

Agenda

000091

For the Faculty Meeting of September 12, 1994

1. Call to Order - 7:00 PM, Meharry Hall, East College
2. Approval of Previous Minutes
3. Reports from Coordinating Committees
Committee on Academic Policy and Planning (Karin Ahlm): Announcements

Committee on Faculty : Announcements

Committee on Management of Academic Operations

- a. Motion to be removed from the table:
"That BIOS 101 Understanding Evolution be granted group 1 credit status; effective Fall 1994."
- b. Announcements

Scholastic Achievement Committee : Announcements

4. Reports from other Committees
Faculty Development Committee (Mary Kertzman): Announcements

Evaluation Design Committee (Rick Smock):

Motion to be tabled:

"In the By-Laws section of the Faculty Handbook add section VII., B.7.:

- a. The Faculty Performance Evaluation Subcommittee (hereafter referred to as FPES) is a subcommittee of the Committee on Faculty. The members of this subcommittee, six in number and not necessarily members of COF, are to be tenured faculty members and are to be appointed by the COF for terms of three years. These six members together with the Provost and the Dean of Academic Affairs shall be responsible for preparing an annual evaluation of each faculty member's teaching effectiveness, professional growth and service. The subcommittee, as mandated by the Board of Trustees Report of the Committee on Faculty Compensation in 1993, will use these evaluations to make annual individual faculty member salary bonus recommendations. The chair of the FPES shall communicate the recommendations of the committee to the President, who may meet with the committee for further clarification. If the President is considering a decision against the recommendation of the FPES, he or she shall communicate this and the reasons to the subcommittee. The subcommittee shall respond to the President regarding the decision and the reasons. The Provost and the Dean of Academic Affairs do not have special status on this committee.
- b. In the event that the COF is unable to find members for this subcommittee capable and willing to serve, it will so advise the Provost and the President."

Faculty Committee on Financial Affairs (Ralph Gray): Announcements

Assessment Steering Committee (John White): Announcements

5. Remarks from the President

6. Old Business

A motion to be removed from the table:

"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.'"

7. New Business

8. Announcements

9. Adjournment

SEP 09 1994

THE FACULTY OF DEPAUW UNIVERSITY
MINUTES OF THE MEETING OF SEPTEMBER 12, 1994

SEP 26 1994

CALL TO ORDER

Provost Leonard DiLillo called the regular meeting of the faculty of DePauw University to order at 7:03 P.M. in Meharry Hall with about 110 faculty members present.

APPROVAL OF PREVIOUS MINUTES

The May 2, 1994 faculty meeting minutes were approved as printed.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

Prof. Karin Ahlm, chair of CAPP for 1994-95, announced that CAPP had met twice this year. CAPP had approved the Resource Allocation Subcommittee(RAS) report and sent it to the Administration. RAS considered and ranked ten requests. The RAS ranking was: Education, Geology and Geography (structural geologist), Art, History (European/Russian), Romance Languages (Spanish), Religious Studies, History (Latin America), Biological Sciences, Geology and Geography (cultural geographer), and Political Science. The first seven positions, as identified by RAS, will be sought during the upcoming hiring season.

CAPP also approved, by a vote of seven to zero with one abstention, the modified "Six out of six" proposal that Prof. Art Evans had placed on the table at the May faculty meeting.

COMMITTEE ON FACULTY (COF)

Prof. Gary Lemon, chair of COF for 1994-95, announced that the deadline for nominations for promotion is Wednesday, September 14. COF will review chairs this year in Biological Sciences, Economics, Education, German and Russian, HPER, and Psychology.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

Prof. Carla Edwards asked to remove from the table:

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

The motion was removed from the table. After no discussion, the motion was approved.

Prof. Edwards announced that, because of the departure of Prof. Barbara Elam, MAO would select a new chair at its next meeting. Prof. Edwards also promised to bring a set of course change proposals to the next faculty meeting.

SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)

Former Prof. Ken Kirkpatrick announced that he was no longer eligible to serve on SAC and that Prof. Steve Timm would be the chair for 1994-95. SAC had met to discuss how to evaluate the changes in the upcoming fraternity and sorority rush. SAC will survey faculty and first year students about rush. SAC will also review the alcohol policy.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

Prof. Mary Kertzman announced approaching FDC deadlines. September 19 is the deadline for Research and Professional Development Fund proposals for projects beginning in October through December. October 24 is the deadline for 1995-96 Fisher fellowships, Fall 1995 Fisher time-outs, Fall 1995 and 1995-96 leaves of absence.

EVALUATION DESIGN COMMITTEE (EDC)

Prof. Rick Smock moved that the following motion be tabled:

"In the By-Laws section of the Faculty Handbook add section VII.,B.7.:

a. The Faculty Performance Evaluation Subcommittee (hereafter referred to as FPES) is a subcommittee of the Committee on Faculty. The members of this subcommittee, six in number and not necessarily members of COF, are to be tenured faculty members and are to be appointed by the COF for terms of three years. These six members together with the Provost and the Dean of Academic Affairs shall be responsible for preparing an annual evaluation of each faculty member's teaching effectiveness, professional growth and service. The subcommittee, as mandated by the Board of Trustees Report of the Committee on Faculty Compensation in 1993, will use these evaluations to make annual individual faculty member salary bonus recommendations. The chair of the FPES shall communicate the recommendations of the committee to the President, who may meet with the committee for further clarification. If the President is considering a decision against the recommendation of the FPES, he or she shall communicate this and the reasons to the subcommittee. The subcommittee shall respond to the President regarding the decision and the reasons. The Provost and the Dean of Academic Affairs do not have special status on this committee.

b. In the event that the COF is unable to find members for this subcommittee capable and willing to serve, it will so advise the Provost and the President."

The motion to table was seconded. A secret ballot was requested. The motion to table failed with 43 voting yes, 63 voting no, and three abstaining.

Prof. Bridget Dibble asked if the faculty would have an opportunity to approve the report. Prof. Smock replied that the report will go to the Board of Trustees.

Prof. Bob Stark wants the procedure used in merit decisions to be in the by-laws. Prof. Smock said that the EDC had left that to COF to give more flexibility.

FACULTY COMMITTEE ON FINANCIAL AFFAIRS (FCFA)

Former FCFA chair, Prof. Ralph Gray announced that FCFA did not meet last spring. The faculty was also informed that FCFA had not yet elected a chair for this year.

ASSESSMENT STEERING COMMITTEE

Dean John White announced the September 23 workshop for department representatives. He encouraged departments to continue to work on setting measurable objectives for student outcomes. There is a pilot program using portfolios for some first year students. The committee is working on goals in co-curricular activities, and will be reacting to goals and objectives developed by the departments. The committee will insure consistency at the institutional level. It is assumed that the process is worthy of doing without the influence and demands of North Central. Final lists of goals and objectives from departments will be due on November 1. The assessment plan will be submitted to North Central by the end of the spring term.

REMARKS FROM THE PRESIDENT

President Robert Bottoms announced that there would be a national search to fill the Dean of Students position.

Prof. Pam Propsom asked about the proliferation of administration staff over the summer. President Bottoms responded that while the size of the faculty has decreased by 18 over the last five years, the size of the administration, including hourly employees, has decreased by 49. President Bottoms did not know the change in administration staff that are not hourly employees.

Prof. Marcia McKelligan asked the President for his view of the merit process after the faculty action earlier in the meeting. The president observed that the Board of Trustees says we will have a merit system, if faculty don't participate, then the administration will do it.

Prof. Dan Shannon asked, in light of comments made last spring in response to the Barron report, why the President changed his mind on having an administrative staff position dealing with multicultural affairs. The president did not see his actions as changing his mind, since the Barron report called for a Vice President for Multicultural Affairs, and the President had only named a lower level administrator.

OLD BUSINESS

Prof. Art Evans asked to remove from the table:

"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 to remove from the table was seconded. Prof. Evans explained the operation of the distribution requirements if the motion was adopted. He said that the biggest change would be in Group 5, where it would be possible to take only one course and use one exemption to cover the second course. Dean John White asked where would the students go to take courses in Groups 1 and 5. Prof. Evans said that it was impossible to predict exactly, but felt that additional professor of Spanish would help in Group 5. The sciences, according to Prof. Evans, already had enough spaces to accommodate the increased student demand. Prof. Bob Stark disagreed and foresaw serious problems in Biology classes. Registrar Ellie Ypma noted that the available space calculations were made with much smaller classes than the current first year class. President Bottoms asked if there would be a need for new courses. Prof. Evans said that new courses may be needed and a shift in staffing of some departments. Prof. Mark Kannowski asked which classes would have fewer students because of the change. Prof. Evans responded that there was no way of knowing which classes would see fewer students. Prof. Meryl Altman questioned the value of a single semester exposure to a discipline, especially a foreign language. Prof. Evans replied that foreign language have been taught differently in the past ten years, with greater emphasis on using the language in the first semester. The question was called. There was an objection to calling the question. The call was approved and a request made for a secret ballot. The motion passed with 66 ayes, 38 no, and four abstaining.

NEW BUSINESS

Registrar Ypma moved:

"That the change in the distribution requirements takes effect with entering class of 1996-97."

The motion was seconded. The Registrar justified the delay until the next printing of the catalog. After brief discussion, the motion was approved.

Prof. Berque moved:

"In accordance with section IV.C of the Evaluation Design Committee report, I move that the COF be directed to form a committee to investigate ways in which the method for evaluating teaching can be improved."

The motion was seconded. After several faculty questioned the tie to the Evaluation Design Committee report, Prof. Meryl Altman offered a substitute motion:

"I move that the COF be directed to form a committee to investigate ways in which the method for evaluating teaching can be improved."

The substitute motion was seconded. The question was called. The vote to substitute the Altman motion for the Berque motion was approved. Prof. Tom Emery moved to table the motion. The motion to table was seconded. The motion to table failed.

Prof. Bruce Stinebrickner asked if the administration was willing to give some resources to support the work of the committee. Provost DiLillo responded that he was willing to give reasonable support.

After brief discussion, a request was made for a secret ballot. The motion carried with 71 ayes, 28 no, and two abstaining.

Responding to questions from Prof. Paul Watt and Prof. Stinebrickner, Provost DiLillo said that the committee size was not defined and there were no time constraints on the committee.

Prof. Jim George moved:

"We, the faculty, do not endorse the recommendations sent to you by the Evaluation Design Committee."

The motion was seconded. The question was called. The motion was approved.

ANNOUNCEMENTS

Prof. Howard Brooks announced changes in faculty committees from the printed list that the faculty had received with the minutes of the May faculty meeting. On SAC, Ken Kirkpatrick must leave the committee because he is no longer a faculty member. Prof. Dan Shannon will complete the Kirkpatrick term. Prof. Robert Dawson was elected to the three year position on SAC, not Prof. Shannon as printed in the list. On FCFA, Prof. Chet Fornari has resigned. Prof. Steve Raines will replace Prof. Fornari. Prof. Bruce Serlin will serve a three year term on FCFA from Division 3. On COF Review for 2/1/95 to 1/31/96 in the alternate list, replace Prof. Martha Rainbolt with Prof. Paul Watt.

Provost DiLillo announced the structure of the national search committee for the Dean of Students. The committee will be made up of five persons in addition to the Provost, who will chair the group: one student, two faculty, one member of the student life staff, and one additional administrator. The administration will also ask the student leaders to appoint a student advisory committee to the committee made up of five to seven students.

ADJOURNMENT

The meeting was adjourned at 9:01 P.M..

Respectfully submitted,

Howard Brooks
Secretary of the Faculty

Agenda

For the Faculty Meeting of October 3, 1994

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

Committee on Academic Policy and Planning (Karin Ahlm):
Announcements

Committee on Faculty (Gary Lemon):
Announcements

Committee on Management of Academic Operations

- a. Motion to add new courses:

FREN 299F	Internship in French	1/2-1 credit
SPAN 299S	Internship in Spanish	1/2-1 credit
BIOS 346	Plant-Animal Interaction	1 credit
BIOS 345	Paleobiology	1 credit

- b. Announcements

Scholastic Achievement Committee (Steve Timm):
Announcements

4. Reports from other Committees

Faculty Development Committee (Mary Kertzman):
Announcements

Assessment Steering Committee (John White):
Announcements

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

SEP 28 1994

THE FACULTY OF DEPAUW UNIVERSITY
MINUTES OF THE MEETING OF OCTOBER 3, 1994

000096

CALL TO ORDER

Dean John White called the regular meeting of the faculty of DePauw University to order at 7:01 P.M. in Thompson Recital Hall with about 50 faculty members present.

APPROVAL OF PREVIOUS MINUTES

The faculty approved the September 12, 1994 meeting minutes as printed.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

Professor Karin Ahlm announced that CAPP was reviewing a proposed interdisciplinary major in environmental science.

COMMITTEE ON FACULTY (COF)

Professor Bob Newton announced that the candidates for promotion are Karin Ahlm, Bernie Batto, Nancy Davis, Wade Hazel, Darrell LaLone, Gary Lemon, Marcia McKelligan, Vergene Miller, Pam Propsom, Bob Stark, and Larry Sutton.

COF has not yet filled all of the positions on the Evaluation of Teaching Committee.

Prof. Newton, responding to a question from Prof. Propsom, noted that some deadlines in the promotion process would not be met because of the absence of the Provost and the Chair of COF from the campus.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For MAO, Professor Nachimuthu Manickam moved:

"That the faculty approve the new courses:

FREN 299F	Internship in French	1/2-1 credit
SPAN 299S	Internship in Spanish	1/2-1 credit
BIOS 346	Plant-Animal Interaction	1 credit
BIOS 345	Paleobiology	1 credit."

A point of order was raised concerning the lack of a quorum. Dean White said that a quorum was not present, and no votes could be taken.

SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)

Professor Steve Timm announced that SAC will begin reviewing the alcohol policy. SAC will also distribute a survey on fraternity and sorority rush to the faculty this week.

OCT 24 1994

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

Professor Mary Kertzman announced that the FDC is processing applications for funding. October 24 is the deadline for 1995-96 Fisher fellowships, Fall 1995 Fisher time-outs, Fall 1995 and 1995-96 leaves of absence.

ASSESSMENT STEERING COMMITTEE

Prof. Ahlm reported that the Assessment Steering Committee had met with departmental representatives on September 23. A VAX Notes conference, ASSESS, will be open to faculty to discuss issues and problems related to the assessment process.

REMARKS FROM THE PRESIDENT

President Bottoms invited the faculty to send him suggestions for the speaker for the 1995 Commencement. The president also commented on the upcoming Board of Trustees meeting. The Board will hear an update about plans to enhance the Union Building, learn about the status of the search for the new Dean of Students, and discuss issues of campus security. The Board will also review the recent financial audit, approve the 1994-95 budget, discuss the new graduation requirements, the proposed civic education center, and assessment. At the request of the faculty chairs of CAPP, COF, MAO, SAC, and FDC, the Academic Affairs committee will also discuss merit pay.

President Bottoms also commented further on the changes in size of the faculty and the administration over the past five years. He sees the recent additions in development, retention, and admissions as long term investments for the good of DePauw.

OLD BUSINESS

There was no old business.

NEW BUSINESS

There was no new business.

ANNOUNCEMENTS

Dean White announced that he hoped that many faculty would be available Saturday morning, October 8, as part of the Parents Weekend activities.

ADJOURNMENT

The meeting adjourned at 7:20 P.M..

Respectfully submitted,

Howard Brooks
Secretary of the Faculty

Agenda

For the Faculty Meeting of November 7, 1994

1. Call to Order - 7:00 PM, Thompson Recital Hall

2. Approval of Previous Minutes

3. Reports from Coordinating Committees

Committee on Academic Policy and Planning (Karin Ahlm): Announcements

Committee on Faculty (Gary Lemon): Announcements

Committee on Management of Academic Operations

a. Motion to add new courses:

FREN 299F	Internship in French	1/2-1 credit
SPAN 299S	Internship in Spanish	1/2-1 credit
BIOS 346	Plant-Animal Interaction	1 credit
BIOS 345	Paleobiology	1 credit
HPER 361	Therapeutic Modalities/ Therapeutic Exercise	1 credit

b. Announced Change in title and number:

HPER 321	History, Philosophy, and Curriculum of Physical Education	
to HPER 201	History, Philosophy, and Curriculum of Physical Education and Sport	

Scholastic Achievement Committee (Steve Timm):

Results of Faculty Survey on Rush

4. Reports from other Committees

Faculty Development Committee (Mary Kertzman): Announcements

Assessment Steering Committee (John White): Announcements

Information Technology Committee Faculty Subcommittee (Bridget Dibble):
Presentation from Consultants

GLCA Academic Council (Ken Kirkpatrick and Dan Shannon)

5. Remarks from the President

6. Old Business

7. New Business

8. Announcements

9. Adjournment

CALL TO ORDER

Provost Leonard DiLillo called the regular meeting of the faculty of DePauw University to order at 7:02 P.M. in Thompson Recital Hall with about 90 faculty members and many guests present.

APPROVAL OF PREVIOUS MINUTES

The faculty approved the October 3, 1994 meeting minutes as printed.

STATEMENT FROM STUDENT CONGRESS

Provost DiLillo asked if the faculty objected to having a statement read by representatives from the DePauw Student Congress. Hearing no objection, Jeff Campbell, Vice President of Academic Affairs of the Student Congress, and Erin O'Brien, Chair of the Academic Affairs Committee of the Congress read the following prepared statement.

Issue- The Administration and Board of Trustees have tentatively approved pay raises for faculty according to the Merit Pay policy.

Situation- Taking into account the above, Student Congress recognizes that the debate surrounding the specifics of implementing the policy continues. In light of this, the DePauw Student Congress formally announces its position on Merit Pay as the following:

Analysis- Student Congress approves, in principle, the policy of regarding faculty for their excellence in their profession. However, there are still some legitimate concerns:

*Congress recognizes that if the policy of Merit Pay is not carefully implemented, academic quality may be sacrificed. Such implementations could result in the faculty teaching towards the ends of favorable evaluations rather than the advancement of academic excellence.

*Merit Pay has the potential to promote divisiveness within academic departments. If not carefully implemented, the policy of Merit Pay could produce hierarchies and animosities that could adversely affect students.

If the decision is to result in a permanent Merit Pay policy, the above concerns should be addressed and reconciled to receive continued support from [the] Student Congress of DePauw University.

Jason Small, Student Body President
Jeff Campbell, Vice-President of Academic Affairs

Responding to questions from the faculty, the students announced their intention to share the document with the trustees.

REPORTS FROM COORDINATING COMMITTEES**COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)**

For CAPP, Prof. Art Evans reported that the committee is continuing to work on the Environmental Science major. CAPP is also considering the assessment process, and the possibility of including the assessment committee as part of the faculty governance system.

COMMITTEE ON FACULTY (COF)

Prof. Gary Lemon announced the faculty members of the Evaluation of Teaching Committee: Jim Benedix, Richard Curry, Kevin Moore, and Sheryl Tremblay. COF will be meeting with these four faculty to consider the possibility of adding administrative members to the committee.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

Prof. Nachimuthu Manickam moved, for MAO:

"That the faculty approve the addition of the following new courses:

FREN 299F	Internship in French	1/2-1 credit
SPAN 299S	Internship in Spanish	1/2-1 credit
BIOS 346	Plant-Animal Interaction	1 credit
BIOS 345	Paleobiology	1 credit
HPER 361	Therapeutic Modalities/ Therapeutic Exercise	1 credit."

The motion was approved.

Prof. Manickam announced a change in title and number:

HPER 321	History, Philosophy, and Curriculum of Physical Education
to HPER 201	History, Philosophy, and Curriculum of Physical Education and Sport.

Prof. Manickam also announced that MAO had approved a change in the Coaching minor. The Coaching minor now includes: HPER 251, HPER 231 or 232 or 242, BIOS 203, HPER 353 or 409, and HPER 406.

SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)

Prof. Steve Timm presented the preliminary results of the Faculty Survey on Rush. SAC will be meeting with the InterFraternity Council and Panhellenic. SAC will be surveying upper class students this fall and the first year students during Winter Term. There is a high level of concern about the stress that Rush places on upper class students. The faculty survey revealed higher absenteeism, less participation, and less motivation among students immediately before and after rush. The faculty favored moving Rush to the beginning of the spring semester.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

Prof. Mary Kertzman announced that the FDC was considering sabbatical leave and Fisher time-out applications. The next application deadline is December 5, when applications for research and professional development projects for the first quarter 1995 are due.

ASSESSMENT STEERING COMMITTEE

Dean John White announced that the committee would be looking at department goals and objectives this week. He repeated his invitation to join the committee at a Wine and Cheese reception on November 17 to discuss broader institutional implications of assessment.

INFORMATION TECHNOLOGY COMMITTEE FACULTY SUBCOMMITTEE

Prof. Bridget Dibble presented some background information on the committee. The committee is concerned with campus wide support for new technologies concerning computing, video, and voice communication. The faculty want to insure that the new technology enhances teaching. The selected consultants for the project will be on campus on November 16 and 17 to discuss the project with the faculty in small groups. The consultants are interested in how faculty use or intend to use technology in the classroom.

GLCA ACADEMIC COUNCIL

Prof. Dan Shannon and Academic Resource Center Director Ken Kirkpatrick attended the recent meeting of the GLCA Academic Council. Prof. Shannon reported that the GLCA foreign programs are very popular and are expanding in Africa and the Middle East. Many schools had trouble with filling their new first year class. Knox and Beloit Colleges have joined the GLCA tuition remission program. Most campuses reported that relations between the faculty and the administration were not good. Prof. Kirkpatrick noted that all the schools were going through assessment. Some are two years ahead of DePauw on the cycle and said that the assessment process will get worse for DePauw.

REMARKS FROM THE PRESIDENT

President Bottoms opened his remarks by inviting Prof. Gary Lemon to comment on the recent Board of Trustees meeting. Prof. Lemon declined to report and no faculty members had any questions for him.

President Bottoms then began his remarks by admitting "we all know there are serious disagreements on merit pay between the Board and the faculty. But sometimes in the rhetoric surrounding

the debate on merit pay, many of you may have forgotten that there is some common ground with the Board." The President listed several substantive agreements between the Board and the faculty.

1. Both want the faculty to have higher salaries, and DePauw standing has improved in the last two years. This improvement, the President believes, is related to the discussions on merit pay. For the first time in several years, we are in AAUP #One categories for all professorial ranks.
2. The Board has restored the faculty development budget and mandated that the administration protect the purchasing power of the funds by increasing the faculty development budget by at least at the rate of inflation each year. This is the only mandate from the Board for protected line items and it was quite seriously and intentionally done.
3. The Board is planning for a substantial development effort. The major emphasis of that development effort will be to increase the endowment of the University. That certainly has the opportunity to enhance faculty salaries. The other major component of our development program as we near the year 2000 will be endowment for financial aid. It's true for most colleges like DePauw, that unfunded aid has grown exponentially, and if we can fund the aid through increased endowment, it will enhance the revenue stream for the university and offers perhaps one of the most solid ways to increase faculty salaries.
4. The President admitted that the Board began consideration of merit pay with a system "like other GLCA schools have, like other premier colleges have, that whereby the entire faculty was on a merit pay system, and it was left to the Board to designate what pool of money was available for raises and then through whatever evaluation each particular school has, raises might range from zero to 1 percent or 2 percent all the way up to double-digit figures." After considering input from the faculty, the Board ended up "with a two-tiered system, where there is a basic cost of living increase for everyone, hopefully depending on the financial condition of the college, in excess of inflation. And that pool of money would be dealt with in the same process, in the same way, as we have done for several years, where the administration would sit down with the Committee on Administration, and it would be decided how the cost of living would be done. The Board of Trustees originally had built any merit pay into the base, and you'll remember the Emison Report on that. The results of the conversations that went on in the Evaluation Design Committee, it was decided or suggested by some of the faculty members that the merit component not be built into the base, but be simply a bonus each year, and the Board accepted that."
5. The Board has accepted the unwillingness of the faculty to judge itself and has told the administration to make the merit pay decisions.

The President discussed the basic principles of the merit pay program. He admitted that he could not answer every question about details of the program. Faculty will have the option to participate in the program. However, all faculty must submit student evaluations from all courses every semester and an annual activities report dealing with University service and scholarly activities to the Provost. Those that choose not to participate in the merit pay program will have their salary set by the same procedure that has been used previously. The administration will work with the Committee on Administration to decide the formula for salaries, and this formula will be shared with the faculty.

Responding to the request by the faculty chairs at the Board of Trustees meeting for the "immediate" evaluation of the President, the President proposed annual evaluations by the faculty of his performance. The President suggested that the Committee on Administration develop an evaluation procedure, to be completed before the spring meeting of the Board of Trustees, which parallels the faculty personnel process. The President would expect faculty to submit signed letters of evaluation that include specific criticisms. He would then respond to these criticisms. After these responses are received, the Committee on Administration would write a report to be shared with the Chairman of the Board of Trustees, the Vice Chairman of the Board, the Chairman of the Finance Committee, and the immediate past Board Chairman. These individuals currently are responsible for the evaluation of the President. The President enthusiastically supports annual evaluation and believes that the process can improve his performance. He admitted that "perhaps there's reason to believe that many of [the faculty] think that the President of DePauw has lost . . . contact with [the faculty]. I think [annual evaluation] might help me understand your concerns better and be a constructive way to deal with the distance that some [faculty] perceive between the administration, i.e., the President, and [the faculty]."

The President noted that former President Rosser would be visiting the campus this week. His visit caused the President to reflect on the many changes that have occurred to the physical plant and ethnic composition of the staff and student body at DePauw since President Rosser left. President Bottoms spent two days last week in Washington, D.C., meeting with African-American students and taping material intended for use on a television news program.

The Board of Trustees also discussed what it would mean for DePauw to move to the next level of significance as a quality academic institution. DePauw must limit enrollment, be more selective, and have a larger endowment. The Board of Visitors will be looking into the areas of technology, campus facilities, enrollment, endowment, and faculty development.

Prof. Bill Cavanaugh asked the President the purpose of collecting student evaluations and activities forms from faculty that choose not to participate in the merit program. President Bottoms responded that the activities form would be used "for

publicity, for documentation to the outside world that our faculty is a productive one in ways we have done for years. The only thing the evaluations would be used for is, I don't know this would be the case, because we haven't received those, but if someone evaluations were very very very low, the Provost might want to have a discussion with that faculty member, not with any pay implications and say, What might we do to improve them. We might talk about various workshops, might talk about what is wrong with student evaluations. They would have no pay implications, at all."

Prof. Bryan Hanson questioned the relative size of the pools of money set aside for regular salary increases and merit. President Bottoms said that "the first pool will be by far the largest that would be, I hesitate to comment on numbers because I don't know what the Board would do. If we are having a good recruiting year. Last year, I think the raises were in excess of 2 percent over inflation, were they not? I would anticipate that would be the pool again or larger if it can be done. We have not really had a chance to talk with anyone other than the Evaluation Design Committee about what that other pool might be, but it would be much smaller. It would be a bonus pool, as I stated before. And the only numbers I have had mentioned back and forth with conversations would be 25 to 40 or so people, receiving additional bonus on top of that. We haven't decided what that bonus would be. It would depend on the financial condition of the college. It would be wrong to assume that the second pool would anywhere approach the first one."

Prof. Pam Propsom asked for the President to explain the difference between the Board's reaction to the issue of evaluation of the President and his own reaction stated in his remarks tonight. President Bottoms offered the committee chairs the opportunity to comment on the apparent difference. Prof. Lemon said the reactions were much different. The chairs were "assaulted" by the Board.

Prof. Propsom then asked if the President intervened on behalf of the faculty at the Board of Trustees meeting. President Bottoms responded, "No. The Board clearly interpreted that one sentence, particularly the word immediate evaluation of the President to be a message that the faculty would like to have a change in the presidency. And that the faculty would like to be the one's to decide. And the Board strongly feels, and I would argue they are rightly so, that one of the chief responsibilities of the Board is to evaluate the President. But I didn't comment on that during the Board meeting. The more I've thought about it, in fact, I think the chairs would say when we met in my office, I was assured that was not the intention of that sentence. I was told that. They can speak to that if they choose. What I expressed tonight is my own view that this would be a helpful thing. If it leaves some of you speechless, it'll come back. I think there have been too many rumors, too many things, innuendos, miscommunications. I think written evaluations would give back and forth, and I would have an excellent opportunity to clarify some of the issues before us."

Prof. Jim Mannon noted that the proposed evaluation system of the President does not allow faculty to have anonymous input as is the case for student evaluations of the faculty. President Bottoms responded "The model I was suggesting was that if I ever put anything in your file, it is public, you have a chance to respond to it, I think it would be professional if you would afford me the same opportunity."

Prof. Ralph Raymond commented on the fear among faculty of the President. Prof. Raymond stated "that not very many of us would go on record criticizing you" in view of the power that the President holds over the faculty in deciding terms of employment and faculty salary. President Bottoms said, "Let me make several comments about that. The reason I suggested this model is if you really wish to talk about power relationships that the President has with faculty it really is with tenure and promotion. You make comments there and sign them and you have not been reticent to do so. I make comments there and sign them and I have not been reticent to do so. If we do an annual evaluation of the President, I think that this is the way to do it, and I will also say the Committee on Administration does not have to do it the way I have suggested at all. Do it any way you please. But if you want to have, if your goal is to improve communication between the President and the faculty I think you have a couple of clear-cut choices. And if you want to impact the Board's views of the President whether it is a poor job he is doing or a grand job, which way do you think has the most impact? To say we have 42 anonymous opinions of x y z which the President hasn't seen? Or if we have x number of people who have signed their names. You seem to do well in getting your message across. All I ask is the chance to see those to respond to them. And I would think that it could create a nice dialogue about some serious issues that there are tremendous misunderstandings over."

Prof. Nancy Davis also questioned the concept of anonymity and evaluations. Student evaluations are anonymous because the faculty hold the power of grades over them. President Bottoms replied, "I guess I have more--I won't say more--I have a tremendous amount of respect for the integrity of the faculty and I just don't believe there are people sitting there who would write nice things that you don't believe about the President because you think you might get some merit pay. I think that is a challenge to the integrity of the faculty."

Prof. Bob Newton commented that the evaluation of the President is a good move. He recalled a previous occasion when the Board of Trustees asked for an evaluation of the President and offered to provide the categories or the criteria that the Trustees suggested would be helpful in evaluating the President. Prof. Newton also noted that the current personnel procedure for faculty allows the COF to conduct investigative hearings and to report the results of those hearings that so the candidate (the President) could be apprised of the content without knowing the actual sources. This type of system might be a way in which some

concerns about confidentiality could be addressed. President Bottoms expressed his desire to let the Committee on Administration develop the evaluation process.

Prof. Meryl Altman and Prof. Bob Stark each commented on the need to continue to make equity adjustments. Since merit pay would be bonus, equity adjustments can be made. President Bottoms reminded the faculty that "the Board is on record that it will evaluate the progress of faculty salaries every year and in fact that will be done in the spring."

Prof. Ed Ypma commented on the issue of the perceived fairness of the evaluation of the President. He believes that "the reason we have the crisis tonight is that this faculty are concerned about the perceived fairness of the evaluation of the faculty. I do not believe -- and I teach industrial organizational psychology -- that the method of evaluation and criteria are relevant or valid or particularly reliable and this is the problem. It's the same problem that you are expressing. I think we have something in common." The President agreed with Prof. Ypma.

Responding to series of faculty questions, President Bottoms agreed to provide the faculty with the changes to the By-Laws caused by the unilateral action of the Board of Trustees.

Prof. Bill New asked if the administration planned to make public the names of those who receive merit and the criteria by which people are awarded merit money. President Bottoms said that the names would not be made public.

Prof. Howard Brooks asked if unsuccessful candidates would be informed about what they could do to improve their chance of earning a merit bonus the next year. President Bottoms replied, "We can talk about such things. But as I said, we have not had weeks and months to carefully design exactly how everything would work, how the i's would be dotted and t's crossed since the Board meeting."

Prof. Jim George questioned the rationale for keeping the names of merit recipients secret. The President responded, "As time goes on and I begin to get a sense that there would be a genuine feeling of elation and congratulation about those that receive awards. I would reconsider releasing the names of the recipients." He went on state that he thought that the faculty would not treat merit recipients kindly. "To be very candid, I think it would be important to demonstrate the good spiritedness of wanting to congratulate people who were rewarded. And if I had confidence in that I would release the names. We have announced from time to time all those people who received grants from the Presidential discretionary fund. But we have not released the amount of the grants for some are larger than others depending on the nature of the project."

Prof George suggested that keeping the names secret will only start rumor after rumor after rumor. The President replied, "Well, that would be the first wave of rumors that has ever gone through this community."

Prof. Rod Clifford expressed his confusion over the President's confidence in the integrity of the faculty. The President felt that the faculty had integrity to evaluate him, but lacked the integrity to be given the names of the merit recipients. President Bottoms interrupted and said, "Well, I'll tell you what I said to the [committee] chairs the other day. Ah, I think it's the harshest thing I've ever said about the faculty, and I could, I think you treat one another cruelly sometimes. In fact, I believe, and I may be wrong but I don't want to get into chapter and verse, I happen to believe that you treat one another much more cruelly than I have treated the faculty."

Prof. Cavanaugh attempted to get the President to clarify his comments on the Faculty Handbook. President Bottoms noted, "Well, I would just remind you that when the last handbook was put into place, it was not simply adopted by the faculty, it also had to be adopted by the Board. Since we are talking about favorite DePauw characters, I can think of one Mr. Barron who chose the rather unfortunate word 'peripheral' in talking about merit pay, if we go back and read the first paragraph of his report -- what he said was, if you had heard was that the real discussion about merit pay was not about merit pay at all. It was about power, about who runs this place."

Prof. Cavanaugh restated his question, "My question is, we think, I think, that you and the Board of Trustees are saying your rules just don't count because we decided something else. And I'm saying, what are we supposed to think when you react to our rule that way?"

President Bottoms replied, "The only comment I could make tonight ten days after the Board meeting is I don't know. We have to wait and see what kind of improvement can be made on the instrument, what you are asking me is to say I believe what the Dean and the Provost will do is take everybody evaluations, you turn them in, get a computer analysis of them, they will draw a line right here. Everybody 7.7 and above gets a bonus and those with 7.689 do not. I don't know anybody who has ever thought of such a thing. I think, I think what a numerical analysis might do, and I think it's operated this way in the deliberations of faculty in the past. It just may be an indication of those people whom we should look at very carefully in terms of scholarship and community service because they clearly in that top level."

President Bottoms could not say if there would be salary implications for faculty that refused to turn in their evaluations and activities forms.

Prof. Bruce Serlin asked the President to explain why the situation is the way it is now between the administration and the faculty. President Bottoms responded, "I'm not quite sure. I've thought about that a lot. You ask a serious question. I have a better understanding of how things are between the faculty and the Board. One of the reasons I'd like to have a written evaluation is so I could respond to those concerns people have. Some of you may think you have made very clear and concrete what your concerns are, but I guess I just don't get it. Sometimes I wish I were back at Vanderbilt Divinity School . . . because the task I had was raising money for a group of people in the deep south who were teaching theology that was perceived to be to the left of where anybody was I ever talked to. And I had to explain to people in the church all sorts of things about faculty stands on various issues. I thought about that in relation to the question you asked. It's part of what I meant when I said sometimes I think we live in two different worlds. I'm not happy with it, but I have become more comfortable living with the competition, the marketing kind of mentality in the outside world that, I frankly believe, turns most of you off. When I think about some of the disagreements that have surfaced in the past, the Nursing School closing. I really didn't think it was a pleasurable experience to close the School of Nursing. I do think we were fair. I thought we were losing money. I thought we had a competitive disadvantage. It was not clear to me how young men and women would pay DePauw tuition to come for essentially the same program that young men and women could go to in Indianapolis for a third of the price. We had three years to study this and we put lots of money into it. I recommended it. You'll remember that you voted not to. That was not paying attention to the faculty. I think there are many decisions like the affirmative action debate that cause a great deal of ill will. And letters being sent to the Board by faculty members accusing me of forcing through something. I know there are a lot of hard feelings about that. But I have to say I have a fundamental commitment to my belief that diversifying and bringing in more ethnic minorities to this place is the most positive thing we have done. And I know some people don't believe that. And I'm not waving some kind of flag. But I think those kind of disagreements are separate issues and I think merit pay is another issue. So you have a series of issues. I'm unclear about that, why you believe exactly the way you believe as faculty, and I think you are unclear about my beliefs and sometimes misperceive why I behave the way I do. That's why I think the annual evaluation might be another tool to get a meaningful discussion."

Prof. Clifford expressed concern over the President's characterization of the faculty. President Bottoms replied, "The caricature that all of you see issues in the same way and treat each other with civility and trust and that the administration somehow does not, does not agree with my experience. That's not to say that a large number of DePauw faculty are bad people or anything like that. Some of you actually give many fine examples of cooperation. But I think, going back to what I said about competitiveness and some of the things we have to do, that may

make all of us uncomfortable. I have been charged with prostituting the school, in an attempt to sell it. Well, I think that's wrong. In an evaluation system like what I mentioned what I would like as opposed to a charge like that is I would like people to say, When you did this. And let's talk about whether that was an appropriate action or not. I've been about as open and honest as I know how to be. And there are times when I think we're on different worlds. I think an annual evaluation would help."

Prof. Jim George expressed concern over the morale at DePauw and suggested that the merit money be given to every untenured faculty member. He stated that the Board should be concerned with getting the overall pay scale at DePauw into the upper echelon of other schools. President Bottoms agreed, saying, "I think there is some sentiment for that. And so you don't think that every interchange between faculty and board members is as nasty as at the last [Board] meeting, and I was afraid that would happen, I did ask three faculty people to talk about their work at lunch. ... I don't think that any of those people would think that the Board had anything but appreciation of what they had to say at lunch. There were some positive things."

OLD BUSINESS

Prof. Newton moved,

"That we, the faculty of DePauw University, commend the five committee chairs (Ahlm, Kertzman, Lemon, Manickam, and Timm) who solicited input, formulated a report, and spoke for us at sessions of the Board of Trustees, and thereby, we express our appreciation of their willingness to act and to suffer on our behalf."

The motion was seconded. A secret ballot requested. The motion was approved with 51 voting yes, nine voting no and four abstaining.

NEW BUSINESS

Prof. Stark moved,

"That the Committee on Administration develops a process for evaluating the performance of the President."

The motion was seconded. The motion was approved.

ANNOUNCEMENTS

Prof. Dave Berque announced that the InterFraternity Council is sponsoring a faculty student luncheon on Monday, November 14.

Prof. Marthe Chandler announced that a group of philosophers had met at DePauw over the past weekend and had a wonderful time.

Prof. Bridget Dibble reminded faculty that a poster session of student research projects would remain on display until Thanksgiving break on the third floor of the Julian Science and Mathematics Center.

Provost DiLillo announced that the search continues for the new Dean of Students. There have been 125 applicants and the committee hopes to bring some candidates to campus either just before the end of the semester or in early February.

ADJOURNMENT

Provost DiLillo adjourned the meeting at 8:52 P.M..

Respectfully submitted,

Howard Brooks
Secretary of the Faculty

Agenda

For the Faculty Meeting of December 5, 1994

1. Call to Order - 7:00 PM, Thompson Recital Hall

2. Approval of Previous Minutes

3. Reports from Coordinating Committees

Committee on Academic Policy and Planning (Karin Ahlm)
Announcements

Committee on Faculty (Gary Lemon)
Announcements

Committee on Management of Academic Operations (Nachimuthu Manickam)

a. Motion to add new courses:

MATH 135	Calculus with Review - I	1 course credit
MATH 136	Calculus with Review - II	1 course credit
POLS 326	State and Local Governments	1 course credit

b. Announcements

Scholastic Achievement Committee (Steve Timm)
Announcements

4. Reports from other Committees

Faculty Development Committee (Mary Kertzman)
Announcements

Assessment Steering Committee (John White)
Announcements

Affirmative Action Committee (Bob Stark)

5. Remarks from the President

6. Old Business

7. New Business

Motion to grant degrees to those students that have satisfied
all requirements for graduation (Ellie Ypma)

8. Announcements

9. Adjournment

**THE FACULTY OF DEPAUW UNIVERSITY
MINUTES OF THE MEETING OF DECEMBER 5, 1994**

CALL TO ORDER

Provost Leonard DiLillo called the regular meeting of the faculty of DePauw University to order at 7:02 P.M. in Thompson Recital Hall with about 65 faculty members present.

APPROVAL OF PREVIOUS MINUTES

Prof. Steve Timm offered a clarification under the report from the Scholastic Achievement Committee. Thirty-three percent of the responding faculty favored moving Rush to the spring semester. The faculty approved, as corrected, the November 7, 1994 meeting minutes.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

Prof. Art Evans reported that CAPP continues to discuss the Environmental Science major. President Bottoms came to CAPP to discuss moving DePauw to the "next level of significance." The president mentioned six specific areas: the academic reputation of DPU (acceptance rate, selectivity, etc.), financial aid, technology on campus, facilities, faculty development, and increased endowment. CAPP is willing to serve as a forum for the discussions on these issues, especially where they affect the academic program.

COMMITTEE ON FACULTY (COF)

Prof. Gary Lemon announced that COF continues to work on tenure cases. Responding to a question from the floor, Prof. Lemon announced that the deadline for Department Personnel Committee reports on promotion cases has been delayed to February 3, 1995.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

Prof. Nachimuthu Manickam, for MAO, moved:

"To add the following new courses:

MATH 135	Calculus with Review - I	1 course credit
MATH 136	Calculus with Review - II	1 course credit
POLS 326	State and Local Governments	1 course credit"

After brief discussion the motion was approved.

Prof. Manickam announced that MAO is looking at guidelines for independent studies, incomplete grades, and changing grades.

SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)

Prof. Steve Timm announced that SAC had implemented the rush survey to upperclassmen. First year students will be surveyed during Winter Term. SAC has started discussions on the alcohol policy. A report will be completed next semester.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

Prof. Mary Kertzman announced that the Fisher fellowship for Fall 1995 has been awarded to Prof. David Harvey. Fisher time-outs for Fall 1995 have been awarded to Prof. Masha Belyavski-Frank, Prof. Istvan Csicsery-Ronay, and Prof. Bruce Stinebrickner. The deadline for applying for Spring 1996 Fisher time-outs is January 31, 1995. That is also the deadline for Spring 1996 sabbatical, early retirement, and pre-retirement leaves.

ASSESSMENT STEERING COMMITTEE

Dean John White thanked the faculty that participated in the assessment discussion at the Walden Inn. He encouraged faculty to follow up on that discussion by participating in the VAX Notes Conference ASSESS. The committee will get responses to the departments about their goal statements.

AFFIRMATIVE ACTION COMMITTEE

Prof. Bob Stark reminded the faculty that the report of the Affirmative Action committee had been distributed on electronic mail. He described the work completed this semester. The university attorneys have made changes in the language of the policy passed by the faculty last year to avoid legal confrontations over reverse discrimination.

Prof. Stark responded to concerns raised by Profs. Meryl Altman and David Berque about the changes in the policy. Provost DiLillo commented that the attorneys wanted to avoid vulnerability. Prof. Stark and the Provost agreed to provide the faculty with a summary at the end of the hiring season.

REMARKS FROM THE PRESIDENT

President Bottoms had "very few things to say." The admission numbers are up, but they were also up two years ago. Contributions to the annual fund have also increased. The President was cautious noting, "if we think that we've arrived, or are out of the woods, we're not. The era of competitiveness will not go away . . . There are some real monsters in the land. Do I feel good or bad about next year? I feel good about long term but things remain threatened."

OLD BUSINESS

There was no old business.

NEW BUSINESS

Registrar Ellie Ympa 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.

ANNOUNCEMENTS

Prof. Tom Emery shared some observations. He believes that it is an important time for all the elements of the university--faculty, administration, trustees-- to be strong in carrying out DePauw's mission. But the issue in the current merit pay/mandated comprehensive teacher evaluations is not merit pay, or a genuine desire to reward faculty members, it is power relations between these elements of the school. From now on, for the first time in DePauw's history, professors' "performances" will be able to be reduced to a number on a computer on top of an administrative desk. Prof. Emery wonders who mandated the changes and on what authority this mandate was made. He noted that the new guidelines for evaluations arrived after the student evaluation forms had been delivered and some given. Notification of the "mandate" by the administration was neither adequate nor timely.

Prof. Emery also discussed the contractual obligation of the faculty. Language in the contracts signed by the faculty states that the appointment is by virtue of existing statutes and the Academic Handbook at the time the contract was signed. Do the contracts signed last May have any validity? What are the existing statutes, in light of the merit pay "mandate?" Prof. Emery was concerned because the contractual language can be changed in May to reflect merit pay. The faculty decided not to

change the by-laws to include merit pay. Who changed them and where is it written down? What do we tell candidates for faculty positions about faculty rules if they can be unilaterally changed? What do we tell them about our relationship with administration and trustees? A good school puts energy into education and mutual respect, not into trying to figure out where it is. A bad school invites lawsuits and finds itself on the list of censured institutions by the American Association of University Professors. We need to determine the existing statutes as soon as possible. We must get these changes in writing. We need to get on with our business in the classroom.

Provost DiLillo announced that in case of bomb threats in any building, there is a list of alternate sites for classes and exams.

ADJOURNMENT

Provost DiLillo adjourned the meeting at 7:57 P. M..

Respectfully submitted,

Howard Brooks
Secretary of the Faculty

Agenda

For the Faculty Meeting of February 6, 1995

000107

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

Committee on Academic Policy and Planning (Karin Ahlm)
Announcements

Committee on Faculty (Gary Lemon)
Announcements

Committee on Management of Academic Operations (Nachimuthu Manickam)
Announcements

Scholastic Achievement Committee (Steve Timm)
Announcements

4. Reports from other Committees

Faculty Development Committee (Mary Kertzman)
Announcements

Assessment Steering Committee (John White)
Announcements

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

THE FACULTY OF DEPAUW UNIVERSITY
MINUTES OF THE MEETING OF FEBRUARY 6, 1995

CALL TO ORDER

Provost Leonard DiLillo called the regular meeting of the faculty of DePauw University to order at 7:05 P.M. in Thompson Recital Hall with about 60 faculty members present.

APPROVAL OF PREVIOUS MINUTES

Under Remarks from the President, there was a typographical error. The word 'words' should be 'woods', which makes the quotation read, "if we think that we've arrived, or are out of the woods, we're not." The faculty approved the minutes with this correction.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

Prof. Eric Edberg reported that CAPP is continuing to work on the Environmental Sciences major and has started to review the Winter Term Core.

COMMITTEE ON FACULTY (COF)

Prof. David Newman announced that COF is finishing the tenure cases and has begun working on promotion cases.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

Prof. Jim Mills announced changes in title for two courses in Russian.

RUS 300 from "The Russian Experience" to "Russian Culture"
RUS 325 from "Masterworks of Russian Literature" to
"Nineteenth-Century Russian Literature"

MAO will be looking at Spring break timing for the 1995-96 academic year, and will match the local school district spring break.

SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)

Prof. Dave Berque announced that SAC had met once this semester. SAC will be considering Rush, and reviewing the alcohol policy. Prof. Eric Silverman will chair the SAC subcommittee that will review the campus alcohol policy.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

Prof. Mary Kertzman reminded the faculty of the February 13 deadline for submitting summer stipend proposals. She also announced that Profs. Meryl Altman and Keith Nightenhelser received a Lilly course development grant.

ASSESSMENT STEERING COMMITTEE

Dean John White informed the faculty that the committee will submit the assessment plan to North Central for their reaction. The committee is giving reactions to individual department goals and objectives. There will be a workshop on March 3 to help departments put together their assessment plans. There will also be a forum on March 16 to look at surveys done on campus to help us get organized for the assessment process.

COMMITTEE ON ADMINISTRATION (COA)

Prof. Marthe Chandler reported that the evaluation of the President would be done in two parts. One part would be similar to the teaching evaluation form used by COF, which would allow anonymous submissions. Secondly, the COA will solicit signed letters that evaluate the President. The evaluation will probably take place around spring break. The COA will simply forward all information to the President.

Some faculty expressed concerns about the insignificance of deriving numerical data on the President. Others asked why COA was not writing an evaluation summary like COF does for faculty. Prof. Chandler noted that the COA is not in the same position with respect to the President as the COF is with the faculty.

REMARKS FROM THE PRESIDENT

President Bottoms informed the faculty that the Board of Trustees met for two full days in January. The Board looked at goals for the University at the start of the twenty-first century and money and resources needed to reach those goals. The President will give a full report of what he said Friday, February 10 at 4 P.M.. He will share an outline of his comments on electronic mail. He also will discuss the goals with CAPP and the FDC.

President Bottoms then asked Vice President for Finance and Administration Tom Dixon to announce the tuition, room, board, and miscellaneous costs for 1995-96 and to discuss the new campus technology plan. Vice President Dixon announced that tuition for next year will be \$15,175. Room and board will cost \$5,245. There will be a \$200 health and activity fee and a \$100 student information fee. The total costs will be \$20,720, an increase of more than 6 percent over this year. DePauw will spend \$2.2 million to carry out the new technology plan over the next two summers. The new system will cost \$300,000 per year to operate, and the student information fee will cover the operational cost. In the summer of 1995, the system will deliver video connections to "every student bedroom in the dormitories and Greek houses." The summer of 1996 will provide each student room with a data connection to the computing network. The plan will also connect "most" classrooms and faculty offices to the system. Vice President Dixon noted that DePauw had not decided between having our own cable television system or using the cable television service that operates in Greencastle.

A lengthy discussion followed, which included participation by the faculty and a member of the student media. Some faculty questioned the need for this system, especially considering the cost. Others

Prof. Chandler asked for information about the new gate currently under construction on the northern edge of campus on College Avenue. Vice President Dixon responded that the gate gives us a "front door." It will make it easier for students to find the campus, and will connect the Office of Admission to the campus. The cost of the gate is being paid by special donation.

ANNOUNCEMENTS

Dean of Admission David Murray announced that we currently had 1577 applications, up thirty from the same time last year, and that should be about 70 percent of the applicant pool. Our first early notification applicant pool had fifty more applications than last year. The deadline for applications is February 15. Dean Murray thanked the faculty that helped with the prospective student sessions in Indiana, and asked for faculty volunteers to help contact accepted students this spring.

Provost DiLillo announced searches for nine faculty positions were being conducted this year. The History Department has completed two searches. A position in East European history has been filled by Prof. Tom Ewing, and a position in Latin American history will be filled by Cristina Rivera-Garza.

Provost DiLillo also introduced Prof. Andrew Williams, Instructor in Anthropology, who joined the faculty at the beginning of the spring semester.

The Provost reminded the faculty that the first candidate for the Dean of Students position was on campus. He expressed disappointment in the small number of faculty that attended the open meeting with the candidate. He hoped that more faculty would participate in the sessions with the final two candidates that would be coming to campus in the next two weeks.

EXECUTIVE SESSION

The faculty went into executive session to discuss honorary degree candidates. President Bottoms presented the faculty with four candidates, and provided supporting comments for each candidate. The four candidates were: Robert V. Copeland, Tetsuya Endo, Carl T. Rowan, and Nancy L. Schaenen. The faculty approved all four candidates with a secret ballot vote.

ADJOURNMENT

Provost DiLillo adjourned the meeting at 8:45 P. M..

Respectfully submitted,

Howard Brooks
Secretary of the Faculty

FEB 28 1995

wondered why the system would not include every classroom and office. There was concern that the plan was for "show," part of an effort to keep up with other institutions, and that the faculty was not prepared to use the system. Vice President Dixon admitted that the Board of Trustees had discussed the possibility of distance learning with the new system.

President Bottoms concluded his remarks by reminding the faculty that Derrick Bell would be on campus on February 24. He also announced that the 1995 Commencement Speaker will be John Jakes.

OLD BUSINESS

Provost DiLillo informed the faculty of the status of the merit bonus review system. The Provost and Dean White will make recommendations on merit bonuses to the President. At this time, the Provost and the Dean have read thirty sets of student evaluations of faculty teaching. They are looking at the consistency between narrative and numerical sides of the evaluation. The Provost read the narrative side of each evaluation and claimed that he had a "97% accuracy" in predicting the numerical side of the same evaluation. Therefore, the Provost believes that the numerical ratings are valid predictors of teaching effectiveness. According to the Provost, "there is some very good teaching going on at DePauw. Overall student perception of teaching is very positive."

Faculty asked about the use of data from earlier semesters. The review will only consider data from the fall semester. Three year averages and the plus-minus statistical information will not be used. The Provost and Dean will look at the numbers, comments, activity summaries, and information provided by the registrar.

Prof. Kent Menzel asked the Provost, "How many merit awards will be given?" The Provost did not give a numerical answer. He responded that, while "many faculty are very good. There are some that are really good."

NEW BUSINESS

Prof. Bryan Hanson expressed concerns about the Student Affairs staff. He noted that many members of the Student Affairs staff have left during this year. Were the services that the students needed being provided? Was there any reason so many people have left in so short a time?

Provost DiLillo assured the faculty that the needs of the students were being met. He noted that the administration had created a third unit of administration, Academic Services, to address the issue of student retention and the use of the Academic Resource Center. "Pulling those services together made some sense. Ultimately, we are not worried about what area has control, Student Affairs, Academic Services, or Academic Affairs, but what serves students the best. We should not worry about turf protection. The significant change in personnel will allow us to implement these changes." The Provost did not know of a single reason for the departures. He felt that there was not a crisis in Student Affairs, and said that the new Dean of Students will be involved in the selection of the replacement personnel.

Agenda

For the Faculty Meeting of March 6, 1995

1. Call to Order - 7:00 PM, Thompson Recital Hall

2. Approval of Previous Minutes

3. Reports from Coordinating Committees

Committee on Academic Policy and Planning (Karin Ahlm) Announcements*Committee on Faculty* (Gary Lemon) Announcements*Committee on Management of Academic Operations* (Nachimuthu Manickam)

a. Motion: "To add new courses:

HIST 115 Colonial Latin America (1 credit)

HIST 116 Modern Latin America (1 credit)

HIST 202 Early Modern European Women (1 credit)

HIST 341 The Russian Revolution (1 credit)

HIST 342 Europe of Dictators (1 credit)

HIST 380 Women in Latin America (1 credit)

HPER 200 Clinical Practicum in Athletic Training I (1 credit)

HPER 300 Clinical Practicum in Athletic Training II (1 credit)"

b. Motion: "To drop HIST 280 The Second World War."

c. Motion: (To be tabled) "To add GEOG 105 Earthquakes and Volcanoes and GEOG 251 The Global Environment to the list of courses that satisfy Group 1."

d. Announcements

Scholastic Achievement Committee (Steve Timm) Announcements

4. Reports from other Committees

Faculty Development Committee (Mary Kertzman) Announcements*Assessment Steering Committee* (John White) Announcements

5. Remarks from the President

6. Old Business

7. New Business

Motion : (To be tabled) "To amend the By-Laws and Standing Rules of the Faculty, Article II, Section C, 1. by adding the sentence: "The Dean of the School of Music and the Dean of Academic Services may vote." (John White)

Motion : (To be tabled) "To amend the By-Laws and Standing Rules of the Faculty, Article VII, Section D, 2. and Article VIII, Sections E and G, 2. by adding to voting members: Dean of Academic Services." (John White)

8. Announcements

9. Adjournment

MAR 06 1995

THE FACULTY OF DEPAUW UNIVERSITY
MINUTES OF THE MEETING OF MARCH 6, 1995

CALL TO ORDER

Provost Leonard DiLillo called the regular meeting of the faculty of DePauw University to order at 7:04 P.M. in Thompson Recital Hall with about 80 faculty present.

APPROVAL OF PREVIOUS MINUTES

Provost DiLillo requested a change to clarify the February 6, 1995 minutes. On page 3, under OLD BUSINESS, strike the sentence: "Therefore, the Provost believes that the numerical ratings are valid predictors of teaching effectiveness." The Provost said that he did not intend to make such a statement, and did not believe that he made such a statement. Some faculty disagreed, and felt that the minutes were accurate.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

Prof. Karin Ahlm announced that CAPP was continuing to work on the Environmental Science major. A motion concerning the Winter Term Core will be presented at the April faculty meeting.

Prof. Ahlm called on Prof. Richard Smock, chair of the Resource Allocation Subcommittee, to discuss a statement concerning adding faculty positions made by President Bottoms in his address to the Board of Trustees in January. President Bottoms clarified his statement, noting that the specific departments mentioned were merely illustrative. He used Computer Science because of the emphasis on technology, and Biological Sciences because of its ranking by RAS as the first unfilled slot this year. President Bottoms said that "any additions would come through RAS."

COMMITTEE ON FACULTY (COF)

Prof. Gary Lemon announced that COF had finished all tenure cases and five of the nine promotion cases.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

Prof. Nachimuthu Manickam moved, for MAO: "To add new courses:

POLS 329	Presidential Selection Process	(1 credit)
HIST 115	Colonial Latin America	(1 credit)
HIST 116	Modern Latin America	(1 credit)
HIST 197	First Year Seminar	(1 credit)
HIST 202	Early Modern European Women	(1 credit)
HIST 341	The Russian Revolution	(1 credit)
HIST 342	Europe of Dictators	(1 credit)
HIST 380	Women in Latin America	(1 credit)
HPER 200	Clinical Practicum in Athletic Training I	(1/4 cr.)
HPER 300	Clinical Practicum in Athletic Training II	(1/4 cr.)"

The motion was approved.

Prof. Manickam moved, for MAO: "To drop HIST 280 The Second World War."

After Prof. Barbara Steinson assured the faculty that other courses cover the history of the Second World War, the motion was approved.

Prof. Manickam moved, for MAO, to put the following motion on the table:

"To add GEOG 105 Earthquakes and Volcanoes and GEOG 251 The Global Environment to the list of courses that satisfy Group 1."

The motion was tabled.

Prof. Manickam announced that the title of POLS 374 has changed from "Soviet Foreign Policy" to "Foreign Policies of the Soviet Union and Successor States."

Prof. Bob Stark asked for MAO to look at evening time banks. He expressed concerns about the final examination schedule and conflicts with other classes.

SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)

Prof. Dave Berque announced that SAC will report on rush at the April faculty meeting. SAC will meet with Doug Cox to discuss issues of security on campus.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

Prof. Mary Kertzman announced that FDC was considering Spring 1996 sabbatical applications and 1995 summer stipend applications. April 3 is the deadline for summer Research and Professional Development requests for summer work.

Prof. Kertzman announced that the Fisher time outs for Spring 1996 have been awarded to Page Cotton, Barbara Steinson, and Bruce Serlin.

Dean John White announced that Prof. Carl Huffman has won the Guggenheim award. The Women in Science program has secured external financial support. Prof. Tom Emery has won a Lilly Open Fellowship. Prof. Woody Dudley has been named the Polya Lecturer by the Mathematical Association of America.

Provost DiLillo announced that Dean White has been named President of North Carolina Wesleyan effective July 1.

ASSESSMENT STEERING COMMITTEE

Prof. Ahlm reminded the faculty that department assessment plans are due on April 3. The committee is requesting linkage with faculty governance through SAC and CAPP. Prof. Ahlm addressed concerns about the narrow departmental perspective of the assessment plan. She said that the committee will be looking at collaborative work with students, the relationships between living units and the academic program, and at general education through student portfolios. Everything this year is focussed on student outcomes. Next year, the committee will look at broader issues.

REMARKS FROM THE PRESIDENT

President Bottoms announced that he had met with the Committee on Administration (COA) and hoped to have the Presidential evaluation forms to the faculty soon. The President believes the process is running smoothly. The President and the COA also talked about next year's budget and faculty compensation.

President Bottoms asked Vice President Tom Dixon to review the budget process. Vice President Dixon discussed the timeline for developing the budget and presented a preliminary budget to the Board of Trustees in January. He identified some budget constraints. The Trustees are committed to maintaining faculty salaries and increasing faculty development at least at the rate of inflation. There will not be many increases in departmental budgets, nor in the capital equipment budgets. Vice President Dixon noted that revenues have been flat since 1991-92. He concluded his remarks by reminding the faculty that the new gate under construction on College Avenue is being paid for from outside donations and not the operating budget.

OLD BUSINESS

Prof. Bryan Hanson asked the Provost when the faculty would receive updated copies of changes in the Faculty Handbook that were created by the implementation of the merit pay bonus system. The Provost agreed to provide a list of the changes, which he viewed as a set of deletions from the current text.

Prof Wade Hazel asked about the use of student evaluations in the merit process. The Provost noted that student perception is one source of information and will be used with information from the activities summaries and the Registrar's office. The Provost and Dean White "will use their best professional judgement to give recommendations to President."

Prof. Pam Propsom asked about the role of class size in making merit determinations. The Provost responded that class size information would be taken into consideration. The Provost stated that he would "read every one of the student evaluations."

Prof. Berque asked about the status of the work by the committee that is designing a new student evaluation form. Prof. Jim Benedix responded that the committee would be distributing a written letter with a rough outline of the committee's approach soon.

Prof. Kent Menzel asked if the Provost and Dean will use the written comments or the numerical ratings side of the student evaluations. The Provost believes that there is correlation between the narrative and numerical sides of the form. The numbers can be used to determine which evaluations will be read first.

Prof. Stark noted that faculty frequently do not have any choice about class size. The Provost promised to be sensitive to this issue and noted that the department chairs, who could provide some insight in this area, have declined to participate in the merit decisions.

Dean White said that "we are looking at all of these variables because of concern about using the student evaluation instrument that was never intended for careful demarcation. This is reason for getting more information to help make these judgements."

Prof. Propsom asked how many faculty opted out of the process. The Provost responded that 24 faculty declined to participate.

A member of the student media asked a question. Prof. Berque asked about the role of media in asking questions during the faculty meeting. The Provost asked for faculty reaction. There were some objections to having the media actively involved in the meeting. The provost agreed that there would be no questions from the media, unless the faculty were in a question and answer session.

Provost DiLillo concluded the old business portion of the meeting by promising to report on the process, observations, criteria, and number of merit awards. Under ideal circumstances individual faculty should receive a report from the Provost, but he would not guarantee individual reports.

NEW BUSINESS

Dean White moved to place the following motion on the table:

"To amend the By-Laws and Standing Rules of the Faculty, Article II, Section C, 1. by adding the sentence: "The Dean of the School of Music and the Dean of Academic Services may vote."

The motion to table was seconded and approved.

Dean White moved to place the following motion on the table:

"To amend the By-Laws and Standing Rules of the Faculty, Article VII, Section D, 2. and Article VIII, Sections E and G, 2. by adding to voting members: Dean of Academic Services."

The motion to table was seconded and approved.

ANNOUNCEMENTS

Prof. Meryl Altman announced the Women's Week activities and highlighted the Friday night concert.

Prof. Bill Cavanaugh announced the AAUP meeting to discuss faculty salaries would be held on March 14 at 4 P.M. in the Watson Forum.

Director of Libraries Kathy Davis announced that the automated library circulation system will require all faculty to obtain a photo ID card. They are available in Mason Hall. The first card is free. After July 1, you must have an ID card to check out a book from the libraries.

Prof. Robert Dawson invited the faculty to view the TV sitcoms produced by Riley Chiorando. Riley completed five half hour episodes, which required phenomenal effort.

Prof. Howard Brooks reminded the faculty that the elections for 1995-96 faculty committees would be held during April. The divisions would be deciding nominees soon.

Provost DiLillo commented on the Dean of Student search that "we are closing in."

The Provost reminded the faculty of the electronic mail note detailing the process to search for the Dean of Academic Affairs. There will be an Advisory Committee that includes the four chairs of the coordinating committees, the chair of the Faculty Development Committee, and one dept. chair representative. Prof. Benedix asked for the rationale for conducting an internal search. The Provost responded that "it is much easier to come from within," but reminded faculty of the option to name others from outside the institution. The Provost stated that the duties will be clarified depending on the individual that is selected for the position.

ADJOURNMENT

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

Respectfully submitted,

Howard Brooks,
Secretary of the Faculty

THE FACULTY OF DEPAUW UNIVERSITY
MINUTES OF THE MEETING OF APRIL 3, 1995

000115

CALL TO ORDER

Provost Leonard DiLillo called the regular meeting of the DePauw faculty to order at 6:37 P.M., in Thompson Recital Hall, with about 70 faculty present.

APPROVAL OF PREVIOUS MINUTES

Prof. Karin Ahlm requested a change, for clarification, in the last sentence of the Assessment Steering Committee report, found on page three of the March 6, 1995 minutes. The sentence will now read: "Next year, the university will begin a self study for accreditation that will look at broader issues in addition to student outcomes."

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

Prof. Eric Edberg moved, for CAPP:

"That the Winter Term Core be discontinued and replaced by a two year pilot program in which a similar number of faculty will design and offer individual courses for first year students. A task force will be appointed by the Provost to finalize details of the new program."

Prof. Edberg summarized the information that CAPP considered in its evaluation of the Winter Term core. He noted that some faculty disagree with the need for a common experience for our students. The faculty does not sense any ownership of the program. Some faculty do not like to be serving as colearners or facilitators outside their area of expertise. We will need to think how first year Winter Term fits into general educational experience. CAPP still wants first year students on campus during Winter Term. The new projects should primarily be designed for first year students. The load can be handled with same number of faculty as the current Winter Term Core, although registration details need to be worked out. Staffing has been an increasing problem with the Core. Perhaps there will be greater enthusiasm for offering their own courses.

Prof. Glenn Welliver suggested replacing the word "courses" with "projects" to keep the language consistent with our present use of the terms. The change was accepted as a friendly amendment.

The faculty had many questions concerning details related to the motion. According to Provost DiLillo, existing Winter Term projects would probably be open to first year students, although the committee to oversee the new projects would have to decide that matter. Prof. Edberg said that upperclass students enrolling in the new projects would be the exception, although some could serve in teaching assistant positions. Provost DiLillo noted that we must have 33 to 35 first year Winter Term projects, plus 10 or 11 upper class on campus projects, and 20 faculty to supervise Winter Term internships. This motion doesn't change the staffing needs. We must satisfy our on campus obligations before any off campus projects can be approved.

Prof. Edberg said that CAPP believes that the on campus first year projects be more easily staffed since the faculty will have more control of their own project. The committee had considered other possibilities but felt that it was impossible to keep the core and have faculty support. The educational benefits of on campus first year Winter Term require comparison of having the students on campus to students off campus or at home. It is not practical to go off campus for the first year. Being away from the campus for six weeks is not a good idea in the middle of the first academic year. The committee sees an advantage to having faculty that are happy to be teaching what they are offering. The final educational impact depends on how people teach their projects. Provost DiLillo said that the committee came up with this proposal as an interim plan, until we can look at the major goals and coherence of the Winter Term program.

Oversight of the new first year Winter Term projects will be provided by some sort of committee, but no mechanism is in place at the moment. Registration details, to force balanced enrollments also have to be worked out. The Provost suggested that the Dean of Academic Affairs and a subset of CAPP could work on this issue. It may be possible for teams of two and three faculty to work together on a common topic of their choosing, in a style similar to the current Winter Term core. Prof. Edberg hopes that the new format will make it easier to find faculty willing to teach during Winter Term, which should make it easier to decide which faculty can be allowed to do an off campus Winter Term project.

There was no consensus on Winter Term grades in the faculty survey. The motion does not propose having grades for Winter Term. It is not likely that an outside group will put requirements for attendance and out of class hours on any of the projects. Prof. Edberg anticipates expanded out of classroom opportunities for the first year students, including participatory activities, which will be developed by another committee.

It is not clear how the projects would differ from regular semester first year seminar offerings. Prof. Edberg said that it was clear that faculty has no consensus about the function of Winter Term in the curriculum. Prof. Calvert suggested that there never was a settled consensus on the purpose of Winter Term nor how it ought to be administered. He suggested having a Winter Term on the purpose and function of Winter Term. This experience could pull us together.

The question called. The motion carried.

COMMITTEE ON FACULTY (COF)

Prof. Cynthia Cornell announced that COF was continuing to work on promotions and will begin work on interim reviews.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

Prof. Nachimuthu Manickam moved, for MAO,

"To add new courses:

UNIV 290 Topics	(1/2 - 1 credit)
RL 290 Topics in Latin American Culture	(1 credit)"

After a brief explanation of the need for UNIV 290, the motion was approved.

Prof. Manickam moved to remove from the table:

"To add GEOG 105 Earthquakes and Volcanoes and GEOG 251 The Global Environment to the list of courses that satisfy Group 1."

The motion to remove was seconded and approved. The motion was approved.

Prof. Manickam moved to table a motion:

"To add Math 136 to the list of courses that satisfy Group 1."

The motion to table was approved.

SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)

Prof. Steve Timm announced that SAC had discussed security issues with Doug Cox.

Prof. Timm moved to table the following motion:

"SAC recommends to the faculty that Rush be moved to the end of Winter Term during the 1996-97 academic year, and that MAO change the calendar accordingly."

The motion to table was approved.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

Prof. Mary Kertzman reminded the faculty the deadline for proposed research projects planned for July, August, and September is May 1.

ASSESSMENT STEERING COMMITTEE

Prof. Karin Ahlm reminded the faculty that department assessment plans were due today, and a number of departments had not been heard from.

ADVISING COMMITTEE

Prof. Bridget Dibble thanked all faculty that had participated in the first year advising program. She needs to know which faculty are willing to take new student advisees from the incoming class. Seventy five faculty will need to participate in the first year advising program in the fall. There will be an advising workshop on April 25 from 8:30 to 10 A.M. in the Union Building. The workshop will discuss ways to help students with understanding a liberal arts education.

COMMITTEE ON ADMINISTRATION (COA)

Prof. Chandler reminded the faculty that the COA would appreciate the return of the presidential evaluations.

REMARKS FROM THE PRESIDENT

President Bottoms announced that the number of applications for admission is about the same as last year. If our yield matches last year, we should make our class goal of 650 students. We will not make our goal of having a 5 percent increase in applications.

President Bottoms announced the report on the recent Board of Visitors meeting that discussed faculty development will be available in a week or so. He also thanked the faculty that participated in the conference on Greek life at the University: Meryl Altman, David Berque, Mac Dixon-Fyle, Mary English, Marcelle McVorrnan, Ralph Raymond and Dan Shannon.

The President reminded the faculty that the chairs of the coordinating committees (CAPP, COF, MAO, and SAC) and FDC will meet with the Academic Affairs subcommittee of the Board of Trustees and with the full Board of Trustees during their April meeting. The Board will be discussing the faculty development ideas from the Board of Visitors meeting and the budget.

The President announced that he had agreed with the recommendations of the COF and the Provost to grant tenure to Profs. Chet Fornari and Barbara Bean. The faculty greeted the announcement with applause.

Prof. Mark Kannowski asked why faculty involvement in the search for the Dean of Academic Affairs had been marginalized. He specifically noted that the faculty at large had no input in qualifications, nor in selecting the faculty representatives in the search process. Provost DiLillo disagreed and said that two representatives from the department chairs would meet with the chairs of the coordinating committees and FDC. The Provost welcomes all nominations, and reminds the faculty that he views the appointment as an administrative decision that he would make. The faculty committee will serve as an advisory group. The Provost did not know if the names of those nominated for Dean would be made public.

Prof. Bill Cavanaugh observed that DePauw used to follow a specific process to fill important positions. Now it seems that the process is irregular.

OLD BUSINESS

Dean John White addressed the faculty:

"Since placing the two motions about voting privileges for administrators on the table last month several of you have expressed your concerns that if the motions were to pass as proposed, the faculty would create an imbalance where, in the instance of the petitions/scholastic standing committee, there would be more administrators than faculty members.

"I wanted to make it clear tonight that there was no motive to get more administrators votes on committees and, to underscore that point I am going to ask you to consider two substitute motions that I will ask to be placed on the table that will clarify the intention of the two original motions.

"The first substitute motion deals with providing a faculty vote to key members of the administration who work directly with the academic program. This motion will ask for voting privileges for the Deans of the School of Music, Academic Services, and Students.

"When nominal rank was eliminated last year and due to the resignations of Joan Claar and Carol Arner, three fewer administrators are now voting in faculty meetings during 1994-95 (Arner, Claar, and Patricia Jones). Those administrators that continue to have a vote are those who had votes prior

to the April 1986 revision of the Handbook (Ellie Ypma, Fred Lamar, and David Murray). My motion will restore the faculty vote for two positions that previously had the vote (Dean of the School of Music and Dean of Students) and will extend it to the Dean of Academic Services. Thus, there will be no net gain of administrators voting at faculty meetings than what we had at the end of 1993-94.

"As all of you know, there has been restructuring in the administration this year. An important position, Dean of Academic Services, has been added. This position was created, in part, to underscore the importance of retention and advising and to bring better coordination among other offices and faculty committees that deal with these important institutional issues. In particular, petitions/scholastic standing was a critical committee, one in which we feel strongly that the Dean of Academic Services should play a leadership role, a point person, if you will, for the administration. But we also wish to preserve the balance between administrators and faculty members on the committee. There are now four faculty members and four voting administrators. The revision of my second motion seeks to preserve that important balance.

"You will note also in my second motion there is no reference to the Scholastic Achievement Committee (Article VII, Section D, 2.). The reason for this change from the original motion is that both the President and Provost are voting members of SAC and can be represented on SAC by other appropriate, appointed representatives. These persons are now the Dean of Academic Services (Dee Gardner) and the Associate Dean of Academic Affairs (Mary English).

"Thus, I would like to move the following motions and request they be tabled for consideration at the May faculty meeting:

Motion:

"To amend the By-Laws and Standing Rules of the Faculty, Article II, Section C, 1. by adding the sentence: "The Dean of the School of Music, Dean of Academic Services, and Dean of Students may vote."

The motion to table was seconded and approved.

Motion:

"To amend the By-Laws and the Standing Rules of the Faculty, Article VIII, Sections E and G, 2. to clarify the voting members as follows: "The Provost (or his/her appointed representative), the Dean of Students, the Dean of Academic Services, the Dean of the School of Music, the Registrar, and five elected faculty members, one from each division and one elected at large."

The motion to table was seconded and approved.

NEW BUSINESS

Prof. Bryan Hanson questioned the increased use of the chairs of the coordinating committees in roles outside their own committee. Would this practice continue? Provost DiLillo responded that he had no intention to make it a policy, but suggested that all faculty serving on coordinating committees should beware of the possibility of extra duties.

Prof. Fred Soster moved:

"That students currently enrolled in G&G 105 receive group 1 credit."

The motion was seconded. Prof. Bernie Batto questioned wisdom of retroactive granting of credit. Dean White said that this is not an unusual action by the faculty. The motion was approved.

Prof. Kannowski reminded the faculty that copies of the AAUP salary data report for DePauw were distributed at the door as faculty entered the meeting. He then moved:

"Whereas the Board of Trustees and the administration have chosen to set new and lower goals via the Emison Committee for DePauw full-time faculty salaries, and
Whereas these new and lower goals for the salaries of assistant and associate professor have been met, and
Whereas these goals have not been met for full professors, and
Whereas there are no goals for part-time faculty,
Be it resolved that we encourage the trustees and the administration to continue to reach these goals for full professors and to set goals for part-time faculty commensurate with our institutional desire to move 'to the next level.'"

The motion was seconded and approved.

ANNOUNCEMENTS

Prof. Robert Newton shared his observations on speaking in faculty meetings. He lamented the failure of many faculty to rise and speak clearly, and noted that many comments are not heard by all faculty. He recommended that all faculty become "S" certified.

Provost DiLillo announced that the new Dean of Students Debbie Heida will join DePauw full-time on June 5. In the interim, she will be active in interviewing candidates for vacant student affairs staff positions. He thanked the members of the search committee: Bob Garrett, Meryl Altman, Rebecca Ranney, Alan Hill, and Darci Oak.

ADJOURNMENT

Provost DiLillo adjourned the meeting at 8:17 P.M.

Respectfully submitted,

Howard Brooks
Secretary of the Faculty

Agenda

For the Faculty Meeting of May 1, 1995

000118

1. **Call to Order** - 7:00 PM, Thompson Recital Hall

2. **Approval of Previous Minutes**

3. **Reports from Coordinating Committees**

Committee on Academic Policy and Planning (Karin Ahlm) Announcements

Committee on Faculty (Gary Lemon) Announcements

Committee on Management of Academic Operations (Nachimuthu Manickam)

a. Motion: (To be removed from the table) "To add Math 136 to the list of courses that satisfy Group 1."

b. Motion: "To add a new course, Honors 472 Media Fellows Senior Seminar II 1/2 course credit."

c. Announcements

1. Honors 471 has changed title from Media Fellows Senior Seminar to Media Fellows Senior Seminar I and changed credit from 1 course credit to 1/2 course credit.

2. RL 400F Teaching French and RL 400S Teaching Spanish have changed from 1/2 credit to 1 credit courses.

3. English 250 has changed title from Masterworks of World Literature to World Literature

Scholastic Achievement Committee (Steve Timm)

a. Motion: (currently on the table) "SAC recommends to the faculty that Rush be moved to the end of Winter Term during the 1996-97 academic year, and that MAO change the calendar accordingly."

b. Announcements

4. **Reports from other Committees**

Faculty Development Committee (Mary Kertzman) Announcements

Assessment Steering Committee (Karin Ahlm) Announcements

5. **Remarks from the President**

6. **Old Business**

Announcement Regarding Nominal Rank (Len DiLillo)

Motion (currently on the table): "To amend the By-Laws and Standing Rules of the Faculty, Article II, Section C, 1. by adding the sentence: "The Dean of the School of Music, Dean of Academic Services, and Dean of Students may vote."

Motion (currently on the table): "To amend the By-Laws and the Standing Rules of the Faculty, Article VIII, Sections E and G, 2. to clarify the voting members as follows: "The Provost (or his/her appointed representative), the Dean of Students, the Dean of Academic Services, the Dean of the School of Music, the Registrar, and five elected faculty members, one from each division and one elected at large."

7. New Business

Motion to grant degrees to those students that have satisfied all requirements for graduation (Ellie Ypma)

Motion to modify standing rules of the faculty (Howard Brooks)

"Effective with the Fall 1996 semester:

1. Change Article XVI. Standing Rules, Section A to read: The regular meeting of the faculty shall be at 4:00 P.M. on the first Monday of each month, with the exception of September, when it shall be on the second Monday at 4:00 P.M..
2. Add to Article XVI a new section, Section C - The regular meetings of the faculty shall be no longer than one and one-half hours."

Motions (from Steve Raines):

1. Motion: "The faculty reaffirms the action that it took at the November 1, 1993 faculty meeting directing the Committee on Retention and Advising to develop a module for the advising manual that could be used to counsel students about the policies of the military towards homosexuals who are in ROTC programs. The faculty asks the Committee on Retention and Advising why this module has not, in the time that has elapsed since that action, been completed and distributed as an insert to the current, 1993, issue of the Advising Manual."
2. Motion: "The faculty expresses its disappointment, concern, and increasing frustration that, after repeated promises, it has still not yet received the revisions to The Faculty Handbook that resulted from the unilateral actions taken by the Board of Trustees during the Spring of 1994. The faculty's concern also extends to the consequence that a definitive source for policy statements about salary determination, performance evaluation, etc. was also unavailable during the round of new faculty searches that has recently concluded. Since the Provost is the sole custodian of The Faculty Handbook, the faculty respectfully requests that these revisions be completed and distributed to all faculty, at the latest, by the day of the Faculty Institute that inaugurates the opening of the 1995-96 academic year."
3. Motion: "The faculty asks whether faculty job candidates for tenure track positions are now being told that institutional policy requires the completion of terminal degree dissertations by the end of their first year of employment at DePauw, the penalty for failure being termination. If this expectation is indeed now being represented as institutional policy to new faculty prospects, the faculty wonders if it has been formally announced to the existing faculty. The faculty wonders if this expectation is being and will continue to be consistently applied as a condition of continuing employment to all candidates in all departments? The faculty wonders whether this policy should be shared with candidates in the earliest possible phases of the hiring process, even before they receive invitations to campus, since it may be relevant in determining their level of interest in DePauw as a potential employer."

4. Motion: "As per the provisions in the Faculty Handbook that pertain to the creation of Special Committees (section XI., p. 25), the faculty endorses the creation of a Trustees Liaison Committee [ah yes, the acronym], a committee comprised of six faculty--one faculty representative elected by each of the four divisions and two additional faculty members, not from the same division, elected at-large. Each member shall serve a term of three years with two terms expiring each year so that one-third of the committee's membership is replaced each year. The primary task of the committee shall be to represent the faculty in communications, dialogues, and discussions with the Board of Trustees and its Academic Affairs subcommittee about academic decisions being made at DePauw University' (Charles Barron's Executive Summary on the State of Community at DePauw University, p.15). In preparation for such activities the committee shall use means of its own choosing to assess the sentiment, opinions, and views present among the collective faculty.

The committee shall also offer assistance, consultation, and advice, when sought by the Board of Trustees or the administration and when the committee judges such involvements appropriate, about matters that do not fall within the purview of other faculty committees established by faculty action. The committee shall seek direction from the collective Faculty when the appropriateness or desirability of such involvements is not clear."

8. Announcements

Results of Faculty Elections (Howard Brooks)

Note of Appreciation from the Kerr Family (Howard Brooks)

9. Adjournment

000120

**THE FACULTY OF DEPAUW UNIVERSITY
MINUTES OF THE MEETING OF MAY 1, 1995**

CALL TO ORDER

Provost Leonard DiLillo called the regular meeting of the faculty of DePauw University to order at 7:04 P.M. in Thompson Recital Hall with nearly 70 faculty members present.

APPROVAL OF PREVIOUS MINUTES

The faculty approved the April 3, 1995 meeting minutes as distributed.

Provost DiLillo asked the faculty if Kevin Toler, Vice President of Student Concerns from Student Congress, could address the faculty concerning text book orders. The faculty agreed to allow Kevin to speak. He reminded faculty of the need to get text book orders in for the fall semester. The book store pays more for used text books that will be used again next year at DePauw. Some faculty encouraged students to keep their books, complained about the management of the bookstore, and said that the used book market serves only the bookstore since the authors receive no royalties on used book sales.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

Prof. Karin Ahlm announced that the Resource Allocation Subcommittee (RAS) would be meeting to organize. The continuing members of RAS are John Schlotterbeck, Richard Smock, David Herrold, and Dan Wachter. New three year term positions will be filled by Noah Lemos and Bob Calvert. One year terms will be filled by Eric Edberg, Darryl Gibson, and Bryan Hanson. CAPP is considering a proposal for a Conflict Studies major and minor. The First Year Winter Term subcommittee has sent out guidelines for proposals for projects during Winter Term 1996.

COMMITTEE ON FACULTY (COF)

Prof. Gary Lemon announced that the work for COF is nearly finished. COF is appointing a subcommittee to consider the status of librarians. Members of the subcommittee are: Bob Stark, Bob Newton, and Françoise Coulont-Henderson.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

Prof. Nachimuthu Manickam asked the faculty to remove from the table the motion:

"To add Math 136 to the list of courses that satisfy Group 1."

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

Prof. Manickam moved, on behalf of MAO,

"To add a new course, Honors 472 Media Fellows Senior Seminar II 1/2 course credit."

The motion was approved.

Prof. Manickam announced that Honors 471 has changed title from Media Fellows Senior Seminar to Media Fellows Senior Seminar I and changed credit from 1 course credit to 1/2 course credit. He also announced that FREN 400 Teaching French and SPAN 400 Teaching Spanish have changed from 1/2 credit to 1 credit courses. Finally, he announced that English 250 has changed title from Masterworks of World Literature to World Literature.

SCHOLASTIC ACHIEVEMENT COMMITTEE (SAC)

Prof. Steve Timm informed the faculty that SAC was not going to untable the motion concerning the moving of Rush to the end of Winter Term. The Rush subcommittee was having trouble putting together the new calendar with additional time between the end of Winter Term and the start of the second semester. The Board of Trustees had expressed concerns about moving Rush to the end of Winter Term. Some people had questioned the wisdom of implementing this policy change while the University did not have a full-time Dean of Students and Director of Greek Life. Provost DiLillo introduced Debbie Heida, new Dean of Students, who would be coming to DePauw on June 5.

Prof. Jim George wondered if the faculty had any right to establish Rush rules. Prof. Dan Shannon told the faculty that he had received a letter from a member of the Board of Trustees expressing opposition to January rush because of negative impact on WT internships. Prof. Bernie Batto noted that every year the faculty postpones making a decision about Rush. He asked how late in the year can a decision to change be made for the following year. The new catalog will be done in the early fall and athletic schedules are completed in October.

Prof. Lemon asked for an explanation of the problems with changing the calendar. Associate Dean of Academic Affairs Mary English replied that the problems in 1996-97 and 1997-98 arise from New Year's day falling on Wednesday and Thursday, and trying to avoid holding graduation on the same weekend as the Indianapolis 500 race. Dean John White said that the committee was trying to hold line on four week off campus Winter Term experiences.

Prof. Martha Rainbolt moved:

"That a recommendation from SAC concerning the timing of Rush be brought to the October faculty meeting."

The motion was seconded. Prof. Art Evans would like to see written commentary on the justifications and the ramifications of the issue before the faculty meeting. Dean White sees two major issues: the impact on Winter Term, and the need to set the calendar.

Prof. Stark asked if the Board of Trustees set the rules for when Rush occurs. President Bob Bottoms recalled that the Trustees approved building Humbert Hall that allowed a delay of Rush, but did not see the Trustees setting the calendar.

Prof. Pam Propsom agreed that the students can do rush anytime they want. Prof. Mark Kannowski asked about the future of the current fall break. Associate Dean English replied that it remains in the calendar. Prof. Nick Mourouzis repeated his suggestion that Rush occur during the weekend at the beginning of the Thanksgiving break.

The question was called. The motion was approved.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

Prof. Mary Kertzman announced that the FDC was meeting and processing applications for funding requests.

ASSESSMENT STEERING COMMITTEE

Prof. Ahlm informed the faculty that the committee would be sending responses to departmental assessment plans within the next two weeks.

COMMITTEE ON ADMINISTRATION (COA)

Prof. Lemon told the faculty that the COA had met with the administration regarding salaries and the general salary pool. They were trying to follow the Board of Trustee guidelines. The COA also talked with the administration about the 1995-96 budget.

REMARKS FROM THE PRESIDENT

President Bottoms announced a reception for graduating seniors would be held at the President's House on May 19 at 4 P.M.. He told the faculty that the new chair of the Board of Trustees is Ian Rolland. The faculty salary pool was increased 5 percent for

next year, and the Board put \$90,000 into the merit pool to be awarded to 30 faculty members. Staff earning less than \$30,000 will receive a 4 percent increase, while those earning between \$30,000 and \$60,000 will receive a 3.5 percent increase, and those earning more than \$60,000 will receive a 3 percent increase. Faculty Development funding will be increased 3.5 percent next year. The President plans to increase per diem for faculty travel to professional meetings travel from \$40 to \$100 by using the presidential discretionary fund. There are additional funds for teaching workshops in next year's budget.

Prof. Kannowski asked why there was a difference between faculty salary increases and staff increases. The President said that the Trustees wanted to meet the goals of the Emison committee report.

Prof. Tom Emery asked how much money from the presidential discretionary fund would be needed to cover the increase in per diem. He also asked why the money could not be transferred to the Faculty Development funds, where faculty members could oversee the disbursement. The president responded that it would require about \$30,000 to cover the increase and that restrictions on the grant that established the presidential discretionary fund prohibit transfer of funds for other groups to administer.

Prof. Meryl Altman asked if decisions about cuts had already been made. The President said that the administration would have to wait until we know the size of the student pool and cost to get that group of students before deciding any cuts.

OLD BUSINESS

Provost DiLillo offered an explanation for the change in the use of nominal rank at DePauw. He did not intend to remove voting rights from any individual that had previously voted at faculty meetings. Because of the confusion, Provost DiLillo will ask the COF to examine what it takes to be a member of the faculty, review who has voting rights, and return with a recommendation to the faculty early in the fall semester.

NEW BUSINESS

Prof. Bob Garrett moved:

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

The motion was seconded and approved.

Prof. Eric Edberg moved:

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

The motion was seconded and approved.

Prof. Howard Brooks moved:

"Effective with the Fall 1996 semester:

1. Change Article XVI. Standing Rules, Section A to read: The regular meeting of the faculty shall be at 4:00 P.M. on the first Monday of each month, with the exception of September, when it shall be on the second Monday at 4:00 P.M..

2. Add to Article XVI a new section, Section C - The regular meetings of the faculty shall be no longer than one and one-half hours."

The motion was seconded. It was agreed to divide the question.

Prof. Edberg expressed concern for those with obligations during the afternoon hours. Prof. Kathleen Jagger commented on the difficulties of evening meetings. Director of the School of Music Patricia Jones noted that the University Orchestra and Choir are not extracurricular activities. Prof. Judy George suggested that the faculty consider other hours of the day. Item number one concerning the meeting time was approved by a vote of 42 to 21.

Prof. Carl Huffman felt that putting a time limit on faculty meetings would be a bad idea. Other faculty agreed. The question was called on item number two. The item was defeated.

Prof. Bob Newton expressed concern about the proposed change in the faculty handbook suggested by the Provost because of the merit bonus program. The Provost agreed that COF should consider the changes to the handbook.

Prof. Edberg moved:

A Resolution Affirming the Valued Role of DePauw's
Lesbian, Gay, and Bisexual Students in the Campus Community

WHEREAS DePauw's lesbian, gay, and bisexual students often perceive certain elements of the campus environment to be hostile towards them, and find themselves subject to social ostracism and verbal and physical harassment; and

WHEREAS DePauw University continues to administer ROTC scholarships which exclude openly lesbian, gay, and bisexual students, violating the university's own non-discriminatory policies, reinforcing the perception that such students have a diminished status at DePauw in which their rights are not fully respected at DePauw; and

WHEREAS Friday May 5 is "Denim Day," when members of the DePauw community are encouraged to show support for lesbian, gay, and bisexual students, staff, and faculty by wearing denim,

THEREFORE, be it resolved that the faculty of DePauw University takes this opportunity to reaffirm its support for the University's non-discriminatory policies; to voice its condemnation of all discrimination, particularly that based on sexual orientation; and to send its best wishes to the lesbian, gay, and bisexual students at DePauw on the occasion of Denim Day, with its assurances that in view of the faculty, lesbian, gay, and bisexual students are highly valued and welcomed members of the DePauw Community.

The Secretary of the Faculty is directed to send a copy of this resolution to both the President of United DePauw and the The DePauw, with a request that it be printed in the May 5 issue.

The motion was seconded. Prof. Edberg elaborated on his support for the motion, based on his experience as faculty advisor to United DePauw. The motion was approved.

Prof. Schlotterbeck moved:

"That the faculty express our appreciation to John White for his years of service and for making this a more humane place."

The motion was seconded and approved with applause.

ANNOUNCEMENTS

Prof. Brooks announced the results of the faculty elections for 1995-96:

CAPP	Div. 3:	Richard Smock
	At-Large:	Judy George
COF	Div. 1:	Jeff McCall
	At-Large:	Pam Propsom
		F. Coulont-Henderson
MAO	Div. 3:	Woody Dudley
	Div. 4:	VACANT
	At-Large:	Masha Belyavski-Frank

SAC	Div. 3: At-Large:	Dave Berque Dan Shannon
Athletic Board	Div. 1: Div. 4 (Fall): At-Large:	Nick Mourouzis M. Catanese Jeff Hansen
FDC	Div. 2: At-Large:	Martha Rainbolt Kent Menzel
Continuing Education	Div. 1:	Randy Salman
International Education	Div. 3 (95-96 only): Div. 4: At-Large:	J. Teegarden Bruce Stinebrickner Wes Wilson M. Belyavski-Frank
Scholastic Standing and Petitions	Div. 3: Div. 4:	Steve Raines Marty Catanese
Teacher Education	Div. 2: At-Large:	Mel Winger Randy Salman
Committee on Administration	At-Large:	Mark Kannowski
Board of Control of Student Publications	At-Large:	Sheryl Tremblay Barbara Bean
Honorary Degrees	At-Large:	Marnie McInnes
Women's Studies	At-Large:	Marthe Chandler
Faculty Committee on Financial Affairs	Div. 1: Div. 2:	Larry Sutton Bill Harman
Committee On Faculty Review (2/1/96-1/31/97)		
	Representatives	Alternates
Div I	O. Smith C. Edwards	M. Bretscher K. Millis
Div II	M. Belyavski-Frank M. Chandler	M. Rainbolt B. Bean
Div III	S. Raines J. Morrill	K. Jagger W. Dudley
Div IV	N. Davis	
1995-96 Division Officers		
Div. 1 - Ed Meyer, Mitch Merback, Dan Rizner		
Div. 2 - Meryl Altman, Martha Rainbolt, F. Coulont-Henderson		
Div. 3 - Kathleen Jagger, Vic DeCarlo, Jeff Hansen		
Div. 4 - VACANT		

Provost DiLillo read a note of appreciation from the family of Elizabeth Kerr, the DePauw student killed by a lightning strike while on a Winter Term in Service project in Bolivia during January. Chaplain Fred Lamar requested that the Secretary of the Faculty write a note to the Kerr family expressing our continued support of them.

The Provost announced that the search for a new Dean of Academic Affairs is continuing. He has met three times with faculty advisory committee.

President Bottoms announced an open forum on campus security would be held on May 3 at 8 P.M..

Prof. Evans asked about the status of parking around East College. The Fire Marshall ruled that cars cannot park there. The cost to widen the driveway seemed excessive in terms of the current budget.

Prof. Eric Silverman announced a new faculty research colloquium series would start in the fall and requested that interested faculty contact him or Prof. Tom Ewing for details.

ADJOURNMENT

Provost DiLillo adjourned the meeting at 9:02 P.M..

Respectfully submitted,

Howard Brooks
Secretary of the Faculty

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FACULTY COMMITTEES 1995-96

Coordinating Committees

Committee	Division	Divisional Representative	End of Term	At-Large Representative	End of Term
Academic Policy and Planning (CAPP)	1	Eric Edberg	96	Kathy Davis*	97
	2	Art Evans	96	Judy George	98
	3	Rick Smock	98		
	4	Barbara Whitehead	97		
other voting members: Bob Bottoms, Len DiLillo, two students					
non-voting member : Patricia Jones					

Faculty (COF)	1	Jeff McCall	98	Pam Propsom Paul Watt (Spring 96)	98
	2	Cynthia Cornell	96	F. Coulont-Henderson	98
	3	Bob Stark	96	Nafhat Nasr	97
	4	David Newman	97	Bob Newton Gary Lemon*	97 96

non-voting member : Len DiLillo

Management of Academic Operations (MAO)	1	Carla Edwards	96	M. Belyavski-Frank	98
	2	Marnie McInnes	96	Jim Mills*	97
	3	Woody Dudley	98		
	4		97		

other voting members: Bob Bottoms, Bob Garrett, two students

non-voting members : Ellie Ypma, Patricia Jones

Scholastic Achievement (SAC)	1	Steve Timm	96	Robert Dawson	97
	2	M. Luque-Eckrich	96	Dan Shannon*	98
	3	Dave Berque	98		
	4	Eric Silverman	97		

other voting members: Bob Bottoms, Bob Garrett, Alan Hill, 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	Nick Mourouzis	98	Jeff Hansen	98
	2	Noah Lemos	96	Bruce Sanders	97
	3	Woody Dudley	96		
	4	Jim Mannon	97	(Marty Catanese Fall '95)	

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

* Denotes Committee Chair

FACULTY COMMITTEES 1995-96 (continued)

page 2

Executive Committees (continued)

Committee	Division	Divisional Representative	End of Term	At-Large Representative	End of Term
Faculty Development	1	Bob Kingsley	97	Kent Menzel	98
	2	Martha Rainbolt (Hiroko Chiba 95-96)	98	Karin Ahlm*	97
	3	Mary Kertzman	96	(Jim Benedix Spring 96)	
	4	Eva Weisz	96		
voting member:		Bob Garrett			
non-voting member:		Martha Rainbolt			

Continuing Education (four year terms)	1	Randy Salman	99		
	2	Meryl Altman	98		
	3	J. Teegarden	97		
	4		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	Wes Wilson	98
	2	William Harman	97	Art Evans	97
	3	Ed Ypma (J. Teegarden 95-96)	97	M. Belyavski-Frank	98
	4	Bruce Stinebrickner	98	Tom Chiarella (Darryl Gibson Fall 95)	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, Bob Garrett			
non-voting member:		Director of Alumni and Public Relations			

Scholastic Standing and Petitions	1	Page Cotton	97		
	2	Jim Rambo	96		
	3	Steve Raines	98		
	4	Marty Catanese	98		

other voting members: Provost representative, Dean of Students, Ellie Ypma, Patricia Jones (Scholastic Standing only)

For Scholastic Standing only add the following:

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

* Denotes Committee Chair

FACULTY COMMITTEES 1995-96 (continued)

page 3

Executive Committees (continued)

Committee	Division	Divisional Representative	End of Term	At-Large Representative	End of Term
Teacher Education	1	Kent Menzel	97	Randy Salman	98
	2	Mel Wininger	98	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

Administrative Committees

Committee on Administration	Kathy Davis	96
	Mark Kannowski	98
	Marthe Chandler	97
	(Larry Sutton Spring 96)	

other voting members: appointees of the President

Board of Control of Student Publications (two year terms)	Tom Emery	96
	Kathy Davis	96
	Barbara Bean	97
	Sheryl Tremblay	97

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
	Marnie McInnes	98
	Gloria Townsend	97

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

Women's Studies	Marthe Chandler	98
	(M. Barnes Spring 96)	
	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

FACULTY COMMITTEES 1995-96 (continued)

page 4

Ad-hoc Committees

Faculty Committee on Financial Affairs	1	Larry Sutton	98
			98
	2		97
		Bill Harman	98
	3	Steve Raines	96
		Bruce Serlin	97
	4		97
		Ralph Raymond	96
	PT	Kitty Steele	96

non-voting members: Bob Bottoms, Len DiLillo, Tom Dixon

Other University Positions

		Members	Alternates
Review (COF) present-1/31/96	1	Claudia Ruediger	Dan Rizner
		Pei Ling Wu	Wes Wilson
	2	Martha Rainbolt	Paul Watt
		F. Coulont-Henderson	Carl Huffman
	3	Chet Fornari	Mary Kertzman
		Jim George	Kathleen Jagger
	4	Bob Calvert	
		Jim Mannon	

		Members	Alternates
Review (COF) 2/1/96-1/31/97	1	O. Smith	M. Bretscher
		C. Edwards	K. Millis
	2	M. Belyavski-Frank	M. Rainbolt
		M. Chandler	B. Bean
	3	J. Morrill	K. Jagger
		S. Raines	W. Dudley
	4	N. Davis	

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	Edward Meyer	Mitch Merback	Dan Rizner
2	Meryl Altman	Martha Rainbolt	F. Coulont-Henderson
3	Kathleen Jagger	Vic DeCarlo	Jeff Hansen
4			