

AGENDA  
For the Faculty Meeting of September 11, 1989

- 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 (B. Serlin)  
Announcements

Committee on Management of Academic Operations  
Announcements

MOTION: To remove from the table the motion to add the following courses to the list of those satisfying Group 4 requirements: P&R 217, 252, 254, 255, 256, 257, 258

Committee on Faculty (E. Schwartz)  
Announcements

MOTION: To remove from the table the following motion: That the following addition be made to the Academic Handbook, under Personnel Policies section II (Periodic Evaluation):

E. Evaluation of faculty members in full-time temporary appointments. Such faculty shall be evaluated according to requirements for periodic evaluation applicable to faculty members in tenurable positions. Those having been reappointed for a second year shall prepare for an interim evaluation, to take place in their third year.

MOTION: To remove from the table the following motion: That that section of the Academic Handbook (page 18, Section VII., B., 4., a.) dealing with a promotions subcommittee of the COF be deleted.

Committee on Scholastic Achievement  
Announcements

- 4. Reports from Other Committees  
Faculty Development Committee (W. Hazel)
- 5. Communications from the President and Others
- 6. Old Business

MOTION: (M. Rainbolt) To remove from the table the following motion: That the membership of elected faculty committees be reduced as follows:

- 1) Coordinating Committees each shall be reduced by two at-large members, with the exception of the Committee on Faculty, which shall be reduced by one at-large member.
- 2) Executive Committees each shall be reduced to six members (four divisional and two at-large), with the following exceptions: Public Occasions Committee shall be reduced to four members, one from each division; International Education Committee shall have no reduction; RAS shall be disbanded, and appointed ad hoc.
- 3) The following Administrative Committees shall be abolished: Little Theatre Board, Student Life.
- 4) Whenever possible, the Administration is strongly urged to use existing committee structure and not appoint ad hoc committees.

7. New Business
8. Announcements
9. Adjournment

THE FACULTY OF DEPAUW UNIVERSITY  
Minutes of the Meeting of September 11, 1989

CALL TO ORDER

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

APPROVAL OF PREVIOUS MINUTES

Sam Abel reported that the last sentence on page one of the May 1, 1989 minutes should be corrected to read "Rush will be moved up by one week (to October 11-14) to match the 1990-91 year's calendar." Wassim Shahin **moved** that the minutes be approved as corrected. Marthe Chandler **seconded** the motion, which **passed**.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

For CAPP, Bruce Serlin announced that Stanley Warren had been invited to the meeting to expand on the letter that had been sent to faculty. The ensuing discussion centered on the following issues.

-the disbanding of co-curricular activities to be replaced with extracurricular activities for the freshman component. Fred Silander explained that this decision was a result of the feeling that too much activity would be involved for the students to participate in both required co-curricular projects and planned extra-curricular activities. Bruce Serlin reminded the faculty that it was a faculty decision to remove the co-curricular activities from the requirement.

-concern that faculty who did not meet the required minimum number of students for a project would not have the co-curricular projects to use to fulfill their participation requirement and would have to take this as their off year.

-an evaluation system to help professors decide if a student had passed the Winter Term with a satisfactory grade (satisfactory being defined as a grade of C or better). Warren explained that an evaluation device was being developed.

Serlin also reported that the Education Department has requested that a minor be offered beginning with the next academic year. Judy Raybern has been invited to the next CAPP meeting to discuss the proposed minor.

## COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For MAO, Sam Abel made the following announcements.

-There will be a change in the calendar for the current year. Fall semester grades will be due on January 3 rather than on December 27.

-The policy regarding the International Baccalaureate diploma will read as follows: "DePauw University recognizes the International Baccalaureate diploma, and may grant advanced credit on an individual basis. One course credit normally will be given for each Higher Level examination with a score of 6 or 7, subject to departmental approval. Credit may be awarded for Higher Level examinations with a score of 4 or 5, with further departmental examination. Advanced credit or exemption from requirements is also available through regular university placement and testing."

-change in course title: G&R 319, German Drama, is now German Theatre and Film (effective for Spring 1990).

-change in course number: Chinese I-II which were moved to General Studies from the Experimental Division and approved as GENS 101-102, will be renumbered GENS 121-122.

-HIST EXP courses, Land and Labor in Africa and African Cultures, will be numbered HIST 255 and HIST 256 respectively.

Abel then made the following motions:

**MOTION:** To change the course credit for G&R 207, Masterworks of German Literature, from 1 course to variable 1/2-1 course (to take effect for Spring 1990). The motion **passed**.

**MOTION:** To add a new course HIST 280, the Second World War for 1 course with special permission to offer both this course and HIST 256, African Cultures, Spring semester. The motion **passed**.

**MOTION:** To add a new course, S&A 210, Gender and Society for 1 course, and to drop GENS 142, Gender and Identity for 1 course. The motion **passed**.

**MOTION:** To remove from the table the motion to add the following courses to Group 4:

- P&R 217 Problems of Faith and Reason
- P&R 252 History of Western Religious Thought
- P&R 253 Religions of India
- P&R 254 The Chinese Religious Tradition
- P&R 255 History of Japanese Religions I
- P&R 256 History of Japanese Religions II
- P&R 257 Hinduism
- P&R 258 Buddhism

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

There was some discussion as to the total number of courses in Group 4 and the percentage of these courses which were from the Philosophy and Religion Department. Bob Newtow gave a rationale for including the courses after which the motion to include the courses in Group 4 **passed**.

#### COMMITTEE ON FACULTY (COF)

For COF, Gene Schwartz made the following

**MOTION:** To remove from the table the motion on the following addition to the Academic Handbook, under Personnel Policies section II (Periodic Evaluation):

E. Evaluation of faculty members in full-time temporary appointments. Such faculty shall be evaluated according to requirements for periodic evaluation applicable to faculty members in tenurable positions. Those having been reappointed for a second year shall prepare for an interim evaluation, to take place in their third year.

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

Schwartz gave a rationale for the motion after which the motion **passed**.

Schwartz then made the following

**MOTION:** To remove from the table the motion that the section of the Academic Handbook (page 18, Section VII., B., 4., a.) dealing with a promotions subcommittee of the COF be deleted.

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

An explanation was given that the original intent of the subcommittee was to allow only those persons who are full professors to vote on the promotion of faculty to professor. It was noted that, in practice, this subcommittee had never functioned. The motion to delete this section **passed**.

Schwartz then made the following announcements.

-There are positions on COF that need to be filled.

-COF will be reviewing Chairs of the departments of Art, Biological Sciences, Education, English, HPER, Math, Physics, and Sociology & Anthropology. Faculty comments are solicited. It was noted that the policy states that present Chairs will normally not continue beyond their second term.

-Faculty eligible for promotion have been notified. Schwartz pointed out that self nomination is allowed. He also reminded faculty of the open file policy.

## COMMITTEE ON SCHOLASTIC ACHIEVEMENT (SAC)

Joan Claar reported that the committee has not met and thus has no report.

## REPORTS FROM OTHER COMMITTEES

### FACULTY DEVELOPMENT COMMITTEE (FDC)

For FDC, Wade Hazel reminded faculty that the committee is accepting nominations for the faculty development coordinator. Nominations may be sent to him.

## COMMUNICATIONS FROM THE PRESIDENT

President Bottoms reminded faculty that this year there will be searches to add new positions in English, Communication Arts and Sciences, Philosophy and Religion and Women's Studies.

## OLD BUSINESS

Martha Rainbolt made the following

**MOTION:** To remove from the table the motion that the membership of elected faculty committees be reduced. The motion to remove from the table **passed**.

Rainbolt presented a rationale for the motion.

John Kaemmer made the following

**MOTION:** to amend the original motion to retain the Student Life Committee and to change the name of this committee to the Campus Life Committee. Fred Lamar **seconded** the motion. After discussion, the amendment to the original motion **failed**.

Tony Catanese made the following

**MOTION:** To vote on each of the four parts of the motion separately. This was **seconded** by John White and **passed**.

Part 1: Coordinating Committees each shall be reduced by two at-large members, with the exception of the Committee on Faculty, which shall be reduced by one at-large member. After some discussion on whether an exception should be made for the Committee on Faculty, the motion **passed**.

Part 2: Executive Committees each shall be reduced to six members (four divisional and two at-large), with the following exceptions: Public Occasions Committee shall be reduced to four members, one from each division; International Education Committee shall have no reduction; RAS shall be disbanded, and appointed ad hoc.

After discussion about the reasons for the exceptions, Bruce Stinebrickner made the following

**MOTION:** To amend the original motion to change the number of members on the Public Occasions Committee to six. Wayne Glausser **seconded** the motion. The rationale for having six members on this committee involved the work load and more variability in decisions on how the POC monies would be spent. The amendment to the motion **passed**.

Tony Catanese made the following

**MOTION:** To amend the original motion by changing the wording to read, "Executive Committees each shall be reduced to six members (four divisional and two at-large). RAS shall be disbanded, and appointed ad hoc." After the motion was **seconded**, there was discussion on the following issues.

-Those supporting a larger number on the International Education Committee felt that the exception should be made for that committee because of the large work load, and because of the number of ex officio members on the committee.

-Comments were made that a core of faculty seem to carry the load of committee work. There is a need to involve more people on committees.

-There was a feeling among some faculty that not enough weight was given to university service in the evaluation process.

-There was a concern that faculty may be doing some work on committees that should fall to administrators.

-In clarification of RAS, CAPP would appoint the ad hoc committee when needed with the number of people appointed being also decided by CAPP.

The amendment to the original motion **passed** with a vote of 32 in favor and 25 opposed.

Part 3: The following Administrative Committees shall be abolished: Little Theatre Board, Student Life.

After a brief discussion of whether the faculty had the authority to disband the committee, the motion **passed**.

Part 4: Whenever possible, the Administration is strongly urged to use existing committee structure and not appoint ad hoc committees.

President Bottoms commented that some issues arise where it is necessary to appoint ad hoc committees.

The point was also made that when and if ad hoc committees have business that goes to a standing committee, there is a need for clarification on how the ad hoc committee functions within the system.

It was pointed out that the Scholastic Achievement Committee might be the appropriate committee to do many of the tasks now done by ad hoc committees.

The motion **passed**.

Nafhat Nasr made the following

**MOTION:** That at a later time the faculty reconsider the number of people on the International Education Committee. Francoise Coulont-Henderson **seconded** the motion.

Wade Hazel moved that the motion be tabled. Jack Morrill **seconded**. The motion **to table passed**.

### NEW BUSINESS

Steve Raines questioned the memo that was sent out to faculty stating that full-time faculty were required to attend three events throughout the year:

- Opening Convocation
- Mendenhall Lecture
- Commencement

He feels this should be optional as it is for part-time faculty.

There were questions for Joan Claar concerning rush. Claar reported that with the exception of one incident, things were on schedule and going as expected.

### ANNOUNCEMENTS

Stan Warren announced that he raised \$1118 in the Urban League Bowl-A-Thon and thanked the faculty for their support. Since he won first place, he was awarded two airline tickets to anywhere in the U.S. His efforts to return the tickets and have the money placed into the fund were rejected, so he was forced to keep the tickets.

Fred Lamar announced that the Mendenhall lecture will be on October 6 with John Cobb as the lecturer. Fred Silander stated that classes that normally meet at 10:00 a.m. on Friday would be moved to 10:00 a.m. on Wednesday, October 4 that week.

Fred Lamar also announced that there will be a memorial service for Ken Holland.

Fred Silander announced for David Murray that there will be a special Admissions and Financial Aid information session for faculty at 4:00 p.m. on September 20 in the Faculty-Trustee Room.



Darryl Gibson announced the following vacancies on faculty committees.

COF: Division I - 1 three year division position  
1 fall semester at-large position

Division II - 1 academic year at-large position

Division III - 1 fall semester at-large position

CAPP: Division IV - 1 two year divisional position

The meeting was adjourned at 9:15 p.m.

Respectfully submitted,

Darryl Gibson, Secretary of the Faculty  
Jane Brigman, Coordinator of Academic Administration



000051

## AGENDA

For the Faculty Meeting of October 2, 1989

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 (B. Serlin)  
Announcements
  - Committee on Faculty (E. Schwartz)  
Announcements
  - Committee on Management of Academic Operations (S. Abel)  
Announcements
  - Committee on Scholastic Achievement (J. Schlotterbeck)  
Announcements
4. Reports from Other Committees
  - Faculty Development Committee (J. Rambo)  
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 October 2, 1989

**CALL TO ORDER**

The regular meeting of the faculty of DePauw University was called to order by Fred Silander, Vice President for Academic Affairs, at 7:00 p.m. in Thompson Recital Hall.

**APPROVAL AND CORRECTION OF PREVIOUS MINUTES**

Steve Raines reported a correction to the minutes of September 11, 1989. On page 6, under New Business, the latter part of the statement should read: "Raines asked if faculty action was required and if so, has faculty action been taken to require attendance at the three events. If faculty action is required and has not been taken, he feels attendance should be optional as it is for part-time faculty."

The minutes were then approved as corrected.

**CONGRATULATIONS**

Silander commended Wayne Glausser to the faculty for having been named Indiana's Professor of the Year by the Council for Support and Advancement of Education (CASE).

**REPORTS FROM COORDINATING COMMITTEES**

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

For CAPP, Fred Soster reported the following.

-For Winter Term:

-Thirty-Eight faculty will be participating in the freshman core project giving an average of fifteen students per faculty member. In addition, two faculty from the School of Music will be working with freshman students in that area.

-Thirty faculty will sponsor on-campus projects and twenty-one will sponsor off-campus projects.

-665 students have talked with Betsy Ingle about individual off-campus projects.

-Soster made the following

**MOTION:** To approve the Education Department minor and include it in the 1990-92 University Catalog. The motion **passed**.

Requirements for the minor are: A minimum of five courses in Education with Education 222 required. Three courses must be taken at the 300-400 level.

-Soster announced that the committee has been charged by Silander to review the distribution requirements and possibly the competence requirements as well. The committee is compiling a questionnaire to send to faculty concerning distribution requirements.

Steve Raines referred to a statement in the CAPP minutes concerning ROTC. He asked if this statement was in regard to Nancy Davis's motion of April 3, 1989, which reads, "That CAPP study the question of whether academic credit should be granted for ROTC." Soster reported that the committee was in the process of gathering data on the ROTC program. To date, the data gathered are regarding the number of students and the amount of aid. Raines again asked if this was in response to the Davis motion, to which Silander responded that it was.

Discussion on the ROTC issue followed.

-Raines stated that it was his hope that when CAPP decided to evaluate the program, it would do so within the context of how the program fit into the mission of a liberal arts school and not on a dollars and cents issues. It is his contention that the "default condition" should be that academic credit not be given unless ROTC can prove that its program falls under a liberal arts curriculum.

-Art Evans responded that at the conclusion of the discussion on April 3, 1989, Stuart Lord indicated he would provide materials questioning the validity of the ROTC program in a Liberal Arts curriculum. To this date, Lord has not provided the materials, and Evans said that until this material is forthcoming, CAPP should devote itself to other issues. He also stated that rather than ROTC being required to provide evidence of its validity to the liberal arts curriculum, it should be incumbent upon those who brought the motion before the faculty to provide information supporting their viewpoint.

-Raines responded that it should not fall to Lord to provide the materials since a motion had been made and passed. If more information is needed, perhaps the committee should solicit materials from the faculty.

-Lord stated he felt the burden of providing information should not fall upon him, but upon the larger body. Evans asked Lord if he had indicated to Evans that he would provide materials, to which Lord stated that he did so in a what he considered to be a private conversation. Lord further stated that if he had wanted

that conversation to be public, he would have brought it before the faculty.

-Ellie Ypma reminded the faculty that in order to discontinue credit for ROTC, the faculty would have to take action to replace the earlier action to give credit.

#### **COMMITTEE ON FACULTY (COF)**

For COF, Gene Schwartz reported that the committee is currently reviewing Chair appointments, after which tenure and interim reviews will begin.

There was a question about the number of faculty on the COF, to which Schwartz reported there were seven. Silander stated that others are being sought.

#### **MANAGEMENT OF ACADEMIC OPERATIONS (MAO)**

For MAO, Sam Abel reported that they had no business to bring before the faculty. He reminded faculty that any course changes for the catalogue requiring faculty action must be received by October 16.

#### **COMMITTEE ON SCHOLASTIC ACHIEVEMENT (SAC)**

For SAC, John Schlotterbeck reported that Richard Smock has agreed to become Chair of the committee. Schlotterbeck stated that the committee is considering grade inflation issues. They are collecting information that they will be sharing with the Department Chairs and possibly with the faculty. He emphasized that the committee at this time is not making recommendations, just sharing information.

### **REPORTS FROM OTHER COMMITTEES**

#### **FACULTY DEVELOPMENT COMMITTEE (FCD)**

For FDC, Wade Hazel reported that the committee is discussing overseas resources. He also pointed out that in the GLCA Newsletter there are announcements for professional meetings. Faculty may apply for available funds to attend these meetings.

## COMMUNICATIONS FROM THE PRESIDENT

President Bottoms commended those faculty who have worked on freshman orientation and the freshman Winter Term core program. He stated that during parents week-end he had very positive feedback from parents about the living arrangements for freshmen and about deferred rush.

### OLD BUSINESS

There was no old business.

### NEW BUSINESS

Kathi Jagger asked about the committee that had been formed to look at alcohol issues on campus. President Bottoms replied that he had appointed an Ad Hoc committee consisting of five students, two administrators, and three faculty. Faculty members on the committee are Kit Price, Page Cotton, and Larry Sutton as Chair.

### ANNOUNCEMENTS

Fred Lamar reminded faculty of the Mendenhall Lecture on October 6 at 10:15 in Gobin Church.

Stan Warren announced that a memo will be sent next week giving materials and other information about the freshman Winter Term.

Bob Garrett reminded the faculty of the Bike-A-Thon for St. Judes Hospital on Saturday afternoon. Money will gladly be accepted for non bike riders.

The meeting was adjourned at 7:30 p.m.

Respectfully submitted,

Darryl Gibson, Secretary of the Faculty  
Jane Brigman, Coordinator of Academic Administration



000054

November 1, 1989

TO: Faculty  
FROM: Amir Rafat  
RE: IEC motions needing faculty approval

On November 6, 1989 the CAPP, acting on behalf of the International Education Committee, will present the following motions for adoption by DePauw faculty:

Motion I: "that, effective with the Fall 1990 first year student class, a minimum cumulative GPA of 2.5 be required for application to any off-campus study program"

Motion II: that in transferring credits from the off-campus programs other than those administered by DePauw (Vienna-Budapest, Freiburg, and Athens) we record grades on DePauw transcripts, award credit for them, but not figure them in students' cumulative GPA."

With regard to the first motion, I wish to note that at present any student with a 2.0 GPA qualifies to apply for an off-campus program. Some programs, however, have a higher GPA requirement. The UK universities require 3.0, as do most institutions in Japan. For Washington Semester, applicants need a 2.5 GPA. In most cases, the higher GPA requirement is imposed by the host institution.

The IEC feels that a more rigorous GPA requirement is desirable. At the same time, it does not want to raise the required GPA so high as to deny an off-campus opportunity to large numbers of DePauw students.

Concerning the transfer of credits and grades from off-campus programs (the subject of the second motion), the present policy requires the Registrar to record both credits and grades and include the grades in the student's overall GPA. Motion II preserves the present practice for DePauw's own programs in Vienna-Budapest, Freiburg, and Athens, but modifies the policy for non-DePauw programs to the extent that it requires that, on these programs, grades, while recorded on the transcript, be not included in the GPA.

It must be added that the present policy of including all off-campus grades in GPA was adopted at a time when the range of off-campus options available to DePauw students was much more

limited than the range available now. In considering the change proposed in the second motion, the International Education Committee was concerned about the greatly varying grading standards among non-DePauw programs now available to our students. It seems that the students opting for "tougher" programs are penalized compared to those who choose programs with less stringent grading practices. That is why the IEC seeks to align DePauw's practice with that of the vast majority of the GLCA and ACM colleges (only three institutions -- Earlham, Hope, and Macalester, in the GLCA/ACM group -- include, as does DePauw, both credits and grades in all programs) by recommending that grades not be included in the GPA. At the same time, the IEC was mindful that the recommended change in the existing policy may dampen the student's motivation and performance incentive. It dealt with this concern by recommending that the off-campus grades, while excluded from the GPA, continue to be recorded on the student's transcript.



**AGENDA**

For the Faculty Meeting of November 6, 1989

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 (B. Serlin)  
Motions to be introduced:

Motion # 1 - Effective with the Fall 1990 first year student class, a minimum GPA of 2.5 be required for application to any off-campus study program.

Motion # 2 - In transferring credits from the off-campus programs other than those administered by DePauw (Vienna, Budapest, Freiberg and Athens), we record grades on DePauw transcripts, award credit fo them, but not figure them in the students' cumulative GPA.

Committee on Faculty (E. Schwartz)  
Announcements

Committee on Management of Academic Operations (S. Abel)  
Course Changes  
Announcements

Committee on Scholastic Achievement (R. Smock)  
Discussion of grade inflation at DePauw

4. Reports from Other Committees  
Faculty Development Committee (W. Hazel)  
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 November 6, 1989

CALL TO ORDER

The regular meeting of the faculty of DePauw University was called to order by Fred Silander, Vice President for Academic Affairs, at 7:00 p.m. in Thompson Recital Hall.

APPROVAL OF THE MINUTES

Wassim Shahin moved that the minutes of the October 2, 1989 meeting be approved as distributed. Bernard Batto seconded the motion which passed unanimously.

REPORTS FROM COORDINATING COMMITTEES

For CAPP, Bruce Serlin reported the following.

Winter Term

The study for freshman Winter Term will be China and Japan with a focus on the modern, though pre-modern will also be considered. Books and reprints will cost students approximately \$60. Attendance will be required for the 9:00 - 10:30 a.m. large group session and the 10:45 - Noon small group seminar sessions. In addition, students will be required to keep a reflective journal. Afternoon activities will generally be optional, however Stan Warren stated that there may be some activities that will also be mandatory.

There will be an introductory symposium on Winter Term on December 1 from 3:00 - 5:00 p.m. Workshops for faculty will be held on January 9 - 1:30-3:30, January 15 - 12:00-2:00, January 19 - 1:30-3:00, and January 25 - 12:00-2:00.

Warren reported that two books for faculty reading are available. Some student books are also in the Bookstore. Warren also reminded faculty to send in their forms for desk copy books.

International Education

Serlin, for CAPP, moved that effective with the Fall 1990 first year student class, a minimum cumulative GPA of 2.5 be required for application to any off-campus study program. This, being a motion from the committee, required no second.

Several questions were raised.

-How will this affect the number of students applying to go off-campus? It was explained that probably eight to ten percent of the students would be affected.

-Since the motion requires a student to have a 2.5 at the time of application, how would this affect a student who falls below a 2.5 before going off-campus? Amir Rafat stated that students are accepted conditionally and that he is working on a better way to monitor students' progress during the semester preceeding their time off-campus.

-Since the DePauw overall scholastic average is 2.9, did the committee consider making the grade point requirement higher than a 2.5? Wassim Shahin stated that it is not automatic that a student who has a 2.5 is accepted. The decision is made on an individual basis.

-How rigidly will this standard be applied? Rafat replied that the International Education Committee also acts as a petition's committee for students who wish to appeal a decision.

The question was called and the motion passed.

Serlin, for CAPP, then moved that in transferring credits from off-campus programs other than those administered by DePauw (Vienna-Budapest, Freiburg, and Athens) grades be recorded on DePauw transcripts, credit be awarded, but grades not be figured in the students' cumulative GPA. This motion from the committee required no second.

The following rationale was given for the motion. Students going on these programs pay DePauw tuition. It also may be an incentive for students to perform well. Students might be more willing to take risks to try higher level courses if grades were not figured into the grade point average.

Some faculty expressed opinions that either grades should be listed and figured into the GPA, or that grades, if they are not to be figured into the GPA, should not show. This was seen by them as being consistent with the policy for other transfer credit.

The question was called and the motion passed.

The policy will go into effect for the 1990-91 academic year. Students who are off-campus in 1989-90 may have their courses transferred under this policy if they choose.

#### ROTC

Berlin, for CAPP, recommended that academic credit continue to be given for ROTC courses. This recommendation was based on the following points.

- 1) CAPP's assessment of academic rigor in the courses
- 2) A study of the syllabi for the courses
- 3) Discussion with instructors of the courses
- 4) Discussion with those persons in charge of those teaching the courses
- 5) Discussion with students taking ROTC courses who are not in the ROTC program.

The question was asked as to whether all courses are open to everyone in the University. Serlin replied that courses are open to all students. He then explained that there are some categories of ineligibility for entering the ROTC program. Those categories are:

- conscientious objectors
- homosexuals
- a student who has a pre-trial diversion for a felony, any civil conviction, an adverse juvenile adjudication, or any type of court-martial conviction
- a student who has been discharged from any branch of the armed forces
- pregnant students
- a student who is a commissioned officer
- a student who will have 10 years or more of active federal service at the time of commissioning
- a student who does not meet enrollment requirements
- a student who has demonstrated a pattern of misconduct

After a lengthy discussion which focused mainly on the issue of ineligibility to enter the ROTC program because of sexual preference, Tony Catanese moved that DePauw offer ROTC course credit only if there is no sexual preference requirement in order to enroll in the ROTC program. (Program was defined as having the possibility to become a commissioned officer). Amir Rafat **seconded** the motion.

More discussion followed regarding the sexual preference issue, as well as the intent of the original motion by Nancy Davis on April 3, 1989, which read "that CAPP study the question of whether academic credit should be granted for ROTC." Serlin stated that CAPP had acted on the motion in terms of academic credit by, in part, examining course content and rigor, and also looked at the program as it relates to the mission statement of the University. He said the committee found nothing in the ROTC program that would conflict with the mission of the University. Some faculty felt that the intent of the motion was to address broader issues.

There was further discussion on whether ROTC classes could be offered for no credit. Ellie Ypma stated that the original agreement was to offer courses for credit. Serlin said that the Commander had indicated that if credit was not given, the ROTC program would not be offered.

The question was called and the motion **failed** with a vote of 33 against and 27 in favor of the motion.

Raines then moved that the motion by CAPP as it pertains to academic credit for ROTC courses not be accepted. The motion was seconded by Jim Mannon. The question was called and the motion failed.

This brought the body back to the original recommendation by CAPP, which not being a change in policy, required no vote.

Serlin, for CAPP, referred the following recommendations to MAO.

1. No credit be given for ROTC 200, Camp Challenge.
2. DePauw maintain the original 1975 agreement to allow a maximum of four course credits from ROTC courses toward graduation.

#### COMMITTEE ON FACULTY (COF)

For COF, Gene Schwartz notified the faculty that the Department Chair reviews have been completed and recommendations have been sent to the President. COF has begun review of tenure candidates.

In response to a question, Schwartz announced that there were seven faculty on the committee.

#### MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For MAO, Sam Abel made the following announcements of course changes:

Change in number:

EDUC 280 to EDUC 380 - Comparative Education

Change in title:

CHEM 311 Introductory Physical Chemistry to Physical Chemistry I

CHEM 402 Advanced Physical Chemistry to Physical Chemistry II

COMM 316 Rehearsal and Performance to Stage Directing

G&R 132 Basic German Proficiency to German for Academic Use

G&R 215 Conversation and Composition to German Conversation and Composition

G&R 324 Advanced Readings in Russian to Topics

Change in number and title:

MS 370 Greek Language and Culture to MS 120 Modern Greek Language and Culture

MS 365 Mediterranean Archeology to MS 250 Art and Archeology

Change in Department:

P&R 382 Topics in Japanese Religion and Literature to

GENS 382 Topics in Japanese Literature and Religion

Abel then moved that the following courses be added or dropped.

Courses to be dropped:

- MS 320 Mediterranean History (1 course)
- MS 330 Mediterranean Religions (1 course)
- MS 340 Mediterranean Governments (1 course)
- MS 350 Modern Mediterranean Literature (1 course)

Courses to be added:

- MS 331 Presocratic Philosophers ( 1 course)
- MS 332 The Philosophy of Aristotle (1 course)
- MS 333 The Philosophy of Plato (1 course)
- MS 334 Gods, Men, and Justice (1 course)
- MS 346 Religions of the Middle East (1 course)
- MS 351 Byzantine History (1 course)
- MS 352 History and Politics of the Middle East (1 course)
- MS 361 Greek Anthropology (1 course)
- MS 371 Greece and the European Economic Community (1 course)
- GENS 281 Traditional Japanese Literature (1 course)
- COMM 334 Media Criticism (1 course)
- COMM 350 Communication Research Methods (1 course)
- HPER 590 Topics (1/2-1)

The motion passed.

Abel then moved that the following distribution group requests be tabled.

- To add to Group 2: S&A 256 Language and Culture
- To add to Group 3: GENS 281 Traditional Japanese Literature

The motion to table passed.

#### SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)

For SAC, Richard Smock announced that a report on grade distribution has been distributed to the faculty. He suggested that the issues raised in the report be discussed within departments with feedback being given to the committee.

Smock then announced that a workshop on grading has been tentatively planned for Friday, December 8.

#### REPORTS FROM OTHER COMMITTEES

There were no reports from other committees.

## COMMUNICATIONS FROM THE PRESIDENT

President Bottoms announced that the practice of informal luncheon meetings with faculty is being reinstated. The first of these will be held at Noon on Monday, November 13, in the Ballroom.

### OLD BUSINESS

There was no old business.

### NEW BUSINESS

Serlin recommended that MAO study the deadline dates for students to withdraw from classes.

Stuart Lord moved that an ad hoc committee be formed to study the moral issue regarding discrimination in the ROTC program and whether the university should support such a program, and that the committee report to the faculty at the April faculty meeting.

Tony Catanese moved that the motion be tabled. John White seconded the motion to table which passed.

### ANNOUNCEMENTS

Steve Raines asked for clarification on the question of faculty participation in processions. President Bottoms stated that there are very few times when students see faculty in academic regalia, that it helps set the academic tone of the university, and that it is appropriate and expected that faculty participate in the opening convocation and commencement. It is encouraged that faculty also participate in the Mendenhall lecture.

The meeting was adjourned at 9:00 p.m.

Respectfully submitted,

Darryl Gibson, Secretary of the Faculty  
Jane Brigman, Coordinator of Academic Administration

TO: Faculty  
FROM: Professors A. Catanese and J. Dittmer AVC JD

At the November 6, 1989 faculty meeting there was a debate about the sexual orientation requirement for enrollment in the ROTC program. Some felt this requirement was contrary to the stated policy in the DePauw University Catalog, in which "DePauw University believes that discrimination is incompatible with its principles."

The ROTC program is the only program listed in our Catalog that excludes students because of their sexual orientation. The practice at DePauw University is any student can enroll in the first two years of ROTC classes regardless of their sexual orientation but some students cannot enroll in the ROTC program because of their sexual orientation. In fact, before our students enroll in the ROTC program they must sign a statement indicating they are not violating the sexual orientation requirement of the ROTC program.

The following motions will be introduced and tabled at the next faculty meeting in the hope it will be discussed outside of the monthly faculty meeting. Such discussions need to occur so that an informed debate on the motions can occur during the February faculty meeting.

Whereas it is DePauw University's policy to not discriminate in its educational programs,

Whereas ROTC is considered a program in Section VI of the DePauw University Catalog, 1988-90, and

Whereas DePauw University does offer ROTC classes and programs,

Therefore, be it be resolved that DePauw University continue to offer ROTC classes and program only if the sexual orientation restrictions are dropped before the first semester of the 1991-2 academic year.

Be it further resolved that if the sexual orientation requirement continues after the above date the ROTC classes and program be phased out in the normal manner with the utmost concern for students currently enrolled in the program.

Be it further resolved that if the sexual orientation requirement is discontinued after the Fall 1991 term the ROTC classes and program will be reinstated immediately and without faculty action.



## AGENDA

For the Faculty Meeting of December 4, 1989

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 (B. Serlin)  
Motion to be introduced:

CAPP acknowledges the importance of ROTC at DePauw University but has reservations concerning discrimination against avowed homosexuals in scholarships and commissioning. Capp, therefore, moves that the Vice President for Academic Affairs write to the commanding officer of the Western Indiana Consortium for ROTC and his commanding officers to express DePauw University's concern with the ROTC policies on homosexuality, and to inform them DePauw will again review the ROTC program and the army's position on homosexuality two years hence.

Committee on Faculty (E. Schwartz)  
Announcements

Committee on Management of Academic Operations (S. Abel)

- a) To remove from the table the following motions:
  - To add S&A 256, Language and Culture, to Group 2
  - To add GENS 281, Traditional Japanese Literature to Group 3
- b) Course Changes
- c) Announcements

Committee on Scholastic Achievement (R. Smock)  
Announcements

4. Reports from Other Committees
  - Faculty Development Committee (W. Hazel)  
Announcements
5. Communications from the President and Others
6. Old Business
7. New Business
  - Motion from A. Catanese and J. Dittmer
8. Announcements
9. Adjournment

**THE FACULTY OF DEPAUW UNIVERSITY**  
Minutes of the Meeting of December 4, 1989

**CALL TO ORDER**

The regular meeting of the faculty of DePauw University was called to order by Fred Silander, Vice President for Academic Affairs, at 7:05 p.m. in Thompson Recital Hall.

**MEMORIAL SERVICE**

Silander asked that the faculty observe a moment of silence in memory of Tony Schrader. He then announced that a memorial service would be held on December 5 at 4:00 p.m. in 107 East College.

**APPROVAL OF THE MINUTES**

Stan Warren reported a correction to the November 6, 1989 minutes. The minutes stated that faculty should send in their forms for desk copy books. It is not necessary for faculty to do this. Walker Gilmer then moved that the minutes be approved as corrected. Wassim Shahin seconded the motion which passed.

**REPORTS FROM COORDINATING COMMITTEES**

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

Bruce Serlin, for CAPP, moved that a new major be approved in the Department of Philosophy and Religion to be entitled "Major in Philosophy and Religion."

**Requirements for a major in philosophy and religion:** nine courses, four in philosophy (exclusive of 439), four in religion, and a total of one course credit in 439, Seminar in Philosophy, with a grade of C or higher; including three courses among 215, 216, 267, 268 and three courses (exclusive of 439) at the 300-400 level, with at least one of the three in each field; and a satisfactory thesis. The courses in religion beyond 267 and 268 should form, with the courses in philosophy, a coherent set of studies in philosophic and religious thought.

**Senior thesis in philosophy and religion.** The senior major, in consultation with his or her advisor, submits a substantial paper and engages in an oral examination. The paper is drafted in 439, Seminar in Philosophy, beginning in the first semester of the final year.

After a brief discussion the motion passed.

Serlin, for CAPP, then made the following motion.

That the Vice President for Academic Affairs write to the commanding officer of the Western Indiana Consortium for ROTC and his commanding officers to express DePauw University's concern with the ROTC policies on homosexuality, and to inform them DePauw will again review the ROTC program and the army's position on homosexuality two years hence.

Serlin then moved to table the motion until the February faculty meeting. The motion to table passed.

A question was raised as to whether this was the entire motion since the motion was stated differently in the agenda. After some discussion Art Evans moved to remove the motion from the table. This was seconded by David Herrold and passed.

Ralph Gray moved to amend the motion to read as follows.

CAPP acknowledges the importance of ROTC at DePauw University but has reservations concerning discrimination against avowed homosexuals in scholarships and commissioning. CAPP, therefore, moves that the Vice President for Academic Affairs write to the commanding officer of the Western Indiana Consortium for ROTC and his commanding officers to express DePauw University's concern with the ROTC policies on homosexuality, and to inform them DePauw will again review the ROTC program and the army's position on homosexuality two years hence.

The motion to amend was seconded and passed.

Marthe Chandler then moved that the motion be tabled until the February faculty meeting. This was seconded by Gray and passed.

#### **COMMITTEE ON FACULTY (COF)**

Gene Schwartz, for COF, announced that discussion was continuing of the seven tenure cases. In response to a question, he stated that the recommendations for Chairs have been sent to the President.

#### **MANAGEMENT OF ACADEMIC OPERATIONS (MAO)**

For MAO, Sam Abel made the following announcements of course changes.

Changes in Course Number

ENG 140 Topics in Literature (1/2-1) is now ENG 155  
 ENG 240 Masterworks of World Literature (1) is now ENG 250  
 ENG 251 Major American Writers (1) is now ENG 183  
 ENG 331 American Literature: Romanticism (1) is now ENG 371  
 ENG 333 American Literature: Realism and Naturalism (1) is now  
 ENG 372  
 ENG 341 American Literature: Modern (1) is now ENG 373  
 ENG 343 American Literature: Contemporary (1) is not ENG 374  
 ENG 362 Chaucer and His World (1) is now ENG 360  
 ENG 375 Shakespeare (1) is now ENG 361  
 ENG 377 Modern Poetry (1) is now ENG 357

P&R 270 Persons and Movements of the Biblical World (1) is now  
 P&R 240  
 P&R 274 Liberation Theology (1) is now P&R 260  
 P&R 360 Topics (1) is now P&R 370

PSY 230 Introduction to Exceptional Children (1) is now PSY 335  
 PSY 305 Developmental Psychology (1) is now PSY 290  
 PSY 412 Abnormal Psychology (1) is now PSY 390

Changes in Course Titles

P&R 130 Introduction to Religion (1) is now Introduction to  
 Religions  
 P&R 255 History of Japanese Religions I (1) is now Japanese  
 Religion to 1660  
 P&R 256 History of Japanese Religions II (1) is now Religion in  
 Modern Japan

PHYS 121 Elements of Physics (1) is now Introduction to  
 Classical Mechanics and Thermodynamics  
 PHYS 122 Elements of Physics (1) is now Introduction to  
 Electricity, Magnetism and Optics  
 PHYS 272 Introduction to Theoretical Physics (1) is now  
 Mathematical Methods I  
 PHYS 412 Thermodynamics and Statistical Mechanics (1) is now  
 Thermal Physics

Changes in Course Numbers and Titles

ENG 151 Major English Writers (1) is now ENG 181 Major English  
 Writers I  
 ENG 152 Major English Writers (1) is now ENG 182 Major English  
 Writers II

P&R 409-410 Independent Study (1/4-1) are now P&R 490 Independent  
 Study in Philosophy (1/4-1) and P&R 491 Independent  
 Study in Religion (1/4-1)  
 P&R 461 Major Theologians (1) is now P&R 460 Major Religious  
 Figures

P&R 251-252 History of Western Religious Thought (1-1) are now  
P&R 267 Western Religious Thought I: Plato to Luther  
(1) and P&R 268 Western Religious Thought II: Calvin to  
Barth (1)

(Note: The course that was formerly numbered 267 is discontinued  
because it has not been offered for the last four years.)

Abel then made separate motions for each department to add the  
following courses to the curriculum. All motions passed.

#### Courses Added to the Curriculum

ENG 351 Principles of Literary Study (1)

HIST 250 Non-Western Studies (1)

HIST 252 U.S. - East Asian Relations (1)

MUS Beginning Folk Guitar (applied music)

P&R 439 Seminar in Philosophy (1/2-1)

P&R 450 Major Religious Texts (1)

P&R 479 Seminar in Religion (1/2-1)

PHYS 273 Mathematical Methods II (1)

PHYS 483 Seminar (1/2)

PSY 250 Brain and Behavior (1)

PSY 280 Cognitive Psychology (1)

PSY 345 Psychology of Gender (1)

PSY 385 Perception (1)

Abel then made separate motions for each department to drop the  
following courses from the curriculum. All motions passed.

#### Courses to be Dropped From the Curriculum

HIST 106 Introduction to Non-Western History (1)

HIST 251 History of Vietnam (1)

PHYS 108 Stellar Astronomy

PSY 222 Educational Psychology (course remains in the  
Department of Education)

Abel moved that the motion to add the following two courses to  
the distribution requirements be removed from the table. The  
motion to remove from the table passed.

S&A 256 Language and Culture to Group 2

GENS 281 Traditional Japanese Literature to Group 3

Abel then moved that the courses be added to the distribution requirements. The motion passed.

Abel moved to change the name of "General Studies" to "University Studies." John White gave a rationale for the name change. There was a brief discussion after which the motion passed.

Abel then stated that MAO was considering other issues:

- A new wording for the Winter Term statement in the Catalog.
- A proposal from the Administration to add two class days to the Spring semester. An open meeting will be held in February to discuss this issue.
- Recommendations from CAPP concerning ROTC.
- The deadline date for withdrawal from classes.
- The deadline date for mid-term grades.
- The 1991-92 calendar.

**SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)**

Richard Smock, for SAC, stated that there was no report.

**REPORTS FROM OTHER COMMITTEES**

**FACULTY DEVELOPMENT COMMITTEE (FDC)**

Wade Hazel, for FDC, reported a January 22 deadline for Spring 1991 Fisher Time Outs and sabbatical leave requests.

**ATHLETIC BOARD**

Jim Mannon stated that Chuck Mays will be the NCAA/NAIA representative next year since Mannon will be on leave during the fall semester.

Mannon also announced that Ron Stier had won an NCAA post graduate scholarship.

**COMMUNICATIONS FROM THE PRESIDENT**

President Bottoms invited suggestions from the faculty for Commencement speakers. He also announced that a faculty luncheon will be held on Monday, December 11.

**OLD BUSINESS**

There was no old business.

## NEW BUSINESS

The following motion was made by Tony Catanese and seconded by John Dittmer.

Whereas it is DePauw University's policy to not discriminate in its educational programs,

Whereas ROTC is considered a program in Section VI of the DePauw University Catalog, 1988-90, and

Whereas DePauw University does offer ROTC classes and programs,

Therefore, be it resolved that DePauw University continue to offer ROTC classes and program only if the sexual orientation restrictions are dropped before the first semester of the 1991-92 academic year.

Be it further resolved that if the sexual orientation requirement continues after the above date, the ROTC classes and program be phased out in the normal manner with the utmost concern for students currently enrolled in the program.

Be it further resolved that if the sexual orientation requirement is discontinued after the Fall 1991 term the ROTC classes and program will be reinstated immediately and without faculty action.

Tony Catanese then moved that the motion be tabled until the February faculty meeting. The motion to table was seconded and passed.

Kent Mecum made the following motion which was seconded by John Anderson.

That the Vice President for Academic Affairs investigate the feasibility of eliminating all official contact with all organizations which discriminate in any way on the basis of race, sex, sexual orientation, age, color, national and ethnic origin, marital status, religion, ancestry, or handicap as defined by law.

Mecum then moved that the motion be tabled until the February faculty meeting. The motion to table was seconded and passed.

Ellie Ypma moved that the faculty authorize the Board of Trustees to advance those candidates certified by the Office of the Registrar to the Bachelor of Arts and the Bachelor of Music degrees to be awarded in December 1989. The motion was seconded and passed.

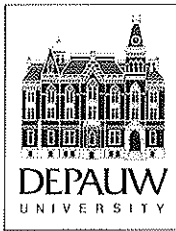
**ANNOUNCEMENTS**

AVP Silander announced that there will be no faculty meeting in January.

Larry Sutton announced that the Alcohol Policy Committee will hold an open meeting on Tuesday, December 12 from 4:00 - 5:30 in Room 170W of the Performing Arts Center.

The meeting was adjourned at 7:50 p.m.





RECEIVED  
JAN 4 1990  
Office of Academic Affairs

January 4, 1990

To: Fred Silander  
From: Howard Brooks *Howard*  
Re: February Faculty Meeting

*(regarding Feb. meeting)*

I hope that you will remind the faculty of the established rules of debate at the start of the February meeting. I am referring to the following principles:

1. Discussion on a motion must alternate between one speaker for the motion and one speaker opposed to the motion.
2. No one can speak twice about the same motion, except the author of the motion for purposes of clarification, unless everyone else has had a chance to speak about the motion.

If you are uncomfortable with reminding the faculty of these rules, I will gladly raise a point of information/order during the meeting.

I believe that these rules will allow for fair and prompt debate on the issues before the faculty.

## AGENDA

For the Faculty Meeting of February 5, 1990

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 (B. Serlin)

- a. Motion to be removed from the table:

*The faculty*  
*condemns*  
 CAPP acknowledges the importance of ROTC at DePauw University but has reservations concerning discrimination against avowed homosexuals in scholarships and commissioning. ~~CAPP~~, therefore, moves that the Vice President for Academic Affairs write to the commanding officer of the Western Indiana Consortium for ROTC and his commanding officers to express DePauw University's concern with the ROTC policies on homosexuality, and to inform them DePauw will again review the ROTC program and the army-s position on homosexuality two years hence. *with a view toward possible term of prog.*

- b. Motion regarding the Science Research Fellows Program  
(To be tabled)

- c. Announcements

Committee on Faculty (E. Schwartz)

- a. Motion to amend the Academic Handbook:  
(To be tabled)

To include in the Academic Handbook, under Personnel Policies IV.C. 6: Report, the following statement after the sentence which reads "The Personnel Committee shall...make a recommendation, stating clearly the evidence and the reasons for the recommendation."

The preparation of a consensus report is strongly encouraged. However, if after prolonged discussion the Personnel Committee is unable to attain consensus among all of its members then the majority shall write and sign its report. The minority member or members shall together or separately append and sign their report(s) or statement(s) for not agreeing. All members of the Personnel Committee shall have access to the entire document. The entire report and any documentary evidence shall be sent to the COF and the AVP. The entire report shall be sent to the candidate.

Committee on Management of Academic Operations (S. Abel)

- a. Course Changes
- b. Announcements

8-27  
 passed  
 as amended

Committee on Scholastic Achievement (R. Smock)

a. Announcements

4. Reports from Other Committees

Faculty Development Committee (W. Hazel)

Announcements

5. Communications from the President and Others

6. Old Business

a. Motion to be removed from the table:

Whereas it is DePauw University's policy to not discriminate in its educational programs,

Whereas ROTC is considered a program in Section VI of the DePauw University Catalog, 1988-90, and

Whereas DePauw University does offer ROTC classes and programs,

Therefore, be it resolved that DePauw University continue to offer ROTC classes and program only if the sexual orientation restrictions are dropped before the first semester of the 1991-92 academic year.

Be it further resolved that if the sexual orientation requirement continues after the above date, the ROTC classes and program be phased out in the normal manner with the utmost concern for students currently enrolled in the program.

Be it further resolved that if the sexual orientation requirement is discontinued after the Fall 1991 term the ROTC classes and program will be reinstated immediately and without faculty action.

b. Motion to be removed from the table:

That the Vice President for Academic Affairs investigate the feasibility of eliminating all official contact with all organizations which discriminate in any way on the basis of race, sex, sexual orientation, age, color, national and ethnic origin, marital status, religion, ancestry, or handicap as defined by law.

7. New Business

a. Ballot for Honorary Degrees.

8. Announcements

9. Adjournment

030063

**THE FACULTY OF DEPAUW UNIVERSITY**  
Minutes of the Meeting of February 5, 1990

**CALL TO ORDER**

The regular meeting of the faculty of DePauw University was called to order by Fred Silander, Vice President for Academic Affairs, at 7:00 p.m. in Thompson Recital Hall

Silander read and presented a certificate to Wayne Glausser from the Council for Support and Advancement of Education (CASE) naming him Indiana's Professor of the Year. This announcement was met with much applause from the faculty.

**EXPLANATION OF THE BY-LAWS AND STANDING RULES**

Silander read the definition of faculty from the Academic Handbook and stated that all faculty may attend and participate in faculty meetings. He clarified the issue of voting and non-voting faculty. Voting faculty are those members holding tenure and term positions. Faculty holding other positions at the time of the approval of the revision of the Academic Handbook and who had been eligible to vote prior to that time continue to do so. Those faculty with nominal rank ("with rank of...") hired after the revision (April 1986), may participate but do not vote.

Silander also read from the "Standing Rules" those persons who may attend faculty meetings. They are:

1. faculty members,
2. any other persons appointed to the teaching staff during the semester in which they hold the appointment,
3. student members of coordinating committees,
4. the President of the Student Body,
5. the Director of Public Relations and News Bureau,
6. others to whom permission is granted by majority faculty vote at the beginning of the meeting.

Silander then stated that a request had been made by a student representative of The DePauw to attend the meeting.

Steve Raines moved that any students in attendance be allowed to remain for the meeting. The motion was seconded and passed.

Silander reminded the students that later the meeting would go into executive session at which time they would be required to leave.

## CORRECTION AND APPROVAL OF THE MINUTES

Steve Raines moved that the minutes be approved as distributed. The motion was seconded by Marthe Chandler and passed. Later in the meeting Ralph Gray stated that he was not the person moving to amend nor seconding the motion to table the CAPP motion concerning ROTC (Page 2). Also on page 3, P&R 255, History of Japanese Religions I should read Japanese Religion to 1600 (not 1660 as stated in the December minutes).

## REPORTS FROM COORDINATING COMMITTEES

Kit Price requested a change in order of the agenda to allow the MAO committee to report first. Hearing no objection from the floor, Silander allowed the order to be changed.

### MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

Kit Price, for MAO, announced the following course changes.

#### Changes in Course Number

P&R 279 Eastern Religious Thought is now P&R 259  
PSY 216 Social Psychology is now PSY 260

#### Changes in Course Title

ART 131 Introduction to Art History is now Introduction to Art History I  
ART 132 Introduction to Art History is now Introduction to Art History II  
ENG 181 Major English Writers I is now British Writers I  
ENG 182 Major English Writers II is now British Writers II  
ENG 183 Major American Writers is now American Writers

Price, for MAO, moved that Art 100, Introduction to Studio Arts, be discontinued. The motion passed.

Price, for MAO, moved that the following courses be added.

ART 101 Introduction to 2D Studio Arts (1 course)

ART 102 Introduction to 3D Arts (1 course)

MUS 390 Topics in Music (1/2-1 course)

The motion to add the courses passed.

### COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

Bruce Serlin, for CAPP, explained the Science Fellows Program and indicated that more information would be mailed to the faculty. This will be placed on the table until the March meeting.

Serlin moved to remove from the table the CAPP motion concerning ROTC. The motion to remove passed. Arguments for and against the motion were heard.

Arguments for the motion included:

CAPP was unanimous in its decision to present the motion. Members of CAPP agree that there is discrimination in that homosexuals are denied scholarship funds and denied entry into the ROTC commissioning program. CAPP, however, wants to focus on the issue of homosexuality and not to generalize this to denigrate the overall ROTC program. The CAPP motion calls for a specific action after which (in two years) an evaluation will take place. This evaluation could result in whatever action is deemed appropriate at that time.

Arguments against the motion included:

The motion offered by Catanese and Dittmer offers a more substantive motion and speaks more to the moral and ethical issues than the CAPP motion does. Concern was also expressed that the first sentence of the motion reads "CAPP acknowledges the importance of ROTC at DePauw" rather than "The faculty acknowledges...." It was felt that since this would be a faculty vote, the latter would be more appropriate.

At this time Tony Catanese moved to remove from the table the substitute motion submitted by John Dittmer and himself. Bob Calvert seconded the motion which passed.

Discussion was then held on the substitute motion.

Arguments for the substitute motion included:

The primary purpose of the motion is to question whether the faculty really wants to practice the University affirmative action policy. The substitute motion was also favored by some because it was perceived by them as being clear whereas the motion proposed by CAPP is subject to too many interpretations. The substitute motion would show that the faculty was taking a stand to state that the University will not endorse this kind of discrimination.

Arguments against the substitute motion included:

The purpose of the CAPP motion, as opposed to the substitute motion, is to offer a milder action. CAPP favors a slower, more measured response. The CAPP motion would serve as a "first warning" whereas the substitute motion seems to be more of an ultimatum. Usually an ultimatum is delivered after a warning has been issued. The CAPP motion would serve as the warning and an alert that a more severe action would come at a later time if no changes were made. If, in two years, there have been no changes, the program can be evaluated on that basis.

It was pointed out that the affirmative action statement in the forthcoming University Catalog will include sexual preference in the non-discrimination statement. It was also mentioned that if real change were to occur messages needed to be sent to senators and representatives.

The question was called and defeated. The discussion continued.

President Bottoms stated that he could support either motion. The question is whether or not the faculty feels there is any possibility the Army will change its position. If there is no chance, the substitute motion might be preferable; if there is a chance, the CAPP motion would be better. At this time, the President thinks the CAPP motion might be the better of the two. In either case, the consciousness of the DePauw community is being raised.

The question was again called to vote on the substitute motion, this time with no objection. A secret ballot was called for.

The substitute motion was defeated with sixty (60) against and fifty-three (53) for the motion.

With the substitute motion defeated, the original CAPP motion was returned to the floor.

A question was asked about the definition of program and the scope of the program: Is ROTC a program of certification or a program of certification and appointment? Silander pointed out the DePauw doesn't certify, ROTC does. Captain Legler stated that ROTC is a part of the curriculum; any student eligible to take other courses is eligible to take ROTC courses. The program of commissioning, however, is to certify officers. Homosexuals are among those who cannot enroll in the commissioning program. In response to a question concerning eligibility for scholarships, Legler stated that only those eligible for commissioning may receive scholarships.

There was discussion concerning the language of the motion, after which Ralph Raymond moved to change the wording as follows:  
(added portion in bold; deleted in parentheses)

"(CAPP) **The faculty** acknowledges the importance of ROTC at DePauw University but (has reservations concerning) **condemns** discrimination against (avowed) homosexuals in scholarships and commissioning. (CAPP) **The faculty**, therefore, moves that the Vice President for Academic Affairs write to the commanding officer of the Western Indiana Consortium for ROTC and his commanding officers to express DePauw University's (concern with the) **objection to** ROTC policies on homosexuality, and to inform them DePauw will again review the ROTC program and the army's position on homosexuality two years hence."

The motion to amend was seconded and passed.

John Kaemmer then moved to further amend the motion to read:

"The faculty acknowledges the importance of ROTC at DePauw University but condemns discrimination against homosexuals in scholarships and commissioning. The faculty, therefore, moves that the Vice President for Academic Affairs write to the commanding officer of the Western Indiana Consortium for ROTC and his commanding officers to express DePauw University's objection to ROTC policies on homosexuality, and to inform them DePauw will again review the ROTC program and the army's position on homosexuality two years hence with a view toward possible termination of the ROTC program."

The motion to amend was seconded and passed.

There was a call for a secret ballot to vote on the amended motion which passed with a vote of 87 in favor and 27 against.

**COMMITTEE ON FACULTY (COF)**

Gene Schwartz, for COF, announced that the committee was continuing consideration of tenure cases.

Schwartz then made the following motion:

To include in the Academic Handbook, under Personnel Policies IV.C. 6: Report, the following statement after the sentence which reads "The Personnel Committee shall...make a recommendation, stating clearly the evidence and the reasons for the recommendation."

The preparation of a consensus report is strongly encouraged. However, if after prolonged discussion the Personnel Committee is unable to attain consensus among all of its members then the majority shall write and sign its report. The minority member or members shall together or separately append and sign their report(s) or statement(s) for not agreeing. All members of the Personnel Committee shall have access to the entire document. The entire report and any documentary evidence shall be sent to the COF and the AVP. The entire report shall be sent to the candidate.

Schwartz then moved to table the motion. The motion to table was seconded and passed.

**SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)**

Richard Smock, for SAC, stated that there was no report.



## REPORTS FROM OTHER COMMITTEES

### FACULTY DEVELOPMENT COMMITTEE (FDC)

Wade Hazel, for FDC, announced that the deadline for applications for faculty-student collaborations is March 1. He reminded faculty of the GLCA workshop on teaching and said the money for this workshop would not come out of the conference fund. He also stated that little money remains in either the conference fund or the research and development fund.

In response to a question about funding for conferences that are held in the summer, Hazel stated that faculty should submit an application in advance based, if necessary, on previous experience with the particular conference. John White stated that this was a continuing problem and would probably be discussed further in the next committee meeting.

Hazel then announced those faculty who had been awarded Fisher Fellowships and Fisher Time-Outs for the Fall semester. They are:

Fisher Fellowships - Underwood Dudley  
Yung-chen Chiang

Fisher Time-Outs - Istvan Csicsery-Ronay  
John Kaemmer  
David Herrold

Silander then declared that the meeting would go into executive session.

### COMMUNICATIONS FROM THE PRESIDENT

President Bottoms and Vice President for Finance, Marty Catanese explained budget considerations for the 1990-91 fiscal year.

President Bottoms announced two faculty retreats to be held at the Inn of the Four Winds in Bloomington.

1. February 23-24 - for faculty who have taught at DePauw between five and ten years.
2. March 9-10 - for faculty who have taught at DePauw for one to four years.

The President invited faculty to submit nominations of senior faculty whom they consider to be the best teaching faculty to serve on a small committee to reflect and make recommendations on how the University can improve the teaching environment and enhance DePauw's reputation as a "teaching" institution. He then stated goals for the University for the next five to ten years.

President Bottoms invited suggestions from faculty for people to serve on the Search Committee to fill Silander's position when he retires. He then opened the floor to questions and stated that discussions could continue at the faculty luncheon to be held in the Union Building on Monday, February 12.

**OLD BUSINESS**

Having dealt with the substitute ROTC motion earlier in the meeting, there was no old business.

**NEW BUSINESS**

Ballots for honorary degrees were distributed and collected.

**ANNOUNCEMENTS**

Ellie Ypma distributed a revised 1990-91 calendar and announced that an open meeting will be held on Wednesday, February 7, at 4:00 p.m. in Room 106 East College.

Stan Warren reminded faculty to turn in their evaluations on the freshman Winter Term.

Silander announced new Department Chair positions:

- ART - R. Kingsley (beginning in 1991-92)
- BIOS - M. Johnson
- EDUC - J. Raybern
- ENG - W. Glausser
- HPER - R. Lester
- MATH - U. Dudley
- PHYS - E. Henninger
- S&A - N. Davis

He also announced that R. Raymond will serve as Acting Chair of the Political Science Department during Spring Semester of this year.

Jack Morrill, on behalf of those participating in the freshman Winter Term, thanked Stan Warren and his committee for their work.

The meeting was adjourned at 9:30 p.m.

Respectfully Submitted,

Darryl Gibson, Secretary of the Faculty  
Jane Brigman, Coordinator of Academic Administration

Draft 2-5-90

STATEMENT BY FRED S. SILANDER, DEPAUW UNIVERSITY VICE PRESIDENT FOR ACADEMIC AFFAIRS, IN RECOGNITION OF THE FACULTY VOTE ON A PROPOSAL CONCERNING THE ROTC PROGRAM AT THE UNIVERSITY:

A four-year U.S. Army Reserve Officer Training Corps program is available at DePauw University through a cooperative agreement with Rose-Hulman Institute of Technology, Terre Haute, Ind.

As part of DePauw's continuing review of the quality of its academic programs, DePauw faculty and administrators in the spring 1989 began to examine the ROTC program to make certain its academic rigor met university standards. In the course of reviewing the ROTC program, faculty and administrators became aware of the restrictions placed upon students in the ROTC program. Specifically, ROTC policy states that the following individuals are not eligible for the Army's commissioning program which begins in the student's junior year: over age students, physically disqualified students, foreign students and homosexuals.

It is unfortunate that the Army has put us in a position of having to defy our own guidelines against discrimination as defined by the federal government. By U.S. law we are not allowed to discriminate in any way, and we are being asked to make an exception by the ROTC.

(Include following statement if CAPP proposal is approved:) The university administration supports the proposal developed by the Committee on Academic Policy and Planning and approved by a vote of the faculty at the faculty meeting on Monday, Feb. 5. The proposal was written as a result of much consideration by both faculty and administrators.

###

030673

**AGENDA**  
**For the Faculty Meeting of March 5, 1990**

- 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 (G. Townsend)**
  - a. Remove from the table the motion concerning the Science Fellowship Program
  - b. Announcements

- Committee on Faculty (E. Schwartz)**
  - a. Motion to be removed from the table:

To include in the Academic Handbook, under Personnel Policies IV.C. 6: Report, the following statement after the sentence which reads "The Personnel Committee shall...make a recommendation, stating clearly the evidence and the reasons for the recommendation."

**The preparation of a consensus report is strongly encouraged. However, if after prolonged discussion the Personnel Committee is unable to attain consensus among all of its members then the majority shall write and sign its report. The minority member or members shall together or separately append and sign their report(s) or statement(s) for not agreeing. All members of the Personnel Committee shall have access to the entire document. The entire report and any documentary evidence shall be sent to the COF and the AVP. The entire report shall be sent to the candidate.**

- Committee on Management of Academic Operations (S. Abel)**
  - a. Course Changes
  - b. Announcements

- Committee on Scholastic Achievement (R. Smock)**
  - a. Announcements

- 4. Reports from Other Committees

- Faculty Development Committee (W. Hazel)**
  - a. Announcements

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

**THE FACULTY OF DEPAUW UNIVERSITY**  
Minutes of the Meeting of March 5, 1990

**CALL TO ORDER**

The regular meeting of the faculty of DePauw University was called to order by Fred Silander, Vice President for Academic Affairs, at 7:00 p.m. in Thompson Recital Hall.

Silander asked if there were any objections to Jane Funke and Steve Gauly being present for the meeting. Hearing none, this was allowed.

Silander made the following announcements:

1. The April 2, 1990 faculty meeting will be held in Meharry Hall.
2. The letter regarding the ROTC motion is in progress and will soon be completed.

**APPROVAL OF THE MINUTES**

Margaret Hamilton moved that the minutes be approved as distributed. Sherry Smith seconded the motion which passed unanimously.

**REPORTS FROM COORDINATING COMMITTEES**

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

Gloria Townsend, for CAPP, moved to remove from the table the motion concerning the Science Research Fellows Program. The motion to remove from the table passed.

Bruce Serlin spoke for the motion making the following points:

- The program would be a vehicle to attract highly motivated students who have an interest in science.
- There would be a higher level of expectation and excitement than is now present.
- Students would not be set apart from other students, but would be asked to go beyond what others are doing. These students would fulfill the same requirements as other students; there would be no separate sections of courses specifically for them.
- This would allow for an interchange between DePauw and other institutions.

Several questions were asked:

-The proposal indicates that funds will be raised for the program and also states that a director will be appointed beginning with the 1990-91 academic year. Will funds be raised before a director is hired?

John White: For the first four year term, the director would be a half-time, inhouse person. Later, there would be a full-time

director. If the proposal is approved tonight, the process will be to hire a half-time director, appoint an advisory committee, and begin looking for funding.

-Why not continue to have the inhouse half-time director?

Serlin: When the program is up and running, this would be too much for a half-time person. A full-time director would be needed in order to do justice to the program.

-What is the exact name of the program?

White: The Science Research Fellows Program. It is a Fellow's program similar to the Fellow's program we now have.

-Some students interested in sciences take college courses while still in high school and may graduate from high school with several college courses. Will we accept these courses for credit.

Ellie Ypma: These would be evaluated on the same basis as courses for any student. If the courses are taken on a college campus with other college students and are the kind of courses DePauw would offer, generally the credit is accepted.

White then urged the committee to pass the motion. He stated that the idea is novel in institutions like DePauw and should help in the recruitment market. White pointed out several reasons for having the program.

-The University needs a good pool of students interested in the sciences from which to draw.

-It presents the opportunity to build on what DePauw already does well.

-Some grants such as the Dana Apprentice Program and the Lilly Summer Collaborations are near the end of funding. Something is needed to continue these efforts in the sciences.

-The program would have a strong interdisciplinary component.

-There has been an excellent response from potential hosts for interns.

A suggestion was made that since this is a research oriented program, there be a way to raise the ethical consciousness of the students involved. Serlin replied that this had been discussed within the committee, in meetings with the departments involved, and in the open meeting. The consensus in those meetings was that raising the ethical consciousness should apply to all students, not just those in this program. White stated that he wouldn't want to rule out a required course. However, he feels this is a decision best left to the advisory committee. Steve Raines pointed out this program is being compared to the Management Fellows Program and students in that program must take a course in business ethics. Similarly, Science Fellows should take a course in science ethics. Raines would like for the faculty to have a voice in whether to include such a course in the program.

It was pointed out that possibly ethics could be taught as a part of the core course. Serlin explained that at this time, only two special courses are proposed: a freshman seminar and a capstone course during the senior year. White stated that there is a

Questions and comments were as follows:

-What is the purpose of the first sentence? Does it have a place in this kind of document?

Schwartz: The hope is that the department would reach a consensus. The ideal procedure would be that of sharing in the department before sending the report.

-Is this a change in intent, or to clarify an interpretation of the by-laws? Hasn't this always been the intent?

Schwartz: It has been open to interpretation.

-It was pointed out that sometimes the DPCR will be sent lacking a signature. The COF doesn't know the significance of the lack of a signature.

-There is a problem with the time of the file closing. If a dissent letter comes after the file has closed, the department does not have access to that letter.

-It seems to be common sense. A dissenter should be on record with reasons.

Chuck Mays moved and it was seconded to amend the motion to delete the entire first sentence and the first word of the second sentence. The question was called and the motion to amend failed which brought the original motion back to the floor.

Raines stated that he was concerned that over time the words "entire document" might not be clear and suggested that it be clarified by adding "(i.e., both majority and minority reports)." Bob Calvert moved, and it was seconded, to amend the motion to include the above wording. Kit Price suggested that the wording should be rearranged to read write, sign, and append. Calvert allowed this to be included in his amendment to the motion.

The question was called and the amendment to the motion passed.

Roger Gustavsson moved that the motion be further amended to read, "statements of their reasons for not agreeing." The motion was seconded and the motion to amend passed.

Silander reminded the faculty that all changes to the Academic Handbook go to the Board of Trustees.

The question was called on the amended motion which now reads:

**The preparation of a consensus report is strongly encouraged. However, if after prolonged discussion the personnel committee is unable to attain consensus among all of its members then the majority shall write and sign its report. The minority member or members shall together or separately write, sign and append their report(s) or statement(s) of their reasons for not agreeing. All members of the Personnel Committee shall have access to the entire document (i.e., both the majority and the minority reports). The entire report and any documentary**

possibility of one course or two half courses being offered during the intern semester. White said there are a variety of ways in which ethics might be included in the program. Marthe Chandler pointed out that a course in philosophy of science is currently available to students and addresses ethical issues.

A question was asked as to why particular students should take an ethics course rather than the entire student body. One reason given was that with limited resources, the effect needs to be maximized. These will be gifted students who are more likely to have decision making roles in the future.

The question was called and the motion to adopt the Science Research Fellows Program passed.

Townsend then announced:

- CAPP is continuing its discussion on distribution requirements.
- Faculty are invited to send suggestions for the Winter Term theme to Stan Warren.

#### **COMMITTEE ON FACULTY (COF)**

Gene Schwartz announced that COF was continuing its review of tenure cases.

Schwartz then moved to remove from the table the following motion regarding the change in the Academic Handbook. The motion to remove from the table passed.

To include in the Academic Handbook, under Personnel Policies IV.C.6: Report, the following statement after the sentence which reads "The Personnel Committee shall...make a recommendation, stating clearly the evidence and the reasons for the recommendation."

The preparation of a consensus report is strongly encouraged. However, if after prolonged discussion the Personnel Committee is unable to attain consensus among all of its members then the majority shall write and sign its report. The minority member or members shall together or separately append and sign their report(s) or statement(s) for not agreeing. All members of the Personnel Committee shall have access to the entire document. The entire report and any documentary evidence shall be sent to the COF and the AVP. The entire report shall be sent to the candidate.

Schwartz explained that the intent of the motion was to make the personnel process more open, especially at the Departmental Personnel Committee (DPC) level. At the present time, dissenting members of the DPC are protected because their dissent goes only to COF, the candidate and the AVP. Schwartz explained that "entire report" would include the majority report and the dissenting minority report. Dissenters would not be protected by anonymity.



evidence shall be sent to the COF and the AVP. The entire report shall be sent to the candidate.

The statement that the changes in the Academic Handbook go to the Board of Trustees was questioned. President Bottoms explained that the entire handbook goes before the trustees to be approved. The President stated that he anticipated no problem with the Board approving any changes that had been approved by the faculty and the administration.

**COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)**

For MAO, Sam Abel announced the following course changes:

Change of Title:

BIOS 214 Human Physiology is now BIOS 214 General Physiology  
BIOS 348 Sociobiology is now BIOS 348 Behavioral Ecology

Abel then made the following motions:

Change in Credit:

BIOS 348 Behavioral Biology from variable 1/2-1 to 1 course.

The motion passed.

Course Addition: (with permission to offer the course Fall 1990)

UNI 390 Topics

The motion passed.

Courses to be moved from Experimental Division to Department  
(with permission to offer Fall 1990 those courses marked with an asterisk)

- UNI 140 Introduction to Women's Studies - 1 course\*
- UNI 340 Feminist Theory - 1 course
- UNI 211 Japanese III - 1 course\*
- UNI 212 Japanese IV - 1 course
- UNI 221 Chinese III - 1 course\*
- UNI 222 Chinese IV - 1 course

The motion passed.

Abel then announced that MAO is considering the following items:

- The 1991-92 calendar. The proposed calendar will be available for the April faculty meeting, after which an open meeting will be held.
- Discussion of when students should be allowed to withdraw from a course.
- Grading for Winter Term.
- Procedures for incomplete grades.

The dates for rush were questioned. In response, Abel pointed out that MAO is not, at this time, proposing radical changes for 1991-92. The committee feels it is important to go through the process two years before recommending extensive changes. There

has been a survey of students and this information will be shared with MAO in the near future. Abel also stated that students will be making some changes in the process for next year. It was noted that many students felt not having rush during orientation was good, but that it needed to be handled differently. Students are proposing changes based on the timing of rush and the experience from this year. The way of doing rush will need to be assessed when looking at timing in the future.

Concerns of faculty centered on the disruption of classes. Statements were made that students weren't studying just before or just after rush and got behind in their classes. It was suggested that if rush during orientation doesn't work and rush at the time it was held this year doesn't work, it would be good to look at other options.

It was suggested that although this is a decision usually made in committee, it would be good to have it discussed at a future faculty meeting. There was also a suggestion that MAO tap directly into student sentiment rather than going through the "filtering system" of student leaders.

Gary Lemon moved and Bruce Serlin seconded that MAO study the issue of rush, survey faculty and students, and report back to the faculty at the next faculty meeting.

President Bottoms stated that he saw two problems with this discussion:

1. April or May would be late to make changes in the calendar for next year.
2. Committee business is to often rehashed on the floor of the faculty.

White spoke against the motion stating that it would be a physical impossibility to poll faculty and students and have results by the next faculty meeting.

The question was called and the motion failed.

Lemon questioned the registration date for Spring 1991. Ellie Ypma stated that the dates have not been published. Lemon asked if the sentiment of the Department Chairs had been shared with MAO to which Ypma responded that it had been.

John Anderson stated that he hoped comprehensive examinations and initiation for sororities and fraternities would not occur on the same day in the future.

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

For SAC, Rick Smock announced that only one response had been received from the Spring 1988 mailing concerning the report on grading. He stated that SAC would be sending a letter to Chairs, along with suggested discussion questions, for discussion within departments. SAC is requesting a response from each department and will compile a report based on information received.

## REPORTS FROM OTHER COMMITTEES

### FACULTY DEVELOPMENT COMMITTEE (FDC)

Wade Hazel, for FDC, announced that while all money in the professional conference fund and the research and development fund has been allocated, sometimes there are cancellations, so faculty may still apply.

Hazel announced awards for Spring Fisher Time Outs. Those receiving the awards are:

Tony Catanese  
Tom Chiarella  
Wayne Glausser

Out of seventeen applications for summer stipends, the following eight faculty were chosen:

Tom Chiarella  
Catherine Fruhan  
Tom Hall  
Gary Lemon  
Pete Mazzone  
Nafhat Nasr  
Marcia Roberts  
Wassim Shahin

### COMMUNICATIONS FROM THE PRESIDENT

President Bottoms announced that a search committee had been selected for the Provost position. Faculty on the committee are:

Catherine Fruhan  
Walker Gilmer  
Nancy Metzger  
David Ott  
Gene Schwartz

### OLD BUSINESS

Nasr moved, and the motion was seconded, that the following motion which was placed on the table in September 1989, be removed from the table:

**That at a later time the faculty reconsider the number of people on the International Education Committee (IEC).**

Nasr asked that the IEC be allowed to continue with its current membership of eight rather than be reduced to six. He gave the following reasons:

-The committee has a heavy work load.

-Committee representation is very important. More members allow for a greater opportunity for geographic representation.

-Because of the number of ex officio members, a committee of six would become out of proportion. Although ex officio members do not vote, they influence decisions.

-This committee has never had difficulty in having people willing to serve.

A question was asked as to whether the committee does some work that could be done by the Administration? Amir Rafat explained that he does interview all candidates but feels it is important to get faculty input into the final decision. Vincent Serpa stated that it is easier to justify a committee decision than a decision made by one person.

The question was called and the motion passed. The International Education Committee will remain at eight members.

#### **NEW BUSINESS**

Raines asked for a brief report from the Administration Committee and Lemon responded. The Committee received 85 responses to a survey of faculty: 60-65% voted for the alternative of a flat amount plus a percentage; 20-25% voted for the same dollar amount for everyone; the remainder voted for an across the board percentage. The compensation pool will be 8% and the salary pool will be 7%. The Committee recommended a minimum raise of 6%.

#### **ANNOUNCEMENTS**

Jim George announced that the seminar series in chemistry will feature John Marquart speaking on "The Science of Speleology" at 4:00 p.m. on March 8 in Room 120 of the Julian Science and Mathematics Center.

Ellie Ypma reminded faculty that census surveys will be due around Spring Break. She urged everyone to turn in the surveys since this will mean \$1600 per person per year for the Greencastle community during the next decade.

The meeting was adjourned at 9:15 p.m.

Respectfully submitted,

Jane Brigman  
Coordinator of Academic Administration

*Passed*  
*March 1990*  
000073

## **The Science Research Fellows Program**

In order to attract and retain more of the nation's most promising science students and to make DePauw's science program first rate among liberal arts colleges, a "science research fellows" program will provide intensive classroom and laboratory opportunities, summer research experience, and an opportunity for a research semester with a governmental agency, in private industry with a major chemical, engineering, pharmaceutical, or agricultural research firm, or in some other major research setting. The program is designed for students who are attracted to careers in research or those who wish more extensive research experience in preparation for graduate training.

### **The Need for Such a Proposal.**

There has been much written about the declining numbers of students going into science, both as a field of study, and subsequently, as a career. Many people have remarked that this decline may potentially hold grave consequences for our nation's long-term leadership in areas of science and technology.

At DePauw, as at other top liberal arts colleges, the number of students expressing an interest in the sciences has dropped precipitously over the last decade. Minority students pursuing the study of science are even fewer, and their numbers fall far below the already alarming figures for majority students. Several major foundations such as the Howard Hughes Medical Institute and The Pew Charitable Trusts have placed the attraction and retention of more students in science as top goals over the next several years. The strength of DePauw's science program has been recognized by these foundations as worthy of support in areas such as minority high school collaboration and collaboration with the University of Rochester and Columbia University.

DePauw's participation in these various science initiatives has been worthwhile for both students and faculty members, but it cannot, in and of itself, reverse recent enrollment trends. DePauw must itself take the initiative to attract more of the top science students to the campus.

Building upon the long institutional tradition of educating science students by introducing them to research with faculty members early in their careers as young scientists, a "science research fellows program" will allow science at DePauw to stand alone among its peers. Students will recognize that DePauw's enhanced program not only provides the intimate setting with research professors but also assures for them a semester's research internship in a major research setting.

DePauw builds this program upon successes in Winter Term during which science students are placed in outstanding short-term laboratory settings for the four weeks of January and upon our successful student-faculty collaborative summer research program. Recently DePauw students have had excellent summer research opportunities with Eli Lilly and Company where senior researchers have expressed interest in a more formal relationship with DePauw.

"Science Research Fellows" will spend a full semester in an off-campus research lab thus establishing for themselves an invaluable track record for work in the laboratory (beyond the normal classroom rigors). Their preparation for graduate or professional school can be enhanced while the spectrum of their experience will be broadened as they are able to pair their collaborations with DePauw faculty members with top researchers off-campus (see page four for a list of possible placements).

There are important and long-lasting benefits for DePauw in initiating such a program. More and better prepared science students will be attracted to such a program. These outstanding students will, moreover, enhance the campus climate for science faculty members, giving them some of the very best high school graduates with whom they may work closely. Such a working environment is critical if we are to continue to attract the very best young teacher-researchers to faculty positions in the ever-tightening job market of the next decade.

Finally, through such a program, both DePauw students and faculty members will increase their outside contacts, which will result in new collaborative efforts with laboratories in both the private and public sectors. The program also will extend DePauw's influence into the scientific workplace in a more direct way than ever before -- a workplace which needs more liberally educated young men and women to understand and manage the challenges of science into the 21st Century.

#### **The Program Itself.**

Students will be recruited by the admissions office and selected as "Science Research Fellows" by an advisory faculty committee, chaired by the program's Director. Since these are the most gifted students interested in science, they will reflect the very top of our current applicant pool. More importantly, the Science Research Fellows Program will increase that pool, attracting applications from students who see the guidance, supervision, and internship opportunities of this program significantly different from what many other institutions can and do provide. Science Research Fellows will be eligible for appropriate merit scholarships.

A selection process will invite students to campus for interviews. Like the other current campus programs (Honor Scholar and Management Fellows), students will have to apply both to DePauw -- for general admission -- and to the Science Research Fellows Program.

The program must limit the numbers of students selected to insure program quality without jeopardizing on-going programs in the sciences. In the initial years, between six to ten students will be selected. Students may also enter the program "laterally," i.e., as students not originally accepted into the program but who have shown outstanding academic performance. The selection of these students will be made by the Director and the Advisory Committee which will be composed of members of each of the relevant departments.

The Program's Advisory Committee will work with the Director to ensure students are upholding the standards of the program. Together with the Director, Committee members will monitor students' progress and will periodically assess the Program's various features, including recruitment, selection, and progress of Science Research Fellows as well as the quality of the research internships.

The Fellows will have two special courses designed especially for them: a "Freshman Seminar" and a "capstone" course during the senior year. The former will provide students with an introduction to various methodologies represented within the scientific disciplines and will afford an intensive academic experience to prepare them for summer research opportunities and, eventually, their internship. The latter will give students opportunities to discuss their research semester with other Science Research Fellows, integrate the experiences with their other studies, and relate the experience to their senior projects in their major area of concentration. The Director of the program will play a key role in providing continuity and integration in both Freshman and Capstone Seminars.

Faculty members who teach in either the Freshman Seminar (probably on a two-three week basis) or in the Capstone Seminar will receive overload pay. Science faculty members will oversee the research of no more than two Research Fellows.

Science Research Fellows have the flexibility to major in any of the science departments. Though the emphasis of the program is clearly on the research experience in the physical and biological sciences, the program is designed to insure that a student having interests in cognitive psychology, physical geography, computer science, or some analogous area may develop a major in the appropriate field. Individual departments will want to work with the Director to determine how a student's research experience is related to required courses in the major.

Among the emphases of the first two years will be experiences which will reinforce the increasingly interdisciplinary nature of science. Students will integrate knowledge of computers and other modes of new technology into course work. They will be required, furthermore, to achieve competence in areas as diverse as electrical knowledge, photography, bibliographic skills, as well as speaking, writing, and quantitative skills. During the regular semesters, faculty research directors may wish to use the assistance of Science Research Fellows in on-going projects of research, gaining further experience and preparation for their research semester.

A central feature of the Science Research Fellows program includes co-curricular programming which attracts speakers from a variety of settings including academic, administrative, industrial, granting agencies, and related services (governmental agencies from water quality to park services, zoo and breeding programs, the space program, environmental concerns, and energy-related programs). The Director is responsible for organizing these activities.

#### **The internship.**

Students who are selected as "Science Research Fellows" and who continue in good standing in the Program have the opportunity to participate in an internship in a research laboratory of a major scientific firm, governmental facility, or major research institution. In consultation with their research directors and the Director of the Science Research Fellows Program, students may elect an internship in either semester of the junior year or in the first semester of the senior year. Students may choose to link the summer preceding or following to the intern semester. Science Research Fellows are considered "off-campus" insofar as their Winter Term obligation is concerned during the academic year of their internship.

Among the types of industrial settings available for internships are agricultural research labs (prominent in the Midwest), drug and pharmaceutical companies, oil and gas companies, and engineering firms. The various agencies listed in the preceding paragraph are also potential placement sites. Students may complete their internship on the DePauw campus, under the supervision of a research director.

The internship itself must be of high quality. The placement of students is contingent upon the internship's value for a student's academic program, the benefit which will accrue to student because of his or her participation, and the willingness of the off-campus host to allow research information to be discussed in the subsequent capstone course. Students will not be placed in settings where they are serving only as technicians.



There will be a colloquium (see above, "capstone" course) developed for all intern-participants upon their return to campus, to share the results of their research with other students and with science faculty members. Site visits by a student's research director will be required for all interns.

### **The Courses**

The faculty has passed Gens 320, "Supervised Internship" carrying two course credits. This description will be revised to include Science Research Fellows' participation in internships.

Apart from the Freshman Seminar and the Capstone courses described above, there are at least one and possibly two new courses will need to be developed for Science Research Fellows. Since students must be enrolled in at least 2 1/2 credits to be considered full-time, there needs to be developed another full course or two 1/2 credit courses which would allow the Science Research Fellows to have a full schedule of 3 credits. In some instances, students may be taking their research semesters in locales where traditional academic courses are available (on the analogy of the Oak Ridge Science Semester) and, thus, will be able to earn additional course credit.

Where this is not possible, the courses will be developed by the program's Director in consultation with the Advisory Committee and other members of the science departments and will be approved through the regular channels for new courses established by the Committee on the Management of Academic Operations.

The two course credits acquired for the internship will come under course Gens 320, "Supervised Internships" which has already been approved by the faculty. The description of this course will be revised to include Science Research Fellows participation in the internships.

### **Leadership.**

The program will be administered by a Director who will assist with recruiting students and, in consultation with an Advisory Committee, will establish a selection system and will monitor the progress of the program toward its full implementation.

Ideally, the Director should be a full-time person who could also work closely with science faculty members on a variety of curricular and research-related projects, including the administration of current and future institutional grants in science and serve as a member of the academic administration. Since a full-time appointment may not be feasible in the early years of the program, the initial Director will come from the

ranks of the science faculty, be provided released time for these administrative duties, and be appointed for a term of office. The initial Director will be appointed in the following manner: nominations will be received by departmental representatives who in turn will make a final recommendation to the President. The department will be given an automatic replacement.

#### **Advertising the Program.**

The Director, in conjunction with the Admissions Office, will develop a brochure, with special emphasis on what our science students have done already in both on campus and off-campus summer work (e.g., our two students who participated in research at Eli Lilly and Company during the Summer of 1989). National talent search students as well as our own top prospects will be the primary audience. A campus week-end will be designed by the Director where candidates for the Science Research Fellows Program will be selected.

The program will begin with a modest number of students (6-10) and will increased only as our ability to serve these students increases without jeopardizing the quality of on-going programs.

Equally important as attracting outstanding students is attracting support from outside agencies. Industrial clients must be convinced that such a program will yield quality, trained employees. Research institutes must observe that the students who are graduates of this program have gone on to become top graduate students. Governmental agencies must be shown that these research students know the ropes, are committed and hard working, and possess the broad liberal arts background which makes them valuable resources.

Our preliminary contacts with research labs and major research universities suggest that placement for our students will not be an obstacle. In fact, based upon our success in Winter Term, the only limitation would appear to be the number of eligible fellows in a given year.

#### **Budget**

The Administration proposes to raise funds for the Science Research Fellows Program in order to insure that necessary resources do not compete with existing programs.

Budget items include salary and benefits for the Director; administrative costs (speakers, admissions costs, interviews and campus visits); additional library resources; student summer research stipends; faculty stipends for supervision; travel; and summer research funds to supplement departmental budgets. The University will attempt to raise funds to support students who are completing their research semester in not-for-profit research settings.

Students would be guaranteed at least one summer research opportunity on campus. Most would have more than one.

### **Timetable**

The proposal will be presented to the Faculty for its approval early in the Spring Semester, 1990.

The initial Director will be selected following the Program's approval and appointed for a four year term beginning the 1990-91 Academic Year. The Advisory Committee will also be selected during Spring, 1990. The immediate work of the Director and the Advisory Committee includes course development for the Freshman Seminar and eventually for courses associated with the internship.

In consultation with the Director admissions material will be developed during the Summer of 1990 for distribution during the 1990-91 Academic Year. The Director will be available during the 1990-91 Academic Year to meet with prospective students and discuss the program.

Courses in the Science Research Fellows Program will be approved by MAO and the Faculty during the Fall Semester, 1990.

The first Science Research Fellows will be selected in conjunction with a weekend program, in early 1991. In the Fall, 1991, the first Science Research Fellows will be enrolled.

During the 1993-94 Academic Year, CAPP will review the status of the Research Fellows Program, including the quality and number of admitted students, the impact upon the science faculty members, and the success of the internships and specially designed courses.

**AGENDA**

For the Faculty Meeting of April 2, 1990

1. Call to Order - 7:00 p.m. Meharry Hall **(Note change in meeting place)**
2. Approval of Previous Minutes
3. Reports from Coordinating Committees
  - Committee on Academic Policy and Planning** (G. Townsend)
    - Announcements
  - Committee on Faculty** (E. Schwartz)
    - Announcements
  - Committee on Management of Academic Operations** (S. Abel)
    - Announcements
  - Committee on Scholastic Achievement** (R. Smock)
4. Reports from Other Committees
  - Faculty Development Committee** (W. Hazel)
5. Communications from the President
6. Old Business
7. New Business
8. Announcements
9. Adjournment

April 2, 1990  
Minutes

000086

**THE FACULTY OF DEPAUW UNIVERSITY**  
Minutes of the Meeting of April 2, 1990

**CALL TO ORDER**

The regular meeting of the faculty of DePauw University was called to order by Fred Silander, Vice President for Academic Affairs, at 7:00 p.m. in Meharry Hall.

**APPROVAL OF THE MINUTES**

It was moved and seconded that the minutes of March 5, 1990 be approved as distributed. The motion passed unanimously.

**REPORTS FROM COORDINATING COMMITTEES**

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

Gloria Townsend, for CAPP, announced that the topic for Winter Term 1991 has been narrowed to two:

1. Human Rights
2. Environment

A choice will be made and the topic announced at the May faculty meeting.

Townsend stated that CAPP wished to readdress the two ROTC issues that were referred to MAO during the November 6, 1989 faculty meeting.

1. No credit be given for ROTC 200, Camp Challenge.

Townsend stated that MAO had informed CAPP that the MAO Committee cannot change credit for courses unless the department concerned submits a request to do so. Sam Abel responded that MAO unanimously decided that it did not want to set a precedent to dictate to any department what the credit for a course would be. The function of MAO is to evaluate the credit when presented by a department. It was MAO's decision that ROTC should not be treated any differently than other academic departments.

Townsend responded that CAPP feels there is precedent for this both in the education department and for physical education activity courses. Wade Hazel asked if changes in the physical education courses were initiated by the department. Silander responded that the activity courses were discussed when distribution requirements were being reviewed. The question was asked about eliminating credit for varsity sports and the response was that this was requested by the HPER department.

Art Evans stated that ROTC 200 is one of two courses that can be taken during the summer, the second being an advanced summer camp

for which students receive no credit. Evans stated that CAPP feels there are no significant differences between the two that one would deserve credit while the other did not. Evans read a description of ROTC 200 and stated that the course is principally physical training as opposed to course work.

Kit Price asked if it were possible that the ROTC department would consider asking that ROTC 200 be offered for no credit. Richard Legler, for ROTC, stated that he would not submit the course for no credit without talking with his supervisor. Legler also stated that ROTC 200 was taken in lieu of two other 1/2 courses so the maximum army ROTC credit that can be received by students is four courses.

Bill Cavanaugh asked at what point the course originally came into question. Townsend responded that it came with the faculty charge to evaluate the ROTC programs.

John Anderson asked when the course was initially approved. Howard Brooks responded that it was within the three year time period when he was Chair of MAO, probably around 1986.

Townsend, for CAPP, moved that credit no longer be given for ROTC 200, Camp Challenge. The motion from committee required no second. The motion passed. Credit will no longer be given for ROTC 200.

2. DePauw maintain the original 1975 agreement to allow a maximum of four course credits from ROTC courses toward graduation.

Townsend, for CAPP, moved that DePauw maintain the 1975 agreement and allow no more than four ROTC course credits toward graduation. The motion from committee required no second.

John Dittmer stated that he would like to have the motion in writing prior to deliberation and moved to table the motion. The motion to table was seconded ~~by Evans~~ and passed. The motion will be tabled.

Evans then read to the faculty the original ROTC motion that was tabled in April 1975 and passed in May 1975. Evans stated that in 1986, the faculty voted to change AS 101-102, The Air Force Today and AS 201-202, The Development of Air Power, from 1/4 course each to 1/2 course each, thus allowing students to take a maximum of five courses toward graduation.

#### **COMMITTEE ON FACULTY (COF)**

Gene Schwartz, for COF, stated that the Committee is continuing with tenure and interim reviews. Schwartz then read a list of those who would be up for review next year and asked that he be informed of any discrepancies or questions concerning those on the list.

**MANAGEMENT OF ACADEMIC OPERATIONS (MAO)**

Sam Abel, for MAO, announced the following course changes:

Change in Number

- AS 321 to 301 - Air Force Management and Leadership
- AS 421 to 401 - National Security Forces in Contemporary American Society

Abel distributed the proposed calendar for 1991-92 and announced that an open meeting will be held at 4:00 p.m. on April 12 in Room 106 East College. (Calendar attached)

**SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)**

Richard Smock, for SAC, thanked those faculty who responded to the survey on grade distribution and urged those departments not responding to do so.

**REPORTS FROM OTHER COMMITTEES**

**FACULTY DEVELOPMENT COMMITTEE (FDC)**

Wade Hazel announced that the Committee will be reviewing procedures for professional conferences and research and professional development, and asked that any questions or comments be forwarded to the Committee.

**COMMUNICATIONS FROM THE PRESIDENT AND OTHERS**

President Bottoms announced that faculty will be receiving an invitation to attend a conference on "Ethics and International Affairs" presented by the Carnegie Institute. The conference will be held on the DePauw campus, June 17 - 20.

Marty Catanese announced that the overall salary pool for faculty will be by 7%. The formula to be used is 2.8% plus \$1500 with the understanding that no one will receive less than a 6% raise.

If a promotion is involved, this will amount to an additional \$1500.

**OLD BUSINESS**

Silander read a letter that has been placed in the mail stating the faculty's concerns about the ROTC program to:

General Carl E. Vuono  
 Office of the Chief of Staff  
 Department of the Army

Commanding General Wagoner  
U.S. Army ROTC Cadet Command

Colonel Joseph M. Barrow  
Commander U.S. Army 1st Brigade  
2nd ROTC Region

Colonel Robert Eskew  
Army ROTC  
Rose Hulman Institute of Technology

#### **NEW BUSINESS**

There was no new business.

#### **ANNOUNCEMENTS**

Sherry Smith announced that at its March, 1990 meeting, the National League for Nursing reaccredited the School of Nursing for a full eight years with only two recommendations.

Paul Watt announced that Asia Week will be April 10-15. He highlighted some of the speakers and activities, and stated that brochures are available.

Stan Warren requested suggestions for readings for freshman orientation.

Darryl Gibson announced that the faculty election has been completed and the results distributed. He moved that the faculty approve the results. The motion was seconded by Sherry Smith and passed. Gibson also stated that with the restructuring of committee membership, the committee ratio will need to be discussed in the future.

Ellie Ypma reminded faculty to complete and turn in their census forms.

John White made a rousing speech for Duke over UNLV (we all know how that turned out!) after which he moved to adjourn the meeting. The motion was seconded and passed. The meeting adjourned at 7:40 p.m.

Respectfully Submitted,

Darryl Gibson, Secretary of the Faculty  
Jane Brigman, Coordinator of Academic Administration



PROPOSED CALENDAR FOR 1991-92

000083

First Semester, 1991

August 24, Saturday.....Opening Day for New Students  
 August 29, Thursday.....Classes Begin on Regular Schedule  
 October 21, Monday, 10:00 a.m.....Progress Reports Due  
 October 10-13.....Rush  
 November 22, Friday, 5:30 p.m. to  
 December 2, Monday, 8:00 a.m.....Thanksgiving Recess  
 December 13, Friday.....Last Day of Classes  
 December 14, Saturday, through  
 December 19, Thursday.....Final Examination Period  
 (December 14 exam in morning for Freshmen Composition and Economics  
 Seminars)  
 December 19, Thursday, 5:00 p.m. to  
 January 6, Monday, 8:00 a.m.....Christmas Recess  
 January 3, Monday, 10:00 a.m.....Final Grades for All Students Due

WINTER TERM, 1992

January 6, Monday, 8:00 a.m. through  
 January 31, Friday.....Winter Term Period  
 Off-Campus - January 6 - 31  
 On-Campus - January 8 - 29

Second Semester, 1992

January 31, Friday.....Registration and Payment of Tuition  
 and Fees for New Students  
 February 3, Monday.....Classes Begin on Regular Schedule  
 February 5, Wednesday.....Off-Campus Winter Term Reports Due  
 February 20, Thursday, 10:00 a.m.....Winter Term Grades Due  
 March 20, Friday, 10:00 a.m.....Progress Reports Due  
 March 20, Friday, 5:30 p.m. through  
 March 30, Monday, 8:00 a.m.....Spring Recess  
 May 14, Thursday.....Last Day of Classes  
 May 15, Friday.....Study Day  
 May 15, Friday, through  
 May 20, Wednesday.....Final Examination Period  
 (May 15 exams in morning for Freshman Composition and Economics Seminars)  
 May 21, Thursday, 10:00 a.m.....Final Grades for Graduating Seniors Due  
 May 23, Saturday, 1:00 p.m.....Commencement  
 May 28, Thursday, 10:00 a.m.....Final Grades for All Students  
 Other Than Degree Students Due

Easter -- April 19

Class Days	M	T	W	Th	F	
1st Semester	14	14	14	14	14	Last day to drop with W, November 6
2nd Semester	14	14	14	14	13	Last day to drop with W, April 17

February 20 date not to be published



000089

April 2, 1990

U. S. Army ROTC Cadet Command  
Ft. Monroe, VA 23651-5000

Attn: Commanding General Wagoner

The faculty of DePauw University is very concerned about the position of the Armed Forces on the issue of discrimination based on sexual orientation. The Army's exclusion of homosexuals from the commissioning process and scholarships represents a form of overt discrimination which the majority of the faculty members at DePauw University find abhorrent.

It is indeed unfortunate that the Army has placed the University in a position of being in violation of its own as well as generally accepted affirmative action guidelines. Consequently, after considerable discussion, the faculty approved the following motion at its meeting on February 7, 1990:

The faculty acknowledges the importance of ROTC at DePauw University but condemns discrimination against homosexuals in scholarships and commissioning. The faculty, therefore, moves that the Vice President for Academic Affairs write to the commanding officer of the Western Indiana Consortium for ROTC and his commanding officers to express DePauw University's objections to ROTC policies on homosexuality, and to inform them DePauw will again review the ROTC program and the army's position on homosexuality two years hence with a view toward possible termination of the ROTC program.

As a result, the faculty will review the position of the Army on the issue of commissioning homosexuals during February of 1991 with the intent of possibly discontinuing ROTC programs if the position of the Army has not changed.

Sincerely,

Fred Silander  
Vice President  
for Academic Affairs

FS/dw

March 28, 1990

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TO: The Faculty

FROM: The Secretary of the Faculty *DeG*

RE: Election Results

The following are the results of the Spring 1990 divisional and at-large elections.

Coordinating Committees

CAPP	Catherine Fruhan Martha Rainbolt Shery Tremblay	division (1) division (2) at-large (2) S91
COF	*** Vacancy Carl Huffman Jim Elrod Gloria Townsend	division (1) division (2) at-large (2) division (3)
MAO	Chuck Ransom Jim Rambo	division (1) division (2)
SAC	Erich Edberg Sam Abel	division (1) division (2)

Executive Committees

Athletic Board	Sheryl Tremblay Tom Chiarella Martha Avery	division (2) at-large (2) F90 division (3)
Faculty Development	Kathleen Jagger Teresa Kessler Thomas Hall Paul Watt	division (3) at-large (3) F90 division (4) at-large (4) F90
Continuing Education	*** Vacancy Judy Raybern	division (3) 9091 division (4)
International Education	Min-Min-Li Mac Dixon-Fyle	division (1) at-large (4)
Public Occasions	*** Vacancy for Woody Dudley *** Vacancy for Yung-chen Chiang	division (3) F90 division (4) F90
Scholastic Standing	Jim Rambo	division (2)
Teacher	Katherine Powell	division (3)

000091

**AGENDA**

For the Faculty Meeting of May 7, 1990

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

**Committee on Academic Policy and Planning (G. Townsend)**

- a. To remove the following motion from the table:  
"DePauw maintain the original 1975 agreement to allow a maximum of four courses credit from ROTC courses toward graduation."
- b. Announcements

**Committee on Faculty (E. Schwartz)**

Announcements

**Committee on Management of Academic Operations (S. Abel)**

- a. Course withdrawal deadlines
- b. Changes in satisfactory/unsatisfactory grades
- c. International Education pass-fail and course adjustment policies

**Committee on Scholastic Achievement (R. Smock)**

Announcements

4. Reports from Other Committees

**Faculty Development Committee (W. Hazel)**

5. Communications from the President
6. Old Business
7. New Business

Ballot for Mendenhall honorary degree - John White

Motion to authorize the Board of Trustees to advance candidates certified by the Office of the Registrar to their various degrees - Ellie Ypma

8. Announcements
9. Adjournment

000092

**THE FACULTY OF DEPAUW UNIVERSITY**  
Minutes of the Meeting of May 7, 1990

**CALL TO ORDER**

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

**APPROVAL AND CORRECTION OF THE MINUTES**

The minutes of April 2, 1990 were corrected to show that Art Evans did not second the motion to table the ROTC motion (page 2, paragraph 2, under #2).

It was moved and seconded that the minutes of April 2, 1990 be approved as corrected.

**REPORTS FROM COORDINATING COMMITTEES**

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

Gloria Townsend for CAPP moved to remove the following motion from the table:

DePauw maintain the original 1975 agreement to allow a maximum of four course credits from ROTC courses toward graduation.

Townsend then moved to amend the motion to add that this motion would go into effect for the 1990-91 entering freshman class. The amendment to the motion passed.

In response to a question, Townsend reviewed the sequence of events leading to this motion.

Glenn Welliver moved to further amend the motion to allow a maximum of four course credits if a student only took 31 courses. After some discussion about the intent of the original motion, Welliver withdrew his amendment.

Ellie Ypma clarified that if the motion passed, there would be a ceiling of four ROTC courses that would count toward graduation. If a student chose to take more than four ROTC courses, any courses over four would be marked as non-applicable toward the degree and would not count in the number of courses toward graduation nor figure in the grade point average.

The question was called on the amended motion which reads that:

DePauw maintain the original 1975 agreement to allow a maximum of four course credits from ROTC courses toward graduation.

This will be effective with the 1990-91 entering freshman class.

The motion passed.

Townsend then announced that CAPP is continuing discussions on distribution requirements.

#### **COMMITTEE ON FACULTY (COF)**

Gene Schwartz announced that all tenure recommendations and most interim reviews have been sent to the President.

Schwartz read a revised list of faculty who will be reviewed next year. He solicited letters regarding those people and reminded the faculty of the University open file policy.

#### **MANAGEMENT OF ACADEMIC OPERATIONS (MAO)**

Sam Abel, for MAO, made the following announcements.

##### Changes in Course Numbers:

- AS 322 - Air Force Management and Leadership II is now AS 302
- AS 422 - National Security Forces in Contemporary American Society is now AS 402

##### New Policies Regarding International Education

1. Effective with the 1990-91 academic year, the pass/fail option on non-DePauw administered off-campus programs will be open to students only if the host institution has a policy allowing pass-fail registrations.
2. Effective with the 1990-91 academic year, DePauw students participating in non-DePauw administered off-campus programs will be subject to the regulations of the host institution in all matters pertaining to course adjustment.

Abel, for MAO, made the following motion:

The grading scale for all non-credit courses shall be changed from S/U (satisfactory/unsatisfactory) to S/D/U, with the addition of "D" as a low non-failing grade.

There was discussion on the motion with those opposed stating that to include Winter Term in this grading system would defeat one of the purposes of Winter Term which is to allow students and faculty more freedom to experiment with different ideas and methods without the pressure of letter grades. There was the feeling that to add the "D" grade would discourage creativity.

There was also a concern that this system would skew the grading toward the low side of the scale and about how this might look to "outsiders" reading transcripts.

Those favoring the motion stated that it would give faculty an alternative to failure for students who did minimal work, and distinguish these students from those who showed better performance. It was also stated that students would probably work harder to keep a "D" grade off their transcript.

Tony Catanese moved to amend the motion to exclude Winter Term from the S/D/U grading system. The motion was seconded by Steve Raines.

It was explained that because of feedback from some faculty participating in the freshman core, Winter Term was the primary reason for wanting the change.

There was further discussion after which the question was called on the amendment to the motion. The amendment to the motion failed. This returned the original motion to the floor.

The question was called on the original motion which failed.

Abel then presented the results of the faculty survey concerning the deadline for students to withdraw from courses with a grade of "W". He stated that there were two ways of looking at withdrawal from courses. One, which would justify an earlier date, is to use the "W" to get out of a course in which the student is not well matched. The second, which would justify the later date, is to allow students sufficient feedback to know how they are performing in a course. The Committee narrowed its options to two: leaving the deadline at ten weeks as it is now; or, changing the deadline to six weeks. The Committee then voted with a 5-4 vote to leave the deadline at ten weeks.

During discussion on this issue, a question was raised as to whether a faculty member can refuse to sign a withdrawal slip. Ellie Ypma stated that a faculty member can refuse to sign. The student would then have the right to petition and the Petition's Committee would make a decision.

There was further discussion about the withdrawal deadlines, with the statement being made that the survey seems to reflect a faculty sentiment of an earlier deadline.

Jim Madison moved and it was seconded that the deadline for withdrawing from a course with a grade of "W" be changed to six weeks. During the discussion that followed, some faculty expressed concern that students would not get sufficient feedback before making a decision to withdraw.

The question was called and the motion passed.

Ellie Ypma moved, and it was seconded, that the motion go into effect for the 1991-92 academic year since the withdrawal dates have already been published for the 1990-91 year. Silander explained that if the motion passes, the ruling will go into effect in 1991-92; if the motion fails, the ruling will go into effect in 1990-91.

The vote was taken and the motion failed.

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

Richard Smock, for SAC, announced that the Committee is making a report on its study of grading policies. The report will be sent to the administration. Any faculty member wanting a copy of the report should contact Smock.

#### **REPORTS FROM OTHER COMMITTEES**

##### **FACULTY DEVELOPMENT COMMITTEE (FDC)**

Wade Hazel, for FDC, announced that Kit Price is ending her term as Faculty Development Coordinator and thanked her for her work in this capacity.

Hazel also distributed an information sheet about changes in application procedures for faculty development funds.

There was some discussion about the implications of certain deadlines. Hazel stated that he would take faculty concerns to the Committee.

#### **OLD BUSINESS**

Jack Morrill raised the issue of whether the resolutions adopted by the board concerning faculty salaries are still in force. He questioned why, if they are in force, DePauw faculty are not in the top third in faculty compensation. Tony Catanese stated that he would like to have a response to this issue, and if this is still a University goal, to know what steps are being made to accomplish this goal.

Howard Brooks asked about the status of the Science Research Fellows Program. John White stated that nominations have been solicited for a director. A Lilly grant has been submitted for start-up funding, the results of which should be known in June.



Brooks then made the following motion:

The faculty encourages the administration not to publicize a starting date for the Science Research Fellows program until the faculty has approved the specific courses required for the first year of the program.

Brooks stated that he was bothered by the possibility of publishing something the University could not deliver in the time frame stated.

The motion was seconded and passed.

**NEW BUSINESS**

John White distributed ballots for the faculty to vote on awarding the Mendenhall honorary degree.

Bob Newton gave a report from the Registration Committee. He explained that the Committee has looked at two systems: the batch system that is currently being used; and an on-line system. He stated that the Committee will continue to meet next year. There are some recommendations for the next registration. These recommendations concern giving students more information about the likelihood of getting into particular classes. Newton also said that the levels of priorities a faculty member may put on a class will be limited to two.

**ANNOUNCEMENTS**

Steve Raines stated that he had heard that a car had been vandalized as a result of students bringing the FIJI incident to light. Joan Claar reported that a car had been vandalized and the incident is being investigated.

Ellie Ypma moved that the faculty authorize the Board of Trustees to advance candidates certified by the Office of the Registrar to their various degrees. The motion was seconded and passed.

Sherry Smith announced "National Nurses Day." Smith also invited faculty to a reception honoring senior nurses at her home on May 15 from 3:00 - 5:00 p.m.

The School of Music will be presenting Beethoven's Symphony No. 9 on Sunday, May 13.

Kit Price announced that Fred and Jennifer Soster have a baby girl and that Randy and Debbie Salman have a baby boy.

The meeting was adjourned at 8:50 p.m.

000095

FACULTY DEVELOPMENT COMMITTEE ANNOUNCEMENT

I. FACULTY DEVELOPMENT COORDINATOR

Kit Price's term as Faculty Development Coordinator ends this semester. The committee wishes to acknowledge the excellent job she has done for the past three years.

II. CHANGES IN APPLICATIONS

A. Professional conference fund applications

1. **Application pools:** applications will be placed in three pools depending on the starting date of the conference, as is indicated below. Applications within each pool will be funded on a first-come, first-served basis.

<u>Application pool</u>	<u>Beginning dates of conference</u>
1	July 1-Oct. 31
2	Nov. 1-Feb. 28/29
3	March 1-June 30

The committee will allocate one third of the conference fund to each pool of applicants and will fund applications until those funds are exhausted or all applications are processed. Applications can be submitted anytime prior to two weeks before the starting date of the conference.

2. **Increase in per diem:** an increase from \$35/day to \$40/day to a maximum of \$160.

B. Faculty research and professional development applications

1. **Deadlines for applications:** The FDC will begin processing applications in separate pools at three different times during the academic year. The deadline that is applicable to a given proposal depends upon the date on which the proposed project is scheduled to begin, as is indicated below.

<u>Application deadline</u>	<u>Project starting dates</u>
Sept. 15	Oct.1-Feb. 28/29
Feb. 15	March 1-May 14
May 1	May 15-Sept. 30

The committee will allocate one third of the Research and Professional Development fund to each pool of applicants and will fund applications until those funds are exhausted or all applications are processed. All proposals will be considered competitively. Funding requests for less than \$1000 will be considered first. After these proposals have been reviewed, proposals requesting funds in excess of \$1000 will be considered.

2. **Increase in per diem:** an increase from \$35/day to \$40/day to a maximum of \$520.