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Agenda
For the Faculty Meeting of September 13th, 1993

1. **Call to Order - 7:00 PM, Thompson Recital Hall, PAC**
Since we do not have a duly elected Secretary of the Faculty for the coming year we may have to suspend the By-laws in order to elect someone at this point.
2. **Approval of Previous Minutes**
3. **Reports from Coordinating Committees**
 - Committee on Academic Policy and Planning (Bob Weiss)*
Announcements
 - Committee on Faculty (Marcia McKelligan)*
Announcements
 - Committee on Management of Academic Operations (Carla Edwards)*
 - a. Motion to be voted on: "That the course HPER 252 Sport Science and First Aid be changed from 1 course credit to 1/2-1 course credit."
 - b. Announcements - to include two course title changes for UNIV 255 Business Writing to UNIV 255 Management Communication and G & R 221 Intermediate Russian to G & R Intermediate Russian I.
 - Scholastic Achievement Committee (Pam Propsom)*
Announcements
4. **Reports from other Committees**
 - Faculty Development Committee (Bryan Hanson)*
Announcements
 - Committee on Administration (Committee Representative)*
Announcements
 - Committee on Faculty Compensation (Committee Representative)*
Announcements
 - Faculty Committee on Financial Affairs (Ralph Gray)*
Brief Report
 - Affirmative Action Committee (Bob Stark)*
Announcements
5. **Remarks from the President**
6. **Old Business**
 - Motion on the table regarding the CFC (Steve Raines)*
"That those faculty appointed to and currently serving on the Ad Hoc Committee on Compensation Issues be informed by this motion of the following wish of the Faculty: That they (the faculty members of the committee) proceed to address the specifics for implementing the recommendations and motions emerging from their committee as natural and reasonable continuations of the work they have already willingly undertaken on the Faculty's behalf."
 - Adjusting the April Faculty Meeting Date AY 93-94 (Bridget Dibble)*
Motion to be voted on: "That the April 1994 Faculty Meeting be moved from Monday April 11th, 1994 BACK to Monday April 4th, 1994 since there was never a conflict with spring break."
7. **New Business**
 - Election Results (Bridget Dibble)*
 - a. Announcements -to include the results of both the at-large and divisional elections
 - b. Motion to be voted on: "That the divisional elections be confirmed by the faculty."
8. **Announcements**
 - Admissions (Dave Murray)*
9. **Adjournment**

SEP 10 1993

**THE FACULTY OF DEPAUW UNIVERSITY
MINUTES OF THE MEETING OF SEPTEMBER 13, 1993**

CALL TO ORDER

The regular meeting of the faculty of DePauw University was called to order by Leonard DiLillo, Provost, at 7:05 in Thompson Recital Hall.

Provost DiLillo asked that the presence of student observers, representing THE DEPAUW, WGRE, and THE EVENING EDITION be approved. He noted that THE EVENING EDITION planned to video tape the meeting.

Prof. Bryan Hanson asked for the rationale for taping faculty meetings. Several faculty indicated they thought this was a good idea. Prof. Bridget Dibble stated that in Fall 1987 the faculty voted against audio taping and that she wasn't allowed to tape meetings when she served as secretary.

Provost DiLillo offered to rule taping of meetings was not in order, but Prof. Tom Emery offered the following motion:

"That the student news media, including radio and television, generally and broadly have access to report faculty meetings for news purposes, with the understanding that the faculty can vote to have an executive session, meaning only faculty members may remain for the proceedings."

Prof. Richard Roth seconded the motion.

Faculty members discussed the necessity of a video tape and the opportunity to insure an accurate record of the argument. There were numerous comments before the motion was approved by a vote of 45 -13.

Provost DiLillo requested that the By-laws be suspended to allow the faculty to elect a new Secretary of the Faculty. There was no objection to the suspension. The Provost informed the faculty that the Divisional Secretaries had met and were nominating Prof. Howard Brooks for the position of Secretary of the Faculty. The Provost asked for nominations from the floor. When none were made, he announced the election of Prof. Brooks by acclamation.

APPROVAL OF PREVIOUS MINUTES

The minutes for the faculty meeting of May 3, 1993 were approved as circulated.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

For CAPP, Prof. Bob Weiss announced that CAPP had considered and approved the report from the Resource Allocation Subcommittee, chaired by Prof. Paul Watt. This report has been forwarded to the administration for their action.

Prof. Weiss also noted that CAPP is considering several items this fall. The department of Mathematics and Computer Science has proposed a split into two separate departments. CAPP continues to look into requiring students to complete all six groups under the Distribution Requirements for graduation. Some faculty members of the Strategic Planning Committee of the Center for Contemporary Media have submitted a report to CAPP which contains some ideas for CAPP to consider. CAPP has also received the ten year evaluation report from the S Competency Program.

COMMITTEE ON FACULTY (COF)

For COF, Prof. Cynthia Cornell announced the deadline for nomination letters for promotion was September 15 at 4:30 PM. COF is currently working on department chair reviews, and has completed two reviews. This work will continue until the tenure cases are ready for COF evaluation.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For MAO, Prof. Carla Edwards moved:

"That the course HPER 252 Sport Science and First Aid be changed from 1 course credit to 1/2-1 course credit."

The motion was approved without discussion.

Prof. Edwards then moved:

"That the faculty approve a new course, G&R 222 Intermediate Russian II for 1 course credit."

The motion was approved without discussion.

Prof. Edwards then moved:

"That the faculty approve two new courses in geology, G&G 201 Geologic Field Experiences 1 course credit, and G&G 430 Applied Hydrogeology 1 course credit,

and that the faculty also approve dropping G&G 303 Geologic Field Methods."

Faculty Minutes 9/13/93 (cont.)

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The motion was approved without discussion.

Prof. Edwards announced that the change in title in University Studies 255, which was printed in agenda, will be postponed until a later date. The title of G&R 221 Intermediate Russian will be changed to Intermediate Russian I.

MAO is considering listing courses taught in departments with more than one discipline in the schedule of classes and the catalog by discipline in alphabetic order, for example, Spanish under S and French under F. This proposal will be discussed at the department chairs meeting on September 16. If there are no objections, MAO will make a proposal concerning the change at the October or November faculty meeting.

The timebank subcommittee is still working on mock schedules. They are waiting on more information to complete the mock schedules.

MAO is also looking into the percentage requirement of the 8:00 time bank.

SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)

For SAC, Prof. Pam Propsom announced that the required review of the Alcohol Policy will be completed this year. SAC is soliciting feedback from the Greek living units on the changes in Rush. SAC may revise the Academic Integrity Policy. SAC will investigate the Out In Town(OIT) policy. There has been a suggestion to eliminate OIT for economic reasons. SAC may consider grade inflation and the effect of student evaluations on grades.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

Prof. Bryan Hanson announced that the FDC forms and Handbook will be available very soon. The committee has reviewed the forms, and they are currently in production. The FDC budget has been restored to the 1991-92 level, and programs that were discontinued last year are now operating.

The main changes in the faculty development program concern the Summer Stipends. All stipends are now \$2,000, and the committee will award at least one stipend in each category, assuming the proposals are worthy. Sufficient funds are available to award eight stipends total.

The committee wishes to emphasize that all requests and proposals must be complete. Incomplete forms will not be seen by the committee.

The Lilly Endowment will offer summer stipends for Course Development and the Faculty Open Fellowships. The other Lilly grants will not be available this year due to Lilly's financial condition.

All faculty eligible for sabbatical leave are invited to a luncheon on Friday, September 24. The meeting will provide informal guidance in preparing leave applications and answer questions.

Prof. Hanson reminded the faculty that the other current members of the FDC are Andrea Sununu, Cleve Johnson, Mary Kertzman, Eva Weisz, and Kathy Davis, with Larry Sutton serving as the faculty development coordinator.

Prof. Cynthia Cornell asked why the FDC required a vita to accompany requests for FDC support. Prof. Hanson responded that the vita helped the FDC to know more about the faculty member and let the FDC see how the request fits into the career of the faculty member.

Responding to a question from Prof. Art Evans, Prof. Hanson stated that the FDC would continue to forward unsuccessful competitive proposals to the President for possible funding from the Presidential Discretionary Fund.

COMMITTEE ON ADMINISTRATION (COA)

No report.

COMMITTEE ON FINANCIAL COMPENSATION (CFC)

Prof. Eric Edberg reported that the committee has not met this academic year. Jim Emison, of the Board of Trustees, will be coming to the October faculty meeting. The faculty will receive a full report from CFC prior to the October faculty meeting. The CFC will meet on October 14 to finalize their report which will be submitted to the Board of Trustees.

FACULTY COMMITTEE ON FINANCIAL AFFAIRS (FCFA)

Prof. Bob Newton reported that work is continuing on the faculty census and the new Chair of FCFA will be Prof. Ralph Gray.

AFFIRMATIVE ACTION COMMITTEE

Prof. Bob Stark announced that the committee is being reconstituted due to several resignations that were not related to the work of the committee. The committee will begin work after the reorganization is complete.

COMMUNICATIONS FROM THE PRESIDENT

Pres. Bottoms reminded the faculty of the discussion on service learning to be held at 7 PM on Monday, September 27 at the President's house on Wood Street. Subsequent discussions are scheduled for October 21 and November 18.

The student committee on Commencement will be formed from the Senior class soon. The President invited nominations for Commencement speaker.

Pres. Bottoms clarified that the restoration of the FDC budget means that the travel funds have been restored to the budget.

The President read the names of the members of the Committee on Smoking Policy: Aaron Luchetti, Kathy Davis, John Dorsett, Kathy Durham, Art Evans, Joanne Haymaker, Marcia McKelligan, Patsy Rogers, Tim Schroer, Janet Secrest, Barbara Steinson, Bob Taylor, and Steve Gauly. The president also noted that the committee had 5 smokers and 8 non-smokers.

OLD BUSINESS

Prof. Bridget Dibble moved,

"That the April 1994 Faculty Meeting be moved from Monday, April 11th, 1994, BACK to Monday, April 4th, 1994 since there was never a conflict with spring break.

The motion was seconded and approved.

Prof. Steve Raines requested that his motion, which appeared on the printed agenda of the meeting,

"That those faculty appointed to and currently serving on the Ad Hoc Committee on Compensation Issues be informed by this motion of the following wish of the Faculty: That they (the faculty members of the committee) proceed to address the specifics for implementing the recommendations and motions emerging from their committee as natural and reasonable continuations of the work they have already willingly undertaken on the Faculty's behalf."

be removed from the table. Prof. Raines then requested that the motion be returned to the table until the Committee on Financial Compensation has brought something of substance before the faculty.

Prof. Raines questioned the procedure used by the Provost concerning tabled motions listed on the agenda. Prof. Raines believed that the Provost should call for action on all items printed in the agenda. The Provost noted that according to parliamentary procedure tabled motions are not automatically presented for action at subsequent meetings unless a member of the

faculty asked that they be removed from the table. Discussion followed concerning the length of time that a tabled motion would appear on the agenda. Prof. Gustavsson recalled a motion that has been tabled for approximately nine years concerning the utility of the Management Fellows program. Provost DiLillo expressed a willingness to list motions for a few months, if that was the desire of the faculty.

NEW BUSINESS

Prof. Raines noted that equity adjustments were made in faculty salaries. He requested that the faculty receive an oral summary of the procedure used to determine the equity adjustments or a written copy of the procedure. Provost DiLillo suggested that he would have Fred Silander present a report on the procedure at the October faculty meeting.

Prof. Dibble reported on the results of the faculty elections. A vacancy remains on MAO. Prof. Vergene Miller was elected to the at-large position on SAC and Pei Ling Wu was elected to the at-large position on the Continuing Education Committee. Prof. Dibble then moved,

"That the divisional elections be confirmed by the faculty."

The motion was seconded and approved.

Prof. Dibble then moved that the faculty elect Prof. Ernie Henninger to the position of GLCA representative. The motion was seconded and approved.

Prof. Meryl Altman moved,

"That the faculty thank Bridget Dibble for her years of service as Secretary of the Faculty."

The motion was seconded and approved unanimously with applause.

Prof. Ralph Raymond questioned the current status of the ROTC program at DePauw. After brief discussion, Prof. Raymond moved,

"That DePauw academic credit for ROTC courses be eliminated for subsequent students."

Prof. Ralph Gray seconded the motion. The motion was tabled until the October faculty meeting.

Prof. Bryan Hanson questioned how many new tenure track faculty would be hired. The Provost responded that a decision would be made by mid-October after the budget is finalized. Prof. Bob Newton asked if departments could advertise positions with a caveat

about possible funding. Provost DiLillo responded that he had already discussed this option with two departments.

ANNOUNCEMENTS

Prof. Noah Lemos announced the Wood Street Forum on Service Learning to be held on September 27. The discussion would include the topics of the purpose of the University in general and DePauw in particular. The forum would also consider the question, "What is our product?"

The Provost announced that Prof. Carl Huffman had published a book, PHILOLAUS OF CROTON: PYTHAGOREAN AND PRESOCRATIC. It was also noted that Prof. Noah Lemos will have INTRINSIC VALUE published by Cambridge University Press and that Prof. Wassim Shahin has published MONEY SUPPLY AND DEFICIT FINANCING IN ECONOMIC DEVELOPMENT. The Provost requested that news of any similar accomplishments be sent to him.

There was a lengthy discussion of admissions. The Provost noted that David Murray was out of town. There was an open forum on admissions on September 3. The Provost also reminded the faculty of the members of the Special Advisory Committee on Admissions: Howard Brooks, Marcia Roberts, Cynthia Cornell, Larry Sutton, Tom Dixon, David Murray, Alan Hill, Morris Price, and Fred Silander. The committee met three times during the 1992-93 academic year and has met once this year. The Financial Aid and Admissions personnel meet regularly on Friday. A goal for this year is to reduce the turn around time on financial aid forms. Faculty asked questions about the amount of funded and unfunded aid, the methodology of the admissions staff, and the success of the admissions video and the telephone contact work done by Ruffalo Cody. The provost suggested that David Murray could present a noon-time forum on the admissions process. Final numbers on the success of the video and telephone work should be available soon. Faculty also expressed concerns about the use of Greek life in attracting students, how well DePauw did compared to other GLCA schools, and the methods of advertising our minority scholarship proposals.

Prof. Bridget Dibble expressed her thanks for the work of Judy Mays as her assistant.

Prof. Raines stated that he assumed that the video tape would be used like reporter's notes with similar ethical principles. The student operating the camera agreed with the assumption.

ADJOURNMENT

Meeting was adjourned at 8:33 PM.

Respectfully submitted,

Howard Brooks
Secretary of the Faculty

Judy Mays
Assistant to the
Secretary of the Faculty

THE FACULTY OF DEPAUW UNIVERSITY
MINUTES OF THE MEETING OF OCTOBER 4, 1993

CALL TO ORDER

The regular meeting of the faculty of DePauw University was called to order by Leonard DiLillo, Provost, at 7:04 P.M. in Thompson Recital Hall.

APPROVAL OF PREVIOUS MINUTES

Professor Howard Brooks announced a change in the last paragraph on page 5 of the September 13, 1993 minutes. The original sentence was "Prof. Raines believed that the Provost should call for action on all items printed in the agenda." The new wording of the sentence is "Prof. Raines believed that the Provost should bring to the attention of the faculty for possible action each item listed on the agenda." With this change, the minutes were approved.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

For CAPP, Prof. Bob Weiss moved:

"That the faculty approves the School of Music offering a double major program in Composition and Performance."

The motion was approved.

Prof. Weiss announced that CAPP was considering the separation of the Mathematics and Computer Science department.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For MAO, Prof. Carla Edwards moved:

"That the course MUS EXPA Beginning Cello Class II (.5 credit) be moved from the experimental division to the department as MUS 910 Beginning Cello Class II (.5 credit)."

The motion was approved without discussion.

Prof. Edwards then moved, for MAO,:

"That the new courses, Math/CS CSC 497 Senior Seminar in Computer Science(0.5 credit) and MATH/CS CSC 498 Senior Project in Computer Science (0.5 credit) be added to the courses listed in the catalog."

The motion was approved after Prof. Edwards noted that these courses were required for the major even if the Mathematics and Computer Science Department was not separated.

Prof. Edwards then announced that MAO was still working on prefixes to be used in dual discipline department course listings. MAO is also considering the distribution rule that requires departments to offer 15% of their courses in the 8:00 time bank. Work is continuing with the new timebank proposal.

COMMITTEE ON FACULTY (COF)

Prof. Marcia McKelligan announced the names of faculty being considered for promotion this year. Candidates for promotion to full professor are Marthe Chandler, William Field, Wayne Glausser, David Herrold, Gary Lemon, Nafhat Nasr, and Larry Sutton. Candidates for promotion to associate professor are Marcia Roberts and Pei Ling Wu. The deadline for submitting materials in the promotion decision files is Monday, October 25.

SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)

For SAC, Prof. Pam Propsom moved

"That the faculty endorses the letter written by the Scholastic Achievement Committee concerning the Out In Town living policy that will be sent to the Board of Trustees."

Prof. Ralph Raymond offered some textual changes to the letter that were acceptable with Prof. Propsom. There was a question raised about the short term financial gain. Vice President Dixon responded that the gross gain would be the product of the number of students moved back into University housing and the room and board fees. The motion was approved unanimously.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

For FDC, Prof. Bryan Hanson announced that the Faculty Development Coordinator term ends this year and that the FDC is soliciting nominations to fill the position. Prof. Hanson also reminded the faculty that the deadline for sabbatical applications for the 1994-5 year and the Fall 1994 semester is October 25. This is also the deadline for Fisher time outs and Fisher fellow applications. The deadline for the Lilly course development program is December 1. Responding to a question from Prof. Steve Raines, Prof. Hanson noted that the funds to cover student entertainment in faculty homes had been restored to the FDC budget.

COMMITTEE ON FACULTY COMPENSATION (CFC)

For CFC, Prof. Eric Edberg noted changes in the CFC draft document distributed to the faculty at the meeting. Prof. Edberg introduced Trustee Jim Emison, chair of the joint trustee faculty Committee on Faculty Compensation. In his introductory remarks Trustee Emison described the background of the committee formation and the manner in which the committee conducted its work. He mentioned that after candid, but not contentious, debate, the faculty and trustees on the CFC were in unanimous agreement on all issues except one. The draft report has received the support of the Executive Committee of the Board of Trustees. Trustee Emison thanked Marty Catanese and Fred Silander for their statistical work for the committee. Trustee Emison then responded many questions from the faculty about merit pay, the single issue on which there was disagreement.

Questions came from the faculty about the source of statistics used in the draft report, the commitment of the trustees to keep faculty salaries in the upper half of the GLCA schools, and any statistical support for merit pay systems. Trustee Emison responded that the Trustees would review periodically the salary process and that the Board felt that merit pay was a way to say thank you. Trustee Emison encouraged the faculty to try a merit pay system as an intelligent experiment, which if it does not work can be fixed or revoked. Trustee Emison noted that merit pay would become a part of the base pay, to allow it to be used in comparative studies with other GLCA institutions.

The faculty also raised concerns about the logistics of evaluating every faculty member every year, questioned how equity adjustments could be made under a merit pay system, and asked how the Trustees could decide if the system was working. Some faculty questioned the objectivity of the CFC, since there were seven trustees and six faculty members, selected by President Bottoms. Did this membership imbalance predetermine the outcome in favor of a merit system by the CFC? Trustee Emison believed that the faculty could develop a simple self evaluation procedure. He admitted that he had no method to decide if the merit pay system was working but felt that the CFC would review the status of merit pay evaluation annually. The board would reevaluate the system in three to five years. He also said that there was no predisposition by the trustees in support of merit pay, although he admitted that most of the trustees had experience with merit systems in their businesses.

Several members of the faculty related anecdotal evidence of the negative impact of merit pay on faculty collegiality. The faculty also asked if general increases in faculty salaries were dependent on the setting up of a merit pay system. There were questions about the source of funds for the merit pay increases. Trustee Emison said that the faculty should cheer for those

receiving merit awards and saw no negative implications to a merit system. He said that merit pay and salary increases were separate concerns, although many alumni would probably enthusiastically support a merit pay system. The merit pay pool would come from endowment funds and tuition revenues.

Some faculty asked if the faculty opposition to merit pay had been conveyed to the Board of Trustees. Others asked what would happen if the faculty failed to set up a merit system. Trustee Emison had informed the executive committee of the Board of Trustees of the faculty opposition. However the trustees still believed that a merit system should be used at DePauw. He had no answer to what would happen if the faculty failed to develop a merit system. Finally, Trustee Emison again encouraged the faculty to try a merit system pointing out the need to thank the faculty for their efforts at DePauw.

At the conclusion of Trustee Emison's exchange with the faculty, Provost DiLillo asked Prof. Fred Silander to explain salary adjustment procedure used in the equity decisions. Prof. Bob Stark asked and Prof. Silander confirmed that equity brought each individual faculty member within 5% of the average salary in each rank. Prof. Raines asked for the coefficients of the regression equation used in making the equity adjustments. The Provost agreed to provide the information.

REMARKS FROM THE PRESIDENT

There were no remarks from President Bottoms.

OLD BUSINESS

Prof. Ralph Raymond moved

"That the faculty removes from the table the motion: 'That DePauw academic credit for ROTC courses be eliminated for subsequent students.'"

Prof. John Dittmer seconded the motion. The motion to remove from the table was approved. Prof. Meryl Altman called the question. There was a request for a secret ballot. The motion to eliminate DePauw credit for ROTC courses was approved by a vote of 48 in favor, 26 opposed, with three abstaining.

NEW BUSINESS

Prof. Altman requested a report from the Affirmative Action Committee concerning their work before the end of the term. Prof. Stark replied that a report would be provided.

Prefacing his remarks with the comment that the faculty was "about to receive by suppository what we won't take by pill," Prof. Raines stated that he would like to see a faculty member present a resolution regarding the CFC draft report. He noted that a resolution passed by the faculty tonight could be sent to the Board of Trustees before the board meets in October.

ANNOUNCEMENTS

Prof. Bob Newton announced the AAUP meeting on "Who is Faculty?" scheduled for October 5. He also announced the AAUP officers for the 1993-94 year as:

President - Woody Dudley (1st Semester)
 Bill Cavanaugh (2nd Semester)
Vice-president - Claudia Ruediger
Treasurer - Keith Nightenhelser

Prof. Stark announced the Open House and Dedication of the F. W. Olin Biological Sciences Building scheduled for October 15.

Provost DiLillo mentioned that many individuals were working in the admissions area. He noted a luncheon with David Murray to discuss the admissions process with the faculty would be scheduled.

ADJOURNMENT

The meeting was adjourned at 9:40 P.M..

Respectfully submitted,

Howard Brooks
Secretary of the Faculty

Judy Mays
Assistant to the
Secretary of the Faculty

Suggested Departmental/discipline designations:

CATALOG ORDER	SCHEDULE OF CLASSES ORDER
ARTH	ANTH
ARTS	ARTH
ASIA	ARTS
BIOS	ARMY
CHEM	A S
CLST	ASIA
LAT	ASTR
GRK	BIOS
(CSC) PROPOSED	CHEM
COMM	CLST
EDUC	COMM
ENG	CSC
GEOL	EDUC
GEOG	ENG
GER	FREN
RUS	GEOL
HPER	GER
HIST	GRK
HONR (ALL HONORS PROGRAMS -	HIST
H S, MOFO, MEDIA F, SRF)	HONR
MATH	HPER
PHIL	ITAL
REL	LAT
P&R	MATH
ASTR	MUS
PHYS	NURS
PSY	P&R
R L (FOR COURSES IN ENG)	PHIL
FREN	PHYS
SPAN	PORT
ITAL	PSY
PORT	R L
ANTH	REL
SOC	RUS
VIEN (MUSIC PROGRAM IN VIENNA)	SOC
UNIV (for film,	SPAN
competence, other courses)	UNIV
W S (WOMEN'S STUDIES)	VIEN
MUS	W S

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CALENDAR FOR 1994-95

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First Semester, 1994

August 20, Saturday.....Opening Day for New Students
August 24, Wednesday.....Final Registration for 1st Semester
August 25, Thursday.....Classes Begin on Regular Schedule
September 1, Thursday.....Adjustment Period Ends
September 29-30, Thursday-Friday.....Fall Break
October 5, Wednesday.....Last Day to drop a course with a grade of W
October 17, Monday, 10:00 a.m.....Progress Reports Due
November 4, Friday.....Last day to change from P-F to a grade
November 18, Friday, 5:30 p.m. to
November 28, Monday, 8:00 a.m.....Thanksgiving Recess
December 9, Friday.....Last Day of Classes
December 12, Monday through
December 15, Thursday.....Final Examination Period
(December 10 exam in morning for Freshmen Composition)
December 15, Thursday, 5:00 p.m.....Christmas Recess Begins
December 21, Wednesday, 10:00 a.m.....Final Grades for All Students Due

WINTER TERM, 1995

January 2, Monday
8:00 a.m. through January 27, Friday.....Winter Term Period
Off-Campus - January 2 - 27
On-Campus - January 4 - 25

Second Semester, 1995

January 27, Friday.....Registration and Payment of Tuition
and Fees for New Students
January 30, Monday.....Classes Begin on Regular Schedule
February 1, Wednesday.....Off-Campus Winter Term Reports Due
February 6, Monday.....Adjustment Period Ends
February 16, Thursday, 10:00 a.m.....Winter Term Grades Due
March 10, Friday.....Last Day to drop a course with a grade of W
March 20, Monday, 10:00 a.m.....Progress Reports Due
March 24, Friday, 5:30 p.m. through
April 3, Monday, 8:00 a.m.....Spring Recess
April 14, Friday.....Last day to change from P-F to a grade
May 11, Thursday.....Last Day of Classes
May 12, Friday.....Study Day
May 13, 15-17, Saturday, Monday through
Wednesday.....Final Examination Period
(May 12 exams in morning for Freshman Composition)
May 18, Thursday, 10:00 a.m.....Final Grades for Graduating Seniors Due
May 20, Saturday, 1:00 p.m.....Commencement
May 23, Tuesday, 10:00 a.m.....Final Grades for All Students
Other Than Degree Students Due

Easter -- April 16

Class Days	M	T	W	Th	F	
1st Semester	14	14	14	14	14	Last day to drop with W, October 5
2nd Semester	14	14	14	14	13	Last day to drop with W, March 10

February 16 date not to be published

First Semester, 1995

August 26, Saturday.....Opening Day for New Students
 August 30, Wednesday.....Final Registration for 1st Semester
 August 31, Thursday.....Classes Begin on Regular Schedule
 September 7, Thursday.....Adjustment Period Ends
 October 11, Wednesday.....Last Day to drop a course with a grade of W
 October 5-6, Thursday-Friday.....Fall Break
 October 23, Monday, 10:00 a.m.....Progress Reports Due
 November 10, Friday.....Last day to change from P-F to a grade
 November 17, Friday, 5:30 p.m. to
 November 27, Monday, 8:00 a.m.....Thanksgiving Recess
 December 15, Friday.....Last Day of Classes
 December 18, Monday through
 December 21, Thursday.....Final Examination Period
 (December 15 exam in morning for Freshmen Composition)
 December 21, Thursday, 5:00 p.m.....Christmas Recess Begins
 December 28, Thursday, 10:00 a.m.....Final Grades for All Students Due

WINTER TERM, 1996

January 2, Tuesday, 8:00 a.m.
 through January 26, Friday.....Winter Term Period
 Off-Campus - January 2 - 26
 On-Campus - January 3 - 24

Second Semester, 1996

January 26, Friday.....Registration and Payment of Tuition
 and Fees for New Students
 January 29, Monday.....Classes Begin on Regular Schedule
 January 31, Wednesday.....Off-Campus Winter Term Reports Due
 February 5, Monday.....Adjustment Period Ends
 February 15, Thursday, 10:00 a.m.....Winter Term Grades Due
 March 8, Friday.....Last Day to drop a course with a grade of W
 March 15, Friday, 10:00 a.m.....Progress Reports Due
 March 15, Friday, 5:30 p.m. through
 March 25, Monday, 8:00 a.m.....Spring Recess
 April 12, Friday.....Last day to change from P-F to a grade
 May 9, Thursday.....Last Day of Classes
 May 10, Friday.....Study Day
 May 11, 13-15, Saturday, Monday through
 Wednesday.....Final Examination Period
 (May 10 exams in morning for Freshman Composition)
 May 16, Thursday, 10:00 a.m.....Final Grades for Graduating Seniors Due
 May 18, Saturday, 1:00 p.m.....Commencement
 May 21, Tuesday, 10:00 a.m.....Final Grades for All Students
 Other Than Degree Students Due

Easter -- April 7

Class Days	M	T	W	Th	F	
1st Semester	14	14	14	14	14	Last day to drop with W, October 4
2nd Semester	14	14	14	14	13	Last day to drop with W, March 8

COURSES REQUIRING FACULTY ACTION:

ED. - Exp. Education Reform (1) to Ed. 362 Education Reform

CAS 001D Student Television (0)

UNIV - Exp. Science Research Readings (1/2-1) to UNIV 390 Science Research Readings

UNIV - Exp-B Religion/Gender Justice (1) to UNIV 245 Religion & Gender Justice

UNIV 197 Freshman Seminar (1)

UNIV 471 Media Fellows Senior Seminar (1)

UNIV 370 Media Readings (1)

UNIV 232 Bonner Scholar Seminar (1/2)

UNIV - ExpD Multicultural Implications of Society (1) to UNIV 334 Social Implications of Multiculturalism (1)

BIOS/HPER 109 Health Issues (1/2) Discontinued

HPER 252 Sport Science and First Aid (1/2-1) to Health and Sport Science (1)

G&R 263 Spoken Russian (1/2) to G&R 263 Spoken Russian (1/2-1)

G&R 326 Twentieth-Century Russian Literature (1)

P&R 145 Judaism, Christianity, Islam (1)

P&R 197P Freshman Seminar (1)

P&R 211 Philosophy of Sex & Gender (1)

P&R 197R Freshman Seminar (1)

P&R 250 Christianity (1)

P&R 270 Topics in Religion (1)

P&R 371 Goddess Traditions (1)

P&R 341 Women and the Bible (1)

P&R 259 Eastern Religious Thought (1) Discontinued (not offered in 4 yrs.)

P&R 450 Major Religious Texts (1) Discontinued (not offered in 4 yrs.)

P&R 460 Major Religious Figures (1) Discontinued (not offered in 4 yrs)

MATH 492H Artificial Intelligence (1) to CSC 330 Artificial Intelligence

MATH 492F Theory of Computation (1) to CSC 341 Theory of Computation (1)
 MATH 492J Graphics (1) to CSC 350 Graphics (1)
 MATH 492E Operating Systems (1) to CSC 428 Operating Systems (1)

MUS EXP Beginning Jazz Dance (1/2) to MUS 160 Beginning Jazz Dance (1/2)
 MUS 251 Percussion Techniques (1/2)
 MUS 252 String Techniques (1/2)
 MUS 253 Brass Techniques (1/2)
 MUS 254 Woodwind Techniques (1/2)
 MUS EXP Accompanying (0) to MUS 291 Accompanying (0)
 MUS EXP Performing Opera (0) to MUS 296 Performance Workshop (0)
 A: Opera
 B: Musical Theatre
 MUS EXP Senior Seminar (0-1/4-1/2) to MUS 450 Senior Seminar (0-1/4-1/2)
 MUS 390 Performance Practice (1/2-1) to MUS 332 Introduction to Performance Practice (1/2-1)
 MUS 390 Bach and the Baroque (1/2-1) to MUS 340 Bach and the Eighteenth Century Baroque (1/2-1)
 MUS 390 Wagner and the Ring Cycle (1) to MUS 341 Wagner and the Ring Cycle (1)

ANNOUNCEMENT OF COURSE TITLE OR NUMBERING CHANGE:

HIST 242 Revolutionary and Soviet Russia (1) to HIST 242 Modern Russia (1)

MATH 240 Elementary Probability & Statistics (1) to MATH 340 Elementary Probability & Statistics (1)

HPER 251 General Principles of Sports Medicine (1) to HPER 251 Sports Medicine & First Aid (1)

P&R 265 Biomedical Ethics (1) to P&R 208 Biomedical Ethics (1)
 P&R 180 Literature and Ideas (1) to P&R 180P Literature and Ideas (1)

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- P&R 380 Interdepartmental Seminar (1) to P&R 380P
Interdepartmental Seminar (1)
- P&R 140 Biblical Literature (1) to P&R 241 Biblical Literature (1)
- P&R 135 Introduction to Judaism (1) to P&R 244 Judaism (1)
- P&R 282 Chinese Philosophical and Literary Classics (1) to P&R 261
Chinese Philosophical and Literary Classics (1)
- P&R 255 Religion and Traditional Japanese Culture (1) to P&R 262
Religion and Traditional Japanese Culture (1)
- P&R 260 Liberation Theology (1) to P&R 269 Liberation Theology
- P&R 240 Persons and Movements of the Biblical World (1) to P&R
340 Topics in Biblical Studies (1)
- P&R 261 Christian Ethics (1) to P&R 355 Christian Ethics in a
Pluralistic World (1)
- P&R 370 Topics (1) to P&R 370 Advanced Topics in Religion (1)
- P&R 180 Literature and Ideas (1) to P&R 180R Literature and Ideas
(1)
- P&R 380 Interdepartmental Seminar (1) to P&R 380R
Interdepartmental Seminar (1)
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- MATH/CS MATH 210 Computer Science I to CSC 121 Computer
Science I
- MATH 212 Computer Science II to CSC 122 Computer Science II
- MATH 317 Assembly Language and Computer Organization to CSC 221
Computer Organization
- MATH 313 Data Structures to CSC 222 Data Structures and
Algorithms
- MATH 411 Introduction to Numerical Computation to CSC 311
Introduction to Numerical Computation
- MATH 413 Modeling and Simulation to CSC 315 Modeling and
Simulation
- MATH 416 File Processing to CSC 381 Database and File Systems
- MATH 415 Programming Languages to CSC 424 Programming
Languages
- MATH 417 Compilers to CSC 426 Compilers

MATH 492A-K Computer Science Topics to CSC 492A-B Computer Science Topics

A. Modeling and Simulation

B. Computer Organization II

UNIV 200 Using Micro Computers (1) to CSC 155 Computers in Business, Science, Society (1)

MUS 100 Fundamentals of Music for Non-Majors (1) to MUS 100 Fundamentals of Music Theory (1)

MUS 131 The Informed Listener (1) to MUS 101 The Informed Listener (1)

MUS 132 Survey of Western Music for Non-Majors (1) to MUS 102 Music Appreciation (1)

MUS 161A-162A Classical Ballet and Modern Dance (1/2) to MUS 161-162 Beginning Ballet and Jazz Dance I, II (1/2)

MUS 161B-162B Classical Ballet and Modern Dance (Inter.) (1/2) to MUS 163-164 Intermediate Ballet and Jazz Dance I, II (1/2 each semester)

MUS 161C-162C Classical Ballet to Modern Dance (1/2) to MUS 165-166 Advanced Classical Ballet and Jazz Dance I, II (1/2 each semester)

MUS 324 Orchestration (1/2) to MUS 324 History of Orchestration (1/2)

Agenda

For the Faculty Meeting of November 1st, 1993

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

Committee on Academic Policy and Planning (Bob Weiss)

- a. Motion to be voted on: "That the faculty recommend to the administration that the Department of Mathematics and Computer Science be split into two separate departments, a Department of Mathematics and a Department of Computer Science."
- b. Announcements

Committee on Faculty (Marcia McKelligan): Announcements

Committee on Management of Academic Operations (Carla Edwards)

- a. Announcement of 1994-95 and 1995-96 Academic Calendars
- b. Proposed course designation changes
- c. Motions concerning new courses for faculty approval
- d. Announcement of course changes
- e. General announcements

Scholastic Achievement Committee (Pam Propsom): Announcements

4. Reports from other Committees

Affirmative Action Committee (Bob Stark): Update

Faculty Development Committee (Bryan Hanson): Announcements

Faculty Committee on Financial Affairs (Ralph Gray):
Announcements

5. Remarks from the President

6. Old Business

NOTE: There is tabled motion that may be considered:
"That those faculty appointed to and currently serving on the Ad Hoc Committee on Compensation Issues be informed by this motion of the following wish of the faculty: That they (the faculty members of the committee) proceed to address the specifics for implementing the recommendations and motions emerging from their committee as natural and reasonable continuations of the work they have already willingly undertaken on the Faculty's behalf."

7. New Business

Receipt of Final report from Trustee-Faculty Committee on Faculty Compensation (Howard Brooks)

8. Announcements

9. Adjournment

THE FACULTY OF DEPAUW UNIVERSITY
MINUTES OF THE MEETING OF NOVEMBER 1, 1993

CALL TO ORDER

The regular meeting of the faculty of DePauw University was called to order by Leonard DiLillo, Provost, at 7:04 P.M. in Thompson Recital Hall. Approximately 94 faculty members were present.

APPROVAL OF PREVIOUS MINUTES

Prof. Marcia McKelligan noted that the Committee on Faculty report at the October meeting was given by Prof. Bob Stark. The minutes were approved with this correction.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

For CAPP, Prof. Bob Weiss moved:

"That the faculty recommend to the administration that the Department of Mathematics and Computer Science be split into two separate departments, a Department of Mathematics and a Department of Computer Science."

After some discussion, the question was called. A secret ballot was requested. The motion was approved with 61 ayes, 13 nos, and three abstaining votes.

Prof. Weiss announced that the committee will consider requiring students to complete all six distribution requirements. CAPP might also reconsider the ROTC issue. Prof. Ralph Raymond wanted the faculty as a whole to act on ROTC immediately. Provost DiLillo ruled that a motion on the ROTC issue should wait until after the remarks from President Bottoms.

Prof. Fred Soster, asked CAPP to share the reasons given by the administration for deciding to deviate from the report of the Resource Allocation Subcommittee concerning faculty positions. Prof. Weiss could not provide a documented response. Provost DiLillo promised to respond to Prof. Soster's question at the next faculty meeting.

COMMITTEE ON FACULTY (COF)

For COF, Prof. Marcia McKelligan announced that the committee would conduct term reviews of librarians Kathy Davis, Lori Holewinski, Kathryn Millis, and Claudia Ruediger during the

spring term. Submissions to the decision file must be made before February 7, 1994. COF has begun reviewing tenure cases.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For MAO, Prof. Carla Edwards announced the 1994-95 and 1995-96 academic calendars. Prof. Tom Emery questioned Rush being in the calendar and subsequently offered the following motion:

"That the faculty no longer allow fraternity and sorority rush to take place during either academic semester."

The motion was seconded. Prof. Rod Clifford moved to table the motion. The motion to table was seconded and approved.

Prof. Bruce Stinebrickner questioned timing of fall break and Prof. Edwards said that MAO would reconsider the dates.

Prof. Edwards announced changes in the abbreviations used to identify courses in the catalog and in the schedule of classes.

Prof. Edwards then presented a lengthy set of changes in courses that required faculty action. The changes were approved without observed dissent. The approved changes were:

From experimental to regular offerings:

EDUC Exp. Education Reform (1 course) to EDUC 362 Education Reform (1 course)

UNIV. Exp. Science Research Readings (1/2 - 1) to UNIV 390 Science Research Readings (1/2-1)

UNIV Exp. B Religion/Gender Justice (1) to UNIV 245 Religion and Gender Justice (1)

UNIV Exp. D Multicultural Implications of Society (1) to UNIV 334 Social Implications of Multiculturalism (1)

MUS EXP Beginning Jazz Dance (1/2) to MUS 160 Beginning Jazz Dance (1/2)

MUS EXP Accompanying (0) to MUS 291 Accompanying (0)

MUS EXP Performing Opera (0) to MUS 296 Performance Workshop (0)
A: Opera B: Musical Theatre

MUS EXP Senior Seminar (0-1/4-1/2) to MUS 450 Senior Seminar (0-1/4-1/2)

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Discontinued courses:

BIOS/HPER 109 Health Issues (1/2)
 REL 259 Eastern Religious Thought (1)
 REL 450 Major Religious Texts (1)
 REL 460 Major Religious Figures (1)

New courses:

CAS 001D Student Television (0)
 MUS 251 Percussion Techniques (1/2)
 MUS 252 String Techniques (1/2)
 MUS 253 Brass Techniques (1/2)
 MUS 254 Woodwind Techniques (1/2)
 PHIL 197 First Year Seminar (1)
 PHIL 211 Philosophy of Sex and Gender (1)
 REL 145 Judaism, Christianity, Islam (1)
 REL 197 First Year Seminar (1)
 REL 250 Christianity (1)
 REL 270 Topics in Religion (1)
 REL 341 Women and the Bible (1)
 REL 371 Goddess Traditions (1)
 RUS 326 Twentieth-Century Russian Literature (1)
 UNIV 197 First Year Seminar (1)
 UNIV 232 Bonner Scholar Seminar (1/2)
 UNIV 370 Media Readings (1)
 UNIV 471 Media Fellows Senior Seminar (1)

Changes in credit:

HPER 252 Sport Science and First Aid (1/2-1) to Health and Sport Science (1)

RUS 263 Spoken Russian (1/2) to RUS 263 Spoken Russian (1/2-1)

Changes from Topics to Individual listings:

MATH 492H Artificial Intelligence (1) to CSC 330 Artificial Intelligence (1)

MATH 492F Theory of Computation (1) to CSC 341 Theory of Computation (1)

MATH 492J Graphics (1) to CSC 350 Graphics (1)

MATH 492E Operating Systems (1) to CSC 428 Operating Systems (1)

MUS 390 Performance Practice (1/2 -1) to MUS 332 Introduction to Performance Practice (1/2 -1)

MUS 390 Bach and the Baroque (1/2-1) to MUS 340 Bach and the Eighteenth Century Baroque (1-2-1)

MUS 390 Wagner and the Ring Cycle (1) the MUS 341 Wagner and the Ring Cycle (1)

Prof. Edwards also announced a series of changes in course titles and numbering that did not require faculty action. The announced changes were:

Changes in Title:

HIST 242 Revolutionary and Soviet Russia to Modern Russia
HPER 251 General Principles of Sports Medicine to Sports Medicine and First Aid
MUS 100 Fundamentals of Music for Non-Majors to Fundamentals of Music Theory
MUS 324 Orchestration to History of Orchestration
REL 370 Topics to Advanced Topics in Religion

Changes in Numbering:

MATH 210 Computer Science I to CSC 121
MATH 212 Computer Science II to CSC 122
MATH 411 Introduction to Numerical Computation to CSC 311
MATH 413 Modeling and Simulation to CSC 315
MATH 415 Programming Languages to CSC 424
MATH 417 Compilers to CSC 426
MATH 240 Elementary Probability and Statistics to MATH 340
MUS 131 The Informed Listener to MUS 101
PHIL 265 Biomedical Ethics to PHIL 208
PHIL 282 Chinese Philosophical and Literary Classics to PHIL 261
P&R 180 Literature and Ideas to PHIL 180 and REL 180
P&R 380 Interdepartmental Seminar to PHIL 380 and REL 380
REL 140 Biblical Literature to REL 241
REL 255 Religion and Traditional Japanese Culture to REL 262
REL 260 Liberation Theology to REL 269

Changes in Title and Numbering:

P&R 135 Introduction to Judaism to REL 244 Judaism
P&R 240 Persons and Movements of the Biblical World to REL 340 Topics in Biblical Studies
P&R 261 Christian Ethics to REL 355 Christian Ethics in a Pluralistic World
MATH 317 Assembly Language and Computer Organization to CSC 221 Computer Organization
MATH 313 Data Structures to CSC 222 Data Structures and Algorithms
MATH 416 File Processing to CSC 381 Database and File Systems
MATH 492 A-K Computer Science Topics to CSC 492A-B Computer Science Topics
A. Modeling and Simulation II
B. Computer Organization II

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UNIV 200 Using Micro Computers to CSC 155 Computers in Business, Science, Society
 MUS 132 Survey of Western Music for Non-Majors to MUS 102 Music Appreciation
 MUS 161A-162A Classical Ballet and Modern Dance to MUS 161-162 Beginning and Jazz Dance I,II
 MUS 161B-162B Classical Ballet and Modern Dance (Intermediate) to MUS 163-164 Intermediate Ballet and Jazz Dance I,II
 MUS 161C-162C Classical Ballet and Modern Dance (Advanced) to MUS 165-66 Advanced Classical Ballet and Jazz Dance I,II

At the conclusion of the report, Prof. Steve Raines asked if the faculty took action concerning rush in December, could MAO alter the academic calendars. Prof. Edwards responded that there would be time to make alterations.

SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)

For SAC, Prof. Pam Propsom announced that the committee was looking into reestablishing an after-hours study room. SAC intends to review the academic integrity policy. SAC will receive reports on rush from the InterFraternity Council and the Panhellenic Council.

REPORTS FROM OTHER COMMITTEES

AFFIRMATIVE ACTION COMMITTEE

Prof. Bob Stark announced that the committee had met with department chairs about recruiting plans for women and minorities which will be approved by the Provost. Professor Stark also noted that the committee was concerned about the loss of 17 women full-time faculty in last two years. During the same time period there has been an increase in male full-time faculty of two. Additionally, DePauw has lost female part-time faculty. The committee is concerned with the loss of the progress of last few years and the loss in role models for female students.

FACULTY DEVELOPMENT COMMITTEE

Prof. Bryan Hanson announced that the deadline for the Lilly course development proposals is December 1, 1993.

FACULTY COMMITTEE ON FINANCIAL AFFAIRS

No report

REMARKS FROM THE PRESIDENT

President Bottoms informed the faculty of several issues discussed by the Board of Trustees at their October meeting. The Board accepted the report from the joint Trustee-Faculty committee on faculty compensation. Key features of the report are the annual review of all faculty, a commitment to improve salaries and maintain faculty development. The merit system in the report requires faculty action.

President Bottoms explained that the Board of Trustees felt that it was imprudent to act on the ROTC issue at this time. With this justification, the Board overruled the faculty motion to eliminate academic credit for ROTC courses.

There has been concern for some time with endowed faculty chairs. Many chairs listed in the catalog have little or no financial support. The development office will complete legal research into the chairs. After completing the legal check, the alumni will be approached for additional funds. The president stated the need for a policy to fill endowed chairs. The president recommended and the board approved a system under which departments submit three names for each chair. The president will then select from these names.

The Board passed a balanced budget with no line for funded depreciation.

The board changed the limit on Out-In-Town housing from 4 percent including exceptions to 2 percent plus the exceptions. The net result of these changes will decrease the number of OIT positions by twenty.

The board discussed the relationship between DePauw and the United Methodist Church. A United Methodist council has been formed to aid in recruiting Indiana Methodist students, to oversee the Alford fund, to consider expansion of the Mendenhall lectureship, and work with the University Chaplain.

A committee of trustees was appointed by the Chair of the Board to review marketing efforts in admissions with the President, the Provost, and David Murray.

The President announced the November 18 convocation to be presented by former Prime Minister of Canada Mulroney and the Wood Street forum on November 16.

President Bottoms also noted that some faculty were to be contacted by an outside consultant, Charles Bannon, who will come

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and evaluate campus environment issues relating to a more diverse student body.

At the conclusion of the President's remarks, Prof. Raymond moved:

"That the faculty reaffirm our opposition to any policy that discriminates, including ROTC, and reaffirm the faculty prerogative controlling the academic program."

The motion was seconded. After brief discussion the question was called. A secret ballot was requested. The motion was approved with 63 ayes, 16 nos, and four abstentions.

Prof. Raymond requested that the vote on this motion be reported immediately to the Chair of the Board of Trustees. Prof. Raymond then moved:

"That we vote no confidence in the Board on the ROTC issue."

The motion was seconded and a secret ballot requested. The motion was approved with 57 ayes, 19 nos, and four abstentions.

Responding to a question from Prof. Jack Morrill, the President confirmed that there had been no equity adjustments given to full professors for this year.

Faculty members also had questions about endowed chairs. Prof. Robert Newton asked about the criteria that the President would use to select chairs. The President responded that he would use the criteria as stated in the Academic Handbook. Prof. Raymond questioned the decision of the President not to use peer review. The President responded that he wanted more than one name. Answering a question posed by Prof. Bob Sedlack, the President reiterated his desire for departments to submit three nominees for each chair, but agreed to meet with departments that submit fewer than three names for an endowed chair.

NEW BUSINESS

Prof. Howard Brooks acknowledged the receipt of the final report from the joint Trustee-Faculty Committee on Faculty Compensation, chaired by Trustee Emison. Prof. Brooks noted that some recommendations of the report required faculty action.

Prof. Jack Morrill moved:

"That COF appoint a committee in accordance with the recommendations of the Emison committee report."

The motion was seconded.

Prof. Sedlack moved to substitute:

"DePauw faculty will not participate in the formulation of the criteria and their application in deciding merit pay".

The motion was seconded. After discussion there was a request for a secret ballot. The motion to substitute carried with 47 ayes, 27 nos, and two abstentions. The question was called. The motion carried on a secret ballot of 41 yes, 32 no, and four abstentions.

During the counting of the secret ballots, Prof. Raines asked two questions of the faculty representatives on the joint Trustee Faculty Committee on Faculty Compensation (CFC). Prof. Larry Sutton responded that the CFC did not view faculty development awards as a form of merit pay. The CFC did not decide if the administration should be allowed to respond with a matching offer if another institution offers a faculty member a substantially higher salary.

Prof. Raines moved:

"The faculty recommends, or mandates if that is its authority, that the section that begins on p. 43 of the current 1992-94 university catalog with the heading "ROTC Programs", have contained within it as its first paragraph the following:

The Reserve Officers Training Corps program is not in compliance with the non-discrimination policy of DePauw University (Policy on Harassment, _1993-94 Student Handbook_, p.32), with regard to sexual orientation. Students are cautioned that cadets enrolled in ROTC who identify themselves as homosexual or are so identified by others will be discharged from the program and required by military policy to pay back scholarship monies. They may also, when on active duty for training, be liable to court-martial under the sodomy statute of the Uniform Code of Military Justice (Title 10, sec. 925). Students facing such discharges who desire counsel and assistance should consult with the Dean of Students."

The motion was seconded.

Prof. Glenn Welliver offered an amendment:

"The first sentence of the statement would appear in the catalog. The remaining material would be circulated by another means."

The amendment was seconded. The amendment failed.

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Prof. Raymond offered an amendment:

"To add as item 2, 'Students should also be cautioned that the faculty have voted to not recognize ROTC credits for the purpose of the baccalaureate degree so long as the ROTC program remains in non-compliance with the University's policy of non-discrimination."

The amendment was seconded. The amendment failed.

The question was called on the original motion. The motion was approved without observed dissent.

Prof. Raines then moved:

"The faculty mandate that the Committee on Retention and Advising develop an advising module, to be distributed to all faculty and included in the faculty advising handbook, that as part of its content alerts students that cadets enrolled in ROTC who identify themselves as homosexual or are so identified by others will be discharged from the program and required by military policy to pay back scholarship monies. They may also, when on active duty for training, be liable to court-martial under the sodomy statute of the Uniform Code of Military Justice (Title 10, sec. 925). Students facing such discharges who desire counsel and assistance should consult with the Dean of Students."

The motion was seconded. The motion was approved without observed dissent. Members of the Committee on Retention and Advising requested help in developing the advising module.

OLD BUSINESS

Prof. Raines requested the withdrawal of the tabled motion:

"That those faculty appointed to and currently serving on the Ad Hoc Committee on Compensation Issues be informed by this motion of the following wish of the faculty: That they (the faculty members of the committee) proceed to address the specifics for implementing the recommendations and motions emerging from their committee as natural and reasonable continuations of the work they have already willingly undertaken on the Faculty's behalf."

There was no objection.

ANNOUNCEMENTS

Prof. Brooks announced the need for an election to fill a vacancy on the Faculty Committee for Financial Affairs for the part time faculty representative during the Spring 1994 semester.

ADJOURNMENT

The meeting was adjourned at 9:58 P.M..

Respectfully submitted,

Howard Brooks
Secretary of the Faculty

Judy Mays
Assistant to the Secretary of the Faculty

Agenda

For the Faculty Meeting of December 6, 1993

1. Call to Order - 7:00 PM, Thompson Recital Hall, PAC
2. Approval of Previous Minutes
3. Reports from Coordinating Committees
 - Committee on Academic Policy and Planning* (Bob Weiss)
Announcements
 - Committee on Faculty* (Marcia McKelligan)
Announcements
 - Committee on Management of Academic Operations* (Carla Edwards)
 - a. Motion to discontinue Math 215 COBOL Programming (1/2 course credit)
 - b. Motion to add English 197 First Year Seminar (1 credit)
 - c. Motion to be put on the table:
"That G&G 201 Geologic Field Experiences be included as one of the courses satisfying Group 1 credit for graduation requirements."
 - d. Announcements:
To include that the 1995-1996 Calendar was approved without changes
 - Scholastic Achievement Committee* (Pam Propsom): Announcements
4. Reports from other Committees
 - Faculty Development Committee* (Bryan Hanson): Announcements
 - Faculty Committee on Financial Affairs* (Ralph Gray);
Announcements
 - GLCA Academic Council* (Dan Shannon): Report
 - Assessment Steering Committee* (Karin Ahlm): Announcements
5. Remarks from the President
6. Old Business
 - NOTE: There is tabled motion that may be considered:
"That the faculty no longer allow fraternity and sorority rush to take place during either academic semester."
7. New Business
 - Motion to grant degrees to those students that have satisfied all requirements for graduation
8. Announcements
9. Adjournment

FEB 02 1994

THE FACULTY OF DEPAUW UNIVERSITY
MINUTES OF THE MEETING OF DECEMBER 6, 1993

CALL TO ORDER

The regular meeting of the faculty of DePauw University was called to order by Leonard DiLillo, Provost, at 7:04 P.M. in Thompson Recital Hall. There were 79 faculty members present.

APPROVAL OF PREVIOUS MINUTES

The minutes were approved as distributed.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

For CAPP, Prof. Bob Weiss yielded the floor to Provost DiLillo for an explanation of the administration's response to the Resource Allocation Subcommittee (RAS) report. The administration accepted the first six recommendations of RAS, and felt that historical commitments to the University band program and the Center for Contemporary Media justified skipping positions in Romance Languages and Biological Sciences. The provost had discussed this situation with the department chairs affected by the deviation. The administration also changed the chemistry position from a term appointment to a tenure track appointment because of the difficulty in hiring an organic chemist for a one year term. It is possible that a future vacancy in Chemistry may not be replaced.

COMMITTEE ON FACULTY (COF)

For COF, Prof. Marcia McKelligan announced that work was being completed on the tenure review cases. COF hoped to finish all eleven cases before break. A question about the results of the COF tenure decisions for the 1992-93 academic year was deferred until the remarks from President Bottoms.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For MAO, Prof. Carla Edwards moved:

"That the courses, Math 215 COBAL Programming, Art 140 Architecture and Urban Planning: Stonehenge to Skyscrapers, Art 301 Early Modern Art, Art 330 Advanced Figure Drawing, and Art 496 Art Education Projects, be discontinued."

The motion was approved.

Prof. Edwards then moved, for MAO:

"That the course English 197 First Year Seminar (1 credit) be added to the list of approved courses."

The motion was approved.

For MAO, Prof. Edwards then moved that the following motion be put on the table:

"That G&G 201 Geologic Field Experiences be included as one of the courses satisfying Group 1 credit for graduation requirements."

The motion to table was approved.

Prof. Edwards announced that the 1995-1996 Calendar was approved without changes. MAO is studying the percentage of classes required to be offered at 8 o'clock, since some classes in that time bank are not filling.

SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)

For SAC, Prof. Pam Proptom announced that after hours study space will be available in the Prevo Science Library during finals. SAC hopes this will become a permanent arrangement depending on budgetary constraints. SAC is working on clarifying and updating the Academic Integrity policy. SAC received thirteen responses on changing the timing of fraternity and sorority rush.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE(FDC)

For FDC, Prof. Bryan Hanson announced that the committee had received very few applications for its programs. Prof. Hanson noted the January 31 deadline for Spring 1995 sabbatical and Fisher Time Out applications. February 14 is the deadline for the next round of professional development and research grants.

FACULTY COMMITTEE ON FINANCIAL AFFAIRS(FCFA)

For FCFA, Prof. Steve Raines announced that FCFA had met and continued to work on the faculty census. A folder summarizing the activities of FCFA is on reserve in the Roy O. West library.

GLCA ACADEMIC COUNCIL

Prof. Dan Shannon reported on the fall meeting of the GLCA Academic Council. Concerning admissions, 10 of the GLCA schools came close to their desired first year class enrollment. DePauw and Oberlin had the greatest shortfall in new students and Antioch had a much larger class than expected. All GLCA institutions were either engaged in building or renovation projects. Prof. Shannon also noted that there was concern about faculty and administration relations, which were not good at most schools.

ASSESSMENT STEERING COMMITTEE

Prof. Karin Ahlm announced that the committee was being organized to prepare for the North Central evaluation. The members of the committee are: Cindy Babington, Joan Claar, Bob Garrett, Larry Sutton, Ken Kirkpatrick, Ellie Ypma, Fred Silander, John White, and Karin Ahlm. As part of the assessment project, each academic department will conduct a self-study.

REMARKS FROM THE PRESIDENT

President Robert Bottoms opened his remarks by commenting on the letter that he had sent to the faculty concerning the status of certain items related to the Trustee Faculty Committee on Faculty Compensation report. He also announced that the report of Charles Barron, an outside consultant, concerning the DePauw community would be received before the February faculty meeting and that he would respond to the report.

President Bottoms stated that he had concurred with the COF recommendations for tenure in four cases during the 1992-93 academic year. The President disagreed with the COF on two cases, in each of which he agreed with the departmental recommendation. The President also agreed with three COF promotion recommendations. President Bottoms noted that during his presidency, he had concurred with the COF tenure recommendations in 50 out of 53 cases. The President had accepted 84 out of 86 COF promotion recommendations.

President Bottoms requested that the faculty discuss affirmative action and its impact on faculty composition at the February faculty meeting.

The president also discussed changes in financial aid policy which should increase the size of the incoming first year class. These changes include elimination of consideration of home equity and contributions by non-custodial parents, reestablishment of the African-American and Hispanic Student Leadership awards, and the establishment of a new program for Indiana high school valedictorians and salutatorians.

Several faculty members responded to the items discussed by President Bottoms. Prof. David Field moved:

"That the faculty work with the administration, through the Committee on Administration, on part-time faculty compensation issues."

The motion was seconded and approved without observed dissent.

Provost DiLillo requested names of faculty willing to work informally on the merit pay issue.

OLD BUSINESS

Prof. Tom Emery moved to remove from the table the following motion:

"That the faculty no longer allow fraternity and sorority rush to take place during either academic semester."

The motion to remove from the table was seconded and approved. After some discussion, Prof. Glenn Welliver moved to refer the motion to the Scholastic Achievement Committee. The motion to refer was seconded and approved.

Provost DiLillo announced that the administration had accepted the splitting of the Mathematics and Computer Science Department effective immediately. The Computer Science Department will be chaired by Prof. Gloria Townsend. The Mathematics Department will be chaired by Prof. Richard Smock.

NEW BUSINESS

Registrar Ellie Ypma moved:

"That the faculty recommends to the Board of Trustees the granting of degrees to those students that have satisfied all requirements for graduation."

The motion was seconded and approved.

Dean of Admissions David Murray thanked those faculty members that worked on Science Scholarship committee or helped with the Science Scholarship Day. The admissions goal for the Fall 1994 entering class is 600. The efforts to recruit students are broad based and include a renewed emphasis on multicultural admissions. Mr. Murray believed that the new financial aids policies will help admissions. He also asked for faculty assistance with admissions sessions planned for January. The current application numbers are encouraging.

ADJOURNMENT

The meeting was adjourned at 8:57 P.M..

Respectfully submitted,

Howard Brooks
Secretary of the Faculty

Judy Mays
Assistant to the Secretary of the Faculty

Agenda

For the Faculty Meeting of February 7, 1994

1. Call to Order - 7:00 PM, Thompson Recital Hall, PAC
2. Approval of Previous Minutes
3. Reports from Coordinating Committees
 - Committee on Academic Policy and Planning* (Bob Weiss): Announcements
 - Committee on Faculty* (Marcia McKelligan) :Announcements
 - Committee on Management of Academic Operations* (Carla Edwards)
 - a. Motion to be removed from the table:
 - "That G&G 201 Geologic Field Experiences be included as one of the courses satisfying Group 1 credit for graduation requirements."
 - b. Announcements:
 - To include that the 1995 Spring Break will coincide with the public school systems
 - Scholastic Achievement Committee* (Pam Propson): Announcements
4. Reports from other Committees
 - Faculty Development Committee* (Bryan Hanson): Announcements
 - Faculty Committee on Financial Affairs* (Ralph Gray): Announcements
 - Affirmative Action Committee* (Bob Stark):
 - Discussion of Affirmative Action hiring proposal
5. Remarks from the President
6. Old Business
7. New Business
 - David Berque intends to offer the following motion:
 - "The majority of faculty continue to oppose a merit pay system. However, the faculty recognizes the potential advantages of developing a regular evaluation system for all faculty members. Therefore, in the hope that any future evaluation system might be as fair and efficient as possible, the faculty directs the COF to appoint faculty representatives to the "Evaluation Design Committee" described in item 5 on page 6 of the report "Findings of the Committee on Faculty Compensation." (see back of page for CFC paragraph)
 - Honorary Degrees
8. Announcements
9. Adjournment

FEB 07 1994

from the CFC report
Item 5 page 6 Reads as follows:

"Further the Committee recommends the process for evaluating performance be designed by a joint committee of administrators and faculty; and that a merit salary component not be instituted until a feasible faculty evaluation process is designed. The evaluation process to be developed should be fair, efficient, objective and simple to administer. It is recommended that the process be designed by an Evaluation Design Committee made up of an appropriate number of faculty members selected by the faculty through their regular faculty governance process and two or three administrators appointed by the President. The work of the Evaluation Design Committee is to be completed by April 1, 1994. The evaluation system this committee develops will be submitted to the faculty for review and recommendation to the Board of Trustees. The Committee on Faculty Compensation recommends that the evaluation process be sufficiently flexible to recognize diverse patterns of meritorious contribution and service to the University."

THE FACULTY OF DEPAUW UNIVERSITY
MINUTES OF THE MEETING OF FEBRUARY 7, 1994

000074

CALL TO ORDER

Provost Leonard DiLillo called the regular meeting of the faculty of DePauw University to order at 7:03 P.M. in Thompson Recital Hall. There were about 100 faculty members present.

Provost DiLillo asked for approval of visitors present at the meeting, which included Alan Hill, assistant to the Provost, Tom Dixon, Vice President for Finance and Administration, Paul Hartman, Vice President for Development and Alumni Relations, Ross Scott, Assistant Dean of Students, and Charles Barron, outside consultant to the University.

APPROVAL OF PREVIOUS MINUTES

The faculty approved the minutes as distributed.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

For CAPP, Prof. Bob Weiss announced that CAPP will be seeking opinion on the possibility of requiring all students to complete six out of six graduation distribution requirements. CAPP will also investigate the educational policy implications of having a Center for Contemporary Media.

COMMITTEE ON FACULTY (COF)

For COF, Prof. Marcia McKelligan announced that all 11 tenure recommendations have been sent to the president. COF is still considering some early promotion cases. COF has also sent three recommendations on promotion from associate to full professor. Prof. McKelligan also announced that Prof. Sheryl Tremblay will be considered for tenure this semester since she was on leave during the fall semester.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For MAO, Prof. Carla Edwards asked that the following motion be removed from the table:

"That G&G 201 Geologic Field Experiences be included as one of the courses satisfying Group 1 credit for graduation requirements."

The motion to remove was seconded and approved. After brief discussion, the motion was approved.

Prof. Edwards announced that the 1995 Spring Break will coincide with the public school system calendars.

SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)

For SAC, Prof. Pam Propsom announced that SAC was in the process of forming a Rush subcommittee consisting of five students (two from the InterFraternity Council, two from the Panhellenic Council, and one from the Residence Hall Association), two faculty members (Jeff McCall and Pam Propsom), and two from the Student Affairs Office (Joan Claar and Mike Hayes).

REPORTS FROM OTHER COMMITTEES**FACULTY DEVELOPMENT COMMITTEE (FDC)**

For FDC, Prof. Bryan Hanson announced that the faculty would be receiving memos on three programs with summer stipends. He reminded the faculty of the February 14 deadline for DePauw funded summer programs. FDC has extended the deadline for Fisher timeouts for the Spring 1995 semester until February 28.

AFFIRMATIVE ACTION COMMITTEE (AAC)

For AAC, Prof. Bob Stark led a lengthy discussion of the Affirmative Action hiring proposal that is under consideration. Prof. Stark noted that earlier progress in hiring additional women faculty had been eroded in the past two years. There are no African-American nor American Hispanic faculty at DePauw. The AAC believes that minority faculty are needed to serve as role models and advisors to our minority students. The proposal circulated by the AAC presented several different options for a new affirmative action program for hiring faculty. These proposals range from expanding the number of candidates invited to the campus for interviews, to submitting an unranked list of acceptable candidates, which must include minorities, to the administration for final selection, to requiring that vacancies can be filled only by qualified women and minorities.

The faculty expressed concerns about how the implementation of all of the proposed actions would affect the work of the Resource Allocation Subcommittee in deciding what positions would be filled. The possibility of departments adding faculty simply because a qualified African-American or American Hispanic was available troubled some faculty. The role of the administration in deciding which candidate should be offered a particular position was also questioned. Some faculty felt that the administration had been sending mixed signals concerning minority hiring practices. The availability of minorities to fill positions was another item of concern.

REMARKS FROM THE PRESIDENT

President Bottoms announced that the Board of Trustees had approved an \$800 increase in tuition for 1994-95 to a cost of \$14,300. The total increase in fees, including room and board, and activity fees is more than 5 percent. The Board also agreed to enhance dialogue with the faculty by inviting faculty chairs of CAPP, MAO, COF, SAC, and FDC to meet with the provost before each board meeting to discuss the agenda for the Academic Affairs Committee of the board. These faculty would attend the committee meeting and the subsequent meeting of the full board. The president also announced the intent to develop a quarterly round table with various members of the board, faculty and students for open discussion of the way the University is going. The round table would not be a policy group. The president noted that he will receive a proposal from Charles Barron for establishing community forums that would have representation from the trustees, faculty, and students.

The president announced several upcoming events. A tribute to Jack Wilson, late Professor of History, will be held on February 18. The next Wood Street Forum would be on February 24 to discuss the Barron report and presidential response which will be delivered to the faculty before the Forum. On February 25, Cornell West will speak in a convocation concerning racial issues.

The Board of Visitors investigated the possibility of implementing a total quality management program to improve admissions and overall service to the students. There will be a workshop dealing with this issue for administrators, and faculty representatives from the Committees on Retention and Advising, Faculty Development, and Assessment.

The president informed the faculty that a biography of Barbara Kingsolver, the commencement speaker, was attached to the information concerning honorary degrees.

President Bottoms announced that Dr. Keith Duncan from the University of Pennsylvania will be at DePauw for one semester on a grant from Eli Lilly to conduct conflict resolution studies. While at DePauw, Dr. Duncan will teach one interdisciplinary course, one faculty seminar, and serve as a consultant.

The president then responded to questions from the faculty. He said that newly announced Board instituted discussion with the faculty was a reaction to the faculty action on ROTC. He said that the Trustees had no reaction to the faculty refusal to work on setting up merit pay.

OLD BUSINESS

There was no old business.

NEW BUSINESS

Prof. David Berque offered the following motion:

"The majority of faculty continue to oppose a merit pay system. However, the faculty recognizes the potential advantages of developing a regular evaluation system for all faculty members. Therefore, in the hope that any future evaluation system might be as fair and efficient as possible, the faculty directs the COF to appoint faculty representatives to the "Evaluation Design Committee" described in item 5 on page 6 of the report "Findings of the Committee on Faculty Compensation."

The motion was seconded by Prof. Kathleen Jagger. After a brief discussion, the question was called. There was an objection to calling the question. The faculty approved calling the question. The motion was approved on a secret ballot vote with 45 ayes and 34 nos. Prof. McKelligan, on behalf of COF, requested the assistance of the faculty that voted in favor of the motion to fill positions on the Evaluation Design Committee.

Prof. Tom Hall, offered a motion:

"That DePauw change its hiring procedure for faculty, effective immediately, with respect to minority candidates. In any approved search, departments should use a satisficing procedure. That is, whenever a qualified minority candidate is found, that candidate shall be invited to campus. If the department finds the candidate acceptable, the candidate will be offered the position.

Prof. Hall offered a brief explanation of his motion. Prof. Jack Morrill moved to table the motion. The motion to table was seconded and approved.

The faculty went into executive session to discuss honorary degrees. After a brief introduction by President Bottoms, and a clarification that Barbara Kingsolver would be receiving an honorary degree, the faculty approved honorary degrees for Corella A. Bonner, Max L. Stackhouse, and John B. Stephenson. Mrs. Bonner and her late husband, Bertram F. Bonner, established The Corella and Bertram F. Bonner Foundation to assist needy students and other agencies. Dr. Stackhouse is currently a professor at Princeton Theological Seminary and writes on the relationship of religion to political, economic and social questions. Dr. Stephenson is the retiring President of Berea College in Kentucky. He has actively worked on integrating service with academic programs.

Announcements

Prof. Ernie Henninger announced that two students, Karen Worminghaus and Natasha Miles, would be sharing about their experiences at the student Pugwash Conference with the DePauw community in late February.

Prof. Bill Cavanaugh announced the upcoming meeting of AAUP.

Provost DiLillo announced the membership of two new committees. Members of the Committee to review the Management Fellows Program are: Ralph Gray (Chair), Larry Sutton, Nancy Davis, John White plus three alumni: Mike Smith (CEO of Mayflower), Robert Hsrich (Professor of Business at Case-Western Reserve Univ.), and David Bohmer (former executive with Centel). The members of the Committee on Student Services are: Bob Garrett (Chair), Cindy Babington, Dee Gardner, Mike Hayes, Ken Kirkpatrick, Gloria Townsend, Alan Hill, Vergene Miller, Jim Rambo plus students to be named.

David Murray thanked all the faculty that helped with admission programs in January. He noted that currently applications for fall admission were up 10 per cent, and that many other colleges have not been as successful. Applications from minorities are also up significantly.

Adjournment

The meeting was adjourned at 9:36 P.M..

Respectfully submitted,

Howard Brooks
Secretary of the Faculty

Judy Mays
Assistant to the Secretary of the Faculty

MAR 03 1994

Agenda

000076

For the Faculty Meeting of March 7, 1994

1. Call to Order - 7:00 PM, Thompson Recital Hall, PAC
Approval of Non-Faculty Members present
 2. Approval of Previous Minutes
 3. Reports from Coordinating Committees
Committee on Academic Policy and Planning (Bob Weiss): Information:
International Education Committee - "Agreement with Lincoln University
College"
Assessment Committee - "A DePauw Education" (see back of agenda)
Committee on Faculty (Marcia McKelligan) :Announcements
Committee on Management of Academic Operations (Carla Edwards)
 - a. Motion to add new courses:

BIOS 101	Understanding Evolution	1 credit
POLS 390	Topics in Political Theory	1 credit
OCS 330	The Arts in Vienna 1800-1900	1 credit
ANTH 197A	First Year Seminar	1 credit
MATH 197	First Year Seminar	1 credit
SOC 197S	First Year Seminar	1 credit
 - b. Motion to discontinue courses:

POLS 322	Western Political Thought in the Modern Age	1 credit
ARTS 250	Beginning Commercial Design	1 credit
ARTS 110a and b	Intro to Visual Communication	1 credit
ARTS 351-352	Advanced Commercial Design	1 credit
OCS 370	The Fine Arts in Eastern Europe	1 credit
 - c. Announcements:
Change in title:
POLS 335 Theories of Democracy to Democracy and its Critics
Changes in number:
RL 103 Elem French (Intensive) to FREN 110 Elem. French (Intensive)
RL 133 Elem Spanish (Intensive) to SPAN 140 Elem. Spanish (Intensive)
 - Scholastic Achievement Committee* (Pam Proppson): Announcements
4. Reports from other Committees
Faculty Development Committee (Bryan Hanson): Announcements
Affirmative Action Committee (Bob Stark):
Motion to the Faculty on Affirmative Action Policy
Women's Studies Committee (Marthe Chandler): Announcements
5. Remarks from the President
6. Old Business Note: there is a tabled motion that may be considered:
"That DePauw change its hiring procedure for faculty,
effective immediately, with respect to minority candidates.
In any approved search, departments should use a satisficing
procedure. That is, whenever a qualified minority candidate
is found, that candidate shall be invited to campus. If the
department finds the candidate acceptable, the candidate
will be offered the position."
7. New Business
8. Announcements
Faculty Election Schedule (Howard Brooks)
9. Adjournment

MAR 07 1994

The DePauw Education and Its Purposes

DePauw University is a coeducational, wholly undergraduate, residential liberal arts institution with nationally recognized programs. The University offers both the bachelor of arts and bachelor of music degrees, the latter through a professional school of music. DePauw graduates have distinguished themselves in the arts, business, science, education, government, journalism, law, medicine, music, and public service.

At DePauw, the study of the liberal arts provides a foundation for a lifetime of learning, intellectual challenge, and personal growth. It allows students to range widely and come to appreciate how different ways of knowing may interact, yet it also encourages sustained and focused inquiry. Through the program of general education, students not only learn about but participate in a variety of artistic, humanistic, and scientific endeavors. Majors in over twenty departments encourage students to understand what it means to master a subject or area of knowledge.

A DePauw education means more than gathering knowledge. It emphasizes critical thinking, problem-solving, interpretation, learning through experience, and learning through reflection. Along with developing ideas, it emphasizes expressing them articulately and distinctively in speaking and writing.

A DePauw education is not static. While it values tradition, it also seeks to broaden liberal learning to include emerging areas like black studies, women's studies, and Asian studies—as well as interdisciplinary approaches to ideas, culture, and human experience. A DePauw education asserts that developing a global perspective is vital for living in an increasingly interdependent world and developing an appreciation and tolerance for a more diverse society.

A DePauw education is also culturally rich and varied. The School of Music exerts its influence far beyond those who major in music performance, music education, or music business. A large percentage of liberal arts students take courses in music, and the ambitious schedule of performances by campus and visiting artists helps the community celebrate the visual and performing arts—a celebration continued through an extensive program of art shows, theatrical and literary events, and guest lectures.

Since its founding by frontier Methodists, DePauw has sought to foster moral reflection and humane values among its students. Its strong tradition of service to humanity—whether in the Greencastle community or halfway around the world—manifests its belief that moral engagement and civic responsibility should guide our actions and commitments.

DePauw is a place where world leaders discuss the issues of the day. It is a place for theater and debate, self-expression and self-understanding, art exhibits and musical recitals, student publications and media productions. As a residential college, DePauw fosters learning in how to build and govern a community. Students occupy many positions of responsibility in living units and campus organizations, and DePauw is deeply committed to realizing the ideals of civic responsibility in itself as a community. Among these ideals are the inclusion of diversity and respect for difference, so that all can be members of the community without being all alike.

DePauw is a place for activity. Its intercollegiate and intramural sports and recreation programs invite every student's participation and promote an active, healthy life.

Finally, DePauw is a place where the intellect is challenged by experience. Through internships, off-campus study, and research projects, DePauw students enrich the classroom with practice and application.

THE FACULTY OF DEPAUW UNIVERSITY
MINUTES OF THE MEETING OF MARCH 7, 1994

CALL TO ORDER

Provost Leonard DiLillo called the regular meeting of the faculty of DePauw University to order at 7:09 P.M. in Thompson Recital Hall. There were 94 faculty members present.

Provost DiLillo asked for blanket approval for the Vice President for Development and the Vice President for Finance to attend all faculty meetings. The Provost asked for approval for the current meeting for Jason Truesdell, a DePauw student and member of the DePauw Progressive Network, Alan Hill, assistant to the Provost, and Betsy Ingle, Winter Term Coordinator. The faculty approved the presence of these guests.

The Provost then reminded the faculty that tenure and term appointed faculty with full-time teaching responsibilities were entitled to vote. Additionally, administrative staff appointed "with rank of . . ." before April 1986 could vote.

APPROVAL OF PREVIOUS MINUTES

Prof. Howard Brooks announced an addition to the minutes of the previous meeting. On page 2, the third paragraph, after the sentence reading: "The possibility of departments adding faculty simply because a qualified African-American or American Hispanic was available troubled some faculty.", insert the sentences:

"Some wondered if including race and gender as qualifying criterion for candidates, and giving these factors importance equal to teaching ability in the hiring decision, could adversely affect the quality of teaching at DePauw. The hiring of merely acceptable minority candidates over superior non-minority candidates could be detrimental to the affirmative action process."

The minutes were approved with this addition.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

For CAPP, Prof. Bob Weiss announced that the committee is continuing discussions on splitting the Philosophy and Religion Department. CAPP is considering requiring students to complete all six graduation distribution requirements. Discussions have begun on the new Resource Allocation Subcommittee.

Prof. Weiss announced that the International Education Committee had approved an agreement with Lincoln University College in Buenos Aires for a two-year program that would bring quality Argentine students to DePauw.

CAPP has accepted a document prepared by the Assessment Committee to serve as a framework for the assessment process. The document does not replace any material currently found in the catalog.

COMMITTEE ON FACULTY (COF)

For COF, Prof. Marcia McKelligan announced that COF had forwarded all tenure decisions to the President. Only one promotion decision was pending.

Prof. McKelligan then yielded the floor to Prof. Richard Smock for a report from the Evaluation Design Committee. Prof. Smock said that there were no concrete proposals under consideration and reminded the faculty that the members of the committee were: David Berque, Len DiLillo, Eric Edberg, Jeff McCall, Marcia McKelligan, John Morrill, Rick Smock, and John White.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For MAO, Prof. Carla Edwards moved,

"To add the following new courses to the catalog:

BIOS 101	Understanding Evolution	1 credit
POLS 390	Topics in Political Theory	1 credit
OCS 330	The Arts in Vienna 1800-1900	1 credit
ANTH 197A	First Year Seminar	1 credit
MATH 197	First Year Seminar	1 credit
SOC 197S	First Year Seminar	1 credit"

The motion was approved.

Prof. Edwards then moved,

"To delete the following courses from the catalog:

POLS 332	Western Political Thought in the Modern Age
ARTS 250	Beginning Commercial Design
ARTS 110a and b	Intro to Visual Communication
ARTS 351-352	Advanced Commercial Design
OCS 370	The Fine Arts in Eastern Europe
HIST 290	Comparative World Civilizations"

The motion was approved.

Prof. Edwards announced changes in course titles and numbers:

POLS 335	Theories of Democracy to Democracy and its Critics
RL 103	Elem. French (Intensive) to
	FREN 110 Elem. French (Intensive)
RL 133	Elem. Spanish (Intensive) to
	SPAN 140 Elem. Spanish (Intensive)

MAO discussed the possibility of giving group distribution credit for First Year seminars. Since it would be burdensome to check each seminar every year, MAO agreed to allow the courses to carry the Q, W, and little S designations, but not give group credit.

SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)

For SAC, Prof. Pam Proppom announced that the committee was continuing to work on the Academic Integrity Policy. The Rush subcommittee was considering various alternatives and the timing of rush.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

For FDC, Prof. Bryan Hanson announced that the committee was considering summer stipends and would subsequently consider the Fisher timeout applications. Prof. Hanson noted the April 1 deadline for applications concerning course development in the areas of conflict resolution and service learning.

AFFIRMATIVE ACTION COMMITTEE (AAC)

For AAC, Prof. Bob Stark moved:

"The DePauw faculty recognizes the need to have a diversified faculty and student body more reflective of the nation than has been true in the past. The faculty further recommends that the University establish an aggressive plan for accomplishing these goals while maintaining the quality of our students and faculty."

The motion was seconded. Prof. Marthe Chandler, speaking on for the Women's Studies Committee, applauded "the work of the Affirmative Action committee in clearly identifying the seriousness of the problem and in suggesting ways to address it." Prof. Chandler also expressed the anxiety of the committee "that the debate about which proposal to accept does not divert us from the more general goal shared by all of the proposals. We believe (or is it hope?) that the faculty and administration generally support the abstract goal of diversifying the faculty; but this is no longer enough. Some concrete steps are clearly necessary to achieve this goal."

Prof. Kent Menzel provided the faculty with 1992 Ph.D. pool data, and a comparison of DePauw to the national student body. He also provided a hypothetical DPU faculty composition if the Affirmative Action program was enacted.

Jason Truesdell, a DePauw student, read a position paper from the DePauw Progressive Network that strongly supported the affirmative action program.

The question was called. The motion was approved without a dissenting vote.

Prof. Stark then moved:

"To establish an aggressive plan for faculty diversification called for the previous motion, the Affirmative Action Committee recommends adopting the following hiring policy.

UNIVERSITY AFFIRMATIVE ACTION IN HIRING POLICY

1. During recruiting, every effort must be made to ensure the inclusion of qualified women and minority candidates in the pool. Each search committee will submit a recruiting plan to the

Provost for approval prior to beginning the search. This plan should include, in addition to the general advertisements, notices to appropriate societies, colleges and graduate programs, alumni, and others likely to recommend qualified minority and women candidates. The Provost's Office will assist in developing a network of sources from which women and minority candidates can be solicited. If the final group of 8-12 candidates does not include qualified women and/or minority candidates, the search committee may be required to reopen the search.

2. Women and minority candidates in the final group of 8-12 candidates, but not necessarily in the top three, may also be brought in for interviews.

3. When there are women and/or minority candidates among those interviewed, then preference will be given to the candidate meeting the greatest department and university need for diversification. A strong and convincing case must be made if a non-woman/minority candidate is to be hired.

4. If a qualified African-American or Hispanic candidate, seriously interested in DePauw, can be identified (by either a Department or the Administration), then the administration could, if the department involved agrees, (a) fill a vacancy listed by RAS but not authorized for replacement or (b) create a new position."

The motion was seconded. Prof. Stark highlighted changes from earlier versions of the motion. Faculty questioned the practical implications of carrying out the new policy.

Prof. Bill Cavanaugh moved:

"To add a fifth item to require us to send the policy in full our policy to all candidates for positions at DePauw."

The amendment was seconded. After some discussion, Prof. Cavanaugh accepted a friendly rewording of his amendment suggested by Prof. Eric Silverman:

"To include in all advertisements for new positions the following statement:

'This advertised position is part of a renewed and aggressive affirmative action policy by DePauw University to diversify the faculty.'"

The amendment was approved.

The faculty continued to question the methods of implementing the new policy. Concerning point #4, how do you find minority candidates? How do you know if a candidate is a minority? Is it the role of the faculty to set policy, shouldn't this be done by the Board of Trustees? Regarding point #3, why can't the administration trust the departments to make proper recommendations concerning candidates? What role will the Affirmative Action committee play in department searches? Does point #4 allow departments to bypass the work of the Resource Allocation Subcommittee?

The question was called. There was an objection to calling the question. The faculty voted to cease debate. The motion as amended was approved by a show of hands. Provost DiLillo announced that he believed that the policy would go into effect immediately.

REMARKS FROM THE PRESIDENT

President Bottoms opened his remarks by stating that the conversation about affirmative action is not over. He hoped to increase minority representation among the faculty by establishing junior faculty positions for individuals that have not yet completed their degree. The President would like to nurture our own minority students that head for graduate school, and if we help them with graduate school, they could return to DePauw. He would like to make another attempt to have faculty exchange programs with historically black Colleges. We must carefully consider what happens when minority candidates visit DPU. The president stated that we need to be very welcoming to minorities and offer our unqualified support.

The President commended the COF on their prompt action on the tenure cases. All of the letters concerning promotion and tenure cases were in the mail. The president agreed with the COF on all of the decisions.

OLD BUSINESS

Prof. Tom Hall requested that the motion:

"That DePauw change its hiring procedure for faculty, effective immediately, with respect to minority candidates. In any approved search, departments should use a satisficing procedure. That is, whenever a qualified minority candidate is found, that candidate shall be invited to campus. If the department finds the candidate acceptable, the candidate will be offered the position."

be removed from the table. The motion to remove was seconded and approved. Prof. Hall withdrew the motion.

NEW BUSINESS

Prof. Eric Edberg moved:

"To amend Article II, Section C, Subsection 1. of the faculty by-laws to add the words, 'and the Director of the School of Music' to the list of those able to vote.

The motion was seconded and automatically placed on the table.

Prof. Meryl Altman moved:

"To expand the Affirmative Action Committee by two full-time faculty and one part-time faculty member."

The motion was seconded and approved. Prof. McKelligan requested nominations from the faculty, since COF would fill the positions.

ANNOUNCEMENTS

Prof. Brooks announced the schedule for elections for vacancies on faculty committees. Divisions must submit their nominees for various positions by April 11. Ballots will be distributed on April 18 and must be returned by April 25. Results will be announced at the May 2 faculty meeting.

David Murray announced that applications were up by 150 over the previous year. The next challenge is to obtain a favorable yield from the accepted student pool.

Provost DiLillo announced the next Wood Street Forum would be held on March 17. Arthur Levine, who would give a talk at 4 P.M. on "A New Generation of College Students" and discuss his views with the faculty at 7 P.M. at the President's house.

The Provost also announced the meeting of the Great Lakes College Association Deans would be held at DePauw on March 21-23.

ADJOURNMENT

The meeting was adjourned at 9:09 P.M..

Respectfully submitted,

Howard Brooks
Secretary of the Faculty

Judy Mays
Assistant to the Secretary of the Faculty

MAR 24 1994

Agenda
For the Faculty Meeting of April 4, 1994

1. Call to Order - 7:00 PM, Thompson Recital Hall, PAC
Approval of Non-Faculty Members present
2. Approval of Previous Minutes
3. Reports from Coordinating Committees
Committee on Academic Policy and Planning (Bob Weiss):
Motion (to be tabled):
To delete "Any two courses may be omitted" from the Distribution Requirements section of the Requirements for the Bachelor of Arts Degree in the Asbury College of Liberal Arts.
Committee on Faculty (Marcia McKelligan) :Announcements
Report from the Evaluation Design Committee
Committee on Management of Academic Operations (Carla Edwards)
Announcements
Scholastic Achievement Committee (Pam Propsom):
SAC will present the revised Academic Integrity Policy for faculty approval.
4. Reports from other Committees
Faculty Development Committee (Bryan Hanson): Announcements
5. Remarks from the President
6. Old Business Note: there is a tabled motion that will be considered:
"To amend Article II, Section C, Subsection 1. of the faculty by-laws to add the words, 'and the Director of the School of Music' to the list of those able to vote.
7. New Business
A motion to be presented by Bruce Sanders:
"With all due speed the COF shall:
1) Investigate thoroughly the nature of faculty status as the term is applied to librarians.
2) Bring recommendations to the faculty for changing the Faculty Handbook so as to resolve any and all ambiguities in that document regarding the status of librarians. The recommendations should specify in detail the rights and duties of librarians as faculty members."
8. Announcements
9. Adjournment

MAR 28 1994

000081
APR 28 1994

**THE FACULTY OF DEPAUW UNIVERSITY
MINUTES OF THE MEETING OF APRIL 4, 1994**

CALL TO ORDER

Leonard DiLillo, Provost, called the regular meeting of the DePauw University faculty to order at 7:04 P.M.. There were about 65 faculty members present.

APPROVAL OF PREVIOUS MINUTES

Provost DiLillo announced an addition to the minutes. Under the section dealing with the Affirmative Action hiring policy on page 5 to add to the last sentence "Provost DiLillo announced that he believed that the policy would go into effect immediately." the phrase ", pending review and approval by University attorneys."

The minutes were approved with this modification.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

Prof. Bob Weiss repeated the appeal from CAPP for nominations to fill terms on the Resource Allocation Subcommittee.

For CAPP, Prof. Weiss moved:

"To delete 'Any two courses may be omitted' from the Distribution Requirements section of the Requirements for the Bachelor of Arts Degree in the Asbury College of Liberal Arts. This motion is to be effective with the entering class of 1995."

CAPP has addressed concerns about staffing, course offerings, and ramifications of making this change. After discussing the rationale behind the motion, Prof. Weiss moved to place the motion on the table. The motion was tabled.

COMMITTEE ON FACULTY (COF)

Prof. Marcia McKelligan announced that COF has sent the final promotion recommendation to the President. COF is working on term and interim reviews and the one tenure case delayed to this semester because of a leave.

Prof. Rick Smock reported for the Evaluation Design Committee. The committee is still formulating the evaluation instrument. Now the design includes a brief annual report signed by the department chair, student evaluations from all classes, and information from the registrar. The evaluation would use the guidelines from the faculty handbook. There was no agreement on the agent (i.e., COF or the Provost) that would do the evaluation. There will be an open meeting to discuss the evaluation. No votes have been taken on any part of the proposal. Many uncertain items remain to be discussed.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

No report.

SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)

Prof. Pam Propsom presented the revised Academic Integrity Policy for faculty approval.

Academic Integrity Policy

Academic integrity refers to the ethical standards and policies that govern how people work and work together at a university. These standards and policies attempt to do more than define and condemn what is wrong or unethical; they also attempt to provide a foundation for the mutual trust and individual responsibility necessary in a healthy academic community.

Academic integrity is not solely the responsibility of students. Rather, faculty and administrators have the responsibility of creating an environment in which honesty is encouraged, dishonesty discouraged, and integrity is openly discussed. A faculty member who gives a take-home test without providing clear guidelines on what sort of collaboration is permissible may be failing his responsibility. A university computing service that does not provide adequate security for accounts, allowing easy access to private files, may be failing its responsibility.

Both faculty members and students have the responsibility of upholding the principles of academic integrity. Faculty are responsible for following these principles in their own work and conduct and for dealing with suspected cases of dishonesty through the settlement process described below. Students are obligated not only to follow these principles, but also to take an active role in encouraging other students to respect them. Should a student suspect a violation of academic integrity, she should make her suspicion known to a member of the faculty or university administration.

In recent years, academic integrity has become more difficult to define. You were once told that everything you do must be your own work. Now, much of the work you submit will be done in collaboration with other students, and it may be difficult to draw lines around what is "your own work." The old academic integrity policies were based on the model of a student sitting alone writing an essay or taking a test; the new policies have a much different model student in mind - one who works actively with others, who belongs to "networks," and who considers intellectual conversation as much a part of studying as reading and taking notes.

Almost all the types of academic dishonesty that follow deal with working with others or using the work of others. This is not to suggest that working with others or using their work is wrong. Indeed, the heart of the academic enterprise, learning itself, is based on using the ideas of others to stimulate and develop your own. In this sense, all academic work is collaboration, and therefore academic integrity focuses on those acts that demean or invalidate fruitful collaboration.

Types of Academic Dishonesty

Cheating: Intentionally using or attempting to use unauthorized materials in any academic exercise or having someone else do work for you. Examples of cheating include looking at another student's paper during a test, bringing a crib to a test, obtaining a copy of a test prior to the test date, submitting homework borrowed from another student.

Fabrication: Inventing or falsifying information. Examples of fabrication include "drylabbing" (inventing data for an experiment you did not do or did not do correctly), making reference to sources you did not use in a research paper.

Facilitating Academic Dishonesty: Helping someone else to commit an act of academic dishonesty. This would include giving someone a paper or homework to copy from, allowing someone to cheat from your test paper.

Plagiarism: Using the words or ideas of another writer without attribution, so that they seem as if they are your own. Plagiarism ranges from copying someone else's work word for word, to rewriting someone else's work with only minor word changes (mosaic plagiarism), to summarizing work without acknowledging the source. (See *The Writing Center Guide to Documentation and Plagiarism* for further information on plagiarism.)

Multiple Submission: Submitting work you have done in previous classes as if it were new and original work. Although professors are often willing to let you use previous work as the basis of new work, they expect you to do new work for each class.

Abuse of Academic Materials: Harming or disabling academic resources so that others cannot use them. This includes cutting tables and illustrations out of books to use in a paper, stealing books or articles, deleting or damaging computer files intended for others' use.

Deception and Misrepresentation: Lying about or misrepresenting your work, academic records, or credentials. Examples of deception and misrepresentation include forging advisers' signatures on registration forms, forging letters of recommendation, and falsifying credentials in an application. Of particular concern, given the current popularity of collaborative projects, is taking credit for group work to which you did not contribute significantly or meet your obligations. In a collaborative project, each member of the group is expected to do her share. Group members may work together on each phase of the project or they may work "modularly" - that is, one person might do background research, another might take charge of the lab experiments, another might be responsible for drafting the report. Even in a modular project, however, each member of the group is responsible for being familiar and involved with the entire project.

Electronic Dishonesty: Using network access inappropriately. Examples of electronic dishonesty including using someone else's authorized computer account to send and receive messages, breaking into someone else's files, gaining access to restricted files, disabling others' access to network systems or files, knowingly spreading a computer virus, obtaining a computer account under false pretenses.

Overview of Academic Dishonesty Procedures

The procedures for making academic dishonesty charges are designed to provide not only quick resolution of cases, but also an opportunity for the student to have charges and penalties clearly explained and for his case to be heard, both by the instructor making the charge and, when requested, at a hearing of the Committee on Academic Integrity. Penalties for academic dishonesty are designed to be real deterrents to dishonesty and, in particular, to repeated acts of dishonesty by the same student. This process, however, is designed to be educational. It is a "settlement" process, designed to facilitate open and frank discussion. Frequently, acts of academic dishonesty are committed in "the heat of the moment," and the student committing them rationalizes their effects. This settlement process provides the opportunity to discuss why academic integrity is so important to students, faculty, and the university as a whole.

The Settlement Process: When an instructor becomes aware of a possible case of academic dishonesty, she should move quickly (usually within three days) to investigate the violation and confront the student with it. The formal process of initiating a charge and settlement involves the following steps:

1. The instructor arranges to meet with the student and present to him a written statement of the charge, the evidence supporting it, and a proposed penalty (see Academic Dishonesty Settlement Form). The student has the opportunity to respond to the charge. At this time, if the instructor becomes convinced that no violation occurred or that the violation or penalty as described needs to be emended, she may drop the charge or rewrite it. She then gives the student a copy of the settlement form or arranged to deliver a copy of the emended form for the student's formal response. If, for any reason, she feels the charge exceeds the scope of this process, she may immediately refer it to the Committee on Academic Integrity. For example, if the act is of such consequence that it merits a penalty beyond what a faculty member can impose, the case should be referred to the Committee on Academic Integrity.
2. The student then has three days (72 hours) to respond to the charge, either by assenting to it and the penalty proposed or by requesting a hearing before the Committee on Academic Integrity. At that hearing, the student may either dispute the charge or the severity of the penalty. While considering how to respond to a charge, students are encouraged to seek advice from someone knowledgeable in matters of academic integrity the Dean of Students, a faculty member, an adviser or university counselor. If a student charged with a violation does not respond in the specified time, the matter is immediately turned over to the Committee on Academic Integrity for a hearing.
3. If the student signs the settlement form, it is forwarded to the Academic Affairs office, to be kept for five years in the Academic Dishonesty file. If this proves to be a second offense, the Academic Affairs office will convene a disciplinary hearing of the Committee on Academic Integrity.

In the process of investigating the charge, the instructor may discuss it with the student. In cases of cheating on exams, it may be appropriate to confront the student during the exam or immediately after. However, even in cases when the student admits to the violation verbally, a formal conference to review and sign the written settlement form should be arranged. Academic integrity violations should always be documented and penalties applied through this formal procedure.

In confronting students with charges of academic dishonesty, instructors may choose to have a colleague present to act as an observer. That colleague does not need to be a member of the same department, but should be someone knowledgeable about the university's academic integrity policy.

Penalties for Academic Dishonesty

The penalties for academic dishonesty vary according to the judgement of the instructor. For a first offense, they may range from a formal warning to failure in the course. If a more severe penalty is in order, the instructor may request a hearing of the Committee on Academic Integrity. Completed settlement forms are kept on file in Academic Affairs. When a second offense is reported, the matter is referred to the Committee on Academic Integrity for a disciplinary hearing, which may involve more severe penalties, such as suspension or expulsion.

For the penalty to be a deterrent to dishonesty, it should more severe than what the student might have gotten if she had not done the work at all. If a student has cheated on a test she was likely to fail anyway, a penalty of an "F" on the test is no deterrent. Similarly, to give a student an "F" on a plagiarized paper is no deterrent if the student's real choices were between plagiarizing the paper and not doing it at all. In such cases, the penalty would normally involve both failure on the assignment and a reduction in the final grade in the course.

Both students and faculty should keep in mind another penalty built into the procedure: on the report of a second offense, the matter is immediately referred to Academic Affairs for a disciplinary hearing, which may result in suspension or expulsion. Therefore, even a penalty as light as a formal warning can be severe if it enters the Academic Dishonesty file.

Lack of Intent vs. Ignorance: In deciding whether to formally pursue a charge or apply a penalty, the faculty member may consider the intent of the student in committing the offense. Sometimes, the student may violate the academic integrity policy without intending to. For example, in a long research paper a student might fail to include a footnote or might attribute a quote to a wrong source. In such cases, where there is no pattern of deception, the student may be excused from the academic integrity charge (though normal penalties for sloppy work might still apply). However, ignorance of the rules is not the same as a lack of intent. A student who copied a paper but did not know that this was wrong still intended to copy the paper, and thus is guilty of academic dishonesty. Instructors, advisers, and administrative personnel should make a concerted effort to inform students about issues related to academic integrity, but it is ultimately the student's responsibility to know and follow the policies related to academic integrity.

The Academic Integrity Hearing

If a hearing before the Committee on Academic Integrity is necessary--either because the charge or penalty is disputed or because this is a second offense--one will be convened by the Committee's chair at a time when all participants can attend. The Committee is composed of the Vice President for Academic Affairs or his designated representative, who serves as chair, two teaching faculty members appointed from and by the Scholastic Achievement Committee, and two students appointed by the Academic Council. The membership of this committee is made known to parties involved prior to a hearing. Student, faculty, and administrative alternates are also designated for the committee. Either party can ask the Committee's chair that a Committee member not serve on the hearing panel because of bias or conflict of interest. The chair shall decide if there are sufficient grounds to honor this request. If a committee member is unable to attend the hearing, or if a member is excluded because of potential bias or conflict of interest, an alternate will be asked to serve.

Nature of the Hearing. There are two types of academic integrity hearings: one to decide a disputed charge or penalty, the other to consider disciplinary matters following a second offense. A hearing of the Committee on Academic Integrity is intended to be an orderly, fair inquiry into the facts bearing on the case. It is not intended to be a formal trial concerned with technical formalities. If the accused student fails to appear after proper notice of the hearing, the hearing will go forward and the Committee will reach its conclusion on guilt and appropriate penalty on the basis of evidence presented at the hearing.

Presentation; Burden of Proof; Rights. When a hearing is convened to hear a disputed charge or penalty, the faculty member referring the case presents the evidence of the offense to the panel. The student may present counter-evidence if he wishes. Either party may have a faculty, staff, or student adviser and have the right to call and question witnesses. The burden of proof is on the faculty member, who must establish the guilt of the student by a preponderance of the evidence. (In matters of academic integrity, the evidence does not have to constitute overwhelming, irrefutable proof of guilt, but only has to convince the panel that the violation took place.) Faculty may refer cases based on the testimony of other students; in doing so, however, the faculty member should make sure either that the students who provided the testimony are willing to appear as witnesses at the hearing or that there is corroborating evidence that substantiates the charge. Other procedures for due process shall be followed and records (including a tape recording of the hearing) kept. These shall be deposited with Academic Affairs.

When a hearing is convened to consider disciplinary penalties related to a second offense, the Chair reviews the offenses, as put forth in the settlement forms or in previous hearing reports, and asks the student if there are any comments she would like to make in regard to these offenses. Since these cases have already been decided, either through settlement or previous hearing, there is no need to reconsider them. In most cases, it is unnecessary to call witnesses, unless the committee or the student feels the reports are unclear in some respect that a witness can clarify. The sole consideration of the committee at a second offense hearing is whether further disciplinary sanctions (usually suspension or dismissal) should be applied.

Penalties and Appeals. Following the hearing, the Committee on Academic Integrity determines whether the student is guilty and, if so, the

appropriate penalty, which may include suspension or dismissal from the university. It shall inform each party of its decision in writing.

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

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

Academic Dishonesty Settlement Form

Notice to Students:

This form details the charge of academic dishonesty that has been made against you. This settlement report is intended to make sure that you know about and understand the charges that have been made against you, that you've had an opportunity to discuss and respond to them, and that you understand the penalties that will result from the charge.

1. You are not required to sign this form.
2. If you do not sign this form, you have the right to a hearing before the Academic Integrity Committee before any disciplinary penalty may be imposed for the offense charged.
3. You have 72 hours to seek advice and decide whether to sign. You may discuss your decision with any person you choose.
4. If you sign, you are admitting guilt and accepting the penalty shown.
5. If you sign, this form is kept on record for five (5) years and may be used against you if you commit another disciplinary offense. This settlement form is not disclosed to prospective employers or to other schools to which you may apply.

Instructor

See the attached guidelines for submitting a charge of academic dishonesty.

I charge _____ with a violation of
(Student's Full Name)
DePauw's Academic Integrity Policy concerning _____.
(policy violated)

Description of Charge (Provide a brief description of the violation, the situation in which it occurred, and any evidence supporting it. Attach extra sheets as necessary.)

Penalty

If the student admits guilt by signing this form, I will apply only the following penalty:

Instructor's Signature: _____ Date: _____

Student:

I have read this entire settlement form carefully and understand its significance. I admit to committing the offense charged by the instructor, accept the penalty assigned, and understand that this agreement will be kept in my file for five years. If this is a second violation of the academic integrity policy, I understand that the Committee on Academic Integrity will convene a hearing to consider applying disciplinary penalties beyond those recommended by the instructor.

Student's Signature _____ Date: _____

After several faculty asked questions about details, the policy was tabled.

Prof. Propsom announced that the RUSH subcommittee continues its work. Prof. Dave Berque, faculty advisor for the InterFraternity Council, read a brief statement that described the IFC meetings as efficient and productive.

REPORTS FROM OTHER COMMITTEES

None

REMARKS FROM THE PRESIDENT

Provost DiLillo reported for President Bottoms that tenure had been granted to all eleven faculty members that went through the process this year: Karin Ahlm, Yung-Chen Chiang, Tom Chiarella, Bridget Dibble, Eric Edberg, Carla Edwards, Mary English, Mary Kertzman, Nachimuthu Manickam, David Newman, and Pam Propsom.

The provost also announced that the President had agreed with all of the COF recommendations on promotion:

to full professor - Marthe Chandler, Bill Field, Wayne Glausser, David Herrold, and Nafhat Nasr.

to associate professor -Karin Ahlm, Yung-Chen Chiang, Tom Chiarella, Bridget Dibble, Eric Edberg, Carla Edwards, Mary English, Mary Kertzman, Nachimuthu Manickam, David Newman, and Marcia Roberts.

to with rank of associate professor - Pei-Ling Wu

The announcements were followed by applause. Provost DiLillo commended the COF on its timely work.

OLD BUSINESS

Provost DiLillo clarified that the faculty handbook already allows librarians and the Director of the School of Music to vote. Therefore, the tabled motion concerning voting privileges for the Director of the School of Music was not considered.

NEW BUSINESS

Librarian Bruce Sanders moved:

"With all due speed the COF shall:

- 1) Investigate thoroughly the nature of faculty status as the term is applied to librarians.
- 2) Bring recommendations to the faculty for changing the Faculty Handbook so as to resolve any and all ambiguities in that document regarding the status of librarians. The recommendations should specify in detail the rights and duties of librarians as faculty members."

The motion was seconded and approved without observed dissent.

ANNOUNCEMENTS

Prof. Kent Menzel announced that the Conflict Resolution Committee was seeking nominees for the position of Director of Conflict Resolution Studies. Although DePauw does not currently have a program in conflict resolution studies, outside grant money supports the development of this program. The director will receive one course release time and would help develop the curriculum.

Prof. Gene Schwartz announced the upcoming conference on the University and Moral Education of its Citizens will be held on May 5-7, 1994.

Provost DiLillo stated that the applications for admission were up eight per cent. Increases were seen from Indiana high students and there were record numbers in the multicultural and School of Music areas. The paid deposits were ahead of the number at the same time last year.

The Provost noted that the Affirmative Action hiring policy approved by the faculty last month was under review by the University attorneys.

ADJOURNMENT

The meeting was adjourned at 8:13 P.M..

Respectfully submitted,

Howard Brooks
Secretary of the Faculty

Judy Mays
Assistant to the Secretary of the Faculty

Agenda

For the Faculty Meeting of May 2, 1994

000085

1. **Call to Order** - 7:00 PM, Thompson Recital Hall, PAC
2. **Approval of Previous Minutes**
3. **Reports from Coordinating Committees**

Committee on Academic Policy and Planning (Bob Weiss):

a. Motion (to be removed from the table):
To delete "Any two courses may be omitted" from the Distribution Requirements section of the Requirements for the Bachelor of Arts Degree in the Asbury College of Liberal Arts. This motion is to effective with the entering class of 1995.

b. Motion :

"The Faculty recommends that a separate Department of Religious Studies should be established."

Committee on Faculty (Marcia McKelligan) :Announcements

Committee on Management of Academic Operations (Carla Edwards)

a. Courses requiring faculty action:

New courses:

MATH 367 Introduction to Numerical Analysis 1 credit

BIOS 346 Plant-Animal Interaction 1 credit

Change in credit:

CHEM 390 Topics in Chemistry from 1/2 credit to 1/2 - 1 credit

b. Motion to be Tabled:

"That BIOS 101 Understanding Evolution be granted group 1 credit status; effective Fall 1994."

c. Announcements

Scholastic Achievement Committee (Pam Proptom):

a. SAC will present the revised Academic Integrity Policy for faculty approval (to be removed from the table).

b. Proposal from Rush sub-committee

4. **Reports from other Committees**

Faculty Development Committee (Bryan Hanson): Announcements

Evaluation Design Committee (Rick Smock): Announcements

5. **Remarks from the President**

6. **Old Business**

7. **New Business**

Vote to confirm Divisional Representatives to Faculty Committees

Motion to grant degrees to those students that have satisfied all requirements for graduation

8. **Announcements**

9. **Adjournment**

MAY 02 1994

THE FACULTY OF DEPAUW UNIVERSITY
MINUTES OF THE MEETING OF MAY 2, 1994

000086

CALL TO ORDER

Provost Leonard DiLillo called the regular meeting of the DePauw University faculty to order at 7:05 P.M.. 103 faculty were present. The provost recognized the presence of student guests, Matt Pisano, Jason Acton, and Marlene Higglestein. Assistant Dean of Students Mike Hayes was also present.

APPROVAL OF PREVIOUS MINUTES

There was an error in the printed minutes of the April 4, 1994 faculty meeting. Under Remarks from the President, the section detailing promotions should read:

"The provost also announced that the President had agreed with all of the COF recommendations on promotion:

to full professor - Marthe Chandler, Bill Field, Wayne Glausser, David Herrold, and Nafhat Nasr.

to associate professor - Yung-Chen Chiang, Tom Chiarella, Bridget Dibble, Eric Edberg, Carla Edwards, Mary English, Mary Kertzman, Nachimuthu Manickam, David Newman, and Marcia Roberts.

to with rank of associate professor - Pei-Ling Wu"

The minutes were accepted with this correction.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

For CAPP, Prof. Bob Weiss moved to remove from the table the motion:

"To delete 'Any two courses may be omitted' from the Distribution Requirements section of the Requirements for the Bachelor of Arts Degree in the Asbury College of Liberal Arts. This motion is to be effective with the entering class of 1995."

The motion was removed from the table.

Prof. Weiss requested that the students be allowed to read a statement. The students opposed to the motion because of the possible difficulties for students in the fellows program, and for students attempting to complete double majors or multiple minors and study abroad. The proposal would have a negative influence on students that drop classes late in a semester, and could affect class availability. Additional requirements could hurt students with performance based scholarships, would limit the number of elective courses, and would eliminate a feature of the academic program that many students find attractive.

Some faculty expressed concerns about the feasibility of the modification and its impact on staffing. Prof. John White asked if CAPP had considered the implications of the motion on the work

of the Resource Allocation Subcommittee (RAS). Prof. Weiss noted that CAPP had concluded that the proposal was feasible, but had not developed explicit instructions for RAS.

Prof. Carl Huffman supported the motion on philosophical grounds. Students should explore all areas of intellectual endeavor. According to Prof. Huffman, "Omission enslaves you to your ignorance." He noted that students choose 10 out of 118 courses to satisfy Groups 1-5. Prof. John Dittmer agreed that we need to "force the students to be free." Prof. Bob Calvert questioned how we can allow students to opt out of any one essential area of a liberal arts education. Prof. John McFarland prefers that students have a broad distribution of courses rather than two majors. He also questioned the need for ten courses in any major at DePauw.

Prof. David Berque expressed concern about completing the Management Fellows program with a major outside economics, if the motion passed. Prof. Bill New said that students seeking to receive certification in secondary education would have problems if the requirements changed.

Prof. Nancy Davis opposed the motion, believing that students could have more depth in their studies under the current system. Prof. Meryl Altman sees current system as mechanical and feels that students need to develop their own intellectual program with the opportunity to make choices. Prof. Roger Gustavsson asked if CAPP had considered requiring all six groups but only nine courses in Groups one through five. Prof. Wayne Glausser expressed concern about the impact on class size and student motivation when entering courses that they are uneasy about taking. He prefers allowing students to follow paths of interest.

President Bottoms expressed philosophical support but opposed the motion because of staffing implications.

Provost DiLillo yielded the chair to Prof. John White, to express his opposition to the proposal. The provost would prefer to have more time to develop a program with curricular coherence.

The Provost returned to the chair. The question was called. A request was made for a secret ballot. The motion failed with a vote of 39 yes and 52 no.

Prof. Weiss moved:

"The Faculty recommends that a separate Department of Religious Studies should be established."

The split would not impact staffing considerations. CAPP does not anticipate any more departmental splits. After some discussion, the question was called and approved.

Prof. Weiss announced that CAPP still needed nominees from Division 4 to serve on the Resource Allocation Subcommittee. He

also reminded the faculty of the S workshop to be held August 8-18. CAPP is considering an environmental science major, is reviewing the evaluation reports on the competency programs, and is considering the possibility of requiring 32 courses for graduation.

CAPP has been reviewing the mission statement for the Center for Contemporary Media. Currently DePauw is seeking a new director for the CCM and will be replacing Don Score. The provost confirmed that Prof. Jeff McCall is serving on the search committee for the new director, and at least one more faculty member would be added to the search committee.

COMMITTEE ON FACULTY (COF)

For COF, Prof. Cynthia Cornell announced the candidates for tenure, term, and interim reviews during the 1994-95 academic year.

<u>Tenure</u>	<u>Interim</u>	<u>Term</u>
Chet Fornari	Barbara Bean	Janet Teegarden
Marcelle McVorrان	David Berque	
	Leo Goeke	
	Mitchell Merback	
	Eric Silverman	

COF invited comments on any of the candidates. The deadline for comments on tenure candidates is September 2. The letters related to interim candidates are due by October 24.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For MAO, Prof. Carla Edwards moved:

"That the faculty approves two new courses:

MATH 367 Introduction to Numerical Analysis 1 credit
 BIOS 346 Plant-Animal Interaction 1 credit."

The motion was approved.

Prof. Edwards then moved:

"That the faculty approves the change in credit for:
 CHEM 390 Topics in Chemistry from 1/2 credit to 1/2 -1 credit."

The motion was approved.

Prof. Edwards moved that the following motion be tabled:

"That BIOS 101 Understanding Evolution be granted group one credit status, effective Fall 1994."

The motion was tabled.

Prof. Edwards announced that MAO was still working on time banks and 8 o'clock usage. The new chair for MAO will be Prof. Barbara Elam.

SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)

Prof. Pam Propsom moved that the revised Academic Integrity Policy be removed from the table. The policy was removed from the table. Prof. Propsom noted minor changes and moved that the faculty approve the policy.

The faculty asked several questions about the policy. The contents of the academic integrity folder are not shared with other schools, if students decide to transfer. Faculty were concerned that the new policy was too confrontational, and too draconian to be used. After some discussion, the question was called and the policy was approved.

Prof. Propsom also presented a report from the Rush sub-committee. The Inter Fraternity Council and Panhellenic will make additional changes to Rush in the fall. After some discussion, Prof. Bryan Hanson moved that the faculty accept the report. The motion was seconded and approved.

REPORTS FROM OTHER COMMITTEES**FACULTY DEVELOPMENT COMMITTEE (FDC)**

Prof. Hanson announced that faculty wanting to attend summer conferences should get the paperwork into Academic Affairs two weeks before the conference. The FDC is considering changes in the programs under its supervision.

EVALUATION DESIGN COMMITTEE (EDC)

Prof. Rick Smock announced that the committee had not met since the open meetings with the faculty that were held during the previous week.

Prof. Ellen Parker read a statement:

"On behalf of the faculty that served on the Emison Committee, I'd like to thank the members of the Evaluation Design committee for their work this spring. Last year, we realized that this would be a challenging and thankless task, and we were pessimistic that anyone would be willing to serve. We appreciate the very serious efforts of the EDC to bring some closure to this divisive issue."

COMMITTEE ON ADMINISTRATION (COA)

Prof. Gary Lemon announced that there would be a 5 percent aggregate increase in the salary pool at all ranks. The increase would include a flat \$600 for all faculty plus a percentage that differed by rank. This combination results in faculty receiving a total percentage increase between 4.6 and 5.3 percent.

REMARKS FROM THE PRESIDENT

President Bottoms reported on the April meeting of the Board of Trustees. The trustees adopted the budget for the 1994-95 academic year. The Board approved that merit awards to the faculty as bonus pay. Merit money would not be included in the regular pay base of the faculty members. The Board also discussed another endowment campaign, enrollment management, and the faculty development program.

OLD BUSINESS

There was no old business.

NEW BUSINESS

Prof. Brooks requested that the faculty approve the election of the divisional representatives to the various Faculty Committees. The faculty approved.

Registrar Ellie Ypma moved, on behalf of Prof. David Ott, whose wife Susan is graduating with the final class of nursing students:

"That the faculty approves the granting of degrees to those students that have satisfied all requirements for graduation."

The motion was seconded and approved.

It was noted that this was the final class of nursing students to graduate from DePauw. A statement from Prof. Louise Hart, Director of the School of Nursing was read:

"The School of Nursing Faculty wish to thank all of the DePauw Faculty for their support over the years. We have appreciated the privilege of having the opportunity to teach at DePauw University. Our regret is that a tradition of excellence must come to an end."

Prof. Art Evans moved:

"To add to the Distribution Requirements section of the Requirements for the Bachelor of Arts Degree in the Asbury College of Liberal Arts, the phrase 'but no entire group can be omitted.'"

The motion was seconded. It was moved to table the motion. The motion to table was approved.

ANNOUNCEMENTS

Dean of Admissions David Murray announced that DePauw had received 521 paid deposits to date. This number is up 113 from last year, and up 56 from two years ago. Mr. Murray expressed thanks to the faculty for their help in the recruiting process.

Prof. Bob Calvert reminded the faculty of the symposium scheduled for May 5-7 that would focus on the University and Moral Education.

Prof. Hanson informed the faculty that Prof. John McFarland, retiring at the end of the year, would present the chemistry seminar Thursday, May 5.

President Bottoms invited the faculty to attend the reception for the seniors and their parents at the President's home on the Friday afternoon before Commencement.

Provost DiLillo announced that Prof. Roger Gustavsson was retiring at the end of the academic year. The provost also announced that Prof. Sheryl Tremblay had completed the requirements for Ph. D.. Both announcements were greeted by applause from the faculty.

ADJOURNMENT

Provost DiLillo adjourned the final faculty meeting of the 1993-94 academic year.

Respectfully submitted,

Howard Brooks
Secretary of the Faculty

Judy Mays
Assistant to the Secretary of the Faculty

FACULTY COMMITTEES

1994-95

Coordinating Committees

Committee	Division	Divisional Representative	End of Term	At-Large Representative	End of Term
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Academic Policy and Planning (CAPP)	1	Eric Edberg	96	Kathy Davis	97
	2	Art Evans	96	Bernie Batto	95
	3	Karin Ahlm	95		
	4	Barbara Whitehead	97		

other voting members: Bob Bottoms, Len DiLillo, two students

non-voting member : Patricia Jones

Faculty (COF)	1	David Ott	95	Judy Raybern	95
	2	Cynthia Cornell	96	Nick Steele	95
	3	Bob Stark	96	Gary Lemon	96
	4	David Newman	97	Nafhat Nasr Bob Newton	97 97

non-voting member : Len DiLillo

Management of Academic Operations (MAO)	1	Carla Edwards	96	Sally Neal	95
	2	F. Coulont-Henderson	96	Jim Mills	97
	3	Nachimuthu Manickam	95		
	4	Marcelle McVorrán	95		

other voting members: Bob Bottoms, John White, two students

non-voting members : Ellie Ypma, Patricia Jones

Scholastic Achievement (SAC)	1	Steve Timm	96	Ken Kirkpatrick	95
	2	Maria Luque-Eckrich	96	Dan Shannon	97
	3	Dave Berque	95		
	4	Eric Silverman	97		

other voting members: Bob Bottoms, John White, Dean of Students, two students

non-voting members: Patricia Jones, Office of Institutional Research representative, Associate Dean(s) of Students, President of Student Body, one other student designated by Academic Council

Executive Committees

Athletic Board	1	Steve Timm	95	Steve Raines	95
	2	Noah Lemos	96	Bruce Sanders	97
	3	Woody Dudley	96	(Charles Mays Fall 94)	
	4	Jim Mannon	97		

other voting members: Len DiLillo, two students

non-voting members: Ted Katula, Director of Alumni Relations, One Alumnus/Alumna, Coach of a men's athletic team
Coach of a women's athletic team

Faculty Committees 1994-1995

Executive Committees (con't)

Committee	Division	Divisional Representative	End of Term	At-Large Representative	End of Term
Faculty Development	1	Bob Kingsley	97	Martha Rainbolt	95
	2	Andrea Sununu	95	Karin Ahlm	97
	3	Mary Kertzman	96		
	4	Eva Weisz	96		
voting member:		John White			
non-voting member:		Bob Garrett			
Continuing Education (four year terms)	1	Pei Ling Wu	95		
	2	Meryl Altman	98		
	3	Janet Teegarden	97		
	4	Marty Gill	96		
other voting members:		Judy Raybern, Len DiLillo			
non-voting members:		Ellie Ypma, Public Occasions Committee Chair, Relevant Dept. Chairs and School Directors			
International Education	1	Claude Cymerman	96	Maria Luque-Eckrich	95
	2	William Harman	97	Art Evans	97
	3	Ed Ypma	97	Nachimuthu Manickam	95
	4	Darrell LaLone	95	Tom Chiarella	96
other voting members:		Bob Bottoms, Len DiLillo, Amir Rafat, three students			
non-voting members:		Ellie Ypma, Dave Murray, GLCA Faculty Representative			
Public Occasions (four year terms)	1	Claude Cymerman	96	Meryl Altman	98
	2	Barbara Bean	97	Dan Shannon	97
	3	Ernie Henninger	97		
	4	Barbara Whitehead	96		
other voting members:		Keith Nightenhelser, John White			
non-voting member:		Director of Alumni and Public Relations			
Scholastic Standing	1	Page Cotton	97		
	2	Jim Rambo	96	(F. Coulont-Henderson S 95)	
	3	Woody Dudley	95	(F. Soster Fall 94)	
	4	Phil Powlick	95		
other voting members:		Provost representative, Dean of Students, Patricia Jones, Ellie Ypma			
non-voting members:		Associate Dean(s) of students, Director of Financial Aid, OIR Representative, University Physician			
others in attendance:		Director of Counseling, Assistant Director(s) of Residential Life			
Teacher Education	1	Kent Menzel	97	Randy Salman	95
	2	Dan Shannon	95	Claudia Ruediger	97
	3	Janet Teegarden	96		
	4	Eva Weisz	96		
other voting members:		Provost (or representative), Chair of Education dept., and one other member of Education dept. with speciality in elementary or secondary education to balance the speciality of the chair			
others in attendance:		Ellie Ypma, Tom Cath			

Executive Committees (con't)

Committee	Division	Divisional Representative	End of Term	At-Large Representative	End of Term
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Petitions	1	Kathy Davis	97		
	2	Jim Rambo	96	(F. Coulont-Henderson S95)	
	3	Woody Dudley	95	(H. Brooks Fall 94)	
	4	Phil Powlick	95		

other voting members: Provost (or representative), Dean of Students, Ellie Ypma

Administrative Committees

Committee on Administration		Kathy Davis	96		
		Gary Lemon	95		
		Marthe Chandler	97		

other voting members: appointees of the President

Board of Control of Student Publications (two year terms)		Tom Emery	96		
		Kathy Davis	96		
		Barbara Bean	95		
		Sheryl Tremblay	95		

other voting members: Provost representative, Permanent Treasurer (appointed by the President), Instructor of Journalism courses, six students (chosen by Academic Council)

Joint Committee on Honorary Degrees		Ned MacPhail	96		
		Mark Kannowski	95		
		Gloria Townsend	97		

other voting members: Members of the subcommittee of the Nominations and Trusteeship of the Board of Trustees

Women's Studies Committee		Marthe Chandler	95		
		Catherine Fruhan	96		
		Martha Rainbolt	97		
		Nancy Davis	97		

other voting members: two students, Dean of Students, Director of Libraries, 1 part-time faculty, 1 contract staff, 1 non-contract staff, 1 independent scholar

Chaplains' Advisory	1	Carla Edwards	95		
	2	Jim Rambo	96	(Bernie Batto S 95)	
	3	VACANT	97		
	4	VACANT	97		

other voting members: Designated Administrator, one student
non-voting members: Liaison with Indiana Area of UMC, two chaplains, Representative from Area Commission of the Indiana Area of UMC

4 Faculty Committees 1994-1995

Ad-hoc Committees

Committee	Division	Divisional Representative	End of Term	At-Large Representative	End of Term
Faculty Committee on Financial Affairs (FCFA)	1	David Herrold	95		
		Kathy Davis	95		
	2	Jim Rambo	97		
		Bob Newton	95		
	3	Chet Fornari	96		
	VACANT	97			
	4	VACANT	97		
		Ralph Raymond	96		
	PT	Kitty Steele	96		
non-voting members: Bob Bottoms, Len DiLillo, Vice-President of Finance					

Other University Positions

		Members	Alternates
Review (COF) present-1/31/95	1	Larry Sutton Page Cotton	Stan Irwin Catherine Fruhan
	2	Paul Watt	M. Belyavski-Frank
	3	Marthe Chandler	F. Coulont-Henderson
		Chet Fornari	Bob Garrett
Review (COF) 2/1/95-1/31/96	4	Steve Raines	Kathleen Jagger
		David Newman	Mac Dixon-Fyle
		Ralph Raymond	Ned MacPhail
	1	Claudia Ruediger	Dan Rizner
	Pei Ling Wu	Wes Wilson	
2	Martha Rainbolt	Martha Rainbolt	
	F. Coulont-Henderson	Carl Huffman	
3	Chet Fornari	Mary Kertzman	
	Jim George	Kathleen Jagger	
4	Bob Calvert		
	Jim Mannon		

GLCA Representatives	Ken Kirkpatrick	96
	Dan Shannon	97

Secretary of the Faculty	Howard Brooks	96
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Divisional Officers

Division	Chairman	Secretary	Third Member of Nominating Comm.
1	Wes Wilson	Edward Meyer	Mitch Merback
2	Meryl Altman	Martha Rainbolt	F. Coulont-Henderson
3	Woody Dudley	Kathleen Jagger	Vic DeCarlo
4	Eric Silverman	Yung-Chen Chiang	VACANT