

SLAAC meeting minutes (September 11, 2014)

In Attendance: Smita A. Rahman, Kathryn Millis, Khadija Stewart, Lynn Ishikawa, Christopher Wells, Julianne Miranda, Claire Halffield, Cody Watson, Fadi Fawaz

Meeting started at approximately 4:08 pm

- Introduction of all members
- Approval of minutes
- Discussion of previous meetings on campus climate issues and how to pursue those issues this semester. Cody Watson indicated that DSG would be given an update on this issue on 9/21 and additional items may emerge from that meeting. Christopher Wells mentioned overlap with Diversity and Equity committee on this issue. Kathryn Millis noted that DEC is an administrative committee and SLAAC might still want to be actively involved in these issues as it is part of the faculty governance structure
- Julianne Miranda noted that Academic Affairs is likely to bring up the Grade Grievance Policy for updating and review to SLAAC this year, likely at our October meeting. There will likely be committee action required on classroom attendance policy as well and how to clarify between curricular and co-curricular activities
- Discussion of current practices around attendance—Fadi Fawaz discussed the role of athletes and attendance policies at other institutions, Claire Halffield asked about how the debate team might be treated.
- Smita Rahman indicated that she would follow up with Director of International Student Services, Aliza Frame, on declining number of international students admitted and hoped to have a discussion on it at the next meeting
- Question by Khadijah Stewart on the committee's charge and discussion
- Christopher Wells shared that there has been some turnover at the counseling center which was followed by a brief discussion on adequate staffing and indicated that we are at above average levels. CW also mentioned that statistics on alcohol consumption, measured by blood alcohol level, had improved over the previous year. Finally, CW indicated an interest in trying to create a student-owned space for music, coffee, after-hours socializing.

Meeting adjourned at approximately 4:55PM

Minutes for SLAAC, Meeting on Thursday September 25th, 2014

Present: Lynn Ishikawa, Aliza Frame, Loutfi Jirari, Cody Watson, Fadi Fawaz, Khadija Stewart, Dorian Shager, Kathryn Millis, Smita Rahman, Ellen Tender, Claire Halffield

All minutes were approved

- Loutfi and Aliza prepared information to share regarding the low enrollment of international students this academic year. They said that the reasons for this drop are:
 - o The percentage of Chinese students coming to DePauw has been dropping slowly in the past few years (since 2010).
 - o DePauw is trying to diversify its international student population by recruiting from countries other than China
 - o Change in recruiting, DPU is not giving as many scholarships and as much money as it used to before
 - o All the recruitment strategies were based on traveling. This strategy is not sustainable. DPU is now changing strategies and attempting to use other models including leveraging faculty and students effectively.
 - o Objective is to keep the international student population at about 10% of the total student population.
- The following are programs that Loutfi and Aliza's office are using in order to recruit more International students:
 - o Loutfi is ushering a new program: Faculty International Recruitment Program to facilitate faculty recruiting for DPU.
 - o Aliza is working on featuring International students on the web and using brochures, this includes blogs, profiles, etc... current students are doing the same as well. This is delivered using the ISS newsletter. Their office launched, last year in May, an Intercultural life newsletter. This allows ISS to feature current events, students, faculty, etc...
 - o They also started the International Liaison Program where prominent students in targeted countries gather information about recruitment experiences and communicate with prospective students for recruitment purposes.
- Additional discussion on this topic:
 - o Fadi talked about a program they had at Texas Tech where the International office used to recruit students and exchange students. This applied to athletics etc... which resulted in a very diverse international student body.
 - o Smita asked if the drop in the international student body was anticipated? And what the impact was on the student body?
 - o Loutfi answered that this drop was not anticipated due to the lack of a plan in place to keep the numbers stable.
 - o Smita asked if there was a direct effort to diversify, if the drop in the number of students from China was anticipated?
 - o Loutfi answered that it wasn't. The recruiter traveled to several countries. Loutfi thinks that DPU never had a pipeline, we need to

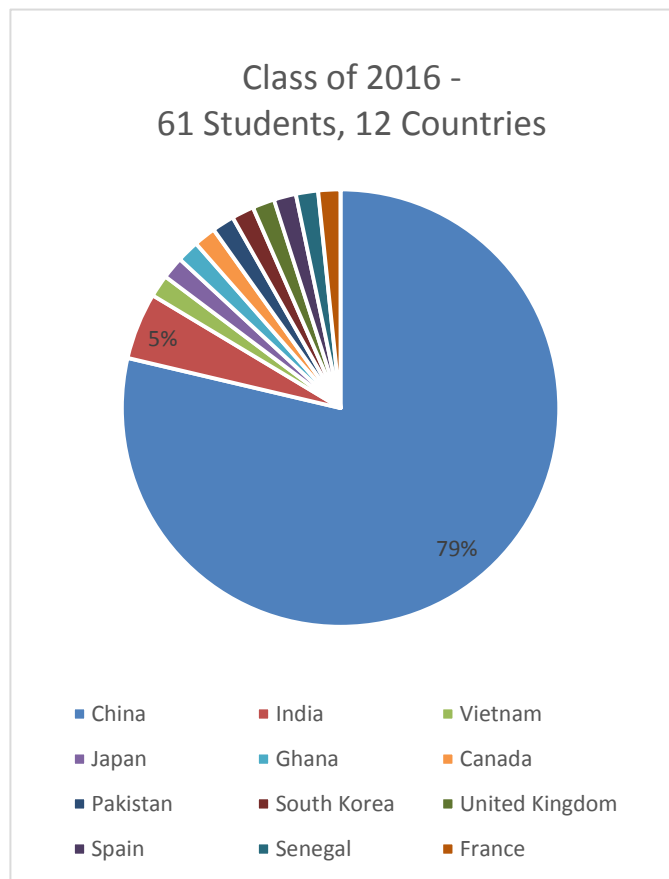
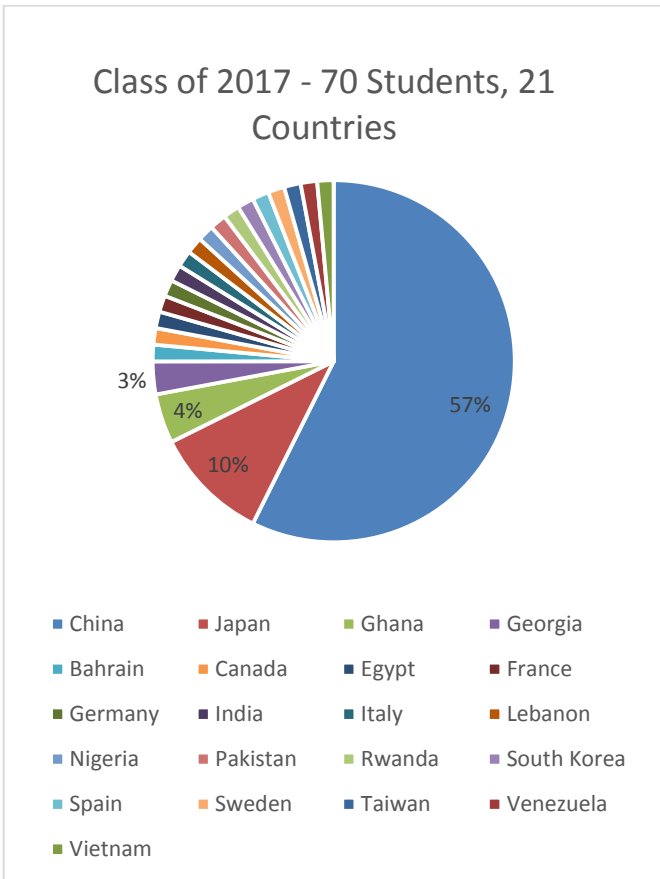
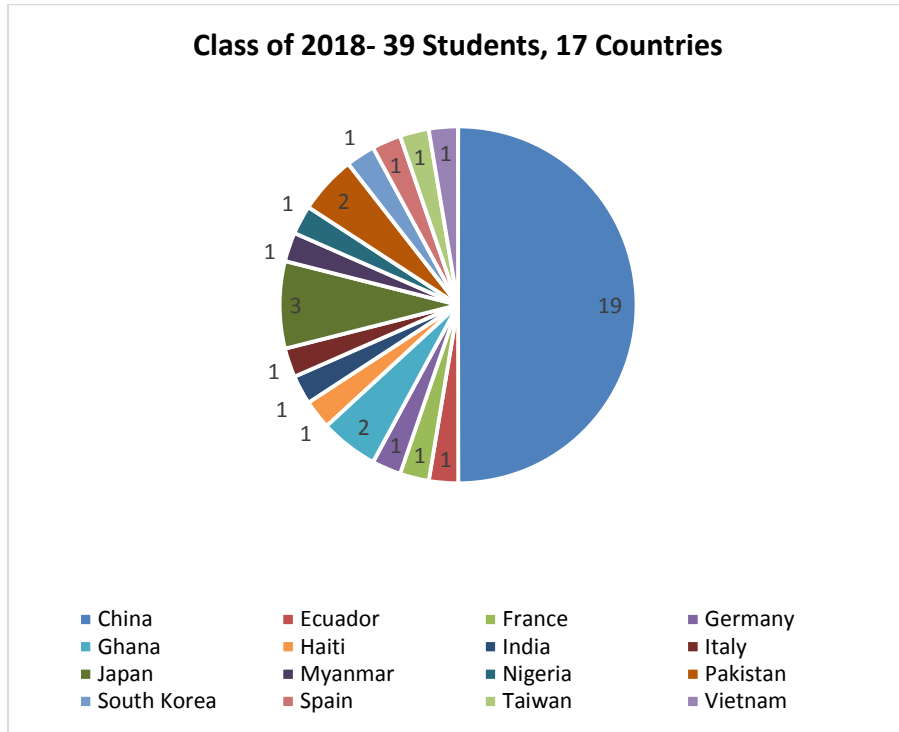
build relationships early on and talk to counselors often and talk to students early (sophomore, junior and senior year) in order to be effective

- Lynn asked if the campus climate issues from last year might have affected the drop in the incoming international student population.
 - Smita asked if this incoming class will be affected as far as student life and climate because the class is small.
 - Aliza answered that she didn't think so. International students are present in all of the FYS, residence halls, etc.... She emphasized that this class is particularly strong academically and in terms of their social skills and language. Aliza added that if this trend continues, she believes that it would affect campus climate.
 - Claire added that the campus climate has changed over the past few months, now students are more concerned with supporting others
 - Cody asked if the number of international student applications dropped last year
 - Loutfi answered that in general the GPA of the incoming class is higher than before. Loutfi added that his office plans on keeping the quality of students the same and attract more competent students.
 - Aliza added that now they are starting to implement plans that are based on real data and feedback from the ambassadors program.
 - Fadi added that his previous institution implemented several programs including a faculty exchange program and a requirement that all seniors must spend 3 weeks in China before they can graduate.
 - Lynn asked if the drop in Chinese students is a result of the financial aid package they offered. She asked if there were other factors.
 - Loutfi answered that it was mainly financial. He added that 20 students from China would have come to DPU if they were offered an additional \$5000
 - Kathryn asked if the concerns from last Spring impacted the drop in International students. If our peer institutions have seen similar drops
 - Loutfi answered that the other GLCA schools didn't experience as big of a drop as we have. Loutfi and Aliza met with the International students regularly last spring during the events and assured the committee that their concerns were completely different from the rest of the student population. They have not seen any red flags on social media (they now have a bigger presence with combined social media between the two offices).
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- Report from Student Government by Cody: At their forum, they showed a video and had a conversation with the RAs and mentoring groups about how whether academic life's response to last Spring's events was appropriate
 - The feedback from the video was very positive and will go to the student body tomorrow. As of now, people are talking and having discussions and for

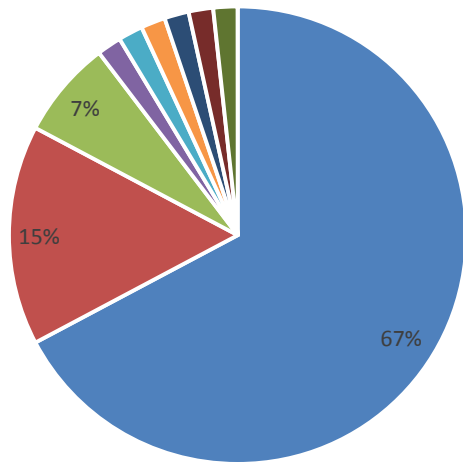
the most part, there are no current concerns from the student's side. In general positive feedback about the initiatives taken by DPU.

- Claire added that students used a lot of emotion last year but things are different this year
- Smita asked about where things will go next.
- Cody answered that students and administration liked the progress that was made. The big concerns that students had last Spring have all been touched on except for the "M" requirement. The leadership in student government and administration will keep talking about how to keep the conversation going.
- Ellen added that students are talking about the fact that the incoming class is not aware of what happened last year. She thinks that the fact that someone other than the mentor addressing these issues is helping.
- Claire added that the video was crucial in informing her about all the changes that happened on the administration and faculty side.
- Dorian added that last year, a series of small incidents aggravated the situation. It would be interesting to see if the same would happen this year.
- Aliza added that the programs that have been put in place have helped educate students about how to address challenges, be well intentioned, be inclusive, etc...
- Smita asked if there are other issues from the student body
- Cody answered that some of the issues are: upper class housing, availability of laundry service, WIFI, cleanliness, ...

DePauw University – International Student Demographics

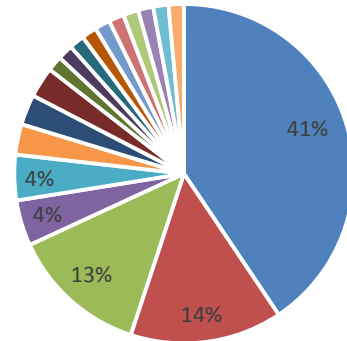


Class of 2015 - 58 Students, 9 Countries



- China ■ Vietnam ■ India
- Hong Kong ■ Nepal ■ South Korea
- Italy ■ El Salvador ■ Russia

Class of 2014 - 69 Students, 18 Countries



- China ■ Vietnam ■ India
- Japan ■ Ghana ■ Canada
- Bangladesh ■ Ecuador ■ Nigeria
- Mexico ■ Ukraine ■ Nepal
- Pakistan ■ Germany ■ Myanmar
- South Korea ■ Chile ■ Russia

Minutes for SLAAC 10/9

Present: Aliza Frame, Ellen Tinder, Lynn Ishikawa, Cody Watson, Kathryn Millis, Smita Rahman, Fadi Fawaz

All minutes were approved

-Lynn shared information regarding the situation in Mason Hall

- Someone posted a notice to not pour anything in the sink, and used some type of translation device to put their message into Mandarin. A Chinese student reported the incident and was reported to Aliza by email. A photo of the sign was also posted to Facebook. A message was sent out to all international students regarding the issue.
- Chinese students in Lynn's class expressed a feeling that domestic students are not interested in befriending them
- Additional discussion on the topic:
 - Fadi talked about a program in place at another institution in which international students are paired with domestic students and the program had a budget
 - Smita raised the question of what is currently being done on campus
 - Aliza raised an issue of campus climate and follow up
- International students reported on their opinions of the issue:
 - One student offered her opinion that because DePauw is a small campus there isn't much space for difference and because of that people are likely to have problems with respecting differences. She elaborated and explained how her style of communication has changed since she has been on campus.
 - Another mentioned that before coming to the US, she never thought about the difference that might be evident or the difference in communication. For example, in class it is against a learned norm to speak out and give her opinion. However, at DePauw that is very different. It is hard in class, because before expressing their opinion they must also think about the language and therefore domestic students sometimes get to express their opinion first
 - In high level math/science courses international students can be the majority. He expressed the climate is great and that he has only had one incident where he felt. His first reaction to the sign in Mason was that he felt it was weird.
 - Smita asked if the sign was indicative of a larger campus climate issue
 - A student the sign reaffirmed her thought that there might be a larger issue
 - Another shared his experience on wanting to check out a study room in the library and feeling grouped . He doesn't view the sign as a larger issue, because an issue can't be assumed from one person's opinion. Doesn't see any form of resolution.

Proposes that we should try and minimize issues but acknowledge that issues will never fully dissolve. She stated she was glad that the sign was posted because it allowed for discussion to happen.

- Smita asked for suggestions on how to improve campus climate
 - Culture exchange
 - Interviews between different cultures/exchange ideas
 - International students at DePauw helping domestic students prepare for their own study abroad experience.
- Asked if other international students feel the same about the climate as Chinese students
 - A student responded said she doesn't feel as though it is unique to Chinese students. She said that during orientation there are flags of every country on campus but noticed that it was not always the case and that differences are not always celebrated on campus
- The question was raised on how some international students assimilate and why others might have a harder time
 - Stated that he engaged with domestic students in lab and through group projects and that he likes to talk to other students in the lab
- Fadi proposed the idea of sending a survey or meeting with students of different nationalities to see what they want and what ideas they have for campus climate
- Aliza asked the students what they view works well for them and what doesn't
 - Student responded that what works best is speaking to professors more and having more conversations and taking more initiative to meet with international student services
 - From his perspective he feels as though American students are independent and they sometimes enjoy being alone, he feels as though his personality is similar. But, he feels as though Chinese friends want to spend more time together. His idea is that the way each culture makes friends is very different which is why the expectations are different
- Proposed the question that if international students feel as though the sign is indicative of a larger issues than that is what is important.
 - Smita said that sign seemed to promote the idea of stereotypes and Aliza said the sign led to more discussion of other bias incidents that have been unreported and that the situation has led made them feel more comfortable reporting issues. She also said that from asking other students about the issue believed that it might be cleaning staff, not students.

- Smita asked what role SLAAC might play in addressing the issue of the sign
 - Asking for a survey of international student?
 - What kinds of questions are being asked?
 - Who should the survey be sent out to?
 - Aliza noted that the questions would change if the survey were sent out to only international students
 - Smita proposed collecting data first and then moving forward
- Campus Climate: Adequacy and Coordination of University Response:
 - Cody explained the student's perspective that students want to talk about campus climate but they don't necessarily want to be the ones to start the conversation. Student government is looking into trying to gather information beforehand so everyone is able to respond- trying to tweak their process
 - How do conversations get initiated?
 - Smita noticed the sense that issues have calmed however there is still a sense of elements that still need to be talked about
 - Lynn asked if there were mandatory programs that discuss issues of campus climate
 - Aliza responded with the introduction of programs initiated into the first-year mentor program and noticed that there was a difference between this class and past classes on how they respond to issues of inclusion
 - M-requirement was brought up
 - Lynn mentioned that in the discussion in her class the older international students accepted that they weren't going to make domestic friends.
 - Study abroad-
 - Are international students used as a resource when domestic students are preparing to go abroad
 - A lot of campus climate concerns regarded faculty-
 - Smita asked if there was any follow up regarding the requirement of diversity training
 - Smita proposed that Carrie Klaus come in to talk in our next meeting
 - Lynn proposed the idea of a video being made with the accounts of international students
- Appointment of SLAAC representative to committee discussing curricular/ co-curricular issue
 - Smita asked for a volunteer to represent SLAAC
 - Fadi and Kathryn volunteered

Minutes for SLAAC 11/12/2014 11:30-12:20pm

Present: Ellen Tinder, Lynn Ishikawa, Julianne Miranda, Hiroko Chiba, Khadija Stewart, Fadi Fawaz, Dorian Shager, Smita Rahman, Cara Bargiacchi, Kathryn Millis and Aliza Frame

- Carrie Klaus and Renee Madison are coming for our next SLAAC meeting
- Agenda has been slim this semester; we have mostly focused on campus climate for international students, and in our last meeting, we raised questions about what came of the plans to provide more diversity training for faculty
- Agenda today will focus on SLAAC's role in the campus climate discussion and
- Smita brings up the "Here Comes Trouble" email chain
- Update from Dorian on Friday campus forum:
 - About 30 students, 30 faculty/staff present; conversation lasted 1 hour
 - John Caraher talked at length about where CAPP stands on the M-Requirement debate
 - After the first hour, students asked faculty/staff to leave
 - Faculty were the most vocal. Some spoke about where initiatives from their respective divisions stand in terms of their diversity & inclusion initiatives, and some spoke about their personal experiences being a person of color at DePauw
- Update from Dorian on Sunday's meeting called by President Casey:
 - It was more raw and emotional, as well as being more directed toward President Casey.
 - The President was asked to cancel classes in order to have an all-campus meeting. It seems that he did not respond or said no for now.
 - Students asked him for direct responses to many questions - take a stance on issues.
 - He tasked Bridget Gourley with moving forward with faculty. Bridget recently emailed the faculty to call a special/emergency meeting of the faculty to vote on the M-Requirement.
 - Students seem to have left more discouraged. Students were asking why the M-Requirement was never passed the first time, why DEC stopped meeting for a couple of years, etc.
 - Discussion ensues as to whether the M-Requirement has ever been brought to vote with the full faculty.
 - Mindframe is: We had all of these conversations in the spring, and now it's November and nothing has been formulated, voted on, passed.
 - It would be most helpful for students right now for faculty to get official things in their minutes. Students don't like hearing that "Faculty training is complicated" because it seems like an excuse or cop-out. Students ask why we can get faculty together for Title IX training, but we're not willing to do it for diversity and inclusion training.
 - SLAAC could do its part to get an official stance on the record by contributing in writing that "SLAAC endorses...", or to reach out to HR with an official recommendation that "before an employee is allowed to begin employment, s/he must complete a diversity training". We have to be thoughtful about what we endorse as a committee so as not to put out something that we regret or cannot feasibly be implemented.
 - What do we as a committee want our purview to be on these issues? What do we want to pursue?
 - This committee should endorse that faculty should embrace these issues, but we should leave it as a general endorsement because the "how to" is not up to our committee to decide.

- Some students have requested (at recent forums) an explanation of how faculty governance works. A date is currently being set to hold that session.
 - Suggestion that New Student Orientation be extended to include substantive programming related to becoming part of an inclusive community, addressing/training on diversity and inclusion. Important to make time for such a priority at the beginning of their DePauw experience.
 - First Year Seminar is one course where faculty could be address power, privilege, diversity training, etc.
 - Student leaders from The Movement report being very tired of putting themselves out there.
 - Greek houses should have programming. (“Status Quo” program, ICCF)
 - Punch-card idea for multicultural events
 - THERE ARE LOTS OF GREAT IDEAS, AND WHAT STUDENTS ARE ASKING FOR NOW IS THAT WE PICK SOME AND IMPLEMENT THEM.
 - Good communication is part of the problem - we need to let students know what we are doing. This comment was made after talking about the existing diversity training/education programs.
 - Students are passed the point of accepting the University taking more time to make decisions.
- HOW SHOULD WE MOVE FORWARD AS MEMBERS OF THIS COMMITTEE
 - Figure out what we want to say (in written statement) for December’s faculty meeting
 - We want to see faculty diversity training
 - Clarity of student reporting structure for in-class concerns/incidents
 - Student diversity/awareness/intervention programs
 - Supports that the faculty figure out how diversity education can be included in the curriculum (FYS, co-curricular, etc)
 - Members of the committee express concerns about what they have heard about the quality of counseling services

SMITA WILL TAKE A FIRST STAB AT DRAFTING OUR STATEMENT, and asks that we provide input.

SLAAC minutes 12/11/14

In attendance: Cody Watson, Kathryn Millis, Ellen Tinder, Claire Halffield, Smita Rahman, Hiroko Chiba, Julianne Miranda, Lynn Ishikawa, Fadi Fawaz

Guests: Carrie Klaus, Renee Madison

Carrie provided an update on **faculty training related to diversity, microaggressions, inclusiveness**, etc.

- In their planning, she and Renee (and others began with the question of whether the training should be mandatory and now realize that it probably does need to be mandatory.
- They just met with a group of chairs to talk about training; hopefully this will be a way to follow-up after the Day of Conversation.

Re: training, SLAAC's input is welcome. The plan now is to offer customized and interactive opportunities for training. They will work through departments for this; a call is going out to chairs and program directors to ask, "What is the place of diversity/inclusion" within that department and what are areas that need help or that could benefit from training. Responses will be "due" after the Day of Conversation, after which training will be designed. Departments might be paired in conversation, or there might be reading groups, etc. Conversations are happening with Amy Haug too regarding staff training.

Renee: Faculty and staff training will probably be separate, but will be planned with the other training in mind. A question has been raised regarding student input in these trainings. SLAAC could be a good committee to help with this input.

Carrie: Students could be helpful with potential "blind spots" that departments might have.

Julianne: If it's done on a department level, won't that make staff and faculty training very different, and create a division? A more holistic approach might be better, since we're all part of the same community.

Renee: Good point, and one that she's thinking about. It's important for everyone to be speaking the same language. There's also long-term planning that needs to happen, which would have to take that into account.

Kathryn: It is very important to think of staff and faculty in an inclusive way. Many staff in the library have a lot of student contact, for example, and that's probably true for many people on campus. Will the training be a "faculty thing" only? A separate "staff thing."

Carrie: It's not meant to be exclusive, but the curricular aspect is important.

Smita: Is the Day of Conversation meant to be a springboard for training? Will it be implemented in the Spring?

Carrie: Yes.

Smita: Are there models of training?

Carrie: We're trying to come up with a more customized model.

Renee: It can't be one person's job or one committee's assignment. Our hope is that we can all agree on some priorities and support those as a university and provide programs and training that is part of the structure.

Smita: What about the size of the department and the ones with more tenured faculty? Some untenured department members might feel uncomfortable.

Carrie: Individual responses could also be asked for, but there's still a question about this. Is that model going to mask certain viewpoints? There may be faculty who feel uncomfortable sharing their viewpoint.

Cody: There is sometimes a disconnect between students and faculty in terms of curriculum, diversity, learning, assignments, etc. As a residential campus, students see the campus as their home, and faculty come to that home, essentially. So in that sense, everyone needs to share a certain perspective.

Fadi: Some students are unhappy because they feel the issue of diversity doesn't concern them, and some students wonder why they weren't included in the conversation or planning for the Day of Conversation.

Renee has some concerns about how the day is being talked about. Her feeling is that it needs to be framed as a valuable part of a liberal arts opportunity.

Both short and long term goals/conversations are important, and SLAAC's feedback could be helpful with that.

Smita: SLAAC would like to get a report on the department feedback in Feb or March. Committee could be a sounding board since it contains staff, faculty, and students. Maybe Feb? SLAAC could be a kind of clearinghouse for information/ideas.

Kathryn: When will there be a plan for the day?

Renee: We probably won't know until January.

Kathryn: Part-time employees who have other jobs might not be able to attend Day of Conversation.

Renee: The general thought is that it would be the whole day, and that there would be materials, reporting, videos, etc. to provide for people who can't be present.

Hiroko: Is faculty/staff training geared toward how we deal with students? Issues can happen between faculty members as well. Or from students. Will this be included in the training?

Renee: That was a discussion point with the chairs. Yes, there can be that kind of conflict, so tools are necessary for recognizing those biases. Those are ongoing opportunities for training. And individuals can provide that feedback too.

(Carrie and Renee left)

Approved minutes

Smita: Schedule and agenda for next semester

- Feb 12, 26; March 12; April 9 and 23; May meeting will be called if necessary
- Kathryn: some committees do a handover meeting where old and new members can meet and talk
- Smita: We could do that for April 23 meeting if elections are done by then.
- Also, we need agenda items for next semester.
- Academic Integrity/Use of academic materials/electronic sources
- Kathryn commented on how the language might be outdated
- Is co-curricular excused absence/grade grievance issue coming to us in spring? Julianne says yes about grade grievance. Group meeting about the excused absence hasn't met yet.
- Julianne says academic integrity issue may need to be spread over the first two meetings. URC training is also going to be happening in the spring.
- Smita will send out the policy prior to the meeting.

Cody: Some conversations about perceptions about Greek Life among faculty and staff.

Smita: This issue has come up a lot, so we should think more about how this could happen.

Cody has suggestions about this.

Claire: Myrna Hernandez sent out a letter after the UVA incident, and she sees that it's possible that people might blame the Greek system for many of the problems on campus.

Cody: Issue has also come up regarding faculty canceling classes; some students feel like they're punished for missing class but that there's no accountability for faculty. Fadi suggested that this point is unlikely to gain traction with faculty.

Mtg. adjourned at 5:01

SLAAC Meeting Minutes February 12, 2015

In Attendance:

Khadijah Stewart, Lynn Ishikawa, Kathryn Millis, Claire Halffield, Cody Watson, Ellen Tinder, Julianne Miranda, Cara Bargiacchi, Smita Rahman, Dorian Schager

Meeting starts at 4:07pm

- Approval of minutes postponed because of failure to attach file to earlier email. Will do so at the conclusion of the meeting

#1: Update on February Faculty meeting:

- KM: There was a question for SLAAC about follow-up to Diversity Dialogue and some discussion of faculty and staff training. Conversation about hiring external facilitators for training, future steps by DEC, and also about the absence of Bon Appetit employees on Diversity Dialogue day
- SR: Carrie and Renee coming to our next meeting to update us on faculty diversity training
- LI: I was part of planning along with Cody for Diversity Dialogue day and now a smaller subgroup has been formed that is doing the follow-up. Original Cmte was formed by volunteers, but its open if people want to be a part of it.
- CW: A lot of the action centered around plan by Casey to get a diversity plan
- SR: Question about SLAAC's role in this discussion, given that DEC has taken the lead on organization and planning. We could take on a bigger piece of this if we want to, but what do we as a committee want to do in this area?
- DS: Thrilled to have DEC up and running because they can dive deeper into it than SLAAC can, Day of Dialogue group is even more focused on it, SLAAC could be more broadly intentional
- SR: Do we want to say we would like a rep on DEC, in the working group
- Cody: SLAAC does the whole community and that works well.
- Cody could serve as our liaison to the Day of Dialogue sub group
- SR:MDEC doesn't report to us, they report to the president. Do we want to look into that? Perhaps something to suggest
- KM:: Important to keep things from going on the back burner. Would be good to see something codified about DEC in the FGSC reforms and their connection to us could be specified to us in some way.
- SR: I will bring that to the attention of FGSC at our next meeting when we discuss governance reform

#2: Request by Faculty member for SLAAC to issue statement on behalf of faculty to end Greek Life on campus:

- SR shared details of email and FGSC request and invited discussion of the request by the committee
- ET: Would this request apply to multicultural houses, or panhellenic, or IFC?

- SR: The request doesn't make any of those distinctions.
- HC: Not sure what the committee can do this broadly. Particularly at this time, this seems to be a premature request. It represents a strong point of view, but not sure this is the committee's role to formulate such a statement.
- JM: It is premature, although there is some merit to this request. Wonder if it's not more appropriate for this committee to put out statements on academic atmosphere. Might be very appropriate statements of quality on these issues—given hospitalizations over Winter Term
- KS: If this person wants to appeal to faculty, might be better to personally appeal to faculty at the faculty meeting.
- KM: This person should appeal directly to faculty colleagues. Not sure where this goes, would appeal to the Board?
- DS: One way to approach this broader conversation would be to ask for an update on the Greek Fact-finding commission that existed several years ago, 2007, maybe? SLAAC could say it has been 7 years and that it would like an update.
- HC: Is the 2007 Report still available online?
- KM: Found some portions of it online (*Note: These and other portions were circulated by email to SLAAC members after committee meeting.)
- SR: Do we want to ask for a status update on the Greek fact-finding commission from Christopher Wells?
- CW: What do faculty want to know about the Greek system? We don't know what you want until we talk about it. How can we get messages out about what we are doing? How can we open that communication to us?
- CB: Lots of positives in the Greek system that faculty are perhaps not so aware of
- SR: I want to think about moving beyond this specific faculty request which is outside the scope of the committee. So we agree then that I will respond to the faculty member saying the committee discussed it and think the request is outside the purview of the committee and we don't want to take it up at this time but that we are asking Christopher Wells for a status update on the Greek FFC. I will also send that request to VP of Student Life Christopher Wells after our meeting. KM will circulate the portions of the 2007 report that's available online.
- Discussion about whether we want to issue a broad statement on academic atmosphere.
- DS: SLAAC about ten years ago made a statement about new member education that it was being done too close to finals. Also wrote a statement about residentiality. For Greek life it could do something similar philosophically.
- JM: Perhaps we issue a statement after we get the update on Greek FFC
- KS: Has any action been taken on alcohol use over winter term? Are outside consultants involved?
- DS: We are changing the survey we give on alcohol use in the Spring, perhaps SLAAC could look into that when the survey results come in

4. Possible Revisions to Academic Integrity Policy on Abuse of Academic Materials (*handout circulated that contains draft language for potential revisions)

- KM introduces the issue and how it has become a problem with respect to library reserves and inter-library loan. In the past we have discussed this issue briefly but put it off. However, KM talked to JM before our meeting today and they think might want to hold off on it for a little longer.
- JM: Several things are coming out of academic life over the next few weeks. There are several projects that include online modules for academic integrity violations, to provide information after the first offense and to prevent second offense. Academic life is trying to shift the conversation from punishment to pedagogy. We want to create resources that faculty can integrate into the classroom. Outcome of all of this is that we will end up reviewing the academic integrity policy as a whole and revising it
- KM: At some point in this process the role of library materials have to be discussed. The library is concerned that we haven't applied this policy very much when these violations occur with respect to library materials. We want the language to be more clearly outlined and more clearly linked to academic integrity and not general community standards.
- SR: Given this discussion, and the likelihood of significant revisions to the Academic Integrity Policy in a few months, do we want to do this portion of the revisions later as part of the total package?
- KM: Librarians are fine with that but need to be part of the conversation about policy revisions.
- JM: We would want specific data about how many late returns. What can you do about registration etc? One concern is about seeing this as materials management. The language needs more clarity.
- CB: We are not going to be punished for returning a book late in the same way as stealing lab materials?
- KM: Not for average offense, but for those that are months late and sometimes involve ILL.
- SR: When might SLAAC see the actual draft language for the revisions to the Academic Integrity policy?
- JM: The online component might come after spring break.

Approval of December meeting minutes.

Meeting adjourned at 5:08 PM

February 26, 2015

In Attendance: Claire Halffield, Cody Watson, Ellen Tinder, Dorian Shager, Lynn Ishikawa, Kathryn Millis, Julianne Miranda, Smita Rahman, Hiroko Chiba, Aliza Frame,

Guests: Carrie Klaus, Renee Madison

Meeting Starts at 4:06

Minutes approved

#1 Diversity and Faculty Training Update

Carrie Klaus: Scheduled, will bring a facilitator. Jaime Romo, March 12th and 13th, four 2-hour workshops announced Monday. Conversations with chairs and facilitators about goals of training, Training is a response from DEC for faculty diversity training. What can we do intentionally to make DePauw have a positive campus climate? Plan was to think in a departmentally specific way, now only faculty, come up with big and small pictures within department and programming including welcoming students, updating curriculum, what steps can each department do to make progress, and how can the university support the efforts. Faculty needs some kind of training to help faculty have these discussions. March 12 and 13 are preliminary steps to start facilitating discussions. Will meet with chairs at end of year and start to develop over the summer. What would be useful for faculty? How can this be compelling for a wide variety of folks?

Kathryn Millis: is it Mandatory?

CK: We want everyone to be a part of it but we look not to use the mandatory language.

Lynn Ishiwaka: Have you had any faculty pushback?

CK: We haven't spoken with the whole faculty in a comprehensive way, I haven't received any pushback, but there have been questions. What is the most productive way of getting people to want to invest their time?

Renee: Do you think faculty would respond differently than they in regards to the day of dialogue?

LI: I would expect a similar response.

CK: We don't have to overestimate the number, we can expect a similar response.

Smita Rhaman: Some of the object was intellectual, some of it was messaging, How do we sell this to the faculty? Is this training for the classroom or as interactions between colleagues?

CK: Its a broad training, preparing us to be aware, listen, hear concerns, be consistent of where we are individually in regards to privilege and diversity, it is about building awareness of larger issues.

Renee Madison: It's about a level of self-awareness, and providing opportunities to talk about it and tools to engage and begin to have conversations with faculty and in the classroom, hopefully lead to a new level of awareness.

CK: The agenda is geared towards building awareness, introductions, faculty self assessment, follow-up discussions

AF: Give more detail to faculty, there are always people who have objections, It would help if it were projected as not busywork, as serious.

RM: Would it be good to also give chairs the agendas so they can discuss with their departments, so there are lots of opportunities for attendance and participation?

SR: facilitators could create common set of questions for departments. What happens to untenured faculty when speaking on tenured faculty? How can we empower junior faculty?

CK: We can frame questions for junior faculty so they feel comfortable.

SR: Frame questions for work. Can we think about how we conduct peer review in our class? How do we think about models of class participation? Don't want to criticize colleague's methods.

CK: Next question is how do we frame the department's next steps. Maybe use a group of chairs rather than facilitators?

RM: Surprised it's taken so long to happen. What motivates faculty in a positive way?

LI: Senior Faculty might have better ideas.

AF: It's always approachable when it's about the work. It's easy to get defensive or some people might feel more advanced. I'm motivated by doing work in ways that are important in students. Faculty at DePauw care about teaching.

Dorian Shager: Don't make it about the best DePauw, make it about doing the best teaching and helping students learn the best.

Cody Watson: Tie it to standards of others in their field, gives another perspective to look at their work.

LI: We had pretty good luck with the workshop last year, which was student focused, something about working with international students, focused on the classroom and student teacher relationships as well as support,

AF: What can you do vs what can't you do. We have had experiences that have made a last great training, delivered hard messages in a caring way.

Julianne Miranda: ask facilitators for thoughts, but if using some of the same themes the facilitator can own it with using DPU language.

SR: lots of interest in faculty development discussion, governance structure, Development workshops over the course of the year, renaming FGC as IGC. Faculty development is a priority.

KM: There will always be some people who get upset

AF: Did you hear positive or negative feedback about students and faculty mixing during Day of Dialogue?

CK: Some discussions were awkward because of ratio of faculty to staff.

RM: Some thought it was good to hear faculty perspective, other students and faculty didn't feel comfortable, some had a good experience some had a full experience

CK: Feedback showed a call for more mixing for faculty staff and students.

RM: Long term it is important to recognize that faculty has its own culture and climate, there will be faculty needs, same for staff and students, important to provide unique group opportunities and community building

CK: Chairs had a positive response from the proposed ideas of faculty training.

There will be an rsvp

LI: How many in a session?

CK: we can't limit sessions, because we don't want people to not come for that reason.

#2 Other Business

SR: Christopher Wells office will give an update on Greek Life at next meeting or meeting in April, Where will SLACC fit into new governance structure?

DS: Alcohol Survey will be sent out next Friday.

SR: Update from Athletic Board will hopefully come at next meeting. When is URC?

JM: New cycle will start in March.

Meeting Adjourns at 4:50PM.

Minutes: SLAAC meeting 03/19/2015.

- Athletic board: Met on February 17th and elected a chair; SLAAC will look at their minutes and will ask Pam if more information is needed.
- Athletic board discussed issues that deals with post season play and travel, we are waiting on the Athletic Board's to hear about exam proctoring procedures.
- Cody raised concerns about excused absences and what will be the policy regarding it.
- Smita stated that the policy will come up to SLAAC next fall.
- Kathryn discussed that scheduling for student athletes could be a goof point to explore, having special sections for them.
- Smita raised concerns regarding accommodations for athletes traveling Fadi suggested to hire tutors to help athletes who miss class.
- Lynn mentioned the tutoring center as a solution for that.
- Aliza noted that due to the small student body and limited financial resources that personal tutoring would not be a viable option.
- Smita suggested that we could ask department chairs to help identify tutors and athletes who need help.
- Hiroko mentioned that professors need to adopt a "student help philosophy".
- The committee discussed some way professor could adopt to assist student athletes:
 - i) Meeting with professor during Office hours.
 - ii) Share notes with students
 - iii) Gauge faculty interest level
 - iv) No exceptions
 - v) Responsibility is on the students to approach professors for help. The athletic department need to make sure student athletes are aware of that.
- Smita will email Pam and ask her to inform athletes to use current resources such as tutors and they need to approach the professor.
- Kathryn discussed that we need to revise the proctoring policy due to some cheating incidents.
- SLAAC went over the elected committees char and the overhaul of the faculty governance structure, SLAAC also went over the University's strategic planning committee.
- SLAAC also discussed the changes that faculty will vote on the nest faculty meeting 04/06/2015.
- SLAAC has some suggestions:
 - i) Lynn had some questions regarding SLAAC's charge and the changed needed, especially the first paragraph. Argued that SLAAC is not responsible for data collections and GPAs monitoring. Maybe need Change the language to comparing student groups would be better.
 - ii) Cody suggested to look at Greek GPA as an example to get an idea regarding GPA distribution.
 - iii) Aliza suggested that SLAAC could review GPAs rather than collecting data on it, as a retention tool.
 - iv) Smita suggested to study the impacts of social activities instead.
 - v) Smita stated that any changes will be announced next fall.
- Kathryn raised the question about the purview of SLAAC.
- Aliza was wondering if SLAAC is in charge of international students.

- Hiroko had questions about the new committee proposal and how the work load will be distributed, how faculty will receive information from the strategic planning committee, and what about the FGC regarding change or recommendations.
- Smita will invite Myrna Hernandez to attend the next SLAAC meeting to get an update regarding GREEK life.
- Cody: mentioned that some faculty have suggested to get rid of the Greek life.
- SLAAC will invite Professor DUNN to discuss his complains about nose due to loud speakers, and Hiroko will talk to Myrna about it.

SLAAC Meeting
4.9.15

Attendance: Smita Rahman-chair, Aliza Frame, Cody Watson, Claire Halffield, Ellen Tinder, Hiroko Chiba, Dorian Shager, Lynn Ishikawa, Khadija Stewart

Business

- Minutes from 3.19.15 approved
- Myrna Hernandez, Assistant Dean of Students for Campus Living and Community Development, spoke on an update to the 2007 Greek Life Task Force
 - She provided updated individual chapter statistics, the 2013-2014 annual Greek life report, and statistics about the four councils
 - She made the point that she is unsure how Greek life ultimately affects recruitment to the university, but she made it clear that there is substantial proof that the retention rate among students at DePauw is highly contingent on their Greek involvement
 - She also stated that the regulations on the Greek chapters are multifold as the chapter's respected governing council, alumni advisors, housing core, and national headquarters, and DePauw all has specific rules that the students must manage.
 - It is unique that our chapters are both organizations and housing.
 - She also stated that 72% of the university is greek affiliated.
 - Khadija, asked about the factors that is similar to the independent students?
 - In response, Myrna stated that the data does not make up the whole story. Many factors, such as the time commitment, finances, sports, transfer students, and a feeling of Greek life not being for them, often plays a role into the decision to go greek.
 - Also, every year there is a number of students who can not graduate due to grades or trouble with community standards
 - A question was asked in regards to campus climate and Greek life?
 - Myrna's answer was multifold, touching on the organic change of chapter population, some chapter seeking to become more diverse through recruitment, exec specific positions pertaining to diversity, and a rise in the MGC and NPHC chapter populations
- Professor Jeff Dunn joined the discussion halfway through meeting
 - His questions was related to how Greek violations were handled on campus particularly in relation to sound
 - Myrna assured the committee that the violations are handled in accordance with CLCD policy and the student handbook
 - Jeff asked if there was a way to be proactive about the noise violations rather than wait for the community to complain
 - How much noise is excess? The committee agreed that the way in which individuals play music and at the levels that they do, affects the academic atmosphere
 - It was recommended that messaging pertaining to "You are a part of the community" should be looked into.
- The meeting was concluded just after 5pm.