

THE FACULTY OF DEPAUW UNIVERSITY  
MINUTES OF THE MEETING OF SEPTEMBER 13, 1999

CALL TO ORDER

Chair of the Faculty Prof. Howard Brooks called the regular meeting of the DePauw University faculty to order at 4:04 p.m. in the Union Building Ballroom with about 110 faculty present.

APPROVAL OF PREVIOUS MINUTES

Chair Brooks asked if there were any substantive changes that needed to be made to the May 3, 1999 minutes. As there were none, the minutes were unanimously approved by the faculty.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

Prof. Robert Stark announced, for CAPP, that they met on August 30th to start setting an agenda for the coming year. CAPP normally meets every other Monday and this year MAO is also going to be meeting on Mondays. This will allow the two committees to have joint meetings on issues that involve both committees.

CAPP is soliciting nominations/volunteers to serve on its Winter Term Advisory Subcommittee. These are replacements for Jim Rambo (Division 2) and Steve Raines (Division 3). It would be helpful for individuals with a strong interest and/or experience in internship advising, off-campus and overseas trips, Winter Term in Service, etc. to volunteer. CAPP encourages the appropriate Division Chairs to provide nominations.

Some of the things CAPP has been asked to consider are:

1. A request for a major reorganization of the Elementary Education Major.
2. Review the General Education (Group and Graduation requirements); in particular the role of HPP activities courses in group 6 and a request forwarded from SLAAC without recommendation to consider adding a Multicultural course requirement to the Graduation Requirements.
3. Work with RAS to set some guidelines for reviewing position requests and the appropriate distribution of faculty as we now have the opportunity to expand the number faculty.
4. Questions concerning the appropriate ways of dealing with off-campus internships and correspondence course credit.
5. Review the current mechanisms for supervision and evaluation of the Honors, Fellows, and other Curricular programs.
6. Review current rules and limits for acceptance of transfer credits.
7. Review of the First Year Seminar program. The initial review of this year's program will

be made by the FYS Advisory Committee.

#### COMMITTEE ON FACULTY (COF)

Prof. Tom Chiarella, for COF, moved to remove from the table the following motion:

“To revise the Academic Handbook by adding the words printed in CAPITAL LETTERS, under Personnel Policies I.F.1 (second sentence): However, the total probationary time for a person appointed initially as associate professor shall NORMALLY BE NO LONGER than three years.”

The motion to remove from the table was approved. The motion was approved.

Prof. Tom Chiarella, for COF, moved to remove from the table the following motions:

“To revise the Academic Handbook by deleting the words within { } and adding the words printed in CAPITAL LETTERS, under Personnel Policies II.B.1: {At the end of each year} FOLLOWING THE END OF EACH CALENDAR YEAR (except the tenure review year) of the probationary period, the faculty member shall submit in writing to the dean of the school or department chair a reasonably detailed evaluation of his or her performance...”

The motion was removed from the table. Discussion ensued on the exact number of annual reports which a faculty member must prepare, and when, and what information goes in reports for COF compared to those for the VPAA. The VPAA requires an annual “activity summary,” while COF requires annual “reports.” The VPAA asked that department chairs not write a response to a department member’s annual report during the year that s/he is under review, to avoid conflicts between the chair’s report and the DPC’s report.

The question was called, and the motion passed with approximately 100 votes for and three against.

Prof. Chiarella reminded the faculty that September 15, 1999 is the deadline for nominations for promotion.

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

Prof. Nancy Davis reported, for MAO, that they are working with CAPP to bring forward a proposal from the Education Department for a new curriculum in Elementary and Secondary Education. Last spring MAO held an open-meeting on this proposal. Since then, they have worked with the Education Department to strengthen and fine-tune the proposal.

Other items on MAO's agenda this year, some to be worked on in conjunction with other committees, include: developing the calendar for 2002-2004, working with the First-Year Seminar Committee to review that program, considering a request for Group Six credit for varsity athletes, evaluating the new time-bank system, reviewing the limits for transfer credit (particularly for web-based and other correspondence courses), considering granting credit for internships that are not part of an off-campus study or fellows program, working to ensure comparable treatment in granting credit for student work in the International Baccalaureate and the Advanced Placement programs, and reviewing policy on deadlines for accepting course papers, policy on when final grades are due, and finally, study-day policy.

Regarding the latter, MAO has discussed a request from students to include a study day at the end of each semester. The spring semester has a study day built into its calendar. The fall semester does not. Some students will have their last class Friday afternoon and then final exams beginning the very next morning. MAO felt this was not ideal if we want our students to integrate what they have learned over the course of a semester and to prepare for their examinations. However, it did not seem reasonable to change the calendar after the semester had begun and faculty had already constructed schedules and plans for the semester. They are not proposing an official study day on Friday December 10, the day before final exams begin. MAO is asking that, where possible, faculty show consideration for students who are preparing for final examinations.

September 16th is the deadline for course change forms to be in the Registrar's office in order for new courses to be listed in the Spring Schedule of Courses. For courses to be listed in the new Catalog (2000-2002), the course change forms should be turned in by October 15th.

Prof. Davis called on Prof. Woody Dudley from the Petitions Committee. Prof. Dudley read the following statement:

"The Petition Committee has asked me to make the following statement.

For those of you who are new, or even not so new, the purpose of the Petitions Committee is to make exceptions to the rules of the university in exceptional circumstances. For example, if a student is in an automobile accident after the deadline for withdrawing from courses has passed and has to stop going to classes, the committee will almost always grant the petition that the student be given grades of W.

The committee meets every week, all semester long. I say that not to evoke your sympathy and admiration, though both are deserved, but because the committee would like to minimize its workload.

At its last meeting there were five petitions to take a course satisfying a competency requirement pass-fail. It is a faculty rule that courses satisfying competence requirements cannot be taken pass-fail. In all cases, the reason given for the petition was that the student would prefer to take the course pass-fail. All the petitions were denied.

However, several came with enthusiastic endorsements from faculty members. The committee feels that this sends a wrong message to students. If faculty members feel that a rule should be changed, the way to proceed is through the appropriate committee.

I want to forestall the possible objection that the registrar's office did not tell the students that they could not take the courses pass-fail. It is true that the registrar's office did not tell them: this was a mistake, but it will not be repeated- the computer program has been fixed. It is also true that the students' advisers should have told them that they couldn't take the courses pass-fail. That was also a mistake. Nevertheless, the responsibility for following the rules is the students'. Also, there no doubt were students who would have liked to take the courses pass-fail, but responsibly followed the rules. To pass the petitions would have rewarded irresponsibility and punished responsibility, and the committee does not do that.

The committee hopes that faculty members endorsing petitions make sure that the circumstances truly are exceptional."

Professors Guinee and Raymond expressed concern that the committee is being too restrictive, and believed that faculty only endorse exceptional petitions.

#### STUDENT LIFE AND ACADEMIC ATMOSPHERE COMMITTEE (SLAAC)

Chair Brooks noted that in accordance with the Handbook, he had give prior consent for Kelly Spencer, Student Congress President, to address the meeting.

Prof. Newman announced that SLAAC has met twice this semester. They will bring a draft policy on disruptive students to the October faculty meeting for feedback and expect to bring it for a vote in November.

Ms. Spencer announced that the twelve members of student cabinet had set a five issue agenda for this year:

1. Student community relations, especially focusing on Greek/independent interactions.
2. Alcohol as the only social outlet on campus.
3. Relations between GLBTQQ (gay, lesbian, bisexual, transgender and queer/questioning) students and the rest of the student body.
4. Relations between minority students and the rest of the student body.
5. Sexual assault and harassment.

They expect to meet with a number of university employees, including Denise Hayes and Doug Cox. They expect bring a resolution to student congress for creating stickers similar to those for GLBTQQ safe zones. They will be working on accountability to each other. She encouraged faculty to participation in student leadership activities, noting that

the administration is already significantly involved.

## REPORTS FROM OTHER COMMITTEES

### FACULTY DEVELOPMENT COMMITTEE (FDC)

Prof. Marthe Chandler, for FDC, listed this year's committee members: herself, Catherine Fruhan, David Guinee, Bridget Gourley, Gary Lemon, and Scott Wilkerson. She announced that if a committee member applies for a fellowship, s/he will be not participate in relevant deliberations, but be replaced by another division representative. In addition:

FDC has identified several donors who may want to meet with those whose work they fund. Descriptions of funding opportunities will soon be available on the U: drive. Professional development funds have been increased and prorated.

### COMMITTEE ON ADMINISTRATION (COA)

Prof. Ralph Raymond announced, for COA, that they have met for an initial organizational meeting which was devoted to election of a chair and the establishment of an agenda for the coming year.

On the basis of an invitation from VPAA Abraham, the COA expressed a willingness to collaborate with the Administration on strategic planning and would treat that issue as its highest priority at the beginning of the academic year. Other issues and their general prioritization are:

- 1) the issue of faculty and staff benefits, raised in part by the VPAA, including an increase in institutional contribution to retirement benefits; the possibility of mortgage assistance; daycare support; college tuition support and survivorship benefits for children of newer faculty and staff, and policy dealing with ongoing salary and health benefits. On salaries the COA continues to be interested in whatever improvements we are making relative to other institutions, both in the GLCA and, selectively, outside it; also, the COA will express some interest in how DePauw compares with other liberal arts colleges in terms of the ratio between endowment and per capita faculty salaries.
- 2) the need for regularizing retirement policy. They reviewed a model for an early retirement policy.
- 3) a third major task will be to "review the process and details" of the new incentive package following the current and next rounds of the selection process.

Prof. Raymond reminded the faculty that COA welcomes their input. Members this year are: himself, Wade Hazel, Mark Kannowski, Gary Lemon, Marcia McKelligan, Craig Pare`, and Larry Sutton.

### FIRST YEAR SEMINAR COMMITTEE (FYS)

Prof. Matthew Balensuela, for FYS, thanked all faculty for their support and input. He

reminded those teaching seminars this year of the meeting on assessment, Tuesday, October 5, 4:00 - 5:30 in the Bartlett House. Proposals for seminars for fall 2000 are due on October 11.

This year the committee will work on three projects. First, proposals for fall 2000 seminars, which should be submitted early this fall so the committee can evaluate them and make recommendations to VPAA Abraham, who will make the final selection in consultation with department chairs. Second, assessment of the current seminars, with a formal process and recommendations due out in spring. Third, study of the impact of the FYC on the curriculum, to be carried out through consultation with MAO and CAPP.

It was noted that the seminar might now be a de facto new graduation requirement. In response to a question from Prof. Gourley, Prof. Balensuela confirmed that those now teaching seminars are expected to offer the same seminar again in AY 2000/2001. There was discussion on how long this would be considered a "pilot program." VPAA Abraham noted that faculty may at any time make this a permanent program, even though the course catalog would not reflect it until the next printing.

#### REPORT FROM THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

VPAA Neal Abraham reminded faculty that no "substantial" tests are to be given during the last week of the semester, though regular weekly quizzes are fine. He urged all faculty members to administer evaluations and assessments in a timely manner so that they could file early alerts with the Dean of Academic Services for those students who were not performing adequately, and to notify the student too.

He reminded the faculty that Academic Affairs provides support for student grade grievances and for matters of academic integrity. Faculty members encountering problems in either area are urged to contact Associate Dean Marnie McInnes.

Members of the President's Cabinet will meet with COA and with the Strategic Planning Committee of the Board of Trustees in the next seven to ten days as part of the ongoing Strategic Planning exercise planned for the whole semester. Discussions will continue with department chairs and members of major committees throughout the semester.

Efforts will be made this year to make decisions on faculty awards leading to teaching released time for next academic year by late November of this year. These will include faculty fellowships, Fisher timeouts, Fisher fellowships, and Professorships. This will allow time for us to arrange for replacement by full-time faculty members insofar as possible. Part-time faculty are now eight percent of the faculty, down from 15 percent, though both Music and HPP have significantly higher numbers.

Distinguished Professors for 1999-2001 in recognition of their sustained excellence in teaching effectiveness and service are: Cynthia Cornell, James Rambo, and Andrea Sununu. University Professors for 1999-2003 in recognition of their sustained excellence in teaching effectiveness, professional activity and service are: Nancy Davis, Underwood

Dudley, and Wayne Glausser.

VPAA Abraham explained the selection process: Candidates were asked to provide evidence of their effective teaching, their professional growth and activity, and their service. The University community was invited to contribute supplements to the dossiers. These materials were part of an open file which the candidates were permitted to view. The candidates were also encouraged to suggested outside experts who might be solicited to comment on the significance of their contributions, particularly in the areas of their published work and off-campus contributions. The committee reviewed all of the dossiers submitted for each category of professorship. In addition, the committee reviewed letters which were solicited by the Vice President for Academic Affairs from outside experts who were asked to assess the published work of those nominated for University Professor.

The VPAA read a number of laudatory remarks on each of the appointed professors. The faculty greeted the announcements with applause.

#### REMARKS FROM THE PRESIDENT

President Robert Bottoms was not in attendance.

#### OLD BUSINESS

There was no old business.

#### NEW BUSINESS

There was no new business.

#### ANNOUNCEMENTS

Chair Brooks reminded the faculty that the August 1999 printing of the Academic Handbook is a work in progress. The most current version is on the web at [www.depauw.edu/~hlbrooks/facgov.htm](http://www.depauw.edu/~hlbrooks/facgov.htm) or on the U: drive in the facgov folder. Currently there are four sections. A fifth section, "co-ordinating committee policies," is needed. For next year, the Chair of the Faculty would like to include copies of Coordinating Committee policies dealing with issues like peer observation of probationary faculty and procedures for having a course accepted for group distribution requirements. Chair Brooks announced that the November Faculty meeting will not be held in the Union Building Ballroom. The location will be announced as soon as it has been determined.

#### ADJOURNMENT

The meeting was adjourned at 5:36 p.m..

Respectfully submitted,

Howard Brooks, Chair of the Faculty

Kathryn Courtland Millis, Assistant to the Chair of the Faculty





THE FACULTY OF DEPAUW UNIVERSITY  
MINUTES OF THE MEETING OF OCTOBER 4, 1999

CALL TO ORDER

Chair of the Faculty Prof. Howard Brooks called the regular meeting of the DePauw University faculty to order at 4:04 p.m. in the Union Building Ballroom with about 95 faculty present.

APPROVAL OF PREVIOUS MINUTES

Chair Brooks asked if there were any substantive changes that needed to be made to the September 13, 1999 minutes. As there were none, the minutes were unanimously approved by the faculty.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

Prof. Robert Stark announced, for CAPP, that Bernie Batto and Kevin Moore had been appointed to three year terms on the Winter Term Subcommittee. Committee members are: Bernie Batto, John Dittmer, Kevin Moore, Caroline Perkins, and Jeff Hollander (WT Director).

CAPP appointed Jeff Hansen as the CAPP representative to the Hartman Center Steering Committee.

CAPP approved a request to change the name of the Department of Biological Sciences to the Department of Biology.

CAPP met jointly with MAO to discuss the changes in the Elementary Education major and will join MAO in seeking faculty approval of the changes later in the meeting. CAPP and MAO are in the process of forming subcommittees to work on issues of common concern to CAPP and MAO.

COMMITTEE ON FACULTY (COF)

Prof. Tom Chiarella, for COF, announced the following candidates for promotion:

From Assistant Professor to Associate Professor: Sheryl Tremblay  
From with rank of Assistant to with rank of Associate Professor: Kathryn Millis, Claudia Ruediger, Bruce Sanders, Wes Wilson  
From Associate Professor to Professor: Bryan Hanson, David Harvey, Mark Kanno, Kevin Moore

COF is working on department chair reviews.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

Prof. Nancy Davis moved , for MAO:

“That the faculty approve a new course, ANTH 351 Human Nature & Anthropology, one course credit.”

The motion was approved.

Prof. Davis also moved, for MAO:

“That the faculty approve a new course, ARTH 330 Van Gogh, Gauguin, and Post-Impressionism, one course credit.”

The motion was approved.

Prof. Davis also moved, for MAO:

“That the faculty approve a new course, ENG 001E Journalism: Eye on the World (1/4 credit in Group 6, 0 credit toward graduation)”

The motion was approved.

Prof. Davis also moved, for MAO:

“That the faculty approve the new courses: HPP 262 Therapeutic Modalities, ½ credit; HPP 363 Therapeutic Exercise, ½ credit and delete HPP 361 Therapeutic Modalities/Therapeutic Exercise, 1 credit.”

The motion was approved.

Prof. Davis announced a change in course title:

ML 264 Topics in Hispanic Literature, formerly Hispanic Literature in English Translation

Prof. Davis then explained the process used to evaluate and the rationale for the new Education Department curriculum. She then moved, for MAO,

“That the faculty approve the following package of changes in courses, involving new courses, changes in credit, number, and/or title, and deleting of courses:

New courses: Educ 170 Foundations of the Educational Process w/ Field Experience, 1 credit

Educ 310 Curriculum and Instruction with Field Experience I, 2 credits

Educ 315 Curriculum and Instruction with Field Experience II, 2 credits

Educ 335 Methods and Management (Adolescent), 1 credit

Change in credit: Educ 230 Intro to Exceptional Children, ½ credit , formerly 1 credit

Change in credit and title: Educ 450 Student Teaching (A: Middle Childhood; B: Adolescent), 2 credits, formerly Educ 450 Student Teaching (A: Elementary;; B: Secondary), 1-1½ - 2 credit

Change in credit and course number: Educ 375 Field Experience (Adolescent Developmental Level) ½ credit, formerly Educ 275-276 Field Experiences, 1/4-1/2credit

Change in course number and title: Educ 430 Senior Seminar (A: Middle Childhood; B: Adolescent) formerly Educ 470 Classroom Management Seminar, 1 credit

Delete (effective Fall 2000-2001):

- Educ 150 Introduction to Education, ½ credit
- Educ 250 Language Arts, ½ credit
- Educ 260 Elementary Curriculum, Methods and Materials, ½ credit
- Educ 290 Technology in Instruction, ½-1 credit
- Educ 302 Developmental Literacy and Language Methods, 1 credit
- Educ 330 Secondary Methods, ½ credit
- Educ 360 The Elementary Teacher, ½ credit
- Educ 402 Corrective Literacy and Language Methods, 1 credit
- Educ 460 Seminar, ½ - 1 credit
- Educ 480 Foundations of Education, 1 credit”

Prof. Stark offered, on behalf of CAPP, an amendment to:

“approve a special exception to allow the Education Department to offer two 2 course credit block courses EDUC 310 and 315 Curriculum & Instruction with Field Experience I & II.”

Prof. Davis, accepted the amendment to be considered part of the motion. After discussion about handling students currently in the program, and the possible staffing implications on other departments if future changes are made to the teaching methods courses, the faculty approved the motion.

Prof. Davis announced changes in course number or title (which need no faculty approval):

- Educ 180 Multicultural Education formerly Educ 300P, ½ credit
- Educ 222 Educational Psychology with Field Experience formerly Educational Psychology, 1 credit

Prof. Davis concluded her report by alerting the faculty to the Spring 2000 Final Examination schedule that was distributed with the meeting agenda. The schedule includes a study day and final exams on Saturday night and Sunday afternoon and night.

STUDENT LIFE AND ACADEMIC ATMOSPHERE COMMITTEE (SLAAC)

Prof. Newman announced that SLAAC will bring a policy on disruptive students to the November faculty meeting for a vote. He reminded faculty of the opportunity to respond to the draft policy that had been recently distributed.

SLAAC intends to consider other issues during the year, including conflicts between athletic events and courses with the new time bank system, the Harassment Policy, the Grade Grievance Policy, the possibility of creating an ombudperson position on campus, and the possibility of increasing student representation on faculty committees.

## REPORTS FROM OTHER COMMITTEES

### FACULTY DEVELOPMENT COMMITTEE (FDC)

Prof. Marthe Chandler, for FDC, informed the faculty that the FDC will no longer require Curriculum Vitae to be submitted with professional development fund applications.

FDC is considering priorities for expanding the faculty development program and is soliciting faculty suggestions.

The professional conference funds have seen increases in travel expense amounts, including increased per diem funds for conferences outside North America. Faculty with specific questions are encouraged to ask the FDC for clarification.

The deadline for Fisher Fellowships is October 18 and for Fisher Time Outs the deadline is November 29.

### COMMITTEE ON ADMINISTRATION (COA)

No report

### FIRST YEAR SEMINAR COMMITTEE (FYS)

Prof. Matthew Balensuela, for FYS, thanked all faculty for their support and input. FYS has sent a preliminary report to CAPP and MAO and hopes to meet with those committees soon.

He reminded those teaching seminars this year of the meeting on assessment, Tuesday, October 5, 4:00 - 5:30 in the Bartlett House. Proposals for seminars for fall 2000 are due on October 11. Prof. Balensuela urged faculty to submit FY Seminar proposals without considering staffing limitations. The VPAA will be given the opportunity to resolve staffing issues.

FYS is trying to gather information from all participants in the current seminars, and is considering an end of the semester survey.

FYS is willing to meet and discuss aspects of the FYS program with any group. There has already been contact with the Writing Program Coordinating Committee about

similar interests in the two programs.

#### REPORT FROM THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

VPAA Neal Abraham reminded faculty to complete Mid-Term grades and the appropriate academic alert notices. Faculty are required to meet classes the days immediately before and after scheduled vacations. VPAA Abraham encouraged faculty to take “What’s Happening at DePauw?” posters to remind students of extracurricular opportunities on campus.

#### REMARKS FROM THE PRESIDENT

President Robert Bottoms told the faculty of the pending meeting of the Board of Trustees on October 21 and 22. The Board will be discussing the prospect of including funded depreciation in the budget and the spending rate on the endowment. The Board will also discuss the impact of the Holton gift, revitalization of the Rector scholarship, and physical plant improvements including renovation of the Julian Science and Mathematics Center, a new Art building, and an indoor track and tennis facility.

#### OLD BUSINESS

There was no old business.

#### NEW BUSINESS

There was no new business.

#### ANNOUNCEMENTS

Chair Brooks told the faculty that the November Faculty meeting will be held in the Julian Center auditorium.

#### ADJOURNMENT

The meeting was adjourned at 4:54 p.m..

Respectfully submitted,

Howard Brooks, Chair of the Faculty

THE FACULTY OF DEPAUW UNIVERSITY  
MINUTES OF THE MEETING OF NOVEMBER 1, 1999

CALL TO ORDER

Chair of the Faculty Prof. Howard Brooks called the regular meeting of the DePauw University faculty to order at 4:04 p.m. in the Julian Science and Mathematics Center Auditorium with about 85 faculty present.

APPROVAL OF PREVIOUS MINUTES

Chair Brooks asked if there were any substantive changes that needed to be made to the October 4, 1999 minutes. As there were none, the minutes were unanimously approved by the faculty.

REFLECTIONS OF THE CAREER AND LIFE OF JIM GEORGE

In memory of Prof. Jim George, Prof. Bryan Hanson read the following remarks which he had prepared for the funeral service:

I am very pleased to offer some reflections, as a means of celebration, about my good friend and colleague Jim George.

To those of us in the Department of Chemistry, and I speak now for my colleagues and our students, Jim was always a source of positive energy. I don't believe it was possible for him to be in a bad mood, though some campus political topics could get under his skin! He obviously loved life, engaged it heartily, and that rubbed off on other people. Everyone was particularly struck by Jim's attitude after his diagnosis. It is hard to imagine receiving any worse news that Jim did a year ago in September. Yet, somehow, knowing that he could fight but not ultimately win, he remained upbeat. In fact, he seemed to deal with the news better than most of us. There is no better illustration of his great character.

Jim had a tremendous love for teaching, and unparalleled dedication to his students. One of his greatest strengths was his understanding of human nature as expressed in the college student. Upon learning of his death, a number of his past students sent remarks about how influential Jim had been on their development as intellectuals and people. One student wrote that "He was encouraging of me and was accepting of the lack of confidence and general goofiness that accompanied me in my early years at DePauw. His students were lucky to have known and learned from him." Another wrote, "He was a good example of the wonderful faculty that we have at DePauw and the quality of education we received..." Last Tuesday morning, after news of Jim's death had spread, a student had taped a note on Jim's office door, and flowers had appeared. The note read, in part, "...I wish I could have told you that your class was the one that made me even desire to study chemistry, and it is your love of learning...which will always make me yearn to know more...I will always remember your charisma and joy..."

While students were the main beneficiaries of Jim's talents, we his colleagues were also enriched in no small measure. Jim mentored each of us who has come to the department

in recent years by the way he conducted himself. He was always looking to improve his courses, to try new methods, to incorporate new instrumentation and computers. His courses were consistently fresh, in part due to his special organizational methods. Each summer, Jim would empty his file cabinets and spread the materials for a particular course all over one of the empty laboratories. He would then proceed to rearrange the items, and in the process the plan for the class would appear. He had extensive files, and his voracious reading supplied a steady stream of new examples and ideas, so his courses were very dynamic. Most of us are happy if we can keep 10% of our class material fresh, but then again, we don't use Jim's special methods.

Students of Jim's will remember his enthusiasm for chemistry as he lectured. He was a true believer in the value of lecture demonstrations, which not many faculty do anymore. But if you were Jim's student, you got the complete experience. Jim's demonstrations of sometimes violent and spectacular reactions were hard to forget. Numerous burn spots remain on the carpets as proof of the experience. The rest of us are too chicken to even try the reactions. People walking by in the hall were sometimes alarmed to see smoke drifting out the door, but it was just another day in chemistry with Jim.

Two of Jim's interests besides chemistry were travel and reading. Jim was always reading a fascinating book, very often on science. He was particularly fond of geology topics, but was broadly informed about all the sciences and many other topics too. He was adept at seeing connections between different fields, and his wide-ranging knowledge enriched his classes by the examples and the connections he could make for his students. In this way he lived, and by his life taught, many of the ideals we hold so highly at a liberal arts university. I personally found Jim's enthusiasm for so many topics very stimulating, and his example led me to read much more widely. Again, we see his mentoring by example. He didn't know he was doing it, he was just living his life.

Many in this room are either professors or students. So as a final thought, I'd like to comment about the importance of that process we call teaching, which was Jim's calling. We are usually caught up in the day-to-day stresses of grading or studying, and it is easy to lose sight of the what is really going on. As professors, we are assisting in the development of what we hope will be great intellects and citizens. We try our best to instill knowledge and most importantly, those things we call critical thinking skills, creativity, and judgment.

Soon after Jim became ill, I had the opportunity to read many papers on the latest treatments for brain cancer. Brain cancer, for some technical reasons, is especially hard to treat. If there were any really good answers, I suppose we wouldn't be here now. But what I saw in those papers was many brilliant and scientifically-creative minds at work on a very tough problem. Some ideas are showing exceptional promise. So here's the connection: Someone trained those brilliant and creative minds. Someone provided an environment to stimulate and develop those thinking skills. That's what Jim did with a passion. And that is something to celebrate.

## REPORTS FROM COORDINATING COMMITTEES

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

Prof. Robert Stark announced that CAPP has no specific progress to report.

### COMMITTEE ON FACULTY (COF)

Prof. Mac Dixon-Fyle announced that COF is reviewing tenure files.

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

Prof. Nancy Davis, for MAO, moved:

“That the faculty approve granting course credit to students with scores of 5 and above (out of a possible 7) on the International Baccalaureate Program exam.”

Currently credit is awarded for scores of 6 or higher. The change would reduce the disparity between the requirement for earning credit through AP exams and that for the IBP exams. There was no discussion. The motion carried.

Prof. Davis moved, for MAO:

“That the faculty approve the new course:

ECON 342: “Comparative Economic Systems” 1 course credit”

There was no discussion. The motion carried.

Prof. Davis, for MAO, moved:

“That the faculty approved the following changes in the German program:

Add: GER 212 “Intermediate German II” 1 cr, GER 304 “Advanced German” 1 cr,  
GER 411 “20th Century German Literature and Culture” 1 cr, and  
GER 415 “Senior Seminar” 1 cr

Change in Credit/title:

GER 404 from “Humanism, Reformation, Baroque” ½ cr to “18th Century  
German Literature and Culture” 1 cr

Delete: GER 214 “Selected Readings”, GER 215 “German Conversation and  
Composition”, GER 308 “Modern German Writers”, GER 319 “German Theater  
and Film”, GER 336 “German Writing Laboratory”, GER 403 “Literature and  
Society in the Middle Ages”, and GER 410 “Goethe”

These course changes are intended to move the curriculum beyond the study of literary history to the study of German culture broadly, to adapt to the interests and expertise of the new faculty, to make the German program comparable in structure and content to the other modern language programs, and to modernize the program, making it more proficiency based. There was no discussion. The motion carried.

Prof. Davis moved, for MAO, to approve as a package these changes in History:

Add: HIST 243: “Germany from the 30 Year War to National Unification” 1 cr

HIST 244: “Germany from Unification to Unification, 1871-1989” 1 cr

Delete: HIST 240: “Modern Germany” 1 cr



Prof. Joe Heithaus suggested that the date of the Thirty Year War be included in the course title. The motion carried.

Prof. Davis moved, for MAO,

“That the faculty approve the new course: PHIL 351: ‘Medieval Philosophy’ 1 cr”

There was no discussion. The motion carried.

Prof. Davis announced several changes in course titles: ANTH 259: from “Afro-American Cultures and Consciousness” to “African Diaspora Cultures”, GER 211: from “Intermediate German” to “Intermediate German I”, GER 409: from “The Classical Period” to “19th Century German Literature and Culture”, PHYS 121: from “Introduction to Classical Mechanics and Thermodynamics” to “Principles of Physics I”, PHYS 122: from “Introduction to Electricity, Mechanics and Optics” to “Principles of Physics II”, PSY 325: from “Psychological Tests and Measurement” to “Psychological Assessment”, PSY 450: from “Independent Senior Projects” to “Senior Seminar”, PSY 451: from “Seminar” to “Independent Senior Research”, and a change in course number: GER 216 “German for Business” to GER 309.

Prof. Davis concluded her report by announcing that MAO is considering a proposal from Student Congress to extend Group 6 credit (but not credit toward graduation) for participation in varsity athletics and MAO is working on a proposal to establish deadlines for end-of-term papers that are before the start of the final exam period (unless the paper is itself the final exam or a substitution for the final exam). Faculty input is desired.

#### STUDENT LIFE AND ACADEMIC ATMOSPHERE COMMITTEE (SLAAC)

Prof. David Newman for SLAAC, read the following statement:

The Student Life and Academic Atmosphere Committee wishes to express our collective outrage at an incident that occurred on October 22 in which a swastika was formed on a table at the Hub out of literature inviting the community to a protest for peace. When such incidents occur they create a fearful and unwelcoming campus climate. The lives of every member of the university community are affected by events like these and they remind us that we must vigilantly strive for an atmosphere of inclusion and tolerance at DePauw.

Our committee encourages faculty to discuss this incident with students in the spirit of educating everyone in the community about the devastating effects evoked by such virulent symbols of hatred.

Prof. Newman, for SLAAC, tabled the motion: “That the faculty approve the Disruptive Student Policy.” He explained that the motion comes out of discussions, facilitated by Prof. Martha Rainbolt, about problems which some faculty have experienced with authority in the classroom. A new version of the policy, reflecting changes suggested by the University’s attorneys, was distributed.

Questions arose about the power of faculty to expel disruptive students, and how a student can be required to leave. VPAA Abraham noted that the faculty member should not attempt to physically remove the student, which could be considered assault. It was noted that discussion should take place at the December faculty meeting.

Note: Further changes were made at a SLAAC meeting on November 11th. After that meeting, the policy reads:

#### Disruptive Student Policy November 12, 1999

At DePauw, academic discourse within the framework of our courses is of fundamental importance. In our classrooms we strive to encourage the free exchange of ideas always in an environment of courtesy, respect and professionalism. A student's inappropriate behavior can sometimes seriously undermine that environment. This policy outlines the procedures that should be followed when a professor feels that such disruption has occurred.

1. For any incident, the faculty member should warn the student that the disruptive behavior is unacceptable. This warning could be issued privately (in person or in writing) or publicly (such as asking the student to leave the class for the day).

2. The instructor may seek advice from a senior colleague, his/her chair, the Vice President of Academic Affairs, Dean of Students, or Dean of Academic Services.

3. If the behavior occurs outside of the classroom and/or involves harassing behavior, there are other processes in place to handle the situation, and those processes should be followed. Incidents of harassment should be reported to the Vice President of Academic Affairs, the Dean of Students or the campus police. The University's harassment policies are published in the Student and Academic Handbooks.

4. If the behavior continues, the situation may warrant stronger measures such as dropping a student from a course. In this case, a formal warning must be given to the student and reported in writing to Vice President of Academic Affairs. At this point mediation must be initiated.

- A. The Vice President of Academic Affairs appoints a mediator and sets up a meeting.

- B. The mediation meeting is held as soon as possible, ideally 48 hours, after the formal warning. A representative of the Office of Academic Affairs must be present at the mediation. The faculty member and the student may each have an adviser present.

- C. The representative of the Office of Academic Affairs writes a memo summarizing the results of this mediation. This memo will be kept in the files of the Vice President for Academic Affairs.

D. A recommendation to dismiss the student from the course must be approved by the Vice President for Academic Affairs. If the conclusion of the mediation is that the student should not return to the course, the Vice President for Academic Affairs decides what will appear on student's transcript for the course: W, F, or no entry.

E. A pattern of disruptive behavior in several classes will be addressed by the Office of Academic Affairs in conjunction with the Dean of Students.

## REPORTS FROM OTHER COMMITTEES

### FACULTY DEVELOPMENT COMMITTEE (FDC)

Prof. Chandler announced that the committee is deliberating about Faculty Fellowships and Fisher Fellowships. In the past, both those who were and those who were not awarded development grants were given detailed reports on deliberations. In the future, only those who are not selected will receive the detailed reports.

Applications for Fisher Time Outs are due November 29, 1999. She reminded the faculty to apply early for any fellowship, or faculty development sponsored program.

### COMMITTEE ON ADMINISTRATION (COA)

Prof. Ralph Raymond reported on meetings with the President regarding strategic planning, capital campaigns, and related issues. They expect to contact several faculty committees. They expect to have salary equity discussions and to consider the NCA accreditation report.

### FIRST YEAR SEMINAR COMMITTEE (FYS)

Prof. Matthew Balensuela announced that workshops on evaluation were held on October 5 and October 12. Faculty feedback on the FYS program was solicited. The vast majority of faculty members cited the positive classroom experience of having a "bonded" group of students, saying that class discussions were vigorous, interesting, and honest. "Not so positive" comments were more varied, though most deal with limitations of what can be expected of first year students. There will be more workshops in the spring.

Many excellent proposals have been submitted for Fall 2000 seminars. Final selection may take into account staffing needs.

Representatives of the FYS committee met the Academic Affairs Committee of the Board of Trustees in October. They reported on the history of the workshops, the status of proposals for Fall 2000, assessment, links with library activities and guest speakers, and links between courses.

The FYS committee is continuing to communicate with MAO and CAPP. They are discussing evaluation with COF. FYS evaluations will focus on goals of the FYS

program

(critical thinking, writing skills, etc.) not on the professor, which is COF's domain.

#### REPORT FROM THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

Vice President for Academic Affairs Neal Abraham announced that the NCA report is now on reserve in Roy O. West Library, and is available to all members of the University community.

Dr. Abraham announced that there was a very positive reception at the Board of Trustees meeting to the presentations made by faculty members. Members of the Board were impressed by the quality of the Faculty as represented by the recipients of the Faculty Fellowships and Professorships. Members of the Board were also impressed by the success of the First Year Seminars and view this as an important part of fixing the first year experience, understanding that the issues go far beyond Winter Term to accomplishing greater academic engagement of first year students.

He noted that DePauw's team, sponsored by Marcia McKelligan, won both of their matches at the Ethics Bowl.

#### REMARKS FROM THE PRESIDENT

President Bottoms also reported the Board of Trustees' meeting. Members of were very impressed with the faculty and would love to come back to DePauw and take classes again. He asked if the faculty could do a better job with them this time.

Dr. Bottoms and the Board expect to end the financial campaign in early 2000. For remaining fund raising, themes include faculty salaries, technology (an initial investment of \$1 million and ongoing expenses of \$500,000/year for equipment and training), renovation of the Julian Science and Math Center (with basic plans to be finalized by January and an approximate cost of \$12-15 million), an art facility, scholarships (the Holton program was endorsed with some suggestions, and Rector Scholarships will return to strictly merit awards), housing (work on Bishop Roberts will soon be finished, work on Longden will soon begin), and the tennis & track facility (work will begin after fall sports end).

Prof. Bryan Hanson asked if specific funds have actually been approved, and a date set for JSMC renovation. Dr. Bottoms responded that he does not want to commit to a date until after fund raising efforts are complete. The plan is to start renovation this summer. It will be a multi-year project.

Dr. Bottoms invited the faculty to attend Lee Hamilton and Arne Carlson's talk, in the Union Building Ballroom at 4 o'clock Monday November 8, and a reception and dinner afterward.

#### OLD BUSINESS

There was no old business.

#### NEW BUSINESS

There was no new business.

#### ANNOUNCEMENTS

Prof. Meryl Altman offered descriptions for spring 2000 women's studies courses to advisers (or anyone else who wanted them).

Prof. Robert Sedlack reminded the faculty to vote.

Chair Brooks reminded the faculty that the United Way Campaign is still on going. Prof. John Morrill added that each building has a representative assigned to contact employees in that building. He also noted that DePauw's goal is a small percentage of what employees at the Wal-Mart Distribution Center have already raised.

#### ADJOURNMENT

The meeting was adjourned at approximately 5:07 p.m.

Respectfully submitted,

Howard Brooks, Chair of the Faculty

Kathryn Courtland Millis, Assistant to the Chair of the Faculty

THE FACULTY OF DEPAUW UNIVERSITY  
MINUTES OF THE MEETING OF DECEMBER 6, 1999

CALL TO ORDER

Chair of the Faculty Prof. Howard Brooks called the regular meeting of the DePauw University faculty to order at 4:04 p.m. in the Union Building Ballroom with about 85 faculty present.

APPROVAL OF PREVIOUS MINUTES

Chair Brooks asked if there were any substantive changes that needed to be made to the November 1, 1999 minutes. As there were none, the minutes were unanimously approved by the faculty.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

Prof. Robert Stark, for CAPP, tabled a proposed change in the "21" course rule outside the major.

The new catalog copy would read: "At least 19 of the 31 courses required for graduation must be outside the major subject."

And:

"In departments designated as single-subject departments, i.e., History or Political Science, at least 19 of the 31 courses required for graduation must be outside the major subject. In departments designated as dual-subject departments, e.g., Sociology and Anthropology or Modern Languages, a minimum of 19 courses must be outside the student's major subject, and 16 of these 19 courses must be outside the major department."

The two paragraphs in the current catalog (p. 23) describing "exceptions" involving the New York Arts program, the Washington semester and the language-intensive study abroad programs would be deleted.

Please note: The maximum number of courses required in the major will still remain at 10.

Prof. Stark summarized several problems that the 1997 General Education Task Force Report found to be caused by the present 21 course rule, particularly when students declare or change majors.

In other business, CAPP approved including a copy of the rationale for the Group requirements (approved by the faculty in 1978) in the next catalog, under the section "Explanation of Graduation Requirements."

CAPP continues to look at the appropriate role for mid-term grades, and whether they should be required. They would appreciate faculty comments.

In spring 2000, CAPP will begin an evaluation of the appropriate distribution of faculty, which is intended as guidance for RAS.

#### COMMITTEE ON FACULTY (COF)

Prof. Tom Chiarella announced that COF is still reviewing files.

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

Professor Nancy Davis moved, for MAO, to limit the number of overlapping courses that students can count toward a double major, by adding to (the current) page 23 of the Catalog, at the end of the section on dual majors, "Students who have double majors must have at least six courses in each major that do not overlap between the two majors."

Prof. Davis explained that more students are declaring as double majors one "traditional" major, and one interdisciplinary or area studies major. Currently those students are able to count several courses toward both majors, which is contrary to the traditional meaning of a double major as fulfilling two distinct areas of study.

Several faculty asked about current rules, and how area studies majors might be handled in the future. It was suggested that departments and programs might propose other structures for area studies and bridge majors, which would be reviewed by faculty committee. Students may misunderstand this policy, and think that they may not take certain courses, while in fact they can take them, but just not receive credit applied to both majors. Prof. Davis replied that this should be clear in context.

Prof. Fred Soster moved to table the motion. The motion to table was seconded. The motion to table failed. The main motion was called and carried.

Prof. Davis moved, for MAO, to approve changes in course credit for:

ML 314: "German Cultural Studies" from ½ - 1 credit to 1 credit. The motion carried.

Prof. Davis moved, for MAO, to approve new courses:

GEOL 497: "Senior Seminar" ½ cr

HIST 117: "Violence of Everyday Life in Latin America" 1 cr

PHIL 312: "Metaphysics" 1 cr  
REL 252: "Islam" 1 cr  
REL 281: "Religion, Healing, and Medicine" 1 cr  
REL 350: "Modern Christian Thought: From Liberalism to Liberation" 1cr  
REL 380: "Satanism, Witchcraft, and Spirit Possession" 1 cr

The motion carried.

Prof. Davis moved, for MAO, to table the following motion:

MAO moves to include varsity athletics in the co-curricular activities that students may use to meet part of the Group 6 Self Expression requirement. We move to change p. 20 of The Catalog under "Co-curricular Participation" to the following (additions are bracketed):

The equivalent of one-fourth course may be earned in any semester through non-credit participation in Little Theatre, Forensic Team, Eye on the World, Midwestern Review, Mirage, student TV or WGRE-FM faculty-directed activities. Also, editors and writers of The DePauw {may} earn the equivalent of one-half activity credit per semester. {Students participating in a season of varsity athletics may earn the equivalent of one-fourth course toward Group 6, up to a maximum of ½ course equivalent.} No academic credit is awarded toward the 31 courses required for graduation.

Several faculty had questions. Why might students might be allowed to substitute varsity athletics, but not other activities, for HPP? Who would assign the grades or credit? Could other self-expression activities, such as the pre- Winter Term in Service course be counted?

Prof. Davis announced, for MAO, the following changes in course titles:

ASIA 480: from "East Asian Studies Senior Thesis" to "East Asian Studies Senior Seminar"  
CLST 258: from "Introduction to Greek Art and Archaeology" to "Greek Art and Archaeology"

CLST 259: from "Introduction to Roman Art and Archaeology" to "Roman Art and Archaeology"

GEOL 201: from "Geologic Field Experiences (A: West Virginia, B: Nevada, C: Utah), 1 cr

HIST 100: from "The Ancient World" to "The Ancient Mediterranean World"

M L 151-152: from "Japanese I-II" to "Elementary Japanese I-II"

M L 251-252: from "Japanese III-IV" to "Intermediate Japanese I-II"



M L 351-352: from "Japanese V-VI" to "Advanced Japanese I-II"  
M L 161-162: from "Chinese I-II" to "Elementary Chinese I-II"  
M L 261-262: from "Chinese III-IV" to "Intermediate Chinese I-II"  
M L 260: from "French Literature in English Translation" to "Topics in French Literature"  
M L 451: from "Advanced Japanese" to "Advanced Readings and Projects in Japanese"  
REL 320 from "Genesis and Gender: Jewish, Christian, and Islamic Readings" to "Genesis and Gender: Jewish, Christian, and Muslim Readings"

The Chair noted that the Japanese and Chinese classes, being offered in those languages, will appear in the catalog with numbers beginning JAPN and CHIN, while the French literature class, being in English, will appear as an M L.

Prof. Gary Lemon asked if MAO is responsible for the finals schedule this semester, and if it's possible for a student to have several finals with 24 or so hours of the last class? Prof. Davis agreed with the concern. The calendar is set before the finals schedule is set. In October, MAO asked faculty to bear this problem in mind. Prof. John Dittmer asked about longer term changes. Registrar Ellie Ypma said the problem is on MAO's spring agenda.

Prof. Davis announced, for MAO, a change in course number:  
REL 145 to REL 132 "Judaism, Christianity, Islam"

#### STUDENT LIFE AND ACADEMIC ATMOSPHERE COMMITTEE (SLAAC)

Prof. David Newman moved, for SLAAC: "That the faculty approve the Disruptive Student Policy."

Prof. Newman noted that the current version is slightly different from that disseminated at the November faculty meeting, saying the changes are for clarity only, and do not affect the substance or meaning. He listed specific the changes.

#### Disruptive Student Policy

At DePauw, academic discourse within the framework of our courses is of fundamental importance. In our classrooms we strive to encourage the free exchange of ideas always in an environment of courtesy, respect and professionalism. A student's inappropriate behavior can sometimes seriously undermine that environment. This policy outlines the procedures that should be followed when a professor feels that such disruption has occurred.

1. For any incident, the faculty member should warn the student that the disruptive behavior is unacceptable. This warning could be issued privately (in person or in writing) or publicly (such as asking the student to leave the class for the day).

2. The instructor may seek advice from a senior colleague, his/her chair, the Vice President of Academic Affairs, Dean of Students, or Dean of Academic Services.
3. If the behavior occurs outside of the classroom and/or involves harassing behavior, there are other processes in place to handle the situation, and those processes should be followed. Incidents of harassment should be reported to the Vice President of Academic Affairs, the Dean of Students or the campus police. The University's harassment policies are published in the Student and Academic Handbooks.
4. If the behavior continues, the situation may warrant stronger measures such as dropping a student from a course. In this case, a formal warning must be given to the student and reported in writing to Vice President of Academic Affairs. At this point mediation must be initiated.
  - A. The Vice President of Academic Affairs appoints a mediator and sets up a meeting.
  - B. The mediation meeting is held as soon as possible, ideally 48 hours, after the formal warning. A representative of the Office of Academic Affairs must be present at the mediation. The faculty member and the student may each have an adviser present.
  - C. The representative of the Office of Academic Affairs writes a memo summarizing the results of this mediation. This memo will be kept in the files of the Vice President for Academic Affairs.
  - D. A recommendation to dismiss the student from the course must be approved by the Vice President for Academic Affairs. If the conclusion of the mediation is that the student should not return to the course, the Vice President for Academic Affairs decides what will appear on student's transcript for the course: W, F, or no entry.
  - E. A pattern of disruptive behavior in several classes will be addressed by the Office of Academic Affairs in conjunction with the Dean of Students.

Several comments were made expressing concern over the vagueness of the motion, and the lack of procedural details. In responding to these concerns, Prof. Newman noted that the decision to dismiss a student from the course is made by the VPAA (see 4.D.) SLAAC is not working on any specific policy or procedures for mediation since the committee sees the hearing as a means of getting the parties talking. SLAAC could not agree on an appropriate list of examples of disruptive behavior.

Proponents of the motion commented on the need to provide institutional support to our colleagues that encounter disruptive incidents.

The motion was called and a secret ballot requested. The motion carried, with sixty five votes for, fourteen against, and one abstention.

## REPORTS FROM OTHER COMMITTEES

### FACULTY DEVELOPMENT COMMITTEE (FDC)

Prof. Marthe Chandler announced that Prof. Cynthia O'Dell has been awarded a Fisher Fellowship for Fall 2000, to work on her artistic project "Residual Memory."

Prof. Chandler reported that the results of a faculty survey make clear that the two highest priorities for most faculty are moving to a 3-2 teaching load for all faculty, and providing 3/4 pay for full year sabbaticals. FDC will ask COA to bring these items to the Board of Trustees for discussion.

FDC requests applications (by February 1, 2000) to substitute for Prof. Martha Rainbolt as Faculty Development Coordinator during spring 2001, or to replace her beginning fall 2001. The position description is in Faculty Development Handbook; it carries a one course reduction.

FDC is revising the application form for Faculty Fellowships. They urge faculty considering proposals for category C (projects to address Institutional/Programmatic needs) to submit them to CAPP for their consultation.

### COMMITTEE ON ADMINISTRATION (COA)

Prof. Ralph Raymond had no report.

### FIRST YEAR SEMINAR COMMITTEE (FYS)

Prof. Matt Balensuela asked, on behalf of FYS, that all faculty teaching seminars submit syllabi to Marnie McInnes in Academic Affairs, if they have not yet done so. He announced several planned assessments. Student evaluations of the whole FY program, not the specific class, will be done during Winter Term 2000. Results will not be sent to COF or the Vice Presidents. Copies of the questions are available on request from Marnie McInnes. Faculty evaluations of the specific course, and of the program in general, will be done in February 2000. Copies of those questions are also available on request from Marnie McInnes. A team of outside evaluators from Grinnell College will be on campus February 11, 2000, to meet with faculty and other campus groups, and to review FYS documents. Representatives of the FYS committee participated in a W-Workshop on Tuesday November 30, 1999, which discussed writing in the first year curriculum. Future work of the FYS committee includes interpreting student, faculty, and outside evaluator feedback, and spring workshops for faculty planning Fall 2000 seminars.

Prof. Balensuela asked for volunteers to replace Dana Garrigan, who is leaving the University.

## REPORT FROM THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

VPAA Abraham announced that he has selected John Dittmer to receive the Methodist Teaching Award.

VPAA Abraham reported that he is working on a plan for making diversity hires, and that several specific candidates are being considered. In addition, the University has joined a consortium of liberal arts schools which will make pre-doctoral appointments to members of under represented groups, who will teach one or two courses per semester while finishing their studies.

He is reviewing dossiers of faculty nominated for Professorships, and expects to make a recommendation to President Bottoms in approximately ten days.

VPAA Abraham acknowledged that several faculty have expressed concern that parts of the recent NCA report were summarized and not distributed intact. He explained that the material dealt with individual parts of university, which was not the report's charge. The material is anecdotal, selective, and identifies specific individuals who might be jeopardized if their remarks were published. He, President Bottoms, and Prof. Karin Ahlm, who coordinated the NCA Assessment activities, decided it was best to summarize those sections.

Prof. B. Hanson asked why specific sentences weren't blacked out instead of deleting whole sections? VPAA Abraham replied it was the President's choice; the committee indicated points of concern, but did not suggest specific actions. To Prof. Hanson's follow up question, asking who was at risk, and from whom, the VPAA replied "ourselves," especially pre-tenure faculty. Prof. Hanson suggested that some might be at risk from the administration, and asked that if any of his remarks were deleted, they be openly shared. He asked if the groups of the faculty to whom the VPAA said he "reported" were told or asked? VPAA Abraham replied that he had told those groups. Prof. Hanson noted that trust between faculty and administration, and better explanations of administrative decisions were listed in the report as faculty concerns, and that this action is neither well explained nor encourages trust.

Registrar Ellie Ypma announced that faculty may enter fall grades via secure sections of DePauw's web site, using PIN numbers to log into their specific accounts. She distributed instructions for posting grades, which are due Tuesday, December 21, 1999, by 10 o'clock. Students be able to use the web to view their grades by 5 o'clock that afternoon.

## REMARKS FROM THE PRESIDENT

President Robert Bottoms saved his remarks for the February faculty meeting, as this meeting had run later than he expected and he needed to catch the day's last plane to his destination. He solicited questions. Prof. R. Stark expressed concern than several non-

conference sports events were scheduled on the last days of classes and first days of finals. President Bottoms will look into this.

#### OLD BUSINESS

There was no old business.

#### NEW BUSINESS

Prof. Gary Lemon moved to confer degrees to those students who have satisfied all requirements for graduation. The motion was seconded by Prof. Stark and carried unanimously.

#### ANNOUNCEMENTS

Professor John Morrill thanked the faculty for their increased support of the United Way program. He also noted that pi had been calculated to a new number of decimal places.

#### ADJOURNMENT

The meeting was adjourned at 5:49 p.m..

Respectfully submitted,

Howard Brooks, Chair of the Faculty  
Kathryn Courtland Millis, Assistant to the Chair of the Faculty

THE FACULTY OF DEPAUW UNIVERSITY  
MINUTES OF THE MEETING OF FEBRUARY 7, 2000

CALL TO ORDER

Chair of the Faculty Prof. Howard Brooks called the regular meeting of the DePauw University faculty to order at 4:05 p.m. in the Union Building Ballroom with about 85 faculty present.

APPROVAL OF PREVIOUS MINUTES

The Chair noted two corrections to the December 1999 minutes: changing one word to a past tense, and explaining Karin Ahlm's role as co-ordinator of the NCA Assessment. No other corrections were requested. Corrected minutes will be posted on the web site.

REFLECTIONS ON THE LIFE AND CAREER OF AUSTIN D. SPRAGUE

Prof. Paul Kissinger offered the following comments:

I've been asked to write a few words that could be entered into the minutes about Austin Sprague, Professor Emeritus of physics, who died last week at age 92 after a brief struggle with pneumonia. His children Julia and Charles lost a devoted and loving father, others of us lost a wonderful colleague and personal friend, and the entire DePauw community lost one of its most dedicated teachers and loyal supporters.

But, in at least one very important way, Austin will be closely connected with DePauw forever. Thanks to Austin's and his children's uncommon generosity, coupled with a matching gift from the Lilly Endowment, the Austin Sprague Scholarships have been funded with half a million dollars to support needy physics majors at DePauw.

Austin's Bachelor's Degree was from Miami University and his master's and doctorate in physics were from another school in his native state, The Ohio State University. Clearly, his professional credentials were first rate.

During the 2nd World War, Austin was assigned to the Office of Naval Research where he was credited with the development of the depth charge proximity fuse that gave our surface vessels the upper hand in combating the German U-boat menace.

Coming to DePauw in 1947, and operating out of his second floor office in Minshall Lab for over a quarter century, Austin made a positive difference in the lives of hundreds of DePauw students until his retirement in 1973. Rain or shine, he'd arrive at Minshall on his single speed, balloon-tire bicycle, take off his trademark beret, put on his lab coat, and clutching what had to be the world's longest slide rule, he went about his business.

First and foremost, Austin considered himself a teacher; as such, he understood the importance of permeating his classes with the knowledge and experiences gained from first-hand research and scholarship. Two short examples will make the point.

In the '50s, on his first sabbatical leave, Austin carried out cosmic ray research at the University of Chicago with Marcel Schein who was one of the top cosmic ray researchers of the day. Austin played a major role in designing the photographic instrumentation that went aloft in the balloons. Only the best worked with Marcel Schein, and Austin was Schein's co-author on at least one important paper.

In the 1960s, when the physics staff at the American College of Paris revamped their offerings, they recruited Austin to spend a year in Paris to design a laboratory curriculum and select the proper equipment to do the job. At the conclusion of the project, the ACP ceremoniously commended Austin not only for his professional competence but also for his, oh so French, *elan*.

Closer to home, Austin was a good all-around University citizen. He conscientiously carried out formal faculty governance obligations, transported visitors to and from the airport, attended national professional meetings, worked on various projects for the local Chapter of Phi Beta Kappa, and the like. He particularly enjoyed serving as the official timer at every home meet of the swim and track teams. Austin was a marvelously talented man who thoroughly enjoyed his teaching and other faculty responsibilities; but, he also lived a full life outside the University. He was an excellent cook, spoke French and German fluently, received hundreds of duplicate bridge Master Points, traveled extensively, was a great fan of German poetry, he enjoyed Greek mythology, conceived and executed really clever practical jokes, faithfully read the "Paris Match", and true to the plate on the front of his car that proclaimed, "I'd Rather Be Flying" he accumulated over 3,000 hours at the controls of single engine Pipers and Cessnas.

Perhaps the best way to end this brief tribute is to use Austin's own words. Whenever a fellow pilot died, Austin would sigh and simply say, "I guess it was just his turn to land at that big airport in the sky." Well, Austin, from the DePauw faculty: "Happy Landing!"

REFLECTIONS ON THE LIFE AND CAREER OF CHARLES P. ERDMANN  
Chair Brooks offered his own anecdotal memories of Professor Emeritus of Physical Education Charles Erdmann. A member of the Health, and Physical Performance Department will offer a set of formal reflections at a later meeting.

#### REPORTS FROM COORDINATING COMMITTEES

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

Prof. Robert Stark moved, on behalf of CAPP, to change the "21" course rule outside the major.

The new catalog copy would read: "At least 19 of the 31 courses required for graduation must be outside the major subject." And: "In departments designated as single-subject departments, i.e., History or Political Science, at least 19 of the 31 courses required for graduation must be outside the major subject. In departments designated as dual-subject departments, e.g., Sociology and Anthropology or Modern Languages, a minimum of 19

courses must be outside the student's major subject, and 16 of these 19 courses must be outside the major department."

The two paragraphs in the current catalog (p. 23) describing "exceptions" involving the New York Arts program, the Washington semester and the language-intensive study abroad programs will be deleted.

There was no discussion. The motion carried. At Prof. Pam Propsom's request, it was confirmed that the motion takes effect immediately and applies to students this semester.

#### COMMITTEE ON FACULTY (COF)

Prof. James Rambo announced that COF is still reviewing files.

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

Prof. Nancy Davis moved, on behalf of MAO, that each of the following new courses be approved. She provided a brief description of each course.

CHEM 100 Medicinal Plants for Poets, 1 cr.

HPP 254 Human Systems and Organs, 1 cr.

MUS 170 Foundations of Music Education, ½ cr

WS 240 Women's Studies Research Methods, 1 cr.

WS 260 Women of Color in the U.S., 1 cr.

Each course was approved without discussion.

Prof. Davis moved, for MAO, to table the motion: "That CHEM 100, Medicinal Plants for Poets, 1 cr., be added to the list of courses satisfying the Group 1 Distribution Requirement (with lab)." The motion was tabled.

Prof. Davis moved, for MAO, to delete the course:

ARTS 381-382 Advanced Photography and Video Art, 1 cr

and to approve the following two new courses:

ARTS 381-382 Advanced Photography, 1 cr.

ARTS 383-384 Advanced Video Art, 1 cr.

The motion carried without discussion.

Prof. Davis moved, for MAO, to change the title and credit of:

CSC 497 Senior Seminar ½ credit to Senior Proposal Writing 0 credit

and to change the credit of:

CSC 498 Senior Project from ½ to 1 credit

The motion carried without discussion.

Prof. Davis moved, for MAO, to change the credit of:

MUS 150 Introduction to Music Education from ½ to 1/4 credit.

The motion carried without discussion. Prof. Davis moved, for MAO, to approve as a package the following changes in the Political Science curriculum:

Change in course title and number:



POLS 100 Introduction to Government and Politics,  
to POLS 160 Principles of Government and Politics, 1 cr.

Changes in course number:

POLS 210 to POLS 110 American National Government

POLS 251 to POLS 150 Comparative Politics and Government

POLS 326 to POLS 226 State and Local Government

POLS 353 to POLS 253 Government and Politics of India and China

POLS 354 to POLS 254 Government and Politics of Western Europe

New Courses:

POLS 240 Contemporary Political Ideologies

POLS 384 International Law

The motion carried.

Prof. Nancy Davis moved, for MAO, to remove from the table the following motion:

MAO moves to include varsity athletics in the co-curricular activities that students may use to meet part of the Group 6 Self Expression requirement. We move to change p. 20 of The Catalog under "Co- curricular Participation" to the following (additions are enclosed in {}):

The equivalent of one-fourth course may be earned in any semester through non-credit participation in any of these faculty-directed activities: Little Theater, Forensic Team, Midwestern Review, Mirage, student TV, WGRE-FM, Eye on the World, or The DePauw. {Students participating in a season of varsity athletics may also earn the equivalent of one-fourth course toward Group 6, up to a maximum of ½ course equivalent.} For all co-curricular activities, no academic credit is awarded toward the 31 courses required for graduation.

This policy will be effective the fall semester of 2000.

She reported that this change was originally requested by students, that HPP faculty have expressed concerns that this will decrease enrollment in activities courses, and that coaches have discussed fair and equitable implementation.

Registrar Ellie Ypma clarified that the student's actual participation must be during or after fall 2000. In response to several questions, Prof. Davis clarified that the policy applies to varsity athletes only, that the coach determines "participation" based on playing, attending practices, or other activities if, for instance, a student is injured and unable to play throughout the whole season.

Prof. Tom Ball explained that the HPP department had wide, though not unanimous, agreement that varsity athletics do not fit the definition of Group 6. Because varsity athletics is very focused, and students have probably played the sport for years, they are not trying the variety of activities that contribute to a liberal arts education. Varsity athletics is not self expression, but sublimation of expression to a team goal. Nor is participation in a varsity team equivalent to taking an HPP class. He noted that affixing

“HPP” to the course number allows MAO to determine HPP course content, and requested another designation.

Prof. Davis replied that students participating in newspaper, music performance, and most other Group 6 activities have also most likely been involved in those activities for years. Group 6 courses are associated with the academic department to which it is closest, though they may be quite different from classes offered by that department.

Prof. Stark noted that though Group 6 classes do not have credit, this plan assumes that coaches have faculty rank or adjunct status.

Several faculty expressed concern that Group 6 has become a weak requirement because non-academic activities are allowed, that this change further weakens the Group 6 requirement; what further activities, such as cheerleading, might ask for Group 6 recognition? Several asked that we not go against HPP faculty’s wishes.

Prof. Davis replied that changing Group 6 policy would be CAPP’s domain. MAO is merely trying to implement the existing policy consistently.

Prof. Judy George expressed concern that allowing student athletes to get Group 6 credit without having to take HPP classes will significantly reduce demand for HPP classes. This, at a time when the University is building very large athletic facilities, will result in a reduction of the number and therefore variety of HPP courses offered. Prof. Davis replied that students continue to take courses in writing, theatre, music, etc., even though Group 6 credit is available for those activities.

Prof. Ralph Raymond called the question. The motion failed.

Prof. Davis moved, for MAO, “That the faculty approves a change in The Catalog section “Examinations in Courses” (p. 122) to the following (additions are enclosed in {}):

Instructors schedule all but the final examination in their courses. No examination may be given {during} the last five class days of the semester except for laboratory portions of final exams. {Only assignments that substitute for a final exam should be given a due date during the final exam period.} In addition, assignments for papers and projects due in the last five days of class should be provided well in advance. There is no institutional policy limiting the number of exams students are expected to take in a day; all tests are to be taken as assigned.”

She explained that this motion comes from student members of MAO, who report concern that some faculty were placing excessive burdens on students by assigning papers in addition to finals, and that it is unfair to other faculty if some demand more than their fair share of a student’s limited time during finals.

A number of faculty had questions: does a portfolio, journal, class presentation, or paper assigned early in the semester, but not due until finals violate the policy? No, because

students have plenty of time to work on them; assignments given at the end of the semester are the problem. The “last five days of the semester” are exactly that, not the last five days on which the specific class meets. And one may not, late in the semester, assign a paper due on the Study Day and also give a final.

The motion carried.

Prof. Davis announced, for MAO, the following changes in course title:

POLS 318 “Research Methods in Political Science”

to “Research Methods: Research Design”

POLS 390 “Topics in Political Theory” to “Topics in Government and Politics”

POLS 450 “Topics Course in Political Science” to “Senior Seminar in Political Science”

REL 141 from “The Old Testament” to “The Hebrew Scriptures”

Prof. Davis announced, for MAO, the following changes in the Spring 2000 final exam schedule:

In response to student and faculty request, Friday May 12 will be reserved entirely as a study day; ENG 130 exams, initially scheduled for May 12, will now be given in the exam slot corresponding to the time bank of each section (listed on p. 8 of the Schedule of Classes). Since ENG 130 no longer has a common exam for all sections, there is no longer a reason for a separate exam slot for ENG 130 sections. Courses outside the normal time banks (only a few) will need to arrange a final exam period with their students; the Wednesday afternoon slot on May 17 currently has very few exams in it.

Prof. Davis announced, for MAO the following change in the Fall 2000 calendar:

Final exams will now begin on Monday December 11 and run until Friday December 15, one day later than initially scheduled. This will allow a two-day study period on Saturday, December 9, and Sunday, December 10, and no weekend exams.

Registrar Ypma explained that this will not change the number of days in either semester.

#### STUDENT LIFE AND ACADEMIC ATMOSPHERE COMMITTEE (SLAAC)

Prof. David Newman moved, for SLAAC, to table the motion:

“That the faculty approve revision of grade grievance policy.”

The motion to table was approved.

Associate Dean of Academic Affairs Marnie McInnes reported on twenty two cases of academic dishonesty from Fall 1999, which is a significant increase from previous years (AY 1998-99 14, AY 1997-98 8). Eight were first year students, some of whom seem not to have adjusted to DePauw’s expectations; these students should be handled firmly but

gently. Three were sophomores, four juniors, and five seniors. She summarized the types of misbehavior.

Dean McInnes explained that records are kept for five years, and remain confidential unless another accusation is made against the same student. She stated that they have not discovered students purchasing papers from “paper mills,” but are downloading and submitting material from regular, free Internet sites. Prof. David Berque suggested that students need to learn more about the difference between appropriate and inappropriate scholarship, asked that information be abstracted and shared with them.

Prof. Newman announced that SLAAC is discussing examples of athletics-academics conflicts, and has scheduled meetings with interested parties.

## REPORTS FROM OTHER COMMITTEES

### FACULTY DEVELOPMENT COMMITTEE (FDC)

Prof. Marthe Chandler announced that there have been several changes on FDC forms. FDC does not fund computers, though they have funded some software. Computer requests go to Mike Moore, who takes them to VPAA Abraham. She reminded the faculty that all items purchased become the property of DePauw.

### COMMITTEE ON ADMINISTRATION (COA)

Prof. Ralph Raymond reported, for COA, that members of the committee met with the Trustees in Florida, where the weather was disappointing. They have established, for the spring semester, a regular meeting time with Vice President Abraham. Discussions focus on salaries, health benefits, early retirement, and retirement policies.

### FIRST YEAR SEMINAR COMMITTEE (FYS)

Prof. Matt Balensuela reported, for FYS, that Prof. Dave Berque has replaced Prof. Dana Garrigan. Prof. Paul Watt has left the committee; a replacement is needed.

### REPORT FROM THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

VPAA Neal Abraham reported on his discussion with the Board of Trustees at the recent meeting in Florida. He reported reminding the Board that they can take pride in DePauw’s faculty, noting recent NEH fellowships awarded to Prof. John Dittmer, Prof. Istvan Csiscery-Ronay, and Prof. Eric Silverman; and presenting Board members with copies of books written by DePauw faculty.

He announced that an opportunity hire has been approved in Spanish; an offer has been made on another position, he will report on that when it is filled.

He reported an increase in the grades of First Year men (especially) and women. There were many possible causes: new faculty, new courses in biology, grading standards and higher engagement in FYS; or perhaps our standards declined. We do not yet know if improved engagement will last the four years of their education. Contrary to reports, fewer freshmen left than in previous years.

Rush begins this Wednesday (for men) or Thursday (for women), and continues through Sunday. Both IFC and PanHel have stressed that all students must prioritize academic work over Rush. No student should ask to be excused from any academic activity or assignment; all requests should be refused.

He announced University Professors and Distinguished Professors for 2000-02, who he selected in consultation with Faculty Emeriti James Gammon, Ralph Gray, and Cassell Grubb. Their recommendations were approved by the President. Distinguished Professorships were awarded to Prof. Gary Lemon, Prof. Charles Mays, and Prof. Ralph Raymond. University Professorships were awarded to Prof. Art Evans, Prof. Carl Huffman, and Prof. Robert Kingsley. He reviewed the career of recipient. The faculty expressed its congratulations with around of applause for each group.

#### REMARKS FROM THE PRESIDENT

President Robert Bottoms formally announced that the Board of Trustees has approved \$1.7 million for faculty salaries and faculty development over the next four years. Thirteen Chairs, Fellowships, and Professorships have been funded. There will be an increase of nineteen full time, tenure track faculty over the next four years. Salaries will be kept competitive compared to schools like Carleton, Grinnell and Macalester as well as our sister GLCA institutions.

The Board reaffirmed the value of the Rector and Holton programs, and is returning the Rector program to full scholarships. Vice President for Admission Madeleine Eagon reports over 500 applications for Holton Scholarships.

The University will spend \$1 million on technology hardware over the next four years and \$500,000 on annual support and training. An anonymous donor has agreed to fund the new art building, \$8.7 million will be spent on dorms, and funding has been authorized for the new tennis and track facility. Planning continues on the science building renovation; costs have grown to \$32 million from an original estimate of \$6 million.

Tuition, room, and board will increase 4% next year. He invited all faculty and staff to a celebration, at the RCA Dome on April 28th, of the end of the fund-raising campaign.

He also invited the faculty to join him for wine, cheese, and a discussion of leadership, religion, and civic responsibility at 4 o'clock on Friday, February 18th at the Walden. The University has received a Mellon grant of \$250,000 to consider these topics (not the wine and cheese part). Three faculty study groups will be convened. Marcia McKelligan will chair leadership, Noah Lemos - religion and Bob Calvert - civic responsibility.

#### OLD BUSINESS

There was no old business.

## ANNOUNCEMENTS

Director of International Education Dorothy Guyot announced that DePauw is one of the top 10 schools sending students to study abroad. She is moving the application deadline for both fall 2000 and spring 2001 to March 13, 2000. The office is asking more questions of returning students; they have conducted a survey and small group discussions, and asked students to "write a letter to a friend about your experience." She distributed material about study abroad.

Prof. John Dittmer encouraged the faculty to attend Julian Bond's lecture (February 29) and discussion session (March 1).

Vice President for Admission Madeleine Eagon reported on applications for the class of 2004: applications are currently 20% ahead of last year, when the applicant pool had been up 50% from the previous year. She thanked the faculty for their support.

## NEW BUSINESS

The faculty went into executive session and only voting members of the faculty remained. President Bottoms announced the nominations of candidates for honorary degrees. The faculty approved all nominees by secret ballot.

## ADJOURNMENT

The meeting was adjourned at approximately 6:16 p.m.

Respectfully submitted,

Howard Brooks, Chair of the Faculty

Kathryn Courtland Millis, Assistant to the Chair of the Faculty

## **THE FACULTY OF DEPAUW UNIVERSITY**

### **MINUTES OF THE MEETING OF MARCH 6, 2000**

#### **CALL TO ORDER**

Chair of the Faculty Prof. Howard Brooks called the regular meeting of the DePauw University faculty to order at 4:06 p.m. in the Union Building Ballroom with about sixty three faculty present.

#### **APPROVAL OF PREVIOUS MINUTES**

President Robert Bottoms asked that the last sentence, first paragraph of the of the March "Remarks from the President" be revised to indicate that salaries at "schools like Carleton, Grinnell and Macalester," are now being used *in addition to those of the GLCA schools*. Corrected minutes will be posted on the web site.

#### **REFLECTIONS ON THE LIFE AND CAREER OF CHARLES P. ERDMANN**

Prof. Page Cotton shared the following remarks with the faculty:

"Charlie was what I refer to as a tall tree on the DePauw campus. Although short in stature, everybody looked up to him. Why? John Wooden, former basketball coach at UCLA and one of Charlie's contemporaries and godfather to Charlotte Erdmann, said it best:

'Class is an intangible quality, which commands rather than demands respect of others. This is because those who have it are truly considerate of others, are courteous and polite without being subservient, are not disagreeable when they disagree, are good listeners, and are at peace with themselves because they do not knowingly do wrong. In short, a person with class might well be defined as one who practices 'The Golden Rule' in both his professional and personal life.'

"Charlie was a great educator. He loved to take advantage of what he referred to as 'teachable moments.' In Bowman Gym, down on the first floor, the male teaching/coaching staff's locker room was called Room 57. I remember sitting down on folding chairs with Edward Meyer and Lee Schoenfeld, as Charlie would outline our responsibilities for the semester. I never felt like he was telling us what or how to teach, but he was guiding us through the process. Little did I know, at that time, we were part of one of his 'teachable moments.' This became more apparent as I watched him interact with other members of the staff over a cup of JOE. He was a good listener. When he spoke, everybody listened. He rarely raised his voice, and the closest thing to profanity was the use of the word 'godfather.' How fortunate we were to have such an outstanding role model for the physical education staff.

"Charlie started teaching and coaching at DePauw University in 1947. Throughout his tenure he taught every activity course you could imagine, theory classes in Camp counseling, Administration of Recreation and Theory of Coaching Individual and Dual Sports. He was an outstanding classroom teacher, and his ability to demonstrate even the toughest techniques was awesome.

"He coached baseball, swimming and diving, tennis, and soccer. Charlie had his own unique style for coaching; whether it was coaching pitchers how to hold a runner on first base, or working on flip turns in Bowman Gym's 20 yard pool, or explaining to tennis players that if you returned the ball one more time that your opponent you would win the match or passing the ball in soccer is a faster, more efficient way to move the ball. However, those that were fortunate enough to play for Charlie will remember that he really cared about you as an individual. Results on the court or field were secondary to your development as a solid citizen.

"In summary, I would like to close with the following story:

'A professor at DePauw University is reported to have given the following test to his students. He told them they were not really educated unless they could say Yes to all the following questions:

Has your education given you sympathy with all good causes and made you espouse them?

Has it made you public-spirited?

Has it made you a brother to the weak?

Have learned how to make friends and keep them?

Do you know what it is to be a friend yourself?

Do you anything to love in a little child?

Will a lonely dog follow you down the street?

Can you look out on the world and see anything but dollars and cents?

Can you look into a mud puddle and see anything in the puddle but mud?'

"I know that Charlie's dream was that all of us could answer Yes to the questions above. One thing I know is that Charles P. Erdmann did answer Yes to all the questions."

## **REPORTS FROM COORDINATING COMMITTEES**

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



Prof. Robert Stark announced that CAPP is soliciting nominations for two three year terms on RAS (Resource Allocation Committee), which usually meets the week following Alumni weekend in early June (June 5-9 this year). Individuals from the departments of English, Economics, and Psychology, or the School of Music are not eligible for appointment this year because the four continuing members of RAS are from those departments. Nominations can come from any other department, and any Division. CAPP would like to have 3-4 nominations from each Division. Nominations should be sent to Bob Stark (Chair of CAPP) before the next meeting on March 13 at 4 p.m..

Prof. Stark announced that CAPP reviewed the activities approved for Group Six credit over the years, and found that the only significant change has been that varsity athletics was originally included and was some time ago removed from the list.

CAPP conducted a straw poll of the faculty concerning which activities they believe most appropriate for Group Six credit. Several faculty expressed interest in speaking about the issue before faculty members answered. There was a motion to move into a committee of the whole to discuss the issue, which was rejected. Several faculty expressed interest in proposing alternatives, holding an open meeting, etc. After some discussion, the Chair reminded the faculty that this poll is only being conducted at Faculty Meeting to increase the response rate; more discussion will occur at a later date.

CAPP also polled the faculty on their interest in reviewing general education requirements, willingness to volunteer to work on it, etc.

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

Prof. Tom Chiarella announced, for COF, that they are progressing normally on review files.

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

Prof. Nancy Davis moved, for MAO, to remove from the table: "That CHEM 100, Medicinal Plants for Poets, 1 cr., be added to the list of courses satisfying the Group One Distribution Requirement (with lab)." The motion to remove from the table carried, as did the subsequent vote adding this course to Group One.

Prof. Davis moved, on behalf of MAO, that each of the following new courses be approved. She provided a brief description of each course.

MATH 141 "Quantitative Reasoning through Statistics" 1 cr

MUS 110 "Introduction to Music Technology" ½ cr

MUS 290 "Topics" ½ -1 cr

Each course was approved without discussion or objection.

Prof. Davis moved, for MAO, to table the motion: "Progress reports are due the Monday of the seventh week of the semester. The deadline for students to withdraw from a course is the Friday following the midterm grade deadline."

She clarified that this changes both the deadline for progress reports and that for withdrawing. These changes would allow students to have a formal sense of their class performance before the deadline for withdrawal passes. Registrar Ellie Ypma stated that assuming grades are turned in on time, her office should be able to email students the next day. The motion was tabled with no other discussion.

Prof. Davis announced MAO's support of the Department of Communication Arts and Sciences decision to require all majors to take a foundational course COMM 104 "Introduction to Communication Arts and Sciences" and to increase the number of courses required for the major from eight to nine.

Prof. Davis moved, for MAO, to change the title and credit of:

MUS 336 "Art Songs of England, France, and America" to "Solo Vocal Literature I"

MUS 337 "Art Songs of Germany, Italy, and Spain" to "Solo Vocal Literature II"

MUS 920 "Partner Lessons in Piano" to "Arranged Class Piano"

Prof. Davis announced that MAO is considering a policy allowing students to limit the number of final exams to two per day. They are also considering several calendar changes: to allow students more study days before final exams, to avoid Sunday exams, to give faculty more time to turn in final grades; and to change the Thanksgiving Break schedule, with the intent of reducing the disengagement that may occur after that break. She asked faculty with opinions on these issues to email either her or another member of MAO.

Prof. Davis announced that MAO has met with members of the athletic department in an attempt to reduce the number of academics - athletics conflicts near the end of the semesters.

### **STUDENT LIFE AND ACADEMIC ATMOSPHERE COMMITTEE (SLAAC)**

Prof. David Newman moved, for SLAAC, to remove from the table: "That the faculty approve revision of the grade grievance policy." He summarized changes in this draft, which include spelling out in more detail the nature of the review committee, and making the decision of the review committee final (unlike the old version which gave the

President the final decision).

Prof. Bryan Hanson asked for clarification on the "methods of evaluation for all students in the class," (second paragraph). If a student who is not doing well in a class asks for an extra credit activity, may the professor assign one? Some faculty allow students choices between exams and papers; is that allowed? SLAAC members replied that both practices are acceptable if they are available to all students.

At Prof. Carl Huffman's request, Associate Dean of Academic Affairs Marnie McInnes and members of SLAAC explained that though an entire semester seems long, this revision of the policy does not change the length of time students have to file a grievance. A student off campus must still initiate the grievance during the same time; they do not get an extra semester.

It was suggested that this policy basically means faculty must state their grading practices in the syllabus, then follow it, but VPAA Neal Abraham noted that faculty are not protected by this policy if they have ridiculous grading policies but follow them consistently.

Prof. Bernie Batto asked why the special department committee only "recommend[s]" a decision, instead of rendering it. VPAA Abraham replied that it preserves collegiality if the department only recommends to its member, rather than overruling him/her.

The motion was called and carried with no "nay" votes.

## Grade Grievance Policy

### Student-Initiated Grievance on Grading and Other Forms of Evaluation by Faculty

The normal presumption at DePauw is that the faculty member alone is qualified to evaluate and assign grades to the academic work of students in his or her courses. For this reason, questions regarding a faculty member's grades are not normally subject to review. The following procedure is for exceptional cases only.

At all levels of the procedure outlined below, those who hear grade grievances are to be concerned only with whether the faculty member acted in a fair, reasonable manner and whether the faculty member used the same methods of evaluation for all students in the class.

In addressing a grievance:

- The student must first attempt to meet with the faculty member involved, thus permitting an opportunity for an informal resolution of the case.
- If the situation is not settled, then either the student or the faculty member may ask the chair of the department (or the dean of the school) in which the course is taught to try to

resolve the issue. The student, faculty member, and department chair may consult with the Associate Dean

for Academic Affairs to ask questions about procedure and to discuss issues involved.

- At the request of the student or faculty member, or the chair's initiative, the chair may appoint and preside over a special department committee, which will recommend a resolution to the grievance.
- Either the student or the faculty member may decide to appeal the departmental recommendation to the University Review Committee (URC). Such appeals must be made within two weeks after the departmental recommendation has been given. Arrangements for a hearing before the URC are made through the Associate Dean for Academic Affairs.
- The URC consists of the Vice President for Academic Affairs, who serves as chair, two teaching faculty members from among those appointed by the Student Life and Academic Atmosphere Committee (SLAAC), and two students appointed by the student body president from among those appointed to the Community Conduct Council.

The membership of this committee is made known to the parties involved prior to a hearing. Student, faculty and administrative alternates are also designated for the committee. Either party can ask the Associate Dean for Academic Affairs to replace a committee member because of bias or conflict of interest. The Associate Dean shall decide if there are sufficient grounds to honor this request. If a committee member is unable to attend the hearing, or if a member is excluded because of potential bias or conflict of interest, an alternate will be asked to serve.

- The decision reached by the URC is final. Appeals of the committee's decision, on procedural grounds only, may be made to the President of the University.
- Further information, including details about the hearing procedures, are available in the Academic Affairs Office, 305 Harrison Hall. Hearing procedures are established and periodically reviewed by SLAAC in consultation with the Vice President for Academic Affairs.

Time Line:

- Neither a departmental review committee nor the URC may be convened to hear a grievance until after the student's full semester of work has been completed and a final course grade has been given.
- A student who has a grievance should talk to the faculty member as soon as possible after the disputed grade has been given, and no later than the last week of the first full semester following the disputed evaluation.

- The student must present an unresolved grievance to the department chair or associate dean within the first full semester following the disputed evaluation.
- Appeals of the department decision to the URC by either the student or the faculty member must be made within two weeks of receiving a written decision from the department chair.
- After a hearing, the decision of the URC will be delivered in writing to the student's mailbox (or home address if the semester is over) and to the faculty member within two working days after the committee has met.
- A student or faculty member who wishes to appeal the URC decision on procedural grounds must do so in writing to the President of the University within two weeks of receiving the decision from the committee.

Prof. Newman reported that SLAAC is investigating the conflict between academics and athletics, but has not yet discussed this with students, so will report to the Faculty at the April meeting.

## **REPORTS FROM OTHER COMMITTEES**

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

Prof. Marthe Chandler announced that Prof. Kathleen Jagger has agreed to replace Prof. Martha Rainbolt as Faculty Development Coordinator. The next FDC deadline is March 17, for Student-Faculty Summer Research grants.

### **COMMITTEE ON ADMINISTRATION (COA)**

Prof. Ralph Raymond was absent; there was no report. Prof. Tom Chiarella expressed concern that COA has not made a substantial report for some time. Chair Brooks noted that COA had reported to the faculty at the February meeting.

### **FIRST YEAR SEMINAR COMMITTEE (FYS)**

Prof. Meryl Altman reminded the faculty of Thursday's discussion of FYS goals, student and faculty survey results, and plans for next year's speakers. FYS members hope that all faculty who taught a seminar this year will help orient new faculty to the program.

## **REPORT FROM THE VICE PRESIDENT FOR ACADEMIC AFFAIRS**

VPAA Neal Abraham announced that COA will discuss medical benefits with Paul Schmitt this week, and next week will discuss faculty fellowships. Topics scheduled for April include salaries and the formula for distributing raises through the ranks. He

announced that the University has made significant progress against GLCA salaries in both assistant and full professor ranks. He looks forward to reading everyone's annual reports, due this month. COA is discussing how to rank strategic planning priorities. A RAS style process (several day retreat with members from appropriate committees) may meet to set long term (e.g. 5 year) priorities.

### **REMARKS FROM THE PRESIDENT**

President Robert Bottoms announced that prospective weekend went well. He reported, for Vice President for Admission Madeleine Eagon, over 575 applications for Holton scholarships. Thirty finalists have been selected. Forty two prospective students have been invited to interview for Rector scholarships. These are very good students: their median GPA is 3.98, medium ACT is 34, which is equivalent to 1530 combined on the SAT. Competition for these students is strong, so our yield is not expected to be high.

Discussion on uses of the Mellon grant regarding leadership, religion, and civic responsibility went well. Leaders Prof. Bob Calvert, Prof. Noah Lemos and Prof. Marcia McKelligan have drafted a summary to be sent to all faculty members, who will be invited to another brief discussion.

### **OLD BUSINESS**

There was no old business.

### **NEW BUSINESS**

There was no new business.

### **ANNOUNCEMENTS**

Prof. Ellen Parker announced a shortage of W courses for the fall, and asked faculty to consider offering them. There will be a W workshop in May, and may be possible for attendees to be able to offer W courses in fall.

Prof. Meryl Altman wished the Faculty a Happy Women's Week, and announced activities including Peggy Balensuela's recital and lecture on Carrie Jacobs Bond (Monday, March 6), Prof. Srimati Basu's Faculty Forum on the construction of sexuality in the Bengali "feminist" magazine *Sananda*, (Tuesday, March 7), and Prof. Cindy O'Dell's screening and discussion of videos by and about women (Wednesday, March 8).

The Chair reminded the Faculty that divisional officers have received a list of committee vacancies and asked that each member of the faculty consider serving.

### **ADJOURNMENT**

The meeting was adjourned at approximately 5:25 p.m..

Respectfully submitted,

Howard Brooks, Chair of the Faculty

Kathryn Courtland Millis, Assistant to the Chair of the Faculty

# **THE FACULTY OF DEPAUW UNIVERSITY**

## **MINUTES OF THE MEETING OF APRIL 3, 2000**

### **CALL TO ORDER**

Chair of the Faculty Prof. Howard Brooks called the regular meeting of the DePauw University faculty to order at 4:05 p.m. in the Union Building Ballroom with about seventy eight faculty either already there or soon to trickle in.

### **APPROVAL OF PREVIOUS MINUTES**

Chair Brooks announced that Prof. David Newman has requested a minor re-phrasing in the explanation of changes in the grade grievance policy. No other changes were requested. Chair Brooks will post corrected minutes on the web site.

### **REFLECTIONS ON THE LIFE AND CAREER OF FRED S. SILANDER**

Prof. Robert Newton shared the following remarks with the faculty:

When Fred and Barbara Silander came here in 1958, at DePauw were fewer buildings, fewer students, fewer faculty, fewer administrators. Humbert was President and Farber was Dean. The senior faculty of many years were still here, recently retired, or steadily departing: Pence, Bundy, Manhart, Yuncker, Evans, Huggard, Hickman, Hixon, Smith, Pierson, Hildebrand, Voltmer, Ross, Mills, Turk, Grueninger, Reynolds, Welch, Fulmer, Jome. All these men and women came to DePauw no later than 1933 and were veteran survivors of the Oxnam battles. DePauw was a good school then--and now. To new arrivals, the passing of the old guardians meant that the future was open--and then it **was** open. Fred confirmed that sense of freedom to those of us arriving in the 50's. But he brought something that many of us did not have: a sense of proportion, feasibility, reality. If our plans for revolution were unsound, he knew how to balance expectations against possibility, to weigh the costs and benefits of, say, a Winter Term, a Nursing School, a controverted tenure decision. Perhaps that was the economist in him: knowing how to foresee the outcome unromantically. As his daughter, Anne observed, when the 60's revolutionaries sought to overthrow the establishment, Fred believed it could be save from within.

In moments of tension, disagreement, and crisis, colleague Fred was called to maintain stability and decency. Something in his persona made him capable of reconciling adversaries, or at least holding warring sides apart until remedy could be found. These moments of tension come when departments divide over personnel decisions, when things fall apart between administration and faculty, when rage rises to ranting in an offended faculty member.

I believe that Fred is the only person to have presided as chair over a department other than his own. In the aftermath of an Armageddon in an Asbury department so many years



ago, with the department abysmally split over a tenure case, Fred became chair for a year until a new chair could be found. Who else could have maintained peace in **that** situation? I've always wondered why Fred was not called to mediate tensions in Ireland, the Middle East, and the Balkans. Surely he could have found peace where so many have so far failed.

I believe that Fred is the only person to have held two vice presidencies at the same time. In the middle 80's, Fred was Vice President for Finance. When a newly appointed Vice President for Academic Affairs was removed after only six months in that office, Fred took over that position, in addition. Who else could have managed, at such short notice, the affairs of both offices?

And who else than Fred could have maintained, at the same time, faculty trust and administrative effectiveness? He did this, I believe, by an absolute discretion driven by respect rather than mere prudence. He did not talk about frustrating persons or his frustration with persons, whether above or below him in institutional status. He loyally supported controversial initiatives without making adversaries into enemies. When we rewrote the faculty by-laws during the "constitutional crisis" of the 80's, Fred was the administrator who negotiated fairly with the faculty and he was the former professor who understood university concerns.

Many of us faculty remember his temperament, which balanced modesty and humor. In the face of a raging colleague, he could answer with disarming calmness. Though he held his positions when he was convinced of them, he listened thoughtfully and was known to adopt others' suggestions or even change his mind. We never perceived him to manipulate process to achieve an end already set, nor to treat consultation as merely a subtle form of control. Some of us attribute this to an inherent modesty that prevented him from using position solely as power. This modesty, also, would lead him to refer to his position, whether current or former, as being merely "upstairs" rather than as being Vice President. Or was it his irrepressible sense of humor that enabled him to smile as well as talk. Humor that enabled him in his last days in the hospital to cancel an appointment since he was "otherwise engaged." Humor to tell a joke all the way to the place where he couldn't remember the punch line. Humor that enabled him to wear black socks to his tennis match—the only person known to have worn such colors on the courts. Humor by which he could derail obsessive conversation back to the basics—how are the Cubs doing?

In the academy, it is usual for a person to be either one kind or another kind. Either faculty or administration. How hard it is to remember an administrator who made a successful transition back to faculty! Oh, we can remember when some faculty colleague moved to administration, and our uncomprehending astonishment at that move. It was as though the colleague had renounced allegiance, faith, and principle. Fred is the exception. He is the colleague who left the faculty without leaving the respect he had as faculty. And he continued to like faculty and to enjoy their talk and their company. Rather than viewing them as pieces on the institutional board to be blocked, checked or taken, he made his way to their meeting place (the faculty lounge), supported their repast of coffee

and rolls, listened to their gripes and hopes, and told his jokes. He was the friend on the other side of Locust Street.

He cared not only about faculty but also for the program and the students, even offering more than once, to teach **needed** courses, not just those that interested him, sometimes borrowing bundles of books to prepare a course he had not recently taught. This was that same generosity of his nature that enabled him to listen and support colleagues on both sides of Locust Street.

So, Fred, we say goodbye **for now**, or rather *auf wiedersehen*. We trust that you are going where all bicycles have gears, the paths are flat, and the air never so brisk that you need more than a scarf. If you could bridge department splits, faculty wars, and maintain integrity on both sides of Locust Street, we have every confidence that you can maintain presence both in this life and in the life to come.

## **REPORTS FROM COORDINATING COMMITTEES**

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

Prof. Robert Stark moved, for CAPP, to place on the Table: "That the faculty approve allowing the minimum requirements for the Bachelor of Music Education degree to be increased from thirty two course credits to thirty three course credits and that the Programs in Music Education be offered as both a four and a four and one half year program."

The rationale for this request is to allow the program to meet new national and state requirements for music teacher certification. The motion will be discussed at the May meeting. The motion to table was approved.

Prof. Stark asked, for CAPP, that the following motion from its Winter-Term Subcommittee be placed on the Table: "The requirement that first-year students must fulfill their first Winter Term on campus be suspended on a three-year experimental basis beginning with students enrolling in academic year 2000-2001, permitting first-year students to choose without limitation from the full array of Winter Term options, including the option not to participate during the first year." The motion to table was approved.

Prof. Stark announced that the new student representatives to CAPP are Julie Andres and Elizabeth Morgan.

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

Prof. Tom Chiarella announced that COF has finished reviewing tenure files, is almost finished with interim files, and will soon begin work on promotion files.

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

Prof. Nancy Davis presented the following motions to approve new courses:

Bios 290 Topics ½-1 course

Hist 290 Topics 1 course

Each course was approved without discussion or objection.

Prof. Davis moved to delete the course: Hist 380 Women in Latin America 1 course

The motion passed without discussion.

Prof. Davis moved, for MAO, to remove from the table the motion: "Progress reports are due the Monday of the 7<sup>th</sup> week of the semester. The deadline for students to withdraw from a course is the Friday following the midterm grade deadline."

She reiterated that these changes would allow students to have a formal sense of their class performance, and to consider their alternatives such as tutoring, before the deadline for withdrawal passes.

Several faculty noted that only a few years ago the faculty moved this deadline earlier so that students had feedback about their performance sooner. Concern was raised that "midterm" grades would now cover only about five weeks of material. It was suggested that this policy is being considered because of problems with a few faculty and that they should be addressed, rather than requiring all faculty to change. Prof. Robert Stark replied that this date still allows faculty time to give several tests/papers so students sense of their performance need not be based on only one test.

Several faculty raised possible students' reactions to these grades: some students don't "commit" to classes until after they can't drop them, early grades encourage them to work harder sooner; some students may drop classes if they're unhappy with the grades they earned, leading to summer school or problems graduating on time; others may take more risks trying new things, then sensibly drop courses for which they were not sufficiently prepared.

Prof. Davis and others pointed out that students need not drop classes in which they're doing poorly; they might go to ARC for tutoring or help with study skills, consult the professor, etc.

Registrar Ellie Ypma explained that newer technologies (e.g., electronic grade submission and e-mailing grades to students, make it much easier to give students feedback faster and sooner. Members of a registrar's e-mail list have recently discussed this topic, with most saying they try to schedule withdrawal dates slightly after midterms.

The motion carried with a significant majority voting yes.

Prof. Davis moved, for MAO, to table a new Multiple Exams Policy: "No student may be required to take more than two in-class final exams on the same day. Any student with three final exams in one day is responsible for trying to reach a solution by talking with the professors involved at least two weeks before the beginning of the final exam period. If none of the professors involved voluntarily agrees to give the student his/her exam on another day, the professor whose exam is scheduled second in the day will offer an alternative date for the exam. The student should obtain a multiple exam form from the registrar's office to provide written verification to the professors involved that three final exams are actually scheduled and being given on the same day."

She explained that the new time bank schedule created three final exam slots in each day, which seems excessive. The motion was tabled.

Prof. Davis announced that MAO is discussing calendar options for AY 2001-2002. There will be an open meeting tentatively scheduled for April 10<sup>th</sup> to allow faculty and students to express their opinions. Issues MAO has been considering are to allow students more study days before final exams, to avoid exams on Sunday, to reduce the disengagement that may occur after a week-long Thanksgiving break, to give faculty adequate time to turn in grades, and to give a more refreshing break earlier in the semester.

She announced that MAO has approved offering EDUC 554 "The Supervisory Process" this summer. This course has been previously approved by the faculty, but MAO is responsible for overseeing the quality of all graduate-level courses.

Music education courses on the April agenda will be dealt with at the May meeting, after the CAPP motion changing the major's minimum requirements.

### **STUDENT LIFE AND ACADEMIC ATMOSPHERE COMMITTEE (SLAAC)**

Prof. David Newman reported on SLAAC's examination of conflicts between academics and athletics. He read from and distributed a handout which summarized their discussions and conclusions. Steps already taken by the athletic director, coaches, etc., include ensuring that each sport conflicts with no more than one week's worth of classes in any one time bank, and reminding student athletes not to miss classes for non-athletic reasons.

Recommendations include trying not to scheduling student athletes into classes which will conflict with athletic events, establishing the exam schedule a year in advance so coaches can avoid conflicts when scheduling games, constructing class schedules so that courses which meet in high conflict slots are courses with multiple sections, considering installing lights on the soccer field, and obtaining several notebook computers for student athletes to use on road trips.

Prof. Newman announced that this semester SLAAC will consider students whose dependent status changes during the semester. SLAAC has discussed the topic with Vice President for Admission and Financial Aid Madeleine Eagon.

Prof. Newman announced that contrary to a recent story in *The DePauw*, the harassment policy is not a hate crimes policy. SLAAC intends to review the policy later this semester.

## **REPORTS FROM OTHER COMMITTEES**

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

Prof. Marthe Chandler announced that members of FDC will host several workshops on how to successfully apply for that Faculty fellowships Thursday April 13<sup>th</sup> at 1 p.m.; Tuesday, April 18<sup>th</sup> at 4 p.m.; and Friday, April 21<sup>st</sup> at 9:15 a.m. All workshops will be held in 210 Harrison.

Prof. Chandler particularly encouraged applications for teaching, which have not been as popular as research projects in recent years. Teaching projects must involve more than the normal changes one makes in a course, but need not be overwhelming. Though research and service are still expected, these awards provide significant time dedicated to work that faculty do already.

The committee has considered, but decided against, several changes, such as two year awards.

Prof. Chandler stressed that applicants should please fill out applications completely, and not assume that members of the committee are already familiar with you and your work. Many applications are being turned in incomplete, sloppily filled out, etc.

Faculty Development Coordinator Prof. Martha Rainbolt clarified that faculty who were hired before 1999 are eligible for these awards after a successful interim review. Those hired in 1999 are not eligible until after tenure review, as, after interim review, they are eligible for Junior Leave.

### **COMMITTEE ON ADMINISTRATION (COA)**

Prof. Ralph Raymond reported that COA has met three times this semester and has two remaining meetings scheduled. In addition, they intend to hold an intensive meeting with Vice President for Academic Affairs Neal Abraham shortly after RAS meets, to discuss faculty sentiment on various major university concerns.

On March 10<sup>th</sup>, Director of Human Resources Paul Schmitt briefed the committee on medical costs and benefits from the last year. He anticipates modest increases in co-pays and premiums next year. As in the past, the committee found his presentation to be useful

and informative. The committee has asked the Administration to arrange for him to give similar presentations annually at open-meetings for all university employees.

At that meeting, COA also discussed salaries, and recommended that equity adjustments not completed last year be done this year. The topic for their April 14<sup>th</sup> meeting is salary allocation. The pool has been set at only 4%, which is not pleasing to members of the committee. They note that at the Assistant Professor level, DePauw is currently first in the GLCA (excluding Oberlin), at the Associate Professor level, third, and at Full Professor, fourth. In addition, last year music faculty got significantly lower raises than liberal arts faculty. COA will discuss this at the April 14<sup>th</sup> meeting.

On March 17th, Faculty Development Coordinator Prof. Martha Rainbolt and FDC Chair Prof. Marthe Chandler joined COA for a discussion of Fellowships and Professorships. They reported that applications for teaching are running far behind those for research. They discussed FDC application procedures, file content and guidelines, etc. Faculty Emeritus James Gammon briefed the committee on the process used to select University Professors and Distinguished Professors for 2000-02. They also discussed disparities between various awards in monetary amount, length of term, repeatability, etc. The committee expects to discuss this further.

COA will also discuss retirement policy at an upcoming meeting. They suggest that greater publicity is needed so that faculty considering retirement or early retirement know more about the guidelines being used by the administration.

### **FIRST YEAR SEMINAR COMMITTEE (FYS)**

Prof. Matthew Balensuela reported, for FYS, that at the March 9<sup>th</sup> workshop, participants reached general consensus on four goals of FYS seminars: 1) First-Year Seminars should introduce students to college work and prepare them for the thirty other courses they will take at DePauw. 2) They seek to improve the quality of feedback students give in college level work, through such methods as discussion, writing, research, or problem-solving assignments. 3) Most seminars are interdisciplinary: they introduce ideas and ways of thinking from more than one discipline. 4) The FYS committee is committed to a variety of paths towards the goals of the seminars - not a single model.

He reported on assessment. Data is now complete for surveys of first-year students, first-year instructors, and mentors. To save paper, this material is automatically being distributed to FYS faculty, but not to the entire faculty; any faculty member may request a copy. The Grinnell College visitors report has been received and will be distributed shortly.

The next FYS workshop will be held 4:00 to 6:00 on Wednesday, April 12<sup>th</sup>, at Bartlett House; discussion will focus on goals and purpose of FYS, in light of the surveys and external review.

Associate Dean of Academic Affairs Marnie McInnes announced four new Sophomore Seminars planned for Fall 2000 and Winter Term 2001. Sophomores who intend to take both the seminar and Winter Term trip will be given priority, though juniors and seniors are welcome to apply, and if they're not full both the courses and trips will be open to students who can only do one, not both.

Winter Term trips will be subsidized so they cost about \$2,000, and students may request additional financial aid to cover that expense. That aid will be given following regular financial aid guidelines. Money has been added to the financial aid pot, so this will not reduce aid for other students.

### **REPORT FROM THE VICE PRESIDENT FOR ACADEMIC AFFAIRS**

VPAA Neal Abraham reported remarkably satisfactory progress in hiring new faculty. He anticipates slightly fewer than last year's number of twenty eight. A few tenure track searches have been deferred or extended; he is now working on term positions, and plans to share a list of new hires when it's more complete. He called for proposals to for new positions, to be sent to RAS. He will soon have further comments regarding salary allocation policies.

### **REMARKS FROM THE PRESIDENT**

President Robert Bottoms reminded the faculty of the upcoming gathering in Indianapolis, celebrating the end of a very successful financial campaign. He suggested that the celebration, to which *all* donors and *all* employees have been invited "should be a fun gathering."

He also invited the faculty to attend the re-naming of the Center for Contemporary Media the "Eugene S. Pulliam Center for Contemporary Media," which will be held Saturday April 29<sup>th</sup> at 9:00 a.m.; and the symposium, "What will 21<sup>st</sup> century graduates need to know?" later that day. Former DePauw professor Ken Bode, now dean of the Medill School of Journalism at Northwestern University, will chair the symposium.

The agenda for the upcoming Board of Trustees meeting includes discussing the differences between managing a \$400 million endowment and managing a \$100 million endowment.

The president reported that a donor, concerned that campus looks "shabby," had contributed \$100,000 for new plants. Planning has begun on a beautified Holton Quadrangle in front of Roy O. West Library, and adding a facade to the library. Faculty expressed interest in the future of the ginko tree.

The President solicited nominations for the Tucker Award, which will be presented at this year's Faculty Recognition Dinner.

### **OLD BUSINESS**

The President was asked if a new commencement speaker has been selected. While an offer has been accepted verbally, he declined to name that person until after a contract has been signed.

### **ANNOUNCEMENTS**

Prof. Jim Benedix announced that he is working with Prof. M. Rainbolt and Prof. Yueping Zhang on protocols for animal research, and asked that any interested faculty contact one of them.

Reid Vegeler, a DPU student, encouraged faculty to participate in the upcoming Relay for Life fund raiser.

Prof. Yung-Chen Chiang encouraged faculty to announce and attend James Jones' lecture on Kinsey and sex research, and question and answer session on his book on the Tuskegee syphilis experiment.

### **ADJOURNMENT**

The meeting was adjourned at approximately 5:39 p.m.

Respectfully submitted,

Howard Brooks, Chair of the Faculty

Kathryn Courtland Millis, Assistant to the Chair of the Faculty



THE FACULTY OF DEPAUW UNIVERSITY MINUTES OF THE MEETING OF MAY 1, 2000

CALL TO ORDER

Chair of the Faculty Prof. Howard Brooks called the regular meeting of the DePauw University faculty to order at approximately 4:03 p.m.. Though only about fifty faculty were present, the number rose to approximately ninety by quarter past four.

APPROVAL OF PREVIOUS MINUTES

The minutes of the April 2000 meeting were approved without comment.

REFLECTIONS ON THE LIFE AND CAREER OF KEN WAGONER

Prof. Ed Ypma shared the following remarks with the faculty:

Those of us who knew Ken Wagoner will always smile with admiration when we think of him. He was a fine person, a scientist, a friend, and one who genuinely cared for other people. He was an excellent and outstanding colleague.

The newly named Wagoner Student Room in the Psychology Department has a plaque that reads "This room is dedicated to Kenneth S. Wagoner, outstanding chairperson of the Psychology Department and unswerving friend to each of its members."

Ken Wagoner was known for his emphasis on Experimental Psychology. He emphasized good research techniques, good use of statistical analysis, and an empirical base for the understanding of human behavior. The Ken Wagoner legacy will live on.

Ken was one of our own graduates. The DePauw publication on the history of the Psychology Department quotes a later impression by the first Psychology Department chair Fowler Brooks who arrived in 1930, "Ken Wagoner was the best student I ever had." Ken graduated from DePauw in 1932, and Fowler Brooks was able to get him back to DePauw in 1946. The DePauw history of psychology publication continues to describe "The Wagoner Era, 1946 - 1977." Ken Wagoner lived to be eighty eight years old.

Few people knew it, but Ken Wagoner was a famous physiological skin scientist. He discovered new ways that we humans perceive hot and cold in the skin senses, and did research on the sensation of touch and pressure adaptation. We humans do sense hot and cold with specific skin receptors, but it was Ken Wagoner who isolated vasodilation and vasoconstriction as mechanisms that signal the brain that we are hot or cold. Ken discovered a key homeostasis feedback mechanism that helps us maintain survival temperature. There are four citations to Kenneth S. Wagoner in The Handbook of Experimental Psychology. A book called The Skin Senses advertised that it included the work of "twelve world famous skin scientists." One of course was Ken.

When he retired I saw a few books that Ken Wagoner kept. One was Clifford T. Morgan's Introduction to Psychology, which many of us had used as our first psychology text. I said to Ken, "Why are you keeping that book. The sensory and physiological portions are thorough and detailed to the point of being tedious. His modest reply was "Well, the author was kind to me." I snuck back later and read the preface: "A special thank you to Dr. Kenneth Wagoner of DePauw University for his

work on the sensory and physiological portions of this book." Ken's attention to detail was indeed excellent.

In addition he understood people quite well and could figure out what would make others feel comfortable and liked. We always felt good about ourselves when we were around Ken. He made us feel worthwhile and made us feel valued. He was forgiving. He was democratic and participative in his departmental management. And he always had a smile. He had a good sense of humor. One could not ask for much more than that. It is wonderful that in return he lived such a rich and long life.

#### REFLECTIONS ON THE LIFE AND CAREER OF RAY FRENCH

Prof. Robert Kingsley shared the following remarks with the faculty:

Ray H. French, Professor Emeritus of Art and Curator Emeritus of the University Art Collection passed away Friday evening, April 21, 2000.

A well known printmaker and educator, Ray studied at the John Herron School of Art in Indianapolis, and received both his bachelor of Fine Arts and master of Fine Arts degrees from the University of Iowa, studying under Mauricio Lasansky. On completing his degree work at Iowa in 1948, he joined the faculty here at DePauw. In those early years along with two other faculty, A. Reid Winsey and Helen Leon, Ray comprised the faculty of the newly formed Department of Art.

For the first ten years, Ray taught his classes in the Barnaby House affectionately known as "Termite Terrace." Along with printmaking, he also taught painting, drawing, and art history. It was in 1958 that the program moved into the newly renovated Carnegie Library and Ray set up a print studio second to none.

In 1970, following the death of A. Reid Winsey, Ray was appointed head of the department, a role he retained until the Spring of 1980. That spring he retired from the chair to become the University's first Curator. This long neglected job of recording and curating the growing University collection, Ray took on with the same vigor and enthusiasm he brought to all projects he accepted. Before his retirement in 1984, he had recorded, assessed, and restored the vast majority of the 3,000 plus objects that are in this collection.

Throughout his life, Ray was a producing artist of renown. His prints and embossings are in major collections throughout the United States and Europe. Known primarily for his intaglio work, he also produced paintings, sculpture, and, following his retirement, innumerable watercolors and pastels of the Greencastle and Putnam County area. His Center Street Art Gallery, located behind his home, was also his studio, and for the last sixteen years one could always count, in passing by, on seeing a new watercolor or pastel that reflected the season and the beauty of our community.

#### REPORTS FROM COORDINATING COMMITTEES

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

Prof. Robert Stark moved, for CAPP, "That the faculty approve allowing the minimum requirements for the Bachelor of Music Education to be increased from thirty two course credits to thirty three course credits and that the Programs in Music Education be offered as both a four and

a four and one half year program." He noted that this is a professional, not a liberal arts degree. The motion carried without discussion or dissension.

Prof. Robert Stark moved, for CAPP, "That the faculty approve the following changes in the School of Music curriculum to provide academic credit for ensemble courses required for graduation by its majors." (This proposed change of policy will not change the number of courses currently required for music majors but will provide academic credit for required courses.)

The following courses will be affected:

- MUS 271 "University Symphony Orchestra"
- MUS 273 "University Band"
- MUS 275 "University Choir"
- MUS 276 "University Festival Choir"
- MUS 279 "The Century Singers"
- MUS 285 "Jazz Ensemble"
- MUS 289 "Chamber Music"
- MUS 291 "Accompanying"
- MUS 296A "Performing Opera"
- MUS 296B "Performing Musical Theatre"

The basic policy changes are as follows:

1. All of these courses would be graded and receive 0.25 course credits in the semester in which the course is taken.
2. These course credits will be in addition to the thirty one or thirty three course credits currently required for graduation. All music majors are also currently required to take a minimum of one ensemble course in each semester in which they are in residence at DePauw. Additional requirements vary by major.
3. Students in the College of Liberal Arts may apply up to a maximum of 1.0 course credits to meeting the Group 6 distribution and thirty one course credits required for their graduation.
4. The GPA will include ensemble course grades.
5. Students would not be charged overload fees for ensemble courses.
6. This policy would take effect in the 2001-2002 academic year.

Faculty who teach these courses will evaluate students on the basis of participation, preparation, and musical growth; the same factors that are evaluated in assessing grades for applied music courses.

CAPP moved that the faculty suspend the rules to consider the above motion at this meeting rather than leave it on the table. The School of Music is involved in an accreditation review by the National Association of Schools of Music this year. The NASM expects the University to resolve the ensemble credit issue by the beginning of May. The motion to suspend the rules was carried unanimously.

In response to a question about why these students will be given letter grades instead of pass/fail when in some cases it is not clear how individual performance, workload, etc., can be clearly assessed, Prof. Patricia Jones explained that sectional rehearsals, small tryouts, etc., to some degree allow directors to assess individual performances.

The motion concerning the granting of credit for ensemble courses passed with no noticeable nay votes.

Prof. Stark moved, for CAPP to table the motion, "That the faculty approve a request from the School of Music to remove the Composition Major from its curriculum." He explained that this major is considered more appropriate for a graduate degree, and works much better with a composer in residence. Students will still be able to concentrate, just not major, in composition. The motion was tabled.

Prof. Stark announced that CAPP has decided to leave the motion concerning first year Winter Term on the table until next year. They need to gather more information and to resolve several concerns before making a recommendation. Chair Howard Brooks noted that the motion will stay on the table for the September and October 2000 meetings, but will automatically expire if not addressed then.

Prof. Stark expressed his concern at the low number of volunteers for RAS. Only Division One has submitted names. While many have complaints about the process, few have volunteered. Prof. Nancy Davis suggested that moving the large meeting to another time might increase turnout. The current timing of RAS meetings is necessary to allow for the administration to respond at the very beginning of the academic year, which permits all searching departments to announce the opening at the beginning of the hiring season.

#### COMMITTEE ON FACULTY (COF)

Prof. Tom Chiarella announced that COF has just finished promotion reviews, and will spend the rest of the semester on term reviews.

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

Prof. Nancy Davis moved, on behalf of MAO, to approve as a package the following new

courses in Music Education:

- MUS 230 "Survey of Wind Literature" ½ cr
- MUS 255 "Instrumental/Choral Music Education Lab" 1/4 - ½ cr
- MUS 262 "Music in Early Childhood" ½ cr
- MUS 263 "Music for Students with Diverse Needs" ½ cr
- MUS 355 "Secondary General Music: Methods, Materials, and

Curricula" ½ cr

Prof. Davis gave a brief summary of each course's content. The motion carried with no discussion or dissension.

Prof. Nancy Davis moved, on behalf of MAO, to approve as a package changes in credit from 0 to 1/4 credit for the following Music Ensemble courses:

- MUS 271 "University Symphony Orchestra"
- MUS 273 "University Band"
- MUS 275 "University Concert Choir"
- MUS 276 "University Festival Choir"
- MUS 279 "The Century Singers"
- MUS 285 "Jazz Ensemble"
- MUS 289 "Chamber Music"
- MUS 291 "Accompanying"
- MUS 296A "Performing Opera"

Prof. Davis gave a brief summary of each course's content. The motion carried with no discussion or dissension.

Prof. Nancy Davis moved, on behalf of MAO, to remove from the table the motion "No student may be required to take more than two in-class final exams on the same day. Any student with three in-class final exams in one day is responsible for trying to reach a solution by talking with the professors involved at least two weeks before the beginning of the final exam period. If none of the professors involved voluntarily agrees to give the student his or her exam on another day, the professor whose exam is scheduled second in the day will offer an alternative date for the exam. The student must obtain a multiple exams form from the Registrar's Office to provide written verification to the professors involved that three in-class final exams are actually scheduled and being given that day."

Prof. Ed Ypma spoke against the motion, suggesting that faculty are too busy to re-schedule exams, and students should learn to cope with such difficulties. In response to questions, Prof. Davis stated that this problem doesn't happen frequently, and that no formal documentation is required or planned. Prof. Cynthia Cornell suggested that this solution asks a lot of faculty who might, for instance, have to re-write a three hour long exam. This problem came about with the change in time banks, and may be solved by another change in time banks. Several faculty had comments about whether faculty must write new exams, or could trust students; faculty already have to re-schedule exams for traveling athletes, and this policy won't result in nearly as many exams being re-scheduled. Prof. Bryan Hanson suggested that faculty could still have trouble scheduling these exams, and asked if the University could create a specific time for them.

The motion carried with about half a dozen faculty voting nay. It was clarified that the motion takes effect with the fall 2000 finals, not this month.

Prof. Nancy Davis moved, on behalf of MAO that the faculty approve as a package the following changes in the principles MAO will use in constructing academic calendars:

The first day of classes in the fall semester will be on a Wednesday.

Fall Break will begin on Saturday after the 7th week of classes is complete; like Spring Break, it will be a week long, with classes resuming on a Monday morning.

Thanksgiving break will be five days long; all classes will meet on the Tuesday before Thanksgiving, with the break beginning on Wednesday and classes resuming Monday morning after Thanksgiving.

For both semesters, there will be at least two study days after the end of classes.

Prof. Davis explained MAO's reasons, including the sense that students and faculty are already quite tired long before the long Thanksgiving Break. Students procrastinate and plan to spending their whole

Thanksgiving Breaks studying or on research. A longer Fall Break would work better for field trips. Fall Break could come between the two sets of seven week courses. And last, this is schedule is followed by many schools with strong academic reputations. This schedule would take effect in AY 2001-2002.

President of Student Congress Sean Nicol reported that about 98% of Student Congress members object to the potential change. One concern was emotional: students like having a long Thanksgiving Break with family. Some students anticipate problems if the dorms close during Thanksgiving. Prof. Bob Stark agreed that travel right around Thanksgiving is difficult and expensive. Prof. Ellen Parker suggested that we should encourage on campus Thanksgiving celebrations. Prof. Cynthia Cornell agreed that beginning classes on Wednesday guaranteeing study days are both good. But she finds that almost all students object to the change in breaks. She listed several student concerns: students say they don't need as big a break in fall as spring because they're more energized during the fall semester; students need the longer break after the long winter; students use Thanksgiving Break as a chance to study; Thanksgiving is an important family holiday; travel around Thanksgiving is extra expensive and difficult; and if the change is made many students may chose to leave for a full week anyway, as they would only miss one of each class on Monday and Tuesday. Prof. David Guinee supported the motion; most other schools have only short Thanksgiving breaks, and they cope. Prof. Wayne Glausser noted that travel schedules are more difficult for students from beyond the Midwest; as our student body diversifies, more students have farther to travel. Prof. Susan Hahn thinks students are just getting momentum in October, giving them a week long break will just shift when the disengagement happens, and make it earlier in the semester, which is especially hard for first year students. Prof. Robert Newton noted that this proposed schedule is similar to that used years ago.

Prof. Ralph Raymond called question, which carried with about twenty faculty voting no.

Prof. Davis announced that next year MAO will review the timebank system that was first implemented this year, and examine internships and independent study courses.

#### ANNOUNCEMENT

Vice President for Admission and Financial Aide Madeleine Eagon, who had to leave early, announced that the University has received 604 enrollment deposits, with a goal of 610. Incoming students have GPA average of 3.65, and a combined SAT score of 1200. The School of Music has forty eight matriculating. The honors and fellows programs are full. VP Eagon thanked the faculty for allowing class visits, and for attending meetings, open houses, etc. There are currently thirteen international students expected, of whom about eight are expected to stay until graduating.

#### STUDENT LIFE AND ACADEMIC ATMOSPHERE COMMITTEE (SLAAC)

Prof. David Newman moved, on behalf of SLAAC, to table the motion "That Article VII, Section D, Paragraph 3 of the Faculty Handbook be revised to reflect current practices." (Deleted language is enclosed in [ ], and added language in CAPITALS.)

This committee shall coordinate the faculty representation on those committees, councils, and boards which supervise student life and campus-wide academic atmosphere issues participated in jointly by faculty members and students including the [Appeal Board, Board of Control of Student Publications, Committee on Academic Integrity, and Student Conduct Board] UNIVERSITY REVIEW COMMITTEE (WHICH DEALS WITH GRADE GRIEVANCES AND CASES OF ACADEMIC INTEGRITY) AND THE COMMUNITY CONDUCT COUNCIL.

The motion to table was approved.

Prof. Newman announced that SLAAC has looked at dependent status, especially regarding those who marry while at DePauw. DePauw continues to expect their parents to pay tuition, though their parents generally don't. Though the University appears to work well with these individual students, SLAAC has asked Vice President Eagon to consider changing the policy.

Prof. Newman announced that SLAAC is considering the broader implications of not requiring First Year students to stay on campus during Winter Term.

#### REPORTS FROM OTHER COMMITTEES

##### FACULTY DEVELOPMENT COMMITTEE (FDC)

Prof. Marthe Chandler announced, for FDC, that a total of twenty one faculty attended the three workshops on writing applications for Faculty Fellowships. There is no longer a specific summer cutoff date for applications for conference funds. Faculty may now apply for conference funds during summer, although, as usual, applications should be received at least two weeks before the conference. FDC has (finally) managed to spend almost all of its budget. (The "usual" end of the year announcement from FDC has been about how much money remains, unspent, in our budget. This year thanks to the efforts of Neal and Martha, we are doing better.)

##### COMMITTEE ON ADMINISTRATION (COA)

Prof. Ralph Raymond announced that COA has discussed faculty salaries, including distribution by rank of this year's 4% increment. Relative to our peers, DePauw maintains a strong ranking for hiring assistant professors; there is some compression on associate and full professors. COA has discussed salaries of school of music faculty, and hopes to address their concerns as fully and expediently as possible.

On June 15th and 16th members of the standing committees and other interest groups will meet for an on-campus retreat to discuss strategic planning priorities.

##### FIRST YEAR SEMINAR COMMITTEE (FYS)

Prof. Meryl Altman, on behalf of FYS, thanked faculty who are offering seminars next fall, those who attended workshops earlier this semester, and those who will attend the makeup workshops on the next couple of Thursdays. FYS will soon distribute a memo about orientation and a list of student mentors. FYS is working with CAPP and MAO on integrating the first year seminars into the system of graduation requirements.

AFFIRMATIVE ACTION COMMITTEE

Chair Brooks announced that AAC Chair Eric Edberg is sick but will send written report to the faculty.

REPORT FROM THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

VPAA Neal Abraham reported that task forces on the studies programs, internship programs, and faculty and student workloads are drafting reports which will be shared first with the commissioning committees, then shared in fall with all faculty.

VPAA Abraham announced several staffing changes. Beginning early summer, Prof. Ken Kirkpatrick will be Associate Dean of Academic Affairs. Both Janet Teegarden (Director of Quantitative Reasoning Center) and Pam Miller (Director of the Speaking and Listening Center) have resigned. The competency centers will be re-organized; VPAA Abraham asked that faculty members share their ideas with him or Vice President for Student Services James Lincoln.

Prof. Tom Chiarella has been awarded the first Richard Peck Chair in Creative Writing. The faculty responded with applause.

There will soon be a call for nominations for University Professorships.

REMARKS FROM THE PRESIDENT

President Robert Bottoms announced several unanimous tenure and promotion decisions. Assistant Professor of Communication Arts and Sciences Melanie Barnes, Assistant Professor of Japanese Hiroko Chiba, and Assistant Professor of Chemistry Jeff Hansen have been awarded tenure. Assistant Professor of Music Matthew Balensuela, Assistant Professor of Voice Caroline Smith, and Assistant Professor of Geology Scott Wilkerson have all been awarded tenure and promoted to Associate Professor. Dr. Bottoms reminded the faculty of Friday's Faculty Recognition Dinner and reception.

OLD BUSINESS

There was no old business.

NEW BUSINESS

Chair Brooks asked that the faculty move to accept the divisional nominations to faculty committees. The motion was made, seconded and approved.

The divisional representatives are:

Division I:	CAPP - G. Balas	COA - S. Tremblay	FDC - K.
Menzel			
	Public Occasions - C. Fruhan		Petitions - P.
Cotton			
	Teacher Education	R. Salman	
	COF Review members:	S. Neal	J. Miranda
	COF Review alternates	M. Bretscher	E. Edberg
Div. Chair	N. Mourouzis	Secretary	B. Kingsley
Comm.	R. Salman		3rd Member Nom.
Division II:	IEC - I. Aures	COA - T. Chiarella	



Lib. Advisory F. Coulont-Henderson  
 COF Review members: M. Belyavski-Frank V.  
 Ziegler  
 COF Review alternates: B. Batto M.  
 McKelligan  
 Div. Chair C. Cornell Secretary T. Chiarella 3rd Member  
 Nom. Comm. H. Chiba

Division III: IEC - M. Penner, Y. Zhang Petitions - S. Thede  
 Library Advisory - H. Eppley  
 COF Review members: D. Berque D. Harvey  
 COF Review alternate: B. Gourley VACANT  
 Div. Chair T. Bonebright Secretary M. Kannowski 3rd Mem. Nom.  
 Comm. J. Benedix

Div IV: CAPP - E. Lee IEC (1 yr.) - M. McVorrان COF -  
 E. Weisz  
 Library Advisory - VACANT MAO - N. Davis  
 COA (1 yr.)- R. Raymond SLAAC - O. Goma  
 Athletic Board - A. Williams FDC (2 yr.) - VACANT  
 COF Review members: J.Schlotterbeck S. Sahu  
 COF Review alternates: B. Steinson VACANT  
 Div. Chair S. Basu Secretary- B. Whitehead 3rd Mem. Nom. Comm. Y-C  
 Chiang

Prof. Nafhat Nasr moved moved to confer degrees to those students who have satisfied allrequirements for graduation. The motion was seconded and passed unanimously.

#### ANNOUNCEMENTS

Chair Brooks announced the results of the faculty at-large elections.  
 COF C. Edwards, A. Sununu GLCA Representative M. Altman  
 MAO B. Whitehead Athletic Board P. Propsom  
 SLAAC C. Peterson Honorary Degrees A.Williams  
 COA C. Huffman Hartman Center B. Hawkins  
 Women's Studies C. O'Dell, R. Schindler  
 Faculty Development T. Bonebright  
 Student Publications B. Bean, W. Glausser Teacher Education  
 C. Cornell

Prof. Ralph Raymond remarked on the recent May Day celebrations; he deplores and regrets the lack of historical sensitivity and knowledge displayed by those who have displayed the hammer and sickle around campus.

The meeting was adjourned at approximately 5:40 p.m..

Respectfully submitted,

Howard Brooks, Chair of the Faculty  
 Kathryn Courtland Millis, Assistant to the Chair of the Faculty