announced at the October faculty meeting. He indicated that the list might appear in the DePauw before the October meeting; there were no objections to this possibility.

Regarding promotions, he added that those tenure candidates with adequate time in rank will automatically be considered for promotion. Candidates who do not have adequate time in rank will need to show exceptional performance.

John Dittmer has been added to the list of tenure candidates and will be considered in early to mid-spring; Bruce Stinebrickner has also been added for consideration in late spring. These decisions, therefore, will not be with those of the original list of tenure candidates.

The COF no longer feels the necessity of interviewing job candidates because search committees are now diverse enough adequately to perform this task. Exceptions will be made in the cases of school directors, department chairs, and certain administrative positions.

The 1986-87 COF personnel decisions are now in the personnel files in the AVP's office, and may be read and copied by those candidates.

Open-File Policy forms, required by the Open-File Policy, will be used, from now on, only for off-campus documents; it will be assumed that those on campus know that each faculty member's file is open for that person's inspection.

The COF has met with the President and Academic Vice President, and foresees no procedural problems at this point. Kent Weeks, the University attorney, will be in attendance at the September 15 COF meeting. He will also speak earlier regarding the development of a disciplinary procedure because a committee is being formed to develop such a procedure. The current members of

this committee are Nancy Davis, Bill Field, Catherine Fruhan, Jill Gremmels, and Kevin Moore. It would be very helpful, for the sake of balance, if full professors from Divisions II and III also could be recruited.

John Baughman objected to the COF's disinclination to interview job candidates. He indicated there is no one else elected by the faculty to do such interviewing.

Steve Raines pointed out that the COF has not participated in such interviewing for the last two years. He reiterated that the search committee extends beyond the departments; but he invited faculty comments about the matter.

Fred Silander added that the COF workload makes such interviewing difficult.

Bob Newton questioned the manner in which the COF interviews would be fed into the interviewing process. He also commented on the fact that, for the candidate being interviewed, a COF interview would be a chance to talk to someone outside the process.

John Anderson expressed agreement with the position of John Baughman.

John Dittmer expressed support for the position of the COF, and listed, as his reasons: 1) The search committees include enough people outside the department; 2) There are already too many interviews; 3) Additional interviews are no help for the candidate; 4) The COF's opinion would not be critical.

Bill Cavanaugh indicated the need for a motion if the faculty has a sense of direction.

John Baughman reiterated that, since the handbook states interviewing as a function of the COF, it should do so.

Cassel Grubb mentioned that talking with members of the COF had been very influential for him when he interviewed for a position at DePauw.

John Anderson suggested a compromise: that the COF interview candidates for tenure-track, but not term, positions.

Fred Silander closed the discussion by suggesting to Steve Raines that the COF has received some guidance from the faculty, and that the COF should take it into consideration.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For MAO, Howard Brooks announced that a proposed calendar for the 1988-89 year was now available and that, unless problems arise,

it will be adopted September 28. A calendar for the 1989-90 year will be adopted later this year.

Brooks then made the motion:

MOTION: To drop the following courses from the list in the catalog:

- S&A 202, Social Stratification (1 course credit)
- S&A 226, Sociology of War (1 course credit)
- S&A 265, Music of the World's Peoples (1 course credit)
- S&A 352, Psychological Anthropology (1 course credit)

After brief discussion, the motion passed unanimously.

MOTION: To drop Military Science 150, Fundamentals of Leadership (1/2 course credit) from the list in the catalog.

The motion passed unanimously.

MOTION: To transfer the following courses from the Experimental Division to a Department:

- EXP AAA to Chemistry 306, Biochemistry (1 course credit)
- EXP BBB to Military Science 151, Military History (1/2 course credit)

The motion passed.

Because there will be a new catalog next year, all course changes for 1988-89 that affect distribution requirements must be submitted to MAO by October 21. All other changes must be submitted by November 18.

COMMITTEE ON SCHOLASTIC ACHIEVEMENT (SAC)

For SAC, Dick Kelly reported for John Schlotterbeck that the sexual harrassment policy has been forwarded to the administration.

The appeals procedure for student parking violations has not been endorsed.

No SAC elections were held because of limited attendance.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

For FDC, Jim Rambo reported for Don Ryujin that \$65 has been added to the professional conference per diem for those who present a paper. He and encouraged the faculty to apply as soon as possible, because the funds are limited.

Grants which require University nomination should be submitted at least one month before the granting agency's deadline.

COMMUNICATIONS FROM THE PRESIDENT AND OTHERS

President Bottoms expressed his thanks to the faculty for their participation at the opening convocation. He expressed disappointment, especially students reaction, and requested suggestions from the faculty for next year's speaker.

Steve Raines questioned the President's presentation at Faculty Institute regarding the filling of four positions at a cost of \$175,000.

Fred Silander responded that 20-25% needs to be added for benefits, so that the figure does not include salaries only; further, that figure will cover five positions.

Fred Silander also announced that Ralph Gray had told him that the reaccreditation task force reports mailed to the faculty had included an incorrect and abbreviated version for the Task Force on Recruitment and Development. A correct version will be sent out immediately.

OLD BUSINESS

Martha Rainbolt indicated that the MAO motion regarding time banks which passed last spring did so without adequate debate.

MOTION: To rescind the motion which reads: "Effective with the Fall, 1988 semester, departments will offer at least 15 percent of their courses in each morning time bank."

The motion was seconded by several faculty members, and will be tabled until the next meeting.

A motion to table the motion passed.

NEW BUSINESS

Kent Mecum announced that several professors from Argentina will be here Sunday through Tuesday, September 20-22. They will have faculty hosts from every school and department. They will observe classes, attend meetings, et cetera, and will eat at various living units on Monday. Monday evening will include round table discussions on: 1) Argentine economics, 2) Argentine politics, 3) Argentine trade unions and their role in elections,

and 4) Argentine geography and tourism development. Any faculty interested in participating in a meal with the Argentines were encouraged to call Kent Mecum or Judy Mays.

John McFarland invited the faculty to attend Jim George's seminar in 120 Science and Math Center at 4:00 on September 17.

Bob Newton pointed out that, in the new Academic Handbook, a statement about multiple committee memberships had been omitted. He made the following motion:

MOTION: To restore the following restrictions to the eligibility of faculty members to serve on committees.

"No faculty member may serve in an elected position on more than three committees nor on more than one coordinating committee."

This shall become #4 of VI. D. of Faculty By-Laws (p. 14 in blue cover).

The motion is to be tabled, and to lie on the table one month as required by the By-Laws.

Gilmer seconded the motion to table; the motion passed.

ANNOUNCEMENTS

Kit Price announced a vacancy on the Scholastic Standing Committee, and asked that she or Howard Brooks be notified of any possible replacement. The committee meets Wednesday at 3:00.

Paul Kissinger presented a NASA certificate of recognition to Howard Brooks for research contributions.

ADJOURNMENT

Jim George moved to adjourn. Debbie Bhattacharyya seconded the motion. The meeting adjourned at 8:00 P.M.

Respectfully submitted,

Paul Kissinger, Secretary
Christine King, Assistant

AGENDA

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 - Committee on Academic Policy and Planning
Announcements (E. Evans)
 - Committee on Faculty
Announcements (S. Raines)
 - Committee on Management of Academic Operations
Announcements (H. Brooks)
 - Committee on Scholastic Achievement
Announcements
4. Reports from Other Committees
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(D. Ryujin)
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 - Discussions of Tabled Motions:
 - 1) To rescind the motion which reads: "Effective with the Fall, 1988 semester, departments will offer at least 15 percent of their courses in each morning time bank."
 - 2) To restore the following restrictions to the eligibility of faculty members to serve on committees: "No faculty member may serve in an elected position on more than three committees nor on more than one coordinating committee."
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THE FACULTY OF DEPAUW UNIVERSITY
Minutes of the Meeting of October 5, 1987

CALL TO ORDER

The regular meeting of the faculty of DePauw University was called to order by Fred Silander, Acting Vice President for Academic Affairs, at 7:00 P.M. in the Thompson Recital Hall of the Performing Arts Center.

APPROVAL OF PREVIOUS MINUTES

For CAPP, Art Evans requested that, on page 2 of the September 14 minutes, the second paragraph be changed to read, ". . . CAPP will deal with the question of summer internships and the workload as it pertains to upper-level courses with arranged times. . . ."

John McFarland **moved** to approve the minutes as corrected. Steve Raines seconded the motion, which passed unanimously.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

For CAPP, Art Evans asked that the faculty consider the issue of the method of giving credit for summer internships. He stated that CAPP wants to hear the full representation of opinion which can be offered by the faculty. He gave a brief background of the current set of circumstances: Jeff McCall wants his students to be able to participate in radio internships, as there is little opportunity for radio careers without such internships. Federal law (Fair Labor Standards Act) requires that, if the students are not to be paid, they must be given academic credit. DePauw currently gives 1/4 course credit, not applicable to graduation, for summer internships. DePauw allows, for other types of internships, not more than three course credits toward graduation. CAPP has learned that numerous departments at DePauw offer courses which include internships.

The questions, therefore, are whether or not DePauw gives adequate internships now, and how to deal with the granting of credit for summer internships, as academic credit must be given if the students are not to be paid.

There was prolonged discussion of this matter. In response to questions about the possible use of Winter Term for radio station internships, Art Evans stated that such internships are designed for a semester or a summer, and that

Winter Term is therefore too short. Marty Catanese added that it would create serious problems to give Winter Term credit outside Winter Term.

John White summarized CAPP's survey of the "DePauw Ten" universities and of businesses supporting internships. Their universal policy is to grant academic credit for experiential learning.

Vincent Serpa raised the issue of the problem of whether or not to allow MOFOs to receive other types of experiential credit (e.g. Washington, Philadelphia), and intimated that students try to get more internships than they should.

Bob Calvert pointed out that MOFOs get a different, and more academic, type of internship in the off-campus programs.

John White commented that the question regards the role of experiential credit within the institution, and of how much credit should be allowed.

Art Evans stated that CAPP has instructed him to send a letter to department chairs requesting them to list the experiential courses within the departments.

Fred Lamar suggested that there are two types of internships being discussed: 1) those which are department-sponsored, and 2) those which are university-sponsored.

Several people suggested that further action should await the results of the departmental survey of experiential offerings. Judy Raybern added that the survey should ask how the courses are used, and to whom they are available.

John White stated that DePauw, with its various programs, offers as much experiential credit as do the schools surveyed, and that to offer more would be too much. Several others agreed with this opinion.

Art Evans concluded by stating that CAPP is united in its belief that the current "phantom credit" arrangement cannot continue as a way to get around the law. A decision needs to be made regarding real credit. Further, there is the problem of the involvement of the faculty in non-credit programs.

Roger Gustavsson raised the issue of abolishing Winter Term, and asked that CAPP consider this. He added that numerous colleagues feel as he does about Winter Term.

Art Evans agreed to address this issue in CAPP early next year.

Resource Allocation Subcommittee (RAS)

For RAS, Carl Huffman stated that the subcommittee has met once this academic year. RAS' understanding is that replacements for leaving faculty members will normally be granted automatically, rather than going through RAS. The process for other requests is as follows:

- 1) All departments can submit new requests to the AVP;
- 2) Departments which submitted requests last year can modify and resubmit those requests;
- 3) Departments whose requests were denied last year will automatically be reconsidered.

All requests must be submitted to the AVP by February 1, after which RAS will develop a new priority list.

He also mentioned that new positions are being considered in Asian Studies and science.

COMMITTEE ON FACULTY (COF)

For COF, Steve Raines stated that the committee has discussed the faculty's suggestion that the COF consider interviewing job candidates. The COF stands ready to interview such candidates when its participation is requested by the department involved. The department should also explain what role the COF's interview will play in the hiring process.

He also made several announcements.

- 1) Annual reports (for 1986-87) for tenure-track and continuing term positions are due by the end of November.
- 2) Kent Weeks met with the COF and other groups recently.
- 3) The committee is more than halfway through the chair reviews for 1987-88.
- 4) Individuals being considered for promotion are invited to the October 6 COF meeting at 4:00. Those individuals are:

For Associate Professor:

Martha Avery
Deborah Bhattacharyya
Howard Brooks
Victor DeCarlo
Catherine Powell
Katherine Price

For Full Professor:

Ruth Lester
Alan Pankratz
Judith Raybern

He also solicited material from the faculty for the promotion files of these candidates.

- 5) The COF and the Administration have approved a new Proposal for Promotion Review of Off-Campus Candidates. Its text is as follows:

When individuals are nominated for promotion while off-campus or on leave (sick, special, sabbatical, appointments as resident directors, et cetera), they may elect to proceed with the personnel process

or to defer consideration until returning to campus. Deferral should be requested when it is likely that compliance with the deadlines specified in the process will be difficult if not impossible. In cases of delayed consideration, a request for a retroactive application of a positive decision also may be included.

Roger Gustavsson asked whether this procedure is a COF or a faculty rule. He also questioned the need for such a process, and suggested that faculty members could be promoted without their agreement.

Steve Raines responded that the rule is, at this time, a COF rule. He also stated that the COF believes candidates should take an active role in the assembly of their files, a task which is difficult when they are off-campus.

Fred Silander added that acceptance of one's nomination for promotion is not difficult.

Also in defense of the new procedure, Bob Bottoms stated that, once the promotion process starts, there is the possibility of a negative decision; therefore, the individual should state his wish to be involved.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For MAO, Howard Brooks made the following motions:

MOTION: To add Math 270, Linear Algebra (1/2 course credit), and to allow it to be offered second semester.

Wassim Shahin asked why it is to be 1/2, rather than 1 course credit.

John Anderson responded that Math 153, Discrete Math, is a prerequisite for Math 270, and that Math 153 includes linear algebra. This allows non-math majors, such as those in economics and computer science, to fulfill their need for linear algebra by taking 1 1/2 courses, rather than 2, as previously required.

The motion passed.

MOTION: To change the credit for Education 350, Educational Process, from 1/2 credit to 1/2-1 credit.

Judy Raybern explained that this change allows the course to count as a Q course with one course content. The only Q option in Education at this time requires combining two half courses.

The motion passed.

MOTION: To add two courses to the list of those meeting distribution requirements: Education 240, Today's Education: Issues and Trends (for Group 2); English 263, Afro-American Literature (for Group 4). The motion is to be tabled for one month.

The motion to table passed.

Howard Brooks also made several announcements.

- 1) In the 1988-89 calendar, Fall Break has been moved to October 20-24 to avoid falling on Parents' Weekend.
- 2) Art 220 is to be changed to Art 320 as part of the possibility of resurrecting the Art History major.
- 3) Course changes for the 1988-89 year must be submitted to MAO by October 21, and all other changes must be submitted by November 18.

COMMITTEE ON SCHOLASTIC ACHIEVEMENT (SAC)

For SAC, Marthe Chandler reported for John Schlotterbeck. She announced that John Schlotterbeck has been elected chair of SAC. Also, SAC is open to suggestions from the faculty as to issues with which it should deal.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

For FDC, Don Ryujin announced that Summer Stipends are available in two categories and amounts:

- 1) For exploratory projects - \$1800.
- 2) For projects nearing completion - \$2500.

He explained that, after receiving a stipend and pursuing a project under 1), faculty members can complete the project with a stipend under 2).

He also announced that October 23 is the deadline for applying for fellowships, leaves of absence, et cetera.

COMMUNICATIONS FROM THE PRESIDENT AND OTHERS

President Bottoms announced that the Board of Trustees will deal with two issues during its October 22-23 meeting:

- 1) The report of the Task Force on Housing,
- 2) A review of the South African Divestment Policy.

He also announced two issues to be discussed at the October 19 meeting of the science faculty:

- 1) The \$500,000 Lilly Science Grant,
- 2) The future of science education at DePauw.

Regarding the faculty luncheon on October 12, he solicited suggestions from the faculty for topics to be discussed, or other suggestions as to the best way to spend the hour.

OLD BUSINESS

Discussions of Tabled Motions:

- 1) To rescind the motion which reads: "Effective with the Fall, 1988 semester, departments will offer at least 15 percent of their courses in each morning time bank."

Martha Rainbolt **moved** to remove the above motion from the table. Gilmer **seconded** the motion, which carried.

Martha Rainbolt opened the discussion of the motion, listing the positive aspects of more 8:00 A.M. classes as 1) more selection for the students, and 2) the availability of more classrooms. On the negative side, she stated that each faculty member would have to teach one 8:00 per year in order to meet the quota. She indicated that this would be difficult for three types of instructors: 1) those who like to work at home in the morning, 2) those who drive 30-40 miles to teach, and 3) those with small children. She concluded that the benefits are not enough to compensate for the disruption.

John McFarland asked how science students, many of whom must take two labs in the afternoon, are able to get in four classes in the morning if they cannot get an 8:00.

Kathy Jagger suggested that the only alternative is to offer another time slot for the fourth class: 1:00 or evening.

Ralph Gray asked Howard Brooks what had happened to the new time bank proposals being worked on last year.

Howard Brooks responded by giving a breakdown of how many classes would need to be changed in various areas, and that the faculty had not responded favorably to new time banks last year. He also stated that it is a problem for all students that 57% of all classes are offered during the 9:00, 10:00, and 11:00 hours.

John Dittmer suggested that departments not wanting to offer classes at 8:00 could do so at noon.

There was additional discussion of the pros and cons of 8:00 classes.

In response to Wassim Shahin's question regarding what evidence there might be to support the need for 8:00 classes, Ellie Ypma stated the results of a student survey. For their fourth class (i.e., the one not at 9:00, 10:00, or 11:00), 50% of students preferred 1:00 and 31% preferred 8:00.

There were further suggestions of options to the 15% rule for 8:00 classes, as it was apparent to much of the faculty that some change must be made in class scheduling.

John White pointed out that the current situation can have an impact on recruiting as it becomes more widely known that students have significant difficulty getting into classes they need. Therefore, he supports the 15% rule.

Carl Huffman asked what makes the situation different now (i.e., more urgent), to which Ellie Ypma responded that, although there has been a problem for years, faculty members are now trying to have smaller classes; therefore, they won't let as many students in.

After more discussion, Steve Raines suggested that there are three options: 1) go forward with the 15% of classes at 8:00 rule, 2) pursue John Dittmer's suggestion of having noon classes, or 3) implement new time banks. He added that he will support the first option until there is something better available.

Kathy Jagger then made a substitute motion for the 15% at 8:00 rule:

MOTION: That 15% of all classes be offered during the 8:00 and/or 12:00 noon hours.

Ralph Gray **seconded** the motion.

John White pointed out the "socially disruptive" nature to the Greek system of having classes during the noon hour.

There was some discussion of the difficulties of having classes during the noon hour, with President Bottoms pointing out that DePauw does not have flexibility in its serving of lunches, as it has no cafeteria.

John White called for the question.

Fred Silander restated Kathy Jagger's substitute motion and put it to a vote. The motion failed.

There was further discussion of the 15% rule, with Howard Brooks reiterating Steve Raines' earlier suggestion that the 15% rule be maintained until an improvement is developed.

Tom Emery called for the question.

The motion to rescind the rule of 15% of classes at 8:00 was put to a vote. There were 25 votes in favor of the motion, 32 votes opposed. The motion failed.

Art Evans asked Howard Brooks to have MAO redistribute the schedule of possible new time banks. This will be done.

2) To restore the following restrictions to the eligibility of faculty members to serve on committees: "No faculty member may serve in an elected position on more than three committees nor on more than one coordinating committee."
This shall become #4 of VI.D of Faculty By-Laws (p. 14 in the 1987 handbook).

Bob Newton moved to remove the motion from the table.
Walker Gilmer seconded the motion, which carried.

Fred Silander called for the vote in favor of restoring the restriction. The motion passed.

NEW BUSINESS

There was no new business.

ANNOUNCEMENTS

Kent Mecum announced that there had been 85 hosts for the Argentine professors, and thanked the faculty for their participation. On the Monday of their visit, there had been 140 people at the Round Tables. The Argentines also extended an invitation to those who would like to participate in a delegation to Argentina.

The meeting adjourned at 9:10 P.M.

Respectfully Submitted,

Paul Kissinger, Secretary
Christine King, Assistant

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Announcements (J. Schlotterbeck)
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THE FACULTY OF DEPAUW UNIVERSITY
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CALL TO ORDER

The regular meeting of the faculty of DePauw University was called to order by Fred Silander, Acting Vice President for Academic Affairs, at 7:00 P.M. in the Thompson Recital Hall of the Performing Arts Center.

APPROVAL OF PREVIOUS MINUTES

John McFarland **moved** that the minutes of the meeting of October 5 be approved as distributed. John Anderson **seconded** the motion, which passed unanimously.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

For CAPP, Art Evans gave the results of October's questionnaire. Fewer departments than expected currently have offerings which are experiential-internship courses; Sociology & Anthropology and Education are the only ones which do so. He then presented the following policy:

CAPP Proposed Policy concerning Internship
and Experiential Course Offerings:

CAPP recognizes both the need and the value of experiential-internship course offerings at DePauw. However, CAPP also recognizes the necessity of clearly delineating their place within our curriculum so as to maintain the integrity of a well-balanced liberal arts education.

Therefore, CAPP proposes the following policy:

1. That academic departments and programs be permitted to offer experiential-internship courses as they see the need to do so. Such course offerings may take place during the fall or spring semester or during the summer. The experiential-internship activity must be administered as a regular course offering, must be supervised by a faculty member, and must carry at least 1/2-1 academic credit. Determination of credit should be based on the following criteria: does the activity in question augment or extend in significant theoretical or practical ways an area of instruction? If academic credit is granted, and unless otherwise stipulated, grading will be either S (satisfactory) or U (unsatisfactory). Determination of grades should be based on the following criteria: did the preparation and the

- follow-up evaluation (paper, journal, etc.) of this project demonstrate that significant learning took place?
2. That all experiential-internship course offerings--whether via off-campus, Winter Term, or individual departments and programs--and their respective credits be listed by the Registrar and distributed to all advisors with each semester's pre-registration materials. Further, all advising transcripts should list all courses (inclusive of Winter Term) with experiential-internship designations. Such courses during Winter Term are usually called "Exploration" or "Internship".
 3. That students be permitted to apply toward graduation a maximum of five (5) such credits, no more than three (3) of which may be from programs other than Winter Term.

Art Evans then made the following:

MOTION: That CAPP's proposed policy concerning internship and experiential course offerings be placed on the table for one month. Steve Raines **seconded** the motion to table, which carried.

CAPP also has discussed the proposed discontinuance of the MA and MAT programs, but has as yet reached no consensus. The discussion will be continued at its next meeting.

COMMITTEE ON FACULTY (COF)

For COF, Steve Raines announced that the committee has completed its chair reviews and has forwarded its recommendations to President Bottoms. The committee also has completed approximately half its work on tenure candidates.

The COF has reviewed and revised the chairs' suggestions regarding annual reports. This policy, the text of which follows, will be treated as COF policy until the next revision of the Academic Handbook, at which time it may be incorporated in the handbook.

SOME RECOMMENDATIONS FROM CHAIRS AS REVISED AND ADOPTED BY COF: PROBATIONARY ANNUAL REPORTS

THE RETENTION PROCESS

First year: (a) If the faculty member is not to be retained, a letter of non-retention must be filed with AVP by Feb. 1 and faculty member notified by March 1. (b) If faculty member is to be retained, a letter of retention (specifying a regular contract or a terminal contract) must be submitted to AVP with substantiating evidence by March 1. AVP will discuss the letter with the chair and may interview the faculty member, filing a note about the interview in the personnel file, with copies to the faculty member and chair.

Second year: (a) Letter of non-retention must be filed by Dec. 1; faculty member notified by Dec. 15. (b) Same as first year.

Third year: Interim review; the chair and AVP will discuss a

program for development for the reviewed faculty member and file a memo in the personnel file, with copies to the faculty member and the chair by July 1.

Fourth and fifth years: Retention letter is to be filed with AVP by March 1. The AVP will discuss the letter with the chair and may interview the faculty member, filing a note in the personnel file with copies to the faculty member and chair.

Sixth year: Tenure review.

THE HANDLING OF THE ANNUAL REPORTS

Each year, the faculty member will submit an annual report to the chair indicating progress toward fulfilling University and departmental requirements for tenure. Ordinarily, faculty members' reports will be held in the department, but may be requested by the AVP or sent by the chair or by the faculty member. The faculty member's annual reports will be added to the personnel file at the time of interim and tenure reviews.

The retention letters during non-interim and non-tenure years should demonstrate that the chair and the department are adequately apprised of the faculty member's performance and progress, and should indicate that adequate measures are being taken to insure development. Details should be provided during the years preceding interim only if there are serious problems, such as major deficiencies in performance, major behavioral infraction, inadequate response to development efforts, or other indications that tenure probability is low. Details should be provided more readily during the years following interim, especially when progress is inadequate or there is a notable decrease in the likelihood of tenure.

Steve Raines concluded by reminding "probationary faculty" that annual reports for 1986-87 are due by the end of November.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For MAO, Howard Brooks announced numbering changes for two courses:

- BIOS 250 is changed to BIOS 150, General Microbiology;
- BIOS 210 is changed to BIOS 130, Intro. to Plant Biology.

Also, the following courses will now be double-listed:

- Education 222, Educational Psychology (PSY)
- Art 258, Intro. to Roman Art and Archaeology (CS)
- Art 259, Intro. to Greek Art and Archaeology (CS)

He then made the following motions:

MOTION: To remove from the table the motions regarding Education 240 and English 263. The motion passed; the motions were removed from the table.

MOTION: That Education 240, Today's Education: Issues and Trends, be added as a Group 2 course. The motion passed.

MOTION: That English 263, Afro-American Literature, be added as a Group 4 course.

John Baughman questioned the inclusion of a literature course in Group 4. There was some discussion of this question, during which the course description was read and it was clarified that the course has substantial historical content.

The motion passed.

MOTION: To change the credit of RL 325, French Theatre and Poetry, and RL 328, French Novel and Essay, from 1 course to 1/2-1 course. The motion passed.

MOTION: To change the credit of Art 110B, Intro. to Visual Communication, from 1 course to 1/2 course. The motion passed.

MOTION: To add a course: P&R 201, Introduction to Philosophical Classics, 1 course credit. The motion passed.

MOTION: To approve together the following changes:

To drop 4 courses:

BIOS 100, Intro. to the Biological Sciences

BIOS 211, Biology of the Algae

BIOS 303, Mycology & Plant Pathology

BIOS 308, Flowering Plants

To add 4 courses:

BIOS 110, Intro. to Animal Biology, 1 course

BIOS 230, Plant Diversity and Evolution, 1 course

BIOS 291, Plant Physiology, 1 course

BIOS 382, Neurobiology, 1 course

Roger Gustavsson questioned the impact of the dropping of BIOS 100 on non-biology majors. Jim Gammon stated that there will be more diversity, as there will now be three introductory courses.

Judy Raybern asked whether Plants, Food, and People will still be offered. Howard Brooks responded that it will be offered under a different name.

John McFarland asked whether the new 110 course will fill the need of pre-med students for a course in non-human biology.

Mike Johnson responded that it would.

The motion passed.

MOTION: To add three courses to those meeting distribution requirements: P&R 201 to the list of those courses meeting Group 4, BIOS 110 and 150 to the list of those courses meeting Group 1. A motion was made to table. The motion to table passed.

Howard Brooks concluded by reminding the faculty that requests for course changes to be included in the new catalog must be submitted by November 18.

Jim George asked whether the change of BIOS 210 to BIOS 130 will affect its qualifying as a group requirement. Howard Brooks responded that a course's meeting of a group requirement is not affected by its number, but rather by its content.

Art Evans asked that time bank proposals be sent to the faculty. Howard Brooks stated that MAO has not yet decided what to send, but will try to do so at its next meeting.

COMMITTEE ON SCHOLASTIC ACHIEVEMENT (SAC)

For SAC, John Schlotterbeck announced that the recommendations of the Task Force on Academic Advising have been sent to UPC.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

For FDC, Kit Price announced that February 1, 1988 is the deadline for applications for three programs:

- 1) Lilly Faculty-Teacher-Student Summer Collaborations,
- 2) Dana Summer Apprentice Research Assistantships,
- 3) Faculty Development Summer Stipends.

GRADUATE COUNCIL

For the Graduate Council, Ellie Ypma made the following **MOTION:** To delete HPER 599, Thesis, from the catalog. The motion passed.

COMMUNICATIONS FROM THE PRESIDENT AND OTHERS

President Bottoms spoke about a variety of issues.

1) Speaking on behalf of Gene Schwartz, chair of the AVP Search Committee, he requested input from the faculty about people, traits, etc. that might be pursued in the search process. The executive search firm of Heidrick and Struggles, represented by John Richmond, has been employed in the expectation of finding applicants who might not otherwise apply, and of lessening the workload of the committee.

2) Dana has given DePauw a \$300,000. grant for the early retirement program. Faculty members at least 58 years old are eligible for the program, under which they will receive 75% of their pre-retirement pay and full benefits. Money for replacements will also be included.

3) Regarding the memo about the Tucker Distinguished Career Award, he reiterated F.C. Tucker's stipulation that the \$10,000.

annual award is to be granted to one full professor, and that there is no stipulation as to the use of the money.

4) He confirmed earlier statements about the work of the Affirmative Action Committee (AAC), as chaired by John Dittmer.

1. Search committees should work with John Dittmer in their advertising. It is important that advertising be done in minority publications such as Black Issues in Higher Education, as there is symbolic value in such advertising.

2. Chairs of search committees should submit a list of their top 8-10 candidates to the AAC, identifying those who are minorities. If necessary, a fourth person may be interviewed in order to have minorities represented in the final selection process.

5) President Bottoms repeated the Board of Trustees' decision about housing: that a dormitory will be built in order to house all freshmen in university housing. [Applause.] Hopefully, this will help change the academic environment of DePauw freshmen.

Regarding alcohol use, he mentioned that there had been a meeting last week with students. There will be another open meeting with students on Wednesday, November 11 at 7:00 about the quality of life at DePauw. He invited the faculty to attend.

6) President Bottoms' final announcement was that he will be out of town Monday, November 9, and is therefore requesting that the faculty luncheon be postponed for one week.

John McFarland asked about the degree of alumni support for changes being implemented, to which President Bottoms responded that there is pressure from both alumni and trustees to improve the system.

OLD BUSINESS

There was no old business.

NEW BUSINESS

Nick Steele made the following **resolution**:

"The faculty of DePauw University wishes to affirm its support for the Board of Trustees' letter of October 23, 1987 and for the measures proposed to put these principles into practice."

(This letter had to do with the construction of University housing for freshmen men.)

The resolution was **seconded** by several faculty members, and was **passed**.

John White made the following motion, which is to be tabled:

MOTION: That DePauw University discontinue its MA and MAT

programs. No new degree students should be admitted after September, 1987. Evening Division course offerings should continue through Summer, 1989 to allow most current students to complete their degrees. Special arrangements may need to be made for students unable to complete their degrees by that time.

Walker Gilmer **seconded** the motion. The motion to table **passed**.

Steve Raines commented on three issues:

- 1) Notices being sent to faculty spouses about the Monon Bell party use various euphemisms for alcohol abuse--a disturbing fact considering the University's current emphasis on alcohol abuse.
- 2) Regarding the Tucker Award: The faculty voted against merit pay six years ago, and the Senior Professor rank was begun. He stated that the Tucker Award seems largely parallel (to merit pay) and suggested that Tucker might have discussed merit pay with the Trustees. Raines also noted that the use in faculty contracts of a percentage, rather than dollar, annual increase means that older faculty members do receive substantially greater increases in their salaries than do younger ones.
- 3) [To President Bottoms] No comment was made on the Board's position on divestiture, which is a disappointing position. Also, no Board members came to the meeting with two South Africans.

President Bottoms responded that no Board members came because they were scheduled to be elsewhere and because there was very little notice of the meeting with the South Africans. Also, F.C. Tucker did not discuss his award with the Board of Trustees.

David Herrold asked how the selection of a recipient for the Tucker Award is to be made, to which President Bottoms responded that that is as yet unknown.

Kathy Jagger asked whether Senior Professors are eligible, to which President Bottoms responded that it will be for full-time teaching faculty only. He added that it is difficult to find a way to thank the faculty that is acceptable to the faculty.

Bob Newton suggested that it would be appropriate to go back and look at previous awards which were made.

John McFarland asked about the sending of task force reports to CAPP--whether CAPP will review all of them.

Art Evans responded that there are time constraints which preclude CAPP's reviewing of all the reports, but that CAPP was requested to review the Graduate Education Task Force Report.

Judy Raybern asked if the task force reports have gone to UPC, which has then doled them out to CAPP.

Bob Garrett responded that there was a request for a response to the Graduate Education report. UPC will look at the reports and

distribute them as necessary to keep anything from falling through the cracks.

Paul Kissinger stated that, because Pat Aikman has resigned, his years of University service should not go unnoticed. He suggested that the faculty authorize the secretary to write a letter recognizing Pat Aikman's contributions.

There were many seconds to this suggestion, with unanimous approval by the faculty.

ANNOUNCEMENTS

Bob Newton invited the faculty to attend a lecture on plagiarism to be held at 106 East College on November 11 at 4:00.

Fred Lamar thanked the faculty, especially those in Physics and Romance Languages, who hosted visitors for the Simpson Lectures. He stated that those who would like copies of the lectures should request them from him.

The meeting adjourned at 8:30 P.M.

Respectfully Submitted,

Paul Kissinger, Secretary
Christine King, Assistant

AGENDA

For the Faculty Meeting of December 7, 1987

1. Call to Order (7:00 P.M., Thompson Recital Hall)
2. Approval of Previous Minutes
3. Reports from Coordinating Committees
 - Committee on Academic Policy and Planning (A. Evans)
 - Announcements
 - Motion to remove from the table the motion regarding internships and experiential credit
 - Committee on Faculty (S. Raines)
 - Announcements
 - Committee on Management of Academic Operations (H. Brooks)
 - Announcements
 - Motion to remove from the table the motion regarding the addition of P&R 210, BIOS 110 and BIOS 150 to the list of courses meeting distribution requirements
 - Motion concerning the dropping of courses by students
 - Committee on Scholastic Achievement (J. Schlotterbeck)
 - Announcements
4. Reports from Other Committees
 - Faculty Development Committee (D. Ryujin)
 - Announcements
5. Communications from the President and Others
6. Old Business
 - Motion to remove from the table the motion to discontinue the MA and MAT programs.
7. New Business
8. Announcements
9. Adjournment

THE FACULTY OF DEPAUW UNIVERSITY
Minutes of the Meeting of December 7, 1987

CALL TO ORDER

The regular meeting of the faculty of DePauw University was called to order by Fred Silander, Acting Vice President for Academic Affairs, at 7:00 P.M. in the Thompson Recital Hall of the Performing Arts Center.

APPROVAL OF PREVIOUS MINUTES

Steve Raines asked that, on page 7 of the November 2 minutes, line nine be changed to read: ". . . being sent to alums about . . ."; and that lines fourteen to sixteen be changed to read: ". . . parallel to merit pay. Raines also noted . . ."

On page 4, under the fifth motion for MAO, "BIOS 230" is to be changed to "BIOS 239".

John McFarland **moved** that the minutes of November 2 be approved as corrected. Martha Rainbolt **seconded** the motion, which passed unanimously.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

For CAPP, Art Evans announced that a second art historian (pre-Renaissance) will soon be hired, and made the following motion regarding the Art History major, discontinued in 1985:

MOTION: That the Art History major be reinstated.

Ernie Henninger asked if the new major would require studio work, to which Catherine Fruhan responded that it would require 1 1/2 courses of studio work.

The motion passed unanimously.

Next, Art Evans made the following motion:

MOTION: To remove from the table the motion regarding internships and experiential credit which was tabled at the November Faculty Meeting.

The motion passed.

Art Evans began the discussion by restating the policy as printed in the November minutes.

Jim George asked if students would, with the new policy, still have to take 21 courses outside the department. Ellie Ypma responded that that policy will continue.

Debbie Bhattacharyya asked whether the internship could be outside the major. Art Evans responded that it could be outside the major.

Fred Lamar asked whether only explorations and internships would count as experiential credit. John White responded that only explorations and internships count as Winter Term experiential credit; therefore, Winter Term in Mission is not counted as experiential credit.

Jim Rambo asked whether a full Winter Term counts as one of the five experiential credits. Art Evans responded that it does.

Jim Rambo then inquired about the status of independent study. Art Evans stated that there is a problem with verification of independent study, but that the off-campus staff could determine whether a particular independent study counts.

John White added that CAPP wanted a "clean solution"; therefore, it is easier if internships and explorations are "in", and other things are "out".

Art Evans pointed out that experiential credit is meant to be career-oriented, and that although all Winter Term credit is experiential in one way or the other, CAPP was looking at job-related things.

Fred Silander asked for verification that student teaching is included. It is, and Judy Raybern added that it counts for 1 1/2 courses. The other experiential courses offered in Education are Field Experience and Practicum.

Art Evans pointed out that an experiential credit could be part of an academic course.

Jim George asked whether students will pay tuition if the work is done in the summer, to which Fred Silander responded: yes.

Ernie Henninger asked that the reasons for the experiential education issue be reviewed. Art Evans summarized: Jeff McCall needed better experiential opportunities for his students; and there has been no cap on the number of off-campus experiences taken by students. A survey was taken of current experiential offerings. This policy will encourage offerings, but will also limit the number which can be taken by any one student.

John Anderson suggested that the new policy will lead to a loss of flexibility in available courses. Ellie Ypma responded that the courses could be listed with an exemption from the four-years-and-out catalog rule.

John McFarland commented that this problem would not exist if students were paid by companies for their summer work, and expressed his opinion that DePauw should function as a liberal arts, not a pre-professional institution.

Fred Soster asked whether faculty members would get course-load credit for this type of work. Art Evans responded that that issue had not been addressed, and that it would be a departmental decision. John White suggested that it might count as independent study during the year, and be thus factored in by the department; during the summer, there would be an honorarium.

The motion was put to a vote, and passed.

Art Evans added that the policy would be effective for the class entering in the fall of 1988. Current students may participate if they do not exceed the guidelines.

Art Evans also announced that those who would like changes in Winter Term present them to CAPP before the beginning of February.

ANNOUNCEMENT

Fred Silander announced that Bob Bottoms' mother had died over the weekend, and that a note of condolence would be sent from the faculty.

COMMITTEE ON FACULTY (COF)

For COF, Steve Raines announced that the committee continues to work on the cases of tenure candidates. Also, 1986-87 annual reports for untenured faculty were to have been submitted to chairs and directors by the end of November.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For MAO, Howard Brooks announced numbering changes for the following courses:

Art 230 to 320

Math 105-106 to 205-206, and 316 to 492K

Physics 282 to 232, 322 to 272, 341 to 241, 421 to 331, and 432 to 332

He also announced the following title changes:

BIOS 103, Plants, Food and People, to Technology and Human Evolution

Math 109, Algebra and Trigonometry, to Pre-Calculus

Mathematics

P&R 213, Ethics, to Ethical Theory

HIST 251, Vietnam: the Hundred Years' War, to History of Vietnam

HIST 290, Great World Civilizations, to Comparative World Civilizations

HIST 490 A to World History, F to Colonial and Revolutionary United States, G to Nineteenth-Century United States, H to Twentieth-Century United States

He also announced changes in course description for the following courses:

EDUC 280, Comparative Education
POLS 310, 318, 327, 328

He then made the following motions:

MOTION: To remove from the table the motion adding P&R 201 to the list of those courses meeting Group 4 requirements. The motion to remove from the table passed. The motion to add P&R 201 to the list of courses meeting Group 4 requirements passed.

MOTION: To remove from the table the motion adding BIOS 110 and BIOS 150 to the list of those courses meeting Group 1 requirements. The motion passed. The motion to add BIOS 110 and 150 to the list of courses meeting Group 1 requirements passed.

MOTION: To table a motion to eliminate the communications course requirement in Group 3 for the School of Nursing. The motion to table passed.

MOTION: To drop Art 300, Medieval Art and Architecture, and add Art 200, Pre-Renaissance Italy (1300-1400); Art 221, Early Medieval and Byzantine Art; Art 222, Later Medieval Art: Pilgrimage Road, Monastery, Cathedral; and Art 322, American Art. The motion passed.

MOTION: To drop CHEM 314, Microcomputers in Chemistry; CHEM 407, Mechanisms; and CHEM 408, Structure and Spectroscopy, and add CHEM 305, Advanced Organic Laboratory (1/2 course credit); CHEM 390, Topics in Chemistry (1/2 course credit); and CHEM 395, Independent Study (1/4 course credit), and change the credit for CHEM 405, Research, from 1/2 to 1/4 course.

Martha Rainbolt asked why the courses are going to 1/4. John McFarland responded that the department doesn't want to give more than 1/2 course credit to "pre-research".

Tom Emery expressed concern that DePauw is moving away from the course system which distinguishes it from other schools.

Roger Gustavsson asked how much research time is required of majors. John McFarland responded that none is required, but that it is encouraged.

John Anderson asked whether this change addresses the necessary listing, for transfer students, of microcomputers. John McFarland responded that one of the topics will still be Microcomputers.
The motion passed.

MOTION: To drop HIST 271, History of Latin America, and add HIST 205, The Emergence of Latin America; HIST 206, Modern Latin America; HIST 209, African Civilizations; HIST 210, Modern Africa; HIST 490L, Latin America; History 490M, Africa; HIST 495-496, Senior Thesis (1 course/semester).

Debbie Bhattacharyya asked why, since the two-course sequence on China and Japan is at the 100 level, the Latin American and African courses are at the 200 level. John Dittmer responded that background is helpful for the new courses.

Vincent Serpa asked what will happen if the new courses are added, but sufficient staff cannot be found to teach them. John Dittmer responded that the only alternative to listing both sequences is to list neither, and that listing them both seems the preferable alternative.

The motion passed.

MOTION: To drop PSYCH 232, Psychology of Human Relations; and add PSYCH 240, Topics in Psychology.

John McFarland asked whether the content of 232 will be taught in the topics course, to which Bob Garrett responded that topics will cover some of the same things.

The motion passed.

MOTION: To drop RL 395-396, Junior Honors Course; and RL 495-496, Senior Honors Course.

The motion passed.

MOTION: To add GENS 001 A, W Certified; GENS 001 B, Q Certified; and GENS 001 C, S Certified (0 credit).

This change is for the registrar's office use in recording those students who have placed out of a competence course.

The motion passed.

MOTION: To change the credit for Military Science 200 from 1/2-1 to 1 course.

The name of this course has also been changed to ROTC Camp Challenge.

The motion passed.

MOTION: To add the following internship courses: COMM 299, Internship in Communication Arts and Sciences (1/2-1 course); and PHYS 399, Supervised Internship (1/2-1 course).

The motion passed.

MOTION: To add language to the catalog concerning the Semester Course Load as follows:

It is expected that full-time students complete at least three courses each semester unless major health conditions develop. However, the University recognizes that occasionally circumstances arise that may make an exception appropriate on a one time basis. Therefore, the petitions

committee may make an exception for a student to drop below three courses for non-medical reasons once if the circumstances appear to warrant such an exception.

There was some discussion of the rationale for such a change. Students now are forced to remain in courses which they cannot pass, rather than withdraw when there is a valid reason. The petitions committee cannot, with the current arrangement, determine when it is accurate to grant an exception.

Tom Emery **called the question.** The motion to vote on the question passed. The motion to add the new language passed.

MOTION: That the December, 1987 MAO Timebank Proposal be placed on the table for one month. The motion to table passed.

COMMITTEE ON SCHOLASTIC ACHIEVEMENT (SAC)

For SAC, Marthe Chandler announced that the committee had no report. [Applause]

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

For FDC, Steve Raines (for Don Ryujin) announced that the committee had no report.

COMMUNICATIONS FROM THE PRESIDENT AND OTHERS

Fred Silander announced that there would be no Faculty Luncheon December 14.

OLD BUSINESS

John White made the following motion:

MOTION: That the motion regarding the discontinuance of the MA and MAT programs be removed from the table. The motion passed.

Ellie Ypma stated that the task force appointed by President Bottoms and the Graduate Council have agreed that the MA and MAT programs have outlived their usefulness. Both, however, wanted to leave open the option for future continuing education and residential graduate programs.

Art Evans made the following statement for CAPP:

CAPP supports the motion to discontinue the MA and MAT programs, with the understanding that no new students will be admitted to the program, that current students be allowed to finish, and that existing graduate courses will be

eliminated after they are no longer needed by the current students.

CAPP further recommends that the Graduate Council determine the feasibility of a non-degree Continuing Education Program.

If the Graduate Council concludes that graduate courses for credit should be offered in a Continuing Education Program,

1. the Graduate Council should submit criteria of evaluation for such courses to MAO for the latter's approval,
2. any existing courses with graduate credit or proposals for new courses with graduate credit will be evaluated according to the above criteria by the Graduate Council, who will then submit their recommendations to MAO for approval (and, ultimately, to the faculty as a whole for approval),
3. any existing graduate courses not approved through this procedure for inclusion in a Continuing Education Program will be automatically eliminated by the fall of 1989.

Finally, CAPP recommends that the President appoint an interdisciplinary and university-wide committee to both study the feasibility of a residential MA and MAT program and to receive and evaluate any proposed residential programs currently under consideration. This residential MA and MAT study committee will make recommendations to CAPP on this matter no later than the fall of 1989.

John McFarland asked why the old program could not be retained until a new one is developed.

John White responded that CAPP had discussed that possibility; but, the problems with the graduate program are so profound that the school needs "breathing space". He added that the new program would be completely different in rationale, and that the current graduate program is eroding the undergraduate program.

Judy Raybern commented that the new program would likely serve as the fifth year for graduates of four-year institutions. Also, when visited for reaccreditation, the department was told that the graduate program was adequate, but in need of reexamination.

Martha Rainbolt suggested that the questions be separated. She indicated her agreement with the proposal to discontinue the program, as well as her knowledge as a member of the steering committee that no department was in favor of continuing it.

Gary Lemon **called the question.** There was no objection. The motion to discontinue the graduate program passed unanimously.

Art Evans then made the following motion:

MOTION: That the remaining portions of CAPP's recommendations be considered.

Bob Stark made the following motion:

MOTION: That the motion regarding the remaining portions of CAPP's recommendations be tabled. Gary Lemon **seconded** the motion, which passed.

NEW BUSINESS

Ellie Ypma made the following motion:

MOTION: That the faculty authorize the Board of Trustees to advance those candidates certified by the Office of the Registrar to the Bachelor of Arts, Bachelor of Music, and Master of Arts in Teaching Degrees to be awarded in December, 1987. Tom Emery **seconded** the motion, which passed.

Steve Raines publicly commended Cris King for her considerable, exhaustive and time-consuming duties as secretary both for the COF and faculty bodies. Paul Kissinger, who knows only too well that the faculty minutes for the fall semester of 1987 would not exist except for Cris' efforts, led the applause.

The meeting adjourned at 8:45 P.M.

Respectfully submitted,

Paul Kissinger, Secretary
Christine King, Assistant

AGENDA

For the Faculty Meeting of February 1, 1988

1. Call to Order (7:00 P.M., Thompson Recital Hall)

2. Approval of Previous Minutes

3. Reports from Coordinating Committees

Committee on Academic Policy and Planning (A. Evans)
Announcements

Committee on Faculty (S. Raines)
Announcements

Committee on Management of Academic Operations (H. Brooks)
Announcements

Motion to remove from the table the motion to
eliminate the communications course requirement
in Group 3 for the School of Nursing

Motion to remove from the table the December, 1987
MAO Timebank Proposal

Committee on Scholastic Achievement (J. Schlotterbeck)
Announcements

4. Reports from Other Committees

Faculty Development Committee (D. Ryujin)
Announcements

5. Communications from the President and Others

6. Old Business

Motion to remove from the table the motion concerning
CAPP's recommendation for a continuing education
program and for a residential graduate program
(A. Evans)

7. New Business

8. Announcements

9. Adjournment

THE FACULTY OF DEPAUW UNIVERSITY
Minutes of the Meeting of February 1, 1988

CALL TO ORDER

The regular meeting of the faculty of DePauw University was called to order by John White, Associate Dean of the University, at 7:00 P.M. in the Thompson Recital Hall of the Performing Arts Center. A quorum was present.

Paul Kissinger introduced Monica Singer and Anthony Schrader, DePauw faculty working in the Buenos Aires program, and currently visiting DePauw.

APPROVAL OF PREVIOUS MINUTES

Nafhat Nasr **moved** that the minutes of December 7, 1987 be approved as distributed. Terry Kessler **seconded** the motion, which passed unanimously.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

For CAPP, Art Evans announced that the committee has received approximately 25 responses to its Winter Term questionnaire, with the responses running roughly two to one for making changes. He requested that any additional questionnaires be returned soon.

COMMITTEE ON FACULTY (COF)

For COF, Steve Raines announced that the committee has completed the majority of its tenure, promotion, interim, and term review work for this year. He also presented a new policy which will be used by the COF unless the faculty expresses concerns about it. The faculty had no questions about the policy, which is reprinted below:

Ordinarily, a nontenured faculty member on a special scholarly leave shall not have the time on leave counted as part of the probationary period. Exceptions to this policy should be mutually agreed to in writing prior to the leave. An individual who is considering having a special leave count as part of the probationary period should weigh and make a personal judgment of its possible impact on the data that will be available for the tenure decision process. The COF, the administration, and indeed, the university, must have what they judge to be adequate data about all three areas that the Academic Handbook identifies.

A subcommittee, assembled by the AVP, will meet to review the student evaluation form to determine if changes are needed.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For MAO, Howard Brooks made the following motion:

MOTION: To remove from the table the motion to eliminate the communications course requirement in Group 3 for the School of Nursing. The motion passed.

He explained that this change is necessary in order for the requirements of the regular nursing program to be in line with those of the nursing/business program.

The motion to eliminate the communications course requirement in Group 3 for the School of Nursing passed.

He then made the following motion:

MOTION: To remove from the table the December, 1987 MAO Timebank Proposal. The motion passed.

There was substantial discussion of the motion on the floor:

Vincent Serpa raised the possibility of reinstating the rule requiring students to take one class in the afternoon.

Bob Stark asked whether students taking an afternoon lab must also take a lecture. The answer to this question was no.

Judy Raybern listed three concerns: 1) the scheduling of 1/2 credit classes, 2) the problems with registration, and 3) whether there will be effective use of classroom space at the 9:00 hour. Howard Brooks responded that the classrooms will be used more efficiently now, and Ellie Ypma added that the timebank change has been proposed to ease registration problems.

Other concerns were raised about the adequacy of the afternoon time banks for labs and the effect on the noon fitness program.

Bruce Stinebrickner expressed concern about the effect of the shortened noon hour on various meetings, and made the following motion:

MOTION: That the MAO proposal be amended to restore the 70-minute lunch hour.

Wayne Glausser **seconded** the motion.

Discussion focused on the fact that this amendment would result in postponing the beginning of music and athletic activities until 4:30.

The motion failed.

Istvan Csicsery-Ronay asked why the proposal of the department chairs was not considered.

Ellie Ypma responded briefly that MAO found difficulties in its use of the lunch hour and scheduling of public events in the evening.

Jim Madison reiterated the positive aspects of the chairs' proposal, and pointed out that the chairs had been almost unanimously in favor of it.

The MAO proposal was voted on and defeated.

Howard Brooks stated MAO's concern with the use of unofficial evening scheduling, and made the following motion:

MOTION: That Tuesday and Thursday evening timebanks be added to the current timebank schedule.

Marthe Chandler **seconded** the motion.

John Anderson asked whether the new official evening timebanks could be used for exams, to which the answer was yes.

Steve Raines asked whether day classes could claim an evening timebank as an exam time, to which the answer was also yes.

After brief discussion of the possible problems and conflicts of such an arrangement, Ellie Ypma made the following amendment to the motion on the floor:

MOTION: That Tuesday and Thursday evening timebanks be added to the current schedule, and that night exams be published in the class schedule.

Kit Price made the following substitute motion:

MOTION: That the evening timebank proposal should be returned to MAO for further consideration.

Gary Lemon **seconded** the motion.

Ellie Ypma and Howard Brooks pointed out that the evening proposal already has been discussed extensively in MAO, and that it must be passed at the current meeting in order to go into effect in the fall of 1988.

John Anderson asked whether, in the absence of a new evening timebank proposal, the current policy of granting exceptions could be continued, to which the answer by Ellie Ypma was no.

John White and Ellie Ypma clarified the fact that exceptions had been made during the negotiation of a new timebank proposal, and that, with the proposal completed and defeated, the evening schedule would be strictly legislated.

Kit Price made the following motion:

MOTION: That the substitute motion be withdrawn.

Steve Raines **seconded** the motion.

The motion regarding evening time banks was briefly discussed further, with Howard Brooks clarifying that students will not be forced to take classes at night, but that many like the availability of evening classes.

The motion was voted on and passed.

Vincent Serpa made the following motion:

MOTION: That 1/4 of the student courseload be taken in the afternoon.

Ralph Gray **seconded** the motion.

After brief discussion, Art Evans made the following amendment to the motion:

MOTION: That 1/4 of the student courseload be taken in the afternoon or evening.

The amended motion was voted on and failed.

Kathy Jagger asked whether the new evening timebanks would affect the 15% 8:00 rule.

Howard Brooks' response was no--the 15% rule pertains to all morning classes.

COMMITTEE ON SCHOLASTIC ACHIEVEMENT (SAC)

For SAC, Marthe Chandler announced that the committee had no report. [Applause]

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

For FDC, Don Ryujin announced that there is slightly less than \$10,000 left in the Professional Conference Fund, and that the fund for one day conferences has approximately \$1,000 remaining. He concluded that, since the funds are running out, there may be some disappointment on the part of those applying for summer grants.

AVP Search Committee

Gene Schwartz announced that the nearly one hundred applications for the AVP position have been narrowed to ten. These ten will be ranked within the next week, and candidates will be brought to the campus for interviews in late February or early March. There was one in-house nomination for the position; the nominee declined.

OLD BUSINESS

Art Evans made the following motion:

MOTION: To remove from the table the motion concerning CAPP's recommendation for a continuing education program and for a residential graduate program.

Judy Raybern **seconded** the motion, which passed.

Art Evans **moved** to split the motion.
Tom Emery **seconded** the motion, which passed.
Art Evans made the following motion:

MOTION: CAPP recommends that the Graduate Council determine the feasibility of a non-degree Continuing Education Program.

If the Graduate Council concludes that graduate courses for credit should be offered in a Continuing Education Program,

1. the Graduate Council should submit criteria of evaluation for such courses to MAO for the latter's approval,
2. any existing courses with graduate credit or proposals for new courses with graduate credit will be evaluated according to the above criteria by the Graduate Council, who will then submit their recommendations to MAO for approval (and, ultimately, to the faculty as a whole for approval),
3. any existing graduate courses not approved through this procedure for inclusion in a Continuing Education Program will be automatically eliminated by the fall of 1989.

He explained that the purpose of this motion is to provide for the evaluation of graduate courses before they become continuing education courses.

Judy Raybern added that the graduate curriculum is stale and needs evaluation. She listed three reasons for a continuing education program:

- 1) some summer programs, such as Lilly Endowment, involve for-credit work;
- 2) it can help certify local people;
- 3) there is now a mandate to support any first-year teacher in the area; DePauw can offer credit both to the mentor and the first-year teacher.

Mike Johnson clarified that the idea is not to discuss the components of the program at this time, but to have Graduate Council pursue it.

The motion was voted on and passed.

Next, Art Evans made the following motion:

MOTION: CAPP recommends that the President appoint an interdisciplinary and university-wide committee to both study the feasibility of a residential MA and MAT program and to receive and evaluate any proposed residential programs currently under consideration. This residential MA and MAT study committee will make recommendations to CAPP on this matter no later than the fall of 1989.

Wayne Glausser questioned the need for a new committee.

Art Evans responded that there are three reasons for a new committee to study this matter:

- 1) Graduate Council will be occupied with the continuing education issue,
- 2) the idea is to have a more interdisciplinary committee, and
- 3) a Presidential-appointed committee will carry more weight.

Martha Rainbolt expressed her opposition to the motion, suggesting that departments could make proposals to CAPP or Graduate Council.

John Dittmer stated his support of the motion, and pointed out that such a program would put DePauw in the important business of training good teachers.

Nancy Davis added that CAPP thought a university-wide committee would be better in order to evaluate such things as market and costs.

The motion was voted on and passed.

Steve Raines asked that there be a count of the vote. This was done: there were 42 votes for the motion, and 17 against.

NEW BUSINESS

Spring Break Schedule

Bob Sedlack expressed concern that students will be returning from Spring Break on Easter Sunday, and asked whether MAO had considered the appropriateness of this for a church-related institution.

Howard Brooks responded that this had been considered, and that it seems best to have Easter Sunday at one end or the other of Spring Break.

Chaplain's Task Force

For the Chaplain's Task Force, Ralph Gray made the following motion, to be tabled:

MOTION: That a Chaplains' Advisory Committee should be formed consisting of the following persons: four elected faculty members (to serve three year terms, one from each division), the designated administrator, a student or student representative(s) from the Chaplains' Living Unit Council, DePauw's liaison with the Indiana Area of the United Methodist Church (as a non-voting member), the two chaplains (as non-voting members), and a representative from the Area Commission of the Indiana Area of the United Methodist Church (as a non-voting liaison member). The Chaplains' Advisory Committee will be an Administrative Committee under the Faculty

By-Laws. This Committee will develop, assist in the evaluation of, and monitor policies and programs in campus ministry. The Committee will oversee the various volunteer programs, will consider the intellectual integration of these experiences within the academic program, and will assist in the recruitment and support of faculty members who sponsor the various programs. This Committee will also approve the various policies of the Chaplains' Living Unit Council.

Howard Brooks **seconded** the motion to table; the motion passed.

ANNOUNCEMENTS

Bruce Serlin asked whether FDC could be set up so that money remains for summer programs.

Don Ryujin responded that the FDC could consider that possibility.

Steve Raines expressed concern at his inability to reach faculty or department secretaries when he was attempting to help a mid-year transfer student advisee register for the spring semester.

Bruce Stinebrickner announced that the Public Occasions Committee is soliciting suggestions for speakers for next year.

Kathy Davis announced that the library renovation is almost complete, and that applications will be taken for next year for the fifteen faculty carrels. For the spring semester, these carrels will be assigned on a first-come-first-served basis.

Fred Lamar announced that a memorial service for Scott Benage will be held at Gobin at 10:00 on Wednesday, February 3.

John White announced that the President has appointed a search committee for the Director of Libraries. He asked that comments and suggestions about this position be sent to a member of the committee, which consists of Pei-ling Wu, Jill Gremmels, John Schlotterbeck, David Klooster, and John White (chair).

Kit Price announced, regarding the GLCA handouts distributed at the beginning of the meeting, that GLCA programs are funded separately from other faculty development activities, and that the GLCA summer workshops are very good.

John Anderson expressed some concern about repeated thefts (of pipes) from his office.

COMMUNICATIONS FROM THE PRESIDENT AND OTHERS

The faculty went into executive session during this portion of the meeting, in order for the faculty to vote for honorary degree recipients. After the voting was completed, President Bottoms made several announcements.

Budgets for 1988-89 include a 4% increase. Faculty salaries will include a 5 1/2% raise, with an additional 1/2% available for equity adjustments.

Steve Raines asked about the method and personnel involved in determining the equity adjustments.

President Bottoms stated that the Administrative Committee continues to work on last year's adjustments.

Martha Rainbolt stated that the committee has met only twice, and that it has been difficult to get to the matter, partly because Fred Silander, in his dual role, is short on time this year.

President Bottoms announced that the NCA reaccreditation visit has been changed to March 15, 16, and 17 (from March 14, 15, and 16).

The US/Soviet Symposium will be held March 2, 3, and 4. Because of a scheduling conflict on March 4, when Zbigniew Brezinski will be here, President Bottoms asked the faculty for cooperation in rescheduling classes so that the 10:00 convocation can be followed by a panel at 11:00.

President Bottoms thanked the faculty for the cards and other expressions of sympathy on his mother's death.

The meeting adjourned at 8:45 P.M.

Respectfully submitted,

Darryl Gibson, Secretary
Christine King, Assistant

AGENDA

For the Faculty Meeting of March 7, 1988

PLEASE NOTE THAT MEETING IS BEING HELD IN MEHARRY HALL

1. Call to Order (7:00 P.M., Meharry Hall)
2. Approval of Previous Minutes
3. Reports from Coordinating Committees
 - Committee on Academic Policy and Planning (A. Evans)
Announcements
 - Committee on Faculty (S. Raines)
Announcements
 - Committee on Management of Academic Operations (H. Brooks)
Announcements
 - Committee on Scholastic Achievement (J. Schlotterbeck)
Announcements
4. Reports from Other Committees
 - Faculty Development Committee (D. Ryujin)
Announcements
5. Communications from the President and Others
6. Old Business
 - Motion to remove from the table the motion concerning the
formation of a Chaplains' Advisory Committee (R. Gray)
7. New Business
8. Announcements
9. Adjournment

THE FACULTY OF DEPAUW UNIVERSITY
Minutes of the Meeting of March 7, 1988

CALL TO ORDER

The regular meeting of the faculty of DePauw University was called to order by Fred Silander, Acting Vice President for Academic Affairs, at 7:00 P.M. in Meharry Hall, East College. A quorum was present.

APPROVAL OF PREVIOUS MINUTES

Sherry Smith **moved** that the minutes of February 1, 1988 be approved as distributed. Vincent Serpa **seconded** the motion, which passed unanimously.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

For CAPP, Art Evans announced that the committee continues to discuss the Winter Term issue, and will send a questionnaire to the faculty before the next faculty meeting. Also, CAPP has determined that, regarding the issue of workload, the committee will not factor in upper-level seminars and reading courses.

COMMITTEE ON FACULTY (COF)

For COF, Steve Raines announced that the committee continues its work on personnel recommendations.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For MAO, Sam Abel reported for Howard Brooks. The committee has assembled a preliminary 1989-90 calendar, about which an open meeting is to be held March 11 at 3:30 P.M. in room 123, Science Center.

He then made the following motion for the addition of courses:
MOTION: That History 106, Introduction to Non-Western History; and History 273-274, Afro-American History, be added to the list of courses to be offered for 1988-89.
The motion passed.

COMMITTEE ON SCHOLASTIC ACHIEVEMENT (SAC)

For SAC, John Schlotterbeck announced that the committee is working on two projects:

- 1) development of a university policy on AIDS. For this purpose, a sub-committee chaired by Joan Claar has been established.
- 2) exploring grade inflation and grading practices generally at DePauw.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

Fred Silander announced that FDC had no report.

AVP Search Committee

Gene Schwartz announced that eight candidates have been interviewed in Indianapolis over the course of the last three weekends. The committee intends to bring candidates to the campus before spring break.

COMMUNICATIONS FROM THE PRESIDENT AND OTHERS

President Bottoms reminded the faculty that the NCA accreditation visit will be next week. He also thanked the faculty and their classes for their participation in the U.S./Soviet Symposium.

OLD BUSINESS

John White made the following motion:

MOTION: To remove from the table the motion:

That a Chaplains' Advisory Committee should be formed consisting of the following persons: four elected faculty members (to serve three year terms, one from each division), the designated administrator, a student or student representative(s) from the Chaplains' Living Unit Council, DePauw's liaison with the Indiana Area of the United Methodist Church (as a non-voting member), the two chaplains (as non-voting members), and a representative from the Area Commission of the Indiana Area of the United Methodist Church (as a non-voting liaison member). The Chaplains' Advisory Committee will be an Administrative Committee under the Faculty By-Laws. This Committee will develop, assist in the evaluation of, and monitor policies and programs in campus ministry. The Committee will oversee the various volunteer programs, will consider the intellectual integration of these experiences within the academic program, and will assist in the recruitment and support of faculty members who sponsor the various programs. The Committee will also approve the various policies of the Chaplains' Living Unit Council.

Steve Raines **seconded** the motion, which passed.

John White explained that the committee will function much as IEC does for Off-Campus Studies, and that the faculty membership is being limited to four (one from each division) to minimize the need for additional faculty committee participation. In response to questions from the faculty, he further explained that the committee would work with the Chaplains' Office in developing policy, working sometimes in an advisory and sometimes in a policy-making capacity. The task force felt such input to be important, since the Chaplains' Office is involved in developing programs with academic content, but has done so with no faculty input. The committee will make recommendations about programs to the President, who has ultimate authority.

President Bottoms expressed his anticipation that the recommendations of the committee would carry a great deal of weight.

Bill Cavanaugh asked whether the Chaplains' Office had responded to the task force report and, if so, if that response would be made public.

John White responded that there had been a response, but that it would not be made public. He added that the Chaplains' Office had been involved from the beginning.

Stuart Lord, speaking personally, stated that the Chaplains' Office welcomes the committee, and that the chaplains will work with it.

President Bottoms added that the idea of such a committee came about because of discussions with Fred Lamar, and that no active resistance to the committee has been voiced to him.

Bruce Serlin expressed his displeasure with the name of the committee, stating that it gives an impression of one-sidedness. There was some discussion of his concern, with there being general agreement that the committee, once established, could reconsider its title.

John Anderson suggested that Winter Term programs be removed from the Chaplains' Office.

John White responded that such a possibility had been discussed and had been determined to be difficult to do, in addition to the fact that the programs are somewhat theistic in motivation.

The motion to establish the Chaplains' Advisory Committee passed.

NEW BUSINESS

Darryl Gibson asked that each division add to its divisional ballot the election of a representative to the new Chaplains' Advisory Committee.

John White suggested that members of the task force would be logical choices for such positions.

ANNOUNCEMENTS

Stan Warren announced a program entitled "Education Elsewhere" would be held March 15 at 7:30 P.M. in 107 East College.

Steve Raines reminded the faculty that this is "Womon's Week".

Jim George announced the giving of a Howard Byrkit lecture on Thursday.

Salaries

Steve Raines asked what work had been done by the Administration Committee regarding the faculty salary structure for next AY, and suggested that the issue could be an emotional one, especially if the faculty does not have input.

For the committee, Bob Garrett and Martha Rainbolt stated that the committee is working on the issue, but has as yet made no recommendations.

Fred Silander stated that the committee will bring its recommendations to the faculty as a whole, perhaps for next year. He added that the distribution of salary by ranks is available to everyone.

Kathy Jagger, as Secretary/Treasurer of AAUP, pointed out that the salary information is still not out.

President Bottoms stated that, with Fred Silander performing two jobs, the examination of this issue is behind schedule. He expressed his sensing that many people are dissatisfied with across-the-board percentage raises, and indicated that he is open to suggestions from the faculty.

John Anderson requested clarification of the issue, which Fred Silander did by stating that equity adjustments began with the 1987-88 AY; and that there is concern as to whether salary increments should be made by equal dollar increases, equal percentages, a combination, or rank. He reiterated that the committee will come to the faculty with its suggestions.

Admissions

Dave Murray stated that applications for admission are up 1% (397) over last year, but that the overall quality of the applicants is overall slightly lower at this point.

The meeting adjourned at 8:05 P.M.

Respectfully submitted,

Darryl Gibson, Secretary
Christine King, Assistant

March 25, 1988

To: The Faculty
From: The Secretary of the Faculty
Re: Results of Faculty Elections - Spring, 1988

COMMITTEES AND OFFICERS: Three-Year Terms (expiring in 1991)

Academic Policy and Planning	*Bob Weiss (Division II) *Bruce Serlin (Division III) (sem. 2 for Mike Johnson) *Stan Warren (Division IV) *Keith Opdahl (At-Large) *Fred Soster (At-Large)
Committee on Faculty	*Eugene Schwartz (Division III) *Dan Wachter (Division IV) *John Anderson (At-Large) *Wayne Glausser (At-Large)
Management of Academic Operations	*Jack Wilson (Division IV) *David Ott (At-Large) *Lorna Griffitt (At-Large) (sem. 1 for John Kaemmer) *Kit Price (At-Large)
Scholastic Achievement	*Jeff McCall (Division II) (sem. 1 for Coulont-Henderson) *Carol Cherry (Division III) *Robert Calvert (Division IV) *Page Cotton (At-Large) *Roger Gustavsson (At-Large)
Athletic Board	*Nick Mourouzis (Division I) (sem. 1 for Ed Meyer) *Bruce Stinebrickner (Div. IV) *Royce Waltman (At-Large) (sem. 1 for Marthe Chandler) *David Klooster (At-Large)
Faculty Development	*Randy Salman (Division I) (sem. 1 for Claude Cyerman) *Claude Cyerman (Division I) (all but fall, '88) *David Harvey (Division III) (sem. 2 for Wade Hazel) *Steve Raines (At-Large)
Graduate Council	*Jill Gremmels (Division I) (sem. 1 for Ed Meyer) *Sam Abel (Division II) *Jim Gammon (Division III) *Claudia Jung (At-Large) (sem. 1 for Shanker Shetty) *Paul Kissinger (At-Large)
International Education	*F. Coulont-Henderson (Div. II) (on leave sem. 1) *Jim Madison (Division III) (on leave sem. 2) *Ralph Raymond (Division IV) (sem. 1 for John Kaemmer) *D. Bhattacharyya (At-Large) *Wassim Shahin (At-Large)

Public Occasions	*Jim Elrod (Division II) *Woody Dudley (Division III) *Ned MacPhail (Division IV) (88-89 for John Dittmer) *John Dittmer (Division IV) (all but 88-89)
Scholastic Standing	*John Vander Weg (Division I)
Teacher Education	*John Anderson (At-Large) *Stan Warren (At-Large) (sem. 2 for Judy Raybern) *Bill Field (At-Large)
Review	*Marcia Roberts (Division I) *Charles Ransom (Division I) *Art Evans (Division II) *F. Coulont-Henderson (Div. II) *Nancy Drew (Division III) *Louise Hart (Division III) *Bill Field (Division IV) *Jim Mannon (Division IV)
Administration	*Walker Gilmer (At-Large)
Honorary Degrees	*Rod Clifford (At-Large)
Women's Studies	*Nancy Davis (At-Large) *Barbara Steinson (At-Large)
G.L.C.A. Representative	*Jill Gremmels (At-Large) *Ed Mayer (At-Large) (sem. 2 for John Baughman)
Chaplains' Advisory	*Wes Wilson (Division I) (1 year) *Jim Elrod (Division II) (2 years) *Kathy Jagger (Division III) (3 years) *D. Bhattacharyya (Division IV) (sem. 1 for John Kaemmer) *John Kaemmer (Division IV) (all but fall, '88)
COMMITTEES Two-Year Terms (expiring in 1990)	
Student Publications	*Jeff McCall (At-Large) *Wes Wilson (At-Large)
Little Theatre Board	*John Vander Weg (Division I) *Coulont-Henderson (At-Large) (sem. 2 for Glenn Welliver)
Student Life	*Bob Garrett (At-Large)

* *
* All ballots and all signed ballot counts *
* are available to anyone wishing to see *
* them. *
* *

AGENDA
For the Faculty Meeting of April 4, 1988

1. Call to Order (7:00 P.M., Thompson Recital Hall)
2. Approval of Previous Minutes
3. Reports from Coordinating Committees
 - Committee on Academic Policy and Planning (A. Evans)
Announcements
 - Committee on Faculty (S. Raines)
Announcements
 - Committee on Management of Academic Operations (H. Brooks)
Announcements
 - Committee on Scholastic Achievement (J. Schlotterbeck)
Announcements
4. Reports from Other Committees
 - Faculty Development Committee (D. Ryujin)
Announcements
 - AVP Search Committee (E. Schwartz)
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 April 4, 1988

CALL TO ORDER

The regular meeting of the faculty of DePauw University was called to order by Fred Silander, Acting Vice President for Academic Affairs, at 7:00 P.M. in Thompson Recital Hall. A quorum was present.

APPROVAL OF PREVIOUS MINUTES

Walker Gilmer moved that the minutes of March 7, 1988 be approved as distributed. Wassim Shahin seconded the motion, which passed unanimously.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

For CAPP, Art Evans made the following motion to rectify an oversight in the allowable number of courses for the Buenos Aires program, since the allowable number of semesters was previously increased to two, but with no corresponding increase in number of courses allowed:

MOTION: That students be allowed to take a maximum of six DePauw courses in Buenos Aires, over a maximum of two semesters. In addition, that the audit option be allowed, but that no such audit credit may be submitted for credit at DePauw.

Glenn Welliver asked whether the students would be the same or different in the two semesters, to which Amir Rafat responded that the same students might participate for two semesters, but that the course offerings have been increased. He added that the program is probationary until next year, at which time the faculty will have the opportunity to evaluate it.

The motion passed.

Art Evans also announced that approximately 70 Winter Term faculty opinion polls have been returned thus far. The largest number of first priority votes has been to eliminate Winter Term. The largest number of second priority votes has been to change Winter Term substantially. The committee will take a final tally next week, and will try to present a report to the faculty in May about the results of the poll.

COMMITTEE ON FACULTY (COF)

For COF, Steve Raines announced that the committee continues its work, which is nearly completed.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For MAO, Howard Brooks announced:

- 1) that the meeting about the 1989-90 calendar was held (with poor attendance), and that the calendar will be adopted.
- 2) that Experimental courses will be listed under individual departmental headings as EXP courses.

COMMITTEE ON SCHOLASTIC ACHIEVEMENT (SAC)

For SAC, Joan Claar announced that the committee continues its work on an AIDS policy and on grade inflation. The committee hopes to report on these issues at the May faculty meeting.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

For FDC, Don Ryujin announced that the conference has run out of funds, but that transfers are being made in order to fund all requests. He asked that requests for summer conferences be submitted as quickly as possible.

AVP Search Committee

Gene Schwartz announced that packets containing information about all AVP candidates, as well as vitae for the two candidates coming to campus to be interviewed, have been sent to all faculty. He stated that President Bottoms is not a search committee member, and has met with the committee only on request. The committee members also have made numerous calls to the candidates' campuses. He also announced open faculty meetings during the visits to campus of Stan Caine and Patti Gillespie, and asked that faculty members return their comments about the candidates to the search committee as soon as possible after the visits. A decision should be made before the end of April.

There was substantial discussion about and disappointment in the quality of the pool of candidates. In response to questions, Gene Schwartz responded that the third candidate requested to come to be interviewed had withdrawn, and that the committee did not feel there was a viable fourth candidate to take that person's place.

COMMUNICATIONS FROM THE PRESIDENT AND OTHERS

President Bottoms made the following announcements:

- 1) As a follow-up to CAPP recommendations, new positions have been allocated for 89-90 in Asian Studies, Biology, and Physics (this position has already been filled).

2) Jaclyn Gier has accepted the Women's Studies position, and has agreed to reduce her two-year post-doctoral fellowship in Australia to one year, in order to come to DePauw in 1989-90.

3) Robert Albertson will be the Lee G. Hall Visiting Professor next year.

4) DePauw has been granted a Fulbright scholar who will be at DePauw in the fall and Wabash in the spring, and who will offer courses in Asian literature.

5) A new fully-funded chair has been established in Sociology and Anthropology. The chair has been given by the son of Lester Jones, who was chair of the Department of Sociology and Anthropology.

6) There will be no faculty luncheon April 11; rather, the Board of Trustees will have lunch with several faculty who have been active on NCA task forces.

7) President Bottoms thanked those who had met with the NCA team, and reported that although the draft report has not yet been received, the exit interview was extremely positive.

OLD BUSINESS

There was no old business.

NEW BUSINESS

Equity Adjustments

After acknowledging the Administrative Committee for its work on general salary structure, and commending the administration for its efforts with equity adjustments, Steve Raines made the following motion regarding equity adjustments:

MOTION: That the faculty by resolution recommend to the administration that those individuals targeted as deserving of equity adjustments on the basis of statistical analysis performed prior to the distribution of 1987-88 contracts be given their FULL, complete adjustments immediately in their contracts for the 1988-89 academic year rather than continuing to distribute these adjustments over a three-year period; and, that the faculty endorse the reallocation of whatever funds are necessary from the general faculty salary pool that is designated for standard salary increases for all faculty in order to meet this objective.

Walker Gilmer seconded the motion.

Steve Raines stated that, barring the administration's allocation of additional funds to complete the three-year equity adjustment one year early, his motion is the second-best alternative.

In response to questions about the method employed in determining the equity adjustments, Fred Silander stated that the administration had determined that adjustment by total years of

teaching service, including teaching at other institutions, was the most equitable method.

There was prolonged discussion of the motion, with various faculty members expressing concern about hiring practices, equity adjustments in general, the appropriateness of giving up 1/2 per cent of their pay increase to fund an equity adjustment agreed upon by the administration, and overall methods of determining annual pay increases.

John Dittmer moved to table the motion.

John Anderson seconded the motion to table.

The motion was put to a vote and defeated.

Bob Garrett suggested that the faculty could deal with the equity issue at an open meeting to be scheduled by the Administration Committee.

There was additional discussion of the motion, with further concern expressed about the faculty's funding (through a raise reduction) of an administrative decision, about the appropriateness of time-in-rank as the criteria for equity adjustments, and about the need of the faculty to act as professionals concerned with equitable treatment of their peers.

The motion was voted upon and passed.

Faculty Elections

Darryl Gibson announced that there had been approximately 70% faculty participation in the recent election.

It was moved and passed that the election results be accepted.

ANNOUNCEMENTS

There were no announcements.

The meeting adjourned at 8:25 P.M.

Respectfully submitted,

Darryl Gibson, Secretary
Christine King, Assistant

AGENDA

For the Faculty Meeting of May 2, 1988

1. Call to Order (7:00 P.M., Thompson Recital Hall)
2. Approval of Previous Minutes
3. Reports from Coordinating Committees
 - Committee on Academic Policy and Planning (A. Evans)
Announcements
 - Committee on Faculty (S. Raines)
Announcements
 - Committee on Management of Academic Operations (H. Brooks)
Announcements
 - Committee on Scholastic Achievement (J. Schlotterbeck)
Announcements
4. Reports from Other Committees
 - Faculty Development Committee (D. Ryujin)
Announcements
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 May 2, 1988

CALL TO ORDER

The regular meeting of the faculty of DePauw University was called to order by Fred Silander, Acting Vice President for Academic Affairs, at 7:00 P.M. in Thompson Recital Hall. A quorum was present.

APPROVAL OF PREVIOUS MINUTES

Marthe Chandler moved that the minutes of April 4, 1988 be approved as distributed. Wassim Shahin seconded the motion, which passed unanimously.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

For RAS, Carl Huffman announced that the subcommittee has been meeting during the semester to consider departmental position requests. These requests will be ranked and sent to President Bottoms.

For CAPP, Art Evans announced that the committee continues to meet regarding the Winter Term issue. He explained the rankings of the results of the faculty survey, and summarized by stating that Winter Term will either be eliminated or greatly changed, with the greatest concern being about the on-campus portion of Winter Term. The materials distributed prior to the meeting include selected faculty comments about Winter Term.

The student members of CAPP have done a survey about student attitudes about Winter Term. Overall, students favor Winter Term, but would like on-campus offerings to be more rigorous.

CAPP hopes to have proposals to be put on the table at the September faculty meeting.

Art Evans concluded by announcing that John White is working on the Freshman pilot Winter Term.

COMMITTEE ON FACULTY (COF)

For COF, Steve Raines announced that the COF chair for 1988-89 will be Gary Lemon. He also announced next year's candidates for review:

TENURE: Margaret Hamilton
Bill Harman
Fred Soster

INTERIM: Bryan Hanson
David Harvey
Mark Kannowski
Kevin Moore

TERM: Kathy Davis

He reminded the faculty that annual reviews of untenured faculty not up for review need to be given to chairs or directors.

The COF has completed its work and passed its recommendations to the President, who has met with the COF. The President will follow all the COF recommendations. The COF's relationship with the President this year has been cordial, frank, open, and effective. A "scorecard" of personnel decisions will be distributed in the fall.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For MAO, Sam Abel announced that the title of HPER 409 will be changed from Biomechanics and Physiology of Exercise to Biomechanics.

He then made the following motions:

MOTION: To drop Political Science 504, The Constitution and the American Legal System (1 credit), from the list of courses in the catalog.

The motion passed.

MOTION: To add Political Science 352, Politics of Developing Nations (1 credit); Political Science 353, Politics in China and India (1 credit); and Political Science 381, Politics and Personality (1 credit) to the list of courses in the catalog and allow them to be offered during the Spring, 1989 semester.

The motion passed.

COMMITTEE ON SCHOLASTIC ACHIEVEMENT (SAC)

For SAC, Joan Claar announced that the committee is completing a draft policy on AIDS. Also, the committee is continuing its study of grade inflation, and is comparing DePauw with the GLCA schools and the "DePauw 10". SAC also is considering a modification of policy which currently allows students to drop courses without penalty where academic integrity is involved.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

FDC had no report.

COMMUNICATIONS FROM THE PRESIDENT AND OTHERS

President Bottoms announced that there will be a 5 1/2% across-the-board faculty salary increase for 1988-89. The spirit of the motion at the April faculty meeting will be followed in that the 3-year equity plan will be completed in 2 years, but without taking increases from the rest of the faculty. There was not enough time to deal with the complete equity issue this spring, but discussions will be reopened in early fall.

He also announced that Fred Silander will become Vice President for Academic Affairs effective 7/1/88, and that faculty feedback for the appointment was all supportive. He thanked the AVP Search Committee for its efforts.

Fred Silander expressed his appreciation for the patience and cooperation given by the faculty, John White, Barbara Steinson, and numerous others. He added that he looks forward to the job, and that the process has begun to find a new Vice President for Finance. He pointed out the need for the administration and the faculty to work together, and thanked the faculty for their confidence in him.

OLD BUSINESS

There was no old business.

NEW BUSINESS

The following motions were made to authorize the Board of Trustees to advance those candidates certified by the Office of the Registrar: John Vander Weg moved to advance candidates to the Bachelor of Music degree; Sherry Smith moved to advance candidates to the Bachelor of Nursing degree; Mike Johnson moved to advance candidates to the Bachelor of Arts degree; and Stan Warren moved to advance candidates to the Master of Arts and Master of Arts in Teaching degrees. Marthe Chandler seconded the motions, which passed unanimously.

ANNOUNCEMENTS

Steve Raines thanked President Bottoms for finding the money for the equity raises.

Sherry Smith announced the School of Nursing's annual Research Review Day.

Fred Silander announced that faculty contracts would be mailed May 12.

The meeting adjourned at 7:40 P.M.

Respectfully submitted,

Darryl Gibson, Secretary
Christine King, Assistant