

Meeting of September 9, 2002

CALL TO ORDER

Chair of the Faculty, Professor Martha Rainbolt, called the regular meeting of the DePauw University faculty to order at 4:03 pm in the Union Building Ballroom with a final attendance of about 90 faculty present. Professor Rainbolt welcomed the new faculty in attendance.

APPROVAL OF PREVIOUS MINUTES

The minutes were approved as circulated.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

Professor Anne Fernald had several announcements on behalf of CAPP.

She announced those who are serving as

General Education Facilitators:

Tamara Beauboeuf

Barbara Whitehead

Anne Fernald

Bob Stark (fall semester)

Ken Kirkpatrick

Bruce Sanders

Hilary Eppley (spring semester)

Howard Pollack-Milgate

The joint subcommittee on interdisciplinary majors :

Nancy Davis & Tom Ball (CAPP)

Jeff Hollander and Ellie Ypma (MAO)

This group is looking at potential discrepancies with programmatic requirements

The joint subcommittee on hidden majors:

Bob Stark & Melissa King Gross (undergrad) (CAPP)

Judy George and Ellie Ypma (MAO)

This group is looking at programs such as the Fellows programs and some majors that include course outside the major department.

The joint subcommittee on class size limits:

Carla Edwards & Tamara Beauboeuf (CAPP)

Erik Wielenberg, Scott Ross, and Julianne Miranda (MAO)
This group is looking to create a policy.

These subcommittees will have preliminary reports to their committees by October 14, 2002.

COMMITTEE ON FACULTY (COF)

For the committee, Professor Karin Ahlm moved to remove from the table the change in personnel policies as follows:

That Section IV.C.3.c (under "Personnel Committee Procedure") of the Personnel Policies of the Academic Handbook be revised as follows:

NEW WORDING

3. The committee may solicit other relevant information from the following:

c. persons outside the University who are qualified to judge an appropriate aspect of the decision file. The committee must notify the candidate that it intends to seek letters from persons outside the University. The committee must limit its solicitation to external evaluators agreeable to both the candidate and the committee.

OLD WORDING

3. The committee may solicit other relevant information from the following:

c. persons outside the University who are qualified to judge an appropriate aspect of the candidate's professional competence. However, if the candidate requests it, the committee shall solicit such judgment, selecting the external evaluator(s) agreeable to both the candidate and the committee.

The motion to remove from the table passed.

Professor Ahlm moved the change in language. No second was needed as the motion comes from a standing committee of the faculty.

Several questions were raised and addressed:

Does the DPC tell the candidate why the committee members want an external reviewer?

The handbook doesn't indicate this. It is COF's position that this would happen only if the DPC was not in a position to judge some aspect of the file.

Does this remove from the candidate the right to require an outside evaluator?

A candidates can always solicit, and put in her/his file, an external viewpoint. The change is to prevent the DPC from blindsiding the candidate.

Are there other places where the candidate solicits outside viewpoints?
Yes.

The concern is that a solicitation from a DPC has an appearance of fairness that may be lacking from an individual's solicitation.

The motion passed.

Professor Ahlm announced that the deadline for nominations for promotion is September 16, 2002.

Professor Ahlm announced that a meeting for candidates for promotion would be held on October 2, 2002.

The committee was asked if they would consider the issues of the large percentage of term appoints at DePauw. The response is that this matter is already under consideration and that a report of these considerations will be forthcoming. The committee will also be reporting on a lesser sanctions policy.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For the committee, Professor Barbara Whitehead made the following motion:

Motion to approve changes in credit and name: CLST 453-453 (Classics Survey) from .5 credit each course to CLST 454 (Senior Seminar) for 1 credit.

The motion was approved without discussion.

Professor Whitehead announced that an open meeting would be held October 14, 2002, at 4:00 p.m. in room 301 of Harrison Hall. The purpose of the meeting is to discuss time banks. It has become necessary to hold discussions to deal with problems such as five-minute overlaps between time banks causing classrooms to be unusable during some of the popular time banks. This is, in part, why the MW 2-4 time bank was replaced with the WF 12:45-2:35 time bank. Professor Whitehead requested that departments attempt to use all of the time banks, but responded that there is currently no mandated percentage for time bank usage.

STUDENT LIFE AND ACADEMIC ATMOSPHERE COMMITTEE (SLAAC)

Professor Clarissa Peterson indicated that the committee would not bring the motion on the Academic Integrity policy from the agenda. She then announced that the committee would have its first meeting of the year on September 12, 2002. A revised copy of the Academic Integrity policy that is under consideration could be accessed through the faculty governance web page. Interested faculty should send their comments to SLAAC members.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE(FDC)

For the committee that "gives away money," Professor Kent Menzel announced:

The committee's membership

Kent Menzel (chair)

Martha Rainbolt (Faculty Development Coordinator- ex officio)

Bridget Gourley

Tom Hall

Jeff Kenney

Carrie Klaus

Bob Kingsley

Neal Abraham (Vice President For Academic Affairs- ex officio)

On September 10, 2002, Professor Eugene Gloria will speak about his Faculty Fellowship in room 231 of the Union Building.

On September 12, 2002, a luncheon will be held for those planning to apply for a sabbatical during the academic year 2003-2004. Please RSVP to Terry Bruner

The deadline for Faculty Fellowship proposals is September 18, 2002.

On September 26, 2002, a teaching roundtable on student evaluations will be held at the Bartlett Alumni House at 4 p.m. This will be co-sponsored by the S Program.

On October 1, 2002, the Women's Studies Program and Faculty Development will co-sponsor an luncheon to discuss the "difficult classroom" at noon in room 231 of the Union Building.

The deadline for nominations for a new Faculty Development Coordinator is October 8, 2002. Professor Menzel complimented the current Coordinator, Professor Rainbolt, for her fine work. Nominations should be sent to the committee.

The deadline for Fisher Fellowships, Fisher Time-Outs, and FITS semester projects is October 9, 2002.

The deadline for sabbatical and pre-tenure leave proposals for the academic year 2003-2004 is October 16, 2002.

In addition to the above deadlines, Professor Menzel mentioned that there are funds available through FDC to cover some of the expenses resulting from the completion of a dissertation. He clarified that everyone is eligible for language immersion projects. If you are fluent in the language, you need to propose a three-week project/program. If you are not fluent, it is expected that your proposal will be for intensive language instruction.

Professor Menzel announced that the dues for professional societies may be covered by the PDF. Forms are available on the web, but no retroactive funding, of course. Receipts from FDC funded opportunities must be submitted, when possible, during the fiscal year for which the funds were requested. Professor Menzel also explained that there is a leave policy for librarians.

FIRST-YEAR SEMINAR COMMITTEE

On behalf of the committee, Professor Dave Berque expressed gratitude to those who are teaching a first-year seminar this year. He indicated that short proposals for next year are due by October 11, 2002. He also announced two events:

October 1, 2002, the teachers of this semester's first-year seminars will be available to share ideas with others who are interested. The event will take place 4-5:30, location TBA.

October 16, 2002, from 12:30 to 1:30, those interested in offering a first-year seminar can get their questions answered in terrace room B of the Union Building. Please RSVP to Becky Wallace.

DIVERSITY AND EQUITY COMMITTEE

Professor Emmanuel Harris announced that the committee formerly known as the Affirmative Action Committee is now the Diversity and Equity Committee and its charge now reads as follows:

In matters regarding diversity, inclusiveness and equity, the Diversity and Equity Committee

- *advises the Administration and faculty on policy;
- *presents educational sessions for all employees;
- *identifies issues regarding diversity and equity in campus life and refers them to the appropriate university office and/or committee(s) for action;
- *annually reviews and assesses aspects of the University's efforts to attract and retain a diverse campus community.

Professor Harris announced that the change was initiated to get away from the politics of the former name.

A question was raised about how these changes should appear in The Academic Handbook. In particular, would the faculty have to vote to approve the changes in language. The response is that no vote is required.

The committee was asked if issues of gender fall within the purview of the committee. Professor Harris, speaking for the committee, responded that "we'll discuss it," and he asked that faculty bring issues to the committee for their consideration.

REMARKS FROM THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

1) Reports on the worksheets completed at the general education and career enhancement workshops during the Faculty Institute have been posted on a "Faculty Forum" section of the Blackboard website. All faculty members are urged to contribute to these continuing discussions.

2) Faculty members are reminded that by faculty policy classes are to be held on the days before and after vacation periods. In particular, for the Thanksgiving holiday, classes are to be held on Tuesday afternoon and Tuesday evening as scheduled. Residence life staff will make arrangements to accommodate students who need to remain on campus Tuesday night because of academic obligations.

3) Each year DePauw University and the General Board of Higher Education of the United Methodist Church give an award to an exemplary teacher. Faculty members are urged to provide nominations of deserving colleagues to the VPAA by September 20th.

4) A generous gift several years ago from Timothy and Sharon Ubben funds the establishment of fifteen fully endowed professorial chairs, giving us at least one endowed chair in every academic department. The chairs are to be named for deceased faculty members who made notable contributions to their departments and their professions. The chairs are awarded to current faculty members by the president on recommendation of the VPAA who consults individually with members of the eligible departments. Awards are for five years and include a salary supplement and a professional expense budget. Each year three departments are selected for new endowed chairs. The next three chairs are for Religious Studies, Computer Science and Classical Studies. Discussions between the VPAA and members of these departments about possible recipients will occur early in the spring semester. Faculty members wishing to suggest deceased faculty members for whom these chairs should be named should send their suggestions to Paul Hartman, Vice President for Development and Alumni Affairs.

5) We begin the year with 220 full-time teaching faculty members and 9 librarians with faculty rank. This is the new equilibrium size of the faculty, following a deliberate four-year expansion to permit us to offer first-year seminars and to provide replacements for those faculty members who receive added faculty development benefits of reduced teaching duties in favor of curriculum development or scholarly projects. The last surge in the numbers of faculty members was to cover for those new tenure-track faculty members taking their pre-tenure leaves, a benefit that began in significant numbers this year. In future years the faculty should remain at this size with staffing adjusted from department to department to offset leaves and other forms of released time.

Among the teaching faculty members, 138 are men and 82 are women.

The gender imbalance is most severe at the Professorial rank where only 19 of 82 are women (24%). Associate Professors are balanced 23 women of 46. Assistant professors are 43% women (33/77) while the Instructors are 41% women (7/17). These declining percentages of women in recent years suggests that we must remain vigilant if we are to sustain the gender equity in our recruiting and hiring.

Minority faculty members represent 7% of the tenured faculty members, 20% of the untenured tenure-track faculty members, and 24% of the faculty members holding term positions. Overall minority faculty members represent about 12% of the tenured and tenure-track faculty members and about 14% of the full-time complement of the faculty. While these data represent continued progress in diversifying the faculty over recent years, we must take caution from the fact that there have been very few minority candidates as finalists in national searches; and over the past four years only two minority candidates have been appointed to tenure-track positions after national searches to fill fifty slots.

The number of term positions has varied for the faculty from year to year, from as high as 19% in 1991-92 to as few as 8% in 1996-97. The number (and percentage) of faculty members in term positions increased sharply three years ago (to 24%) to provide prompt coverage for the faculty development benefits and the first year seminars. However, as we identify departments where there are long-term staffing needs, the number of term positions should decline in favor of more tenure-track positions. This year represents the second year in a row of declining numbers of term positions (down to 40 from a high of 48; now at 18%). The nine open tenure-track positions to be filled for next year, which are all either replacements of retirements and resignations or conversion of term positions to tenure-track positions will lead to an additional shift of at least five from the count of term positions to the count of tenure-track positions. I believe we could reduce the percentage of term positions to about 10% without overly constraining our flexibility to meet year-to-year needs to replace those on leaves or with reduced teaching loads. While it should not be a deterrent to departments seeking to gain tenured or tenure-track status for their full complement of staff, those departments which expand by way of tenure-track appointments will have an increasing obligation to provide coverage from that long-term staffing for teaching load reductions, teaching of first-year seminars, as well as leaves.

6) Congratulations to Professors Wade Hazel, Chet Fornari, Kevin Kinney, and Robert Stark of the Biology Department; Professor Bryan Hanson of the Chemistry Department; Professor Gloria Townsend of the Computer Science Department; and Professor Richard Smock of the Mathematics Department who have been awarded a grant of \$841,000 from the National Science Foundation. This proposal was successful in a very competitive area where fewer than 20% of the proposals are funded.

In response to questions, the VPAA indicated that approximately 12.9% of our entering class is made up of minority students. This includes Posse students, but does not include international students. This compares with recent past percentages of 13-14% and our target of 18%. CAPP will be meeting with Vice President Madeleine Eagon about the institution's recruitment plan. The results of this meeting will be found in the minutes of CAPP. The VPAA was also asked about the impact of a fixed size for the faculty on the general education at DePauw. The VPAA responded that our student-to-faculty ratio is the lowest in our history and that this gives us more flexibility. He also said that we don't have the resources to have "no classes over twenty-five students."

REMARKS FROM THE PRESIDENT

The President indicated that we are continuing significant conversations about general education. He indicated that our retention rate is at 91%. In terms of resources, he indicated that if we were given an argument to do x, y, and z and that this would make us more significant, we would listen, but that one of the factors restraining our growth is the flat endowment growth. He mentioned that significant conversations would take place with the Committee On Administration (COA) concerning the growth of faculty salaries, financial aid, policy issues (for attracting our students), a women's center, and more daycare. We won't be doing everything as an add-on, there are trade-offs to be made.

OLD BUSINESS

Professor Marcia McKelligan moved that the following be removed from the table:

That Philosophy be moved from Division 2 to Division 4. This shift in placement will take effect beginning with the 2003-04 academic year, so elections in the spring of 2003 will reflect this change. (All members from the Philosophy department currently serving or recently elected to faculty committees will complete their terms of service as elected and continue to represent the division from which they were elected.)

Librarian Bruce Sanders seconded. The motion to remove from the table passed.

There followed a discussion of the consequences of such a change. It was pointed out that this would place an approximately equal number of faculty in each division. It was also noted that this would not, on the departmental level, change restrictions on committee service. Several faculty were concerned about how this would change the configuration of the divisions. They requested to see the numbers under the proposed change and Professor Srimati Basu moved to table the motion. Professor Bruce Stinebrickner seconded the motion. The motion to table passed 42 to 19. The information requested will be made available on the governance website.

Chair of the Faculty Martha Rainbolt stepped aside for Professor Mark Kannowski to become, (very) temporarily, the Chair of the Faculty. He recognized Professor Martha Rainbolt who moved the following motion to be removed from the table:

In Appendix Section XVII A.2. describing the membership of the Committee on Administration, the phrase in bold type shall be added to the existing description:

Membership: Membership of this committee shall be appointees of the President and seven faculty members elected by the faculty, of which no more than two may be from one division and no more than one from each department. Each division shall elect one member from their division to serve a two-year term. (Two divisional members will be replaced each year.) Additionally, three faculty members shall be elected at large to serve

three-year terms (one at-large member being replaced each year). The motion was seconded.

It was determined that the administration is agreeable to the proposed change. There were questions about who else serves on the committee and the appointees of the President were indicated. They include, for various meetings, Director of Human Resources Paul Schmitt and Vice President for Academic Affairs Neal Abraham. It was pointed out that without this amendment, it would be possible for one division or department to dominate the at-large positions.

A motion to call the question was brought and passed.

The motion passed.

A visibly relieved temporary Chair returned control of events to Chair of the Faculty Rainbolt.

NEW BUSINESS

Professor Howard Brooks brought a motion to endorse the following additions to positions on faculty committees:

CAPP -- Division 4 -- 1 yr term, Tamara Beauboeuf

COF -- at-large -- fall replacement, Dan Shannon, 1 yr term, Mary English

MAO -- Division 4 -- 1 yr term, Rick Hill

Library Advisory -- Division 3 -- 3 yr term, Chet Fornari

Review Committee 2/02 -- 1/03 -- Division 4: member John Schlotterbeck

Review Committee 2/03 -- 1/04 -- Division 3: members Pamela Propsom & Mark Kannowski

Review Committee 2/03 -- 1/04 -- Division 3: alternates Howard Brooks & Bridget Gourley

Review Committee 2/03 -- 1/04 -- Division 4: member Nafhat Nasr

GLCA representative Meryl Altman term extended through 04

Parliamentarian -- at-large -- 2 yr term Underwood Dudley
Division officer -- Division 3, third member Bruce Serlin

Professor Masha Belyavski-Frank seconded the motion.

The question was raised as to why the faculty endorse these election results. The answer is because The Academic Handbook tells us to do so.

The motion passed.

VPAA Abraham supervised the selection of the coordinator for the fall 2004 Crimmel Colloquium on the Liberal Arts. He read the provisions of the gift that provided for this colloquium. It states that the coordinator will be chosen by lot. After ballots of nomination were distributed, they were collected. Professor Robert Hershberger selected the name of Professor Ricky Hill.

ANNOUNCEMENTS

Chair of the Faculty Rainbolt announced the secretaries for the faculty meetings this year:

Mark Kannowski -- September and October

Chet Fornari -- November and December

Wesley Wilson -- February and March

Matthew Balensuela -- April and May

Professor Yvonne Williams announced the Boswell Symposium on the Impact OF Black Studies On The Academy. The symposium will take place September 29th through October 1st. On September 30th there will be a panel discussion. The participants will be Professor John Bracey, Professor John Dittmer, Professor Mac Dixon-Fyle, Professor Terry Kershaw, Professor Josephine Bright, and Robert Lichter of the Dreyfuss Foundation. On October 1st, Marnie Merrill will speak. Further notice will be coming.

ADJOURNMENT

The meeting was adjourned at 5:28 pm.

Respectfully submitted,

Mark Kannowski, Assistant to the Chair of the Faculty for September and October

Meeting of October 7, 2002

CALL TO ORDER

Chair of the Faculty, Professor Martha Rainbolt, called the regular meeting of the DePauw University faculty to order at 4:07 pm in the Union Building Ballroom with a final attendance of about 80 faculty present.

APPROVAL OF PREVIOUS MINUTES

There were two corrections for the minutes of the Faculty for September:

1. In the announcement by Professor Williams of the Boswell Symposium, "Marnie Merrill" should have been "Manning Marable."
2. In the motion from MAO, it should have read "CLST 453-454 (Classics Survey) from .5 credit each course to CLST 454 (Senior Seminar) for 1 credit."

The minutes were approved as corrected.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

Professor Anne Fernald brought the following motion for the committee:

Motion to approve Instrumental Jazz Studies Minor for School of Music students

Theory and Musicianship:

380 Jazz Improvisation and Theory (1/2)

382 Jazz Arranging (1/2)

480 Advanced Jazz Improvisation (1/2)

History and Literature:

231 Jazz History (1/2)

elective topics course (MUS 390) (1/2)

Performance:

278 Jazz Ensemble, four semesters (1) [possible overlap with major]

289J Jazz Combos, two semester (1/2)

JPNJ Applied Jazz Piano, one semester (1/4) [possible overlap with major in the case of piano majors]

Total Credit: 4 1/4

Professor Fernald explained that with the addition of new faculty, there was an opportunity to offer this minor for School of Music students. In response to a question, Professor Fernald indicated that there were no electives in this minor. The motion passed.

In response to faculty desires, Vice President for Admission Madeleine Eagon gave a report on the entering class of students. She indicated that the academic credentials of this current First-Year class are improved in comparison to recent years. While our goal was a class of 640, we have a class of 699 new students of whom 689 are First-Year students. Despite the increase in the number of students, the net revenue position of the institution slid and the discount rate increased. Vice President Eagon indicated that the plan for the fall 2003 class was much like this past year's plan. She indicated that one change is a goal of getting down to 60% the number of completed applications that are accepted. The discussion turned to the area of international students. Vice President Eagon said that there are only ten international degree candidates in this year's class. She said that if we knew of international students who could finance their own tuition, that we should help her to identify and recruit such students.

Professor Fernald gave a report on the discussions of the revision of general education requirements. She expressed some disappointment with the level of faculty engagement in the issue and repeated the desires of the committees (CAPP and MAO) to hear from faculty on the issues. She also indicated that student responses to the same issues could be viewed at the Blackboard site.

COMMITTEE ON FACULTY (COF)

For the committee, Professor Karin Ahlm announced that the committee has finished its review of chairs and that it will begin the work on tenure cases soon. She also indicated that the deadline for letters for promotion is October 28, 2002.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For the committee, Professor Barbara Whitehead made the following motion:

Motion to approve a new course: Education 290, Topics. (1/2-1 course credit).

The motion passed.

Professor Whitehead announced the following:

- An experimental course: Environmental Science Seminar EXP (1/2 course credit) is now available to students.
- The title of Educ 180 has been changed from "Multicultural Education" to "Understanding Diverse Classrooms."
- The course Mus 289 Chamber Music will now have fixed subsections based on their emphasis (such as General Chamber Music, Horn Ensemble, Percussion Ensemble, etc.).
- The open meeting on October 14th to discuss time banks will be held at 4:00 p.m. in room 301 of Harrison Hall.

STUDENT LIFE AND ACADEMIC ATMOSPHERE COMMITTEE (SLAAC)

Professor Clarissa Peterson, on behalf of the committee, brought the following motion:

Motion to place on the table a motion to approve the new Academic Integrity policy.

The major change is in who chairs the hearings. It used to be the Vice President of Academic Affairs (VPAA). It will now be appointed by SLAAC and the VPAA will hear appeals. A complete version of the policy is available at <http://www.depauw.edu/student/affairs/handbook/acadpol.htm#integrity>.

The motion passed.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE(FDC)

Professor Kent Menzel reminded everyone of the following deadlines:

Faculty Development Coordinator Applications are due by October 8th.

Fisher Fellowships, Fisher Time-Outs, and FITS applications are due October 9th.

Sabbatical proposals are due October 16th.

COMMITTEE ON ADMINISTRATION (COA)

Professor Wade Hazel reported for the committee that COA has elected chairs and met with the President and the VPAA to set its agenda for the year. Professor Wade Hazel will chair the committee during the fall semester and Professor Marcia McKelligan will do so during the spring.

As has occurred in recent years, the President has asked that COA provide advice on issues concerning strategic planning. More specifically, the administration has requested COA's input on issues concerning the management of the university's priorities given the constraints imposed by the projected lack of growth in the endowment and the reduced spending rate on the endowment. Therefore the committee plans to meet the Vice President for Finance, the Vice President for Admissions, and the Director of Human Resources during the fall to learn about financial projections and costs, medical benefit costs, and opportunities for recruiting students and the associated financial aid costs. Our goal is to make specific recommendations to the administration in December.

The COA is also continuing to evaluate the results of last spring's survey on faculty morale and will assess the results of the HERI survey of faculty attitudes on many campuses.

During the spring semester, the COA will be doing its usual evaluation of the university's compensation package and making recommendations regarding faculty and staff compensation. In addition, the COA will be assessing the Faculty Fellowship, Distinguished Professor, and the University Professorship programs.

If faculty members have individual concerns, they should contact any member of the COA: Meryl Altman, Wade Hazel, Joe Heithaus, Bill Little, Marcia McKelligan, Jamie Stockton, and Sheryl Tremblay.

The secretary of the faculty (for September and October) then gratefully received a written report from Professor Hazel. The completeness and accuracy of this written report in its documentation of Professor Hazel's report is something to which the chairs of other committees should clearly strive.

FIRST-YEAR SEMINAR COMMITTEE

On behalf of the committee, Professor Dave Berque expressed gratitude to those department chairs who submitted their reports about First-Year Seminars for next fall.

REMARKS FROM THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

- 1) The Office of Institutional Research (OIR) needs your help for the fall evaluation forms. There is the potential for special forms to be used in certain courses, such as a senior seminar. Departments may propose such special evaluation forms.
- 2) The VPAA reminded faculty members to meet their classes on the days before and after university breaks. If a faculty member is unable to meet the classes for legitimate professional reasons, they should let their department chair and the VPAA know.
- 3) The VPAA mentioned several of the topics being discussed by the group considering our joint grant with Denison University. The topics include: enhancing sabbaticals, improving the situation for faculty members who commute, and a faculty club. A summary of the discussions held at Denison can be found on Blackboard. The deans from eight schools are looking at identifying the particular needs of the eight schools. There will be a collective steering committee to look into proposing a grant of \$2.5 million over a four year period. This information will also be posted on the Blackboard web site.

In response to a question about a flag at the Union Building that was needing to be replaced, the VPAA said that the replacement will take place.

REMARKS FROM THE PRESIDENT

The President indicated that initial conversations have been taking place as reported by COA. He noted several items that have been discussed or will be discussed:

- The desire to maintain the gains that have been made, in recent years, in faculty salaries.
- The addition to the operating budget of depreciation (\$700,000-\$800,000).
- Financial aid expenditures.
- A desire to increase the annual fund.
- The reduction of the spending rate while the endowment is shrinking.
- The Lilly challenge grant.

He reminded faculty of the dedication of the Peeler Art Center at 5:30 on October 11th and the Holton Plaza at 10:00 a.m. on October 12th.

OLD BUSINESS

The motion in the agenda:

That Philosophy be moved from Division 2 to Division 4. This shift in placement will take effect beginning with the 2003-04 academic year, so elections in the spring of 2003 will reflect this change. (All members from the Philosophy department currently serving or recently elected to faculty committees will complete their terms of service as elected and continue to represent the division from which they were elected.)

was not removed from the table.

There was a clarification that the division structure for faculty elections is not the same as the group structure for classes. This raised the issue of the provenance of the division structure. Some information about the structure was revealed (that it appeared to originate in the 1930's, that individual departments cannot change divisions without faculty approval, and that there does not appear to be an "intellectual profile" that guides the groupings made by the divisions).

NEW BUSINESS

There was no new business.

ANNOUNCEMENTS

A question was directed to Diversity and Equity Committee (DEC) about their schedule for reporting to the faculty. Professor Harris said that the committee would report regularly, but that at the present time the committee is waiting for the COF to complete its part in dealing with the appointees to the DEC.

Professor Marcia McKelligan announced to the faculty that the United Way information would be coming to them soon. A question was raised about the conflict between some of the beneficiaries of United Way funds and the United Way's policy on nondiscrimination. It was pointed out that in donating money to the United Way, the individual can state explicitly who should receive that contribution.

Professor Bridget Gourley reminded the faculty of the Science Research Fellows (SRF) Poster Session being held in the atrium of the Julian SMC on October 9th, 2002, between 7 p.m. and 9 p.m.

ADJOURNMENT

The meeting was adjourned at 5:07 pm.

Respectfully submitted,

Mark Kannowski, Assistant to the Chair of the Faculty for September and October

Meeting of November 4, 2002

CALL TO ORDER

Chair of the Faculty, Professor Martha Rainbolt, called the regular meeting of the DePauw University faculty to order at 4:07 pm in room 301 of Harrison Hall with a final attendance of 77 faculty members.

APPROVAL OF PREVIOUS MINUTES

The Faculty members in attendance approved the October 7th, 2002, Faculty Meeting Minutes as circulated.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

Professor Anne Fernald had several announcements on behalf of CAPP:

1. Eleven faculty members volunteered to serve on RAS, and CAPP selected two of these volunteers to serve 3 year terms starting in 2003: Professors Scott Wilkerson and Kent Menzel.

2. Professor Fernald summarized, reviewed, and analyzed the following tally results from a questionnaire submitted to interested faculty members; the questionnaire attempted to probe preferences surrounding a new model for General Education requirements.

Tally of faculty questionnaire #3:

1. No requirements - 6 votes (7.5%)
2. All courses count for distribution credit - 46 votes (57.5%)
3. Discrete set of core classes - 12 votes (15%)
4. None of the above; instead tinker with current model - 6 votes (7.5%)
5. Hybrid between 2 & 3 - 7 votes (8.75%)
6. Either 1 or 2 - 1 vote (1.25%)
7. Either 3 or tinker with the current model - 1 (1.25%)
8. Either 2 or tinker with the current model - 1 vote (1.25%)

Professor Fernald commented that entries #6, 7, and 8 were reflections of various combinations of the top-ranked results shown in entries #1, 2, and 3; entry #2 obviously received a majority of votes, and Anne questioned whether this result was pragmatic with respect to the issue under analysis, or only a reflection of the high respect that we all have for each other and what we teach in our courses.

3. Anne next reviewed a handout* entitled "CAPP/MAO General Education Conversation" that was available to all attending the meeting. She was emphatic in her request that we should all carefully review the contents of this handout, especially the bulleted list of six primary concerns, and then provide feedback during the next month to CAPP about any additional items for this list. Her stated goal was to draft a list of targeted concerns, then vote on these concerns at the next meeting, but CAPP needed

feedback to fine-tune this list to more closely fit instructor priorities. Based on this priority list, CAPP would draft a plan and present this plan for discussion after the Winter Term. Anne strongly encouraged us to contact any one of the General Education Facilitators with our concerns and priorities:

Tamara Beauboeuf

Barbara Whitehead

Anne Fernald

Bob Stark (fall semester)

Ken Kirkpatrick

Bruce Sanders

Hilary Eppley (spring semester)

Howard Pollack-Milgate

*After the scheduled meeting, Professor Howard Brooks raised some interesting questions about the ambiguous colors of the handouts distributed at the meeting; he noted that we now have gone from the basic, "8-color crayon set, to the 64 color crayon set" with the predicted confusion in properly naming the colors in this extended set.

Therefore, in the interests of avoiding such confusion, the temporary Secretary of the Faculty has chosen not to refer to the handouts by color!

COMMITTEE ON FACULTY (COF)

For the committee, Professor Karin Ahlm announced that COF has started the review of tenure portfolios submitted during the fall semester.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For the committee, Professor Barbara Whitehead conducted a spirited discussion of the following items:

1. The proposed time bank form will not be used because it did not address the needs of faculty members; the committee would use the Spring 2001 system, or the revision in April of 2001, as the base for a new form.
2. Barbara reviewed some of the major problems that were raised at the last faculty meeting and subsequently discussed in committee and open meetings; some of the problems included attempts to regularize class start and stop times to avoid five-minute overlaps between time banks causing classrooms to be unusable during some of the popular time banks; elimination of the dangling 4th hour class; difficulties encountered by students in filling their intended schedules.
3. The Registrar's Office worked with MAO to provide some quick fixes, but the important goal of simplifying the time bank system was becoming more elusive because of too much "gerry-rigging" and other such tinkering. MAO's plan was to initiate a thorough review of existing and new models in order to craft a more regularized system.
4. Professor Whitehead cited some concerns submitted by e-mail from instructors; these concerns included the need for an open lunch-hour, which is often prevented by the current number of 65-minute time blocks per week (5). Barbara proposed a straw vote: Yes Vote = a willingness to consider reducing the number of 65 minute time periods or slots from to 5 to a possible minimum of 3 in order to more easily facilitate the creation

of an open lunch-hour period

No Vote = an unwillingness to consider such a reduction in 65 minute time slots because of possible unacceptable trade-offs in trying to achieve effective course scheduling.

A vigorous and lengthy discussion ensued and raised many questions, including the possible bad effects of spending less time in class sessions with our students particularly in language courses, which seem to require either longer or more frequent classes to ensure adequate instruction; the concern now that only the Thursday lunch hour is free, contrasted with the growing necessity to have a free lunch hour every day of the week to accommodate more scheduled meetings in order to more efficiently accomplish committee work. Professor Whitehead then responded to a question (Professor Wade Hazel) about the elimination of the old 4 day per week schedule by citing that students needed more time in between classes to finish lengthy assignments, which task is better accommodated by a 3 day/week course schedule. She also cited a possible detriment to hiring new faculty who may be accustomed to or expecting a MWF and TTH schedule as "normal." Along these same lines, questions arose (Professor Bob Stark) about the logic of making 3 x 50 courses (3 class periods, 50 minutes each) equivalent in course credit (i.e., one unit) to 4 x 50 courses. Professor Dan Wachter indicated that he preferred the 65 minute class sessions because they offered flexibility for all sorts of pedagogical activities, such as extra time to administer exams; however, he also indicated how much he liked more time for "community" activities afforded by the extra open lunch periods. Professor Whitehead reiterated that the pedagogical advantages/disadvantages of 65-minute class sessions versus community activities were the central issues, and hence the need for the straw votes. This discussion nearly ended with a series of questions from Professor Jim Benedix about real and apparent overlapping time periods, and how avoiding such overlaps is extremely difficult; he also cited examples of how the real overlaps tended to eliminate lab periods in the science courses. In other words, if we adopt open lunch hour periods every day of the week, then scheduling will get worse for science students. Professor Whitehead responded that Jim's concerns were also reasons for pursuing a revised time bank form rather than just going back to the tabled time bank if we don't want to give up the current 65-minute time slots. The debate finally ended with a comment that our time bank system is "freakish" and that we should seriously consider "scrapping" the current system. Professor Whitehead responded that indeed the recent tinkering of the time bank system was not meeting our current needs, and she suggested that we vote on the issue as she outlined at the start of the discussion. She also said that we should not concern ourselves now with some of the important but very technical issues raised in some of the questions, because we should resolve the lunch hour issue in order to pave the way for a more detailed plan.

5. The results of the straw poll (preferred secret ballot) were: 47 YES votes to considering a reduction in 65 minute class sessions to increase the number of open lunch hours, and 30 NO votes to considering such a reduction/adjustment.

STUDENT LIFE AND ACADEMIC ATMOSPHERE COMMITTEE (SLAAC)

A. A motion to remove from the table a motion to approve the new Academic Integrity policy was seconded, and the motion carried. A detailed handout documenting the proposed changes to the policy was distributed at the October Faculty Meeting, and can

be viewed at (<http://www.depauw.edu/student/affairs/handbook/acadpol.htm#integrity>); the November Faculty Meeting Agenda also presented proposed changes to the Grade Grievance Policy to accompany the changes in the Academic Integrity policy. Professor Clarissa Peterson addressed these changes in a point-by-point discussion, and conducted a spirited discussion surrounding questions and concerns about each proposed change in the policy:

1. After clarifying and explaining a change in a descriptive title for the section, "Negligence/Ignorance" to "Carelessness" and the moving of this entry to section B: Types of Academic Dishonesty, Clarissa responded to several questions about item 2 in section E (Penalties for Academic Dishonesty). Some instructors questioned the assignment of an 'F' grade rather than a '0' score; i.e., a 59 score in most grading schemes would be technically a 'F' but may not be sufficient punishment for an act of plagiarism if the student compensated the 59 score with much higher scores on other assignments or exams. Clarissa and other SLAAC committee members clarified their reasoning on this point by stating that they sought to provide each individual instructor with maximum autonomy and latitude in assigning the "punishment" grade, even though they realized that most instructors would assign a score of '0'. Professor Joe Heithaus suggested that the wording be changed from an 'F' grade to a '0' score. The Chair of the Faculty, Professor Martha Rainbolt proposed the following amendment: That the grade of 'F' now read a grade of '0'. This proposal was moved, seconded and opened to debate, which centered mainly around the severity or appropriateness of punishment for plagiarism and other instances of academic dishonesty, and the possible problems associated with strictly defining and legislating the exact meaning of an 'F' grade, as suggested by the Associate Dean for Academic Affairs (Professor Marnie McInnes). A vote by show of hands in favor of carrying the motion to amend the wording in item 2 of Section E passed by 35 'yes' to 18 'no'. Further discussion (Professor Bryan Hanson) continued about the use of the word "usually" in the third line of the first paragraph in Section E, and about how to punish known versus suspected cases of plagiarism (Professor Robert Calvert) as a test of the penalties listed in items 1, 2, and 3 in Section E. After further explanation and clarification by Clarissa and other SLAAC members, the motion to amend Section E (as documented in the italicized print in the handout) was approved by a vote of all 'yes' votes.

Proposed changes to the Grade Grievance policy included the following:

1. The URC consists of an appointed member of the Student Life and Academic Atmosphere Committee (SLAAC), who will chair the hearing, two teaching faculty members, and two students.
 2. Appeals of the committee's decision, on procedural grounds only, may be made to the vice president of academic affairs.
 3. An addition to the Time Line: 6. A student or faculty member who wishes to appeal the URC decision on procedural grounds must do so in writing to the vice president of academic affairs within two weeks of receiving the decision from the committee.
- The vote on these proposed revisions fully supported the changes without any dissenting votes. At this time, Professor Bob Stark suggested that SLAAC address a new issue: the conflict between scheduled athletic events and final exams. His opinion was that the current policy is very wrong and should be re-examined. VP Neal Abraham suggested

that the Athletic Board meet with SLAAC to examine this issue, and Professor Martha Rainbolt said that she would contact the Athletic Board about this new issue.

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

For FDC, Professor Kent Menzel reported that FDC is working on more than 40 Sabbatical Leave Proposals, and that the Committee would complete these reviews in about 3 weeks.

Kent announced the next FDC deadline: Feb. 12th for proposals to request summer stipends. He also announced that Professor Terri Bonebright will replace Martha Rainbolt as Faculty Development Coordinator; this announcement was followed by a thunderous round of applause for Terri. Further rounds of applause accompanied announcements of the Fisher Fellow recipients, one for scholarly work by Professor Barbara Steinson, who will work on a book for the Women in American History series, and another award for creative work to Professor Steve Timm, who will work on a project entitled, "Monologues from the Wilderness: Isolation, Solitude and the Creative Process."

COMMITTEE ON ADMINISTRATION

Professor Wade Hazel announced that COA continued to work on formulating its advice to the administration regarding strategic planning. He said that the committee met with the Vice President for Admissions, and will meet with the Director of Human Resources, and the Vice President for Finance this month before beginning to draft its recommendations. He also suggested that anyone with new ideas or issues for COA to consider should forward these to your local COA representative.

DIVERSITY AND EQUITY COMMITTEE

Professor Emmanuel Harris for DEC reported that the committee has made two three-year appointments (02-05): Eugene Gloria, English; Holling Smith-Borne, Music librarian. Other changes in committee appointments included the following:

Replacement for Lili Wright - Spring 2003 - Ann Jennings, Economics

Replacement for Emmanuel Harris - Spring 2004 (pending) - Srimati Basu, Soc. & Anthro

New appointment for 03-06 after Lili's term ends: Vanessa Dickerson, English

Professor Harris also announced that any department performing a candidate search would require a briefing by DEC only if the department has not been briefed for more than one year; i.e., any department briefed last year about hiring practices would not require one this year. He also said that the committee was conducting staff briefings for various offices. Other issues for which DEC would appreciate feedback include a task force for women, day care, and eating disorders; please send e-mails with your concerns to any DEC member.

REMARKS FROM THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

1) VPAA Neal Abraham reminded faculty members about the upcoming Crimmel

Colloquium (with free dinner!), and he encouraged all to attend and participate in the associated panel discussions. Other activities and events included the Mendenhall Lecture, readings at the Gathering Grounds restaurant, an art exhibit at the Hub, etc., all representing a very lively time on campus for the Arts; VPAA Abraham once again encouraged the faculty to attend, participate, and enjoy.

2) VPAA Abraham next referred the faculty's attention to a colored (turquoise? teal?) two-sided handout sheet entitled, "DRAFT PROPOSALS to the MELON FOUNDATION for Faculty Career Enhancement Grants," dated Nov. 4th, 2002. This handout in the format of a letter to the faculty clearly offered the latest update on the plans for these proposals, and also listed the Task Force members who worked with FDC to address three key issues. Two proposals (in order to better accommodate a wider variety of needs at different career levels) would provide the funding to support, develop, and accomplish the goals outlined in the three key issues through the implementation of a virtual cornucopia of well-defined, concrete objectives. One proposal with Denison College would provide \$700,000 over a 5-year (4 year-effective) period; another proposal with Denison, Furman, Rhodes, Harvey Mudd, Scripps, Middlebury, and Vassar would provide \$2.5x10⁶ over a similar 5-year period. Each proposal lists specific avenues for the funding of a variety of novel combinations of teaching, service, and scholarship, including for example a modified sabbatical leave with 4 courses released time earned over 6 instead of the usual 3 course-equivalent of released time. Other sabbatical alternatives included 2/3-times full pay for a year sabbatical, etc. The VPAA continued to summarize the main points of this handout, and said that one of the main goals of the grants was to help faculty members at all career levels to reduce trivia, paper bureaucracy, red-tape, etc., so that they could devote more quality-time to more valuable pursuits. The two committees (Task Force and FDC working with the assigned program officers) will finish the draft proposals by the end of November, and then will revise these proposals during January in preparation for final submission in March 2003. "We look forward to your continued advice and input" is the last line in the VPAA's letter.

REMARKS FROM THE PRESIDENT

President Bottoms commented on this year's meeting with the Board of Trustees; he said that the Trustees enjoyed meeting with first year faculty members, and that they (the Trustees) were nearly euphoric about the new construction on campus and the new prospects for the future that these dramatic transformations would bring to DePauw. The President warned that some prospects and expectations would not be met because of some fairly serious financial constraints imposed by a declining economy. For example, the President said that funding areas such as financial aid (awards and merit, etc.) would be adversely affected. He also mentioned in this connection that the Rector Hall and insurance company negotiations still continued (and implied a possible financial burden here, depending on the outcome of the negotiations). He cited a report from the Development and Alumni Committees that the declining economy was causing a lower giving rate by donors (we were "taking it on the chin" in this regard). President Bottoms next reported on the Endowment, which he said was better than 5 years ago, but certainly not better than 2 or 3 years ago (time line totals: 285 million to 367 to 444 to 491 (top year) to 459 to 399 to 360 million). Based on these figures, the President indicated that therefore some expectations by the Board were unrealistic. Other institutions according to

the President were suffering worse than DePauw. He reported that 3 students in his class told him that their parents had lost their jobs in this declining economy, and he said that even though our lives were not personally affected now, they could be in the future. The President warned that the Board had to reconcile some of its issues with the reality of less available resources, and that the Board's enthusiastic advice to the President not to lose the momentum gained over the last few years is certainly not realistic if "not losing momentum" equals "spending more money." The President ended his comments by announcing that more challenges were coming, and that he would have more news for us at a later date.

OLD BUSINESS

No Old Business was reported or announced.

ANNOUNCEMENTS

First Mendenhall Lecture - James Smith!

ADJOURNMENT

The meeting was adjourned at 5:26 pm.

Respectfully submitted,

Chet Fornari, Assistant to the Chair of the Faculty for November and December.

DPU Faculty Meeting Minutes, December 2, 2002

CALL TO ORDER

Professor and Chair of the Faculty Martha Rainbolt called the regular meeting of the DePauw University faculty to order at 4:04 pm in the Union Building Ballroom; about 90 faculty members were present for the meeting. Professor Rainbolt asked the faculty members to note the addition of an Athletic Board Report on the Meeting Agenda.

APPROVAL OF PREVIOUS MINUTES

The Faculty members in attendance approved the November 4th, 2002, Faculty Meeting Minutes as circulated.

REPORTS FROM COORDINATING COMMITTEES

COMMITTEE ON ACADEMIC POLICY AND PLANNING (CAPP)

Professor Anne Fernald presented one agenda item on behalf of CAPP:

Anne distributed a survey form with six statements (see below) for the faculty members to rank according to priority; she advised the faculty to think about a good, first step to accomplish when considering the list of options on the survey form.

Survey:

This spring, we will offer ample opportunity for discussion and debate before any proposals are put on the table. Our agenda will be based on the results of this survey.

Please rank your concerns in the order in which they should be considered.

We will use a ranked voting system. Please mark 1 next to the thing you think we should discuss first, down to 6 for what's least important.

Please mark your choices clearly using each number (1, 2, 3, 4, 5, 6) only once.

___ The number of courses meeting group requirements (should it be limited or broad?)

___ The role of values in general education

___ The relation of the competencies to the groups

___ The definition of the groups -- are changes called for?

___ Additions to the curriculum to cover things that are not currently required of all students

___ Where do the languages fit in & how much foreign language should be required?

Faculty members marked the survey forms and returned them to the Chair of the Faculty, who will pass them on to CAPP for due consideration, tabulation, and evaluation.

COMMITTEE ON FACULTY (COF)

For the committee, Professor Karin Ahlm announced that COF continued to review tenure portfolios submitted during the fall semester; she reminded the faculty of a Feb. 3rd deadline for submitting letters for some tenure and promotion portfolios that will be reviewed later in the spring semester.

COMMITTEE ON MANAGEMENT OF ACADEMIC OPERATIONS (MAO)

For the committee, Professor Barbara Whitehead addressed two issues:

1. Motion to approve a new course, KINS 491-492: Projects in Kinesiology (1/2 to 1

credit).

A question arose about the credit amount for each designated course number (491, 492); as explained by Professor Tom Ball, each course may have up to one full credit, and students may repeat the courses but not exceed two credits total of 491-492. The faculty members approved this new course without further discussion.

2. Motion to approve a new course, CLST 361: GIS and Mediterranean Archaeology (1 credit).

Because of the structural and organizational complexity of this extraordinarily interdisciplinary and intercollegiate course, which could serve as a working model for new courses, Barbara read the course description to the faculty members. The course structure or format is an on-line seminar conducted synchronously with Millsaps, Rhodes College, and the College of Wooster; 12 students (3-4 from DePauw) per fall semester will enroll in the course, which may appeal to students in Computer Science, Geology and Geography, Anthropology, as well as Classical Studies, where it serves both the major and the minor in Classical Studies. Professors Pedar Foss and Rebecca Schindler along with Instructors from the other colleges will teach the course.

After coordinating satisfactory answers to several questions about the course title (with its acronyms), its on-line nature (students "meet" together simultaneously), the final responsibility for grading DePauw students in an inter-collegiate course (will rest with Foss and Schindler), and lastly about how the instructors will interact (at a yearly meeting), Professor Whitehead submitted the motion to Professor Rainbolt for a vote. The motion carried without further discussion.

At this juncture, Professor Howard Brooks asked two questions about the current and future academic-calendar scheduling:

1) Why did classes start on August 21, which created the one week of class after Thanksgiving problem? Ellie Ypma indicated that such scheduling often depended on the exact day in the week for Christmas, and Neal Abraham answered that we have the current schedule because faculty members once claimed that they might not have sufficient time to grade final exams and papers before the Christmas holidays started. Under the current schedule (with only one week of class after Thanksgiving, and starting one week earlier in August), faculty members have enough time to finish all grading before Christmas day.

2) How many more years will we have this early start? In the next academic year (according to the proposed schedule), classes start one week later; therefore the current year's timing between final exams and Christmas would not repeat itself next year.

STUDENT LIFE AND ACADEMIC ATMOSPHERE COMMITTEE (SLAAC)

The Division 3 fall replacement for Professor Scott Thede, Professor Doug Harms, presented a very brief report on some discussions in SLAAC to increase the number of SLAAC members (now one) on the University Review Committee (URC). One reason for such an increase was to provide more opportunities for other SLAAC members to gain experience in serving as Chairs of URC. Recall the following SLAAC agenda item from the November Faculty meeting:

"The URC consists of an appointed member of the Student Life and Academic Atmosphere Committee (SLAAC), who will chair the hearing, two teaching faculty members, and two students."

REPORTS FROM OTHER COMMITTEES

FACULTY DEVELOPMENT COMMITTEE (FDC)

For FDC, Professor Kent Menzel reported that FDC had completed the review and processing of all sabbatical leave requests, which amounted to a fairly heavy workload for the committee members. Kent thanked the faculty sabbatical applicants for a "great set of proposals", and he encouraged everyone to continue to write such interesting and provocative proposals. He then wished us all a Wonderful Holiday (thank you, and same to you, Kent).

COMMITTEE ON ADMINISTRATION

At the request of the COA, this report concerning COA's advice on budget planning will occur following the President's remarks.

FIRST-YEAR SEMINAR COMMITTEE

Professor Dave Berque presented two announcements for the FYS Committee:

1. The FYS Committee would host two workshops, one scheduled for Tuesday, February 11th, from 4 to 5:30pm, and the second for April 10th at the same time.
2. Committee agendas involved discussions of Academic honesty issues, S and W components in first-year seminars, and replacements and additions to the FYS Committee membership. Dave reported that Professor Jackie Roberts of the Chemistry Department would serve as the spring semester Chair of FYS, and that no less than 3 people would replace Professor Marnie McInnes, also on leave for the spring semester. Dave cited Marnie's excellent and dedicated (and obviously prodigious) service to FYS; the faculty members and administrators responded with GREAT applause. Marnie's replacements for the spring semester will be Ken Kirkpatrick, Jeffrey Hollander, and Kelley Hall.

DIVERSITY AND EQUITY COMMITTEE

Professor Mannie Harris presented a brief report about DEC's recent activities: (1) 3 DEC briefings that would occur on Dec. 10th, 11th, and 12th in room 109 of East College at 4:00pm; (2) DEC discussions to review the Boy Scout's policy for non-discrimination in Putnam County; (3) creation of a new web site for DEC, which would be on-line in a few days.

ATHLETIC BOARD

Bruce Sanders, Chair of the Athletic Board, reported on the recent meeting (Nov. 12, 2002) to discuss the conflict between traveling commitments and the student athletes' preparation for exams, especially during or immediately prior to finals week. Bruce described the Committee's research results, which showed that the problem is limited to a few students on tennis and golf teams, and only in the spring semester. Because post-season scheduling for these few students is not under their coaches' control, the committee urged instructors to accommodate these students on a case-by-case basis. One upcoming conflict between finals and a scheduled sports event occurred because of an oversight on the part of the Board when it was not able to adjust quickly enough to recent and frequent changes in time banks and study-day periods; this oversight occurred because the Board scheduled athletic events one and a half years in advance, thus precipitating an unanticipated conflict with more recently changed time banks, etc. The

committee concluded that the Athletic Department would make a policy not to schedule any athletic events during officially designated study/reading days.

Professor Bruce Stinebrickner asked about equipping the soccer fields with lights for evening events; he was concerned about soccer players who miss class to play home games scheduled only during daylight hours. Bruce Sanders said that the Committee would address this potential problem. Professor Stark commented that an earlier committee once had addressed the same issue.

The Chair of the Faculty, Professor Martha Rainbolt, expressed her appreciation to Bruce Sanders and the Athletic Board for meeting at such short notice to investigate and discuss the problem of student athletes engaging in sports events during final exam periods.

REMARKS FROM THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

1) The first order of business for Vice President for Academic Affairs, Neal Abraham, was to announce two new awards for DePauw professors: (a) Professor of Religious Studies, Valarie Ziegler, won the Trinity Prize for her new biography of Julia Ward Howe, which will be published in the fall of 2003. The Trinity Prize, awarded annually by Trinity Press International, includes a \$10,000 honorarium, for a writer or scholar whose cross-disciplinary writing has broad application for a general audience. In addition, Trinity Press International will publish the writer's book. (b) The text of the VPAA's remarks for the Exemplary Teaching Award was as follows: "I am pleased to announce the selection of Professor David Field of the Department of English as this year's Exemplary Teaching Award. This award is given each year jointly by DePauw University and the General Board of Higher Education of the United Methodist Church to recognize a faculty member who exemplifies excellence in teaching; civility and concern for students and colleagues; commitment to value-centered education; and service to students, the institution and the community. As in previous years, nominations were solicited from all faculty members, and many nominations were received. David Field was selected following careful examination of the nomination letters and the teaching accomplishments of each of the nominees. His colleagues describe him as 'intellectually vigorous [and] enthusiastic about students' work. He never corrupts or undermines their participation with cynicism or carelessness.' He is described as a premier adviser to students and faculty colleagues. And he is touted as among the finest, if not indeed the finest, teachers of writing in this school's august history in that area. Professor Field has taught in both of the major branches of the English Department's curriculum, literature and creative writing. Together with colleagues Bruce Serlin and Bruce Sanders, he designed a novel course for Honor Scholars on 'Consciousness,' one of the first courses supported through the Faculty Instructional Technology Support Program for its innovative uses of instructional technology. He has taught a first-year seminar on 'Beauty.' He has frequently supervised independent student projects, including a number of Honor Scholar theses. Many students remark that he is one of the best professors they have ever had. One wrote that he 'has a unique way of presenting things in class, especially through the Internet, music and pictures.' Another wrote, 'He's got this way of teaching you to see inside the skin of a book, get into the muscle and marrow of the characters. I come out of this class with a new way of turning pages.' Yet another wrote, 'Professor Field was encouraging and helpful in the editing process and offered consistent

insight."

The VPAA warmly congratulated the two award recipients, and faculty members heartily responded with generous applause for such admirable accomplishments.

2) The second order of business for the VPAA dealt with the content of an article in the September/October 2002 issue of *Academe* (the Bulletin of the American Association of University Professors), and how the University proposed to address the Intellectual Property Rights issues discussed in the article. The cover, editorial, and associated articles in this publication all addressed the topic of Professors and Intellectual Property. The VPAA Neal Abraham stated that he is responding to the importance of this issue by starting a plan to draft an Intellectual Properties Rights policy for DePauw. He said that he would be working with both University lawyers and faculty members to draft a workable policy. He cited and underscored the need for a written policy even though all copyrights for works produced by DePauw faculty members resided with the authors, and not with the University as is customarily found in corporations where all such intellectual products belonged to the employer. As just one example of the problem's potential complexity, the VPAA drew our attention to the more than two million dollars per year provided by the University to fund FDC proposals for instructor-authored works. The corporate reflex to such a situation is: the employer owns the rights to these intellectual products since the employer funded the proposals. The VPAA responded with an unambiguous, "NO, not in Academe" to this typical, corporate solution to the problem and he said that the University has "long invested in faculty creativity." On the other hand, Neal noted that much sharing of intellectual products occurred in a truly collegial environment, and this sharing contributed to a complicated mixture of ownership rights. For example, he suggested that ownership rights could not prevent dissemination of syllabi to COF. The VPAA concluded by stating that he had the first draft from the University lawyers ready for COA to evaluate. In this regard, Neal admonished the faculty members to "Please study these issues and the resource materials and join with members of the Committee on Administration when they share their reports and advice on this subject with all of us next spring about how we can best proceed in developing appropriate policies."

At this juncture, the Chair of the Faculty Martha Rainbolt asked the VP about the University's intention to provide some sort of day care facilities for the children of University employees. The VPAA responded that he was investigating both the pricing for various strategies, and the interest level of community members for such a University-sponsored service. He said that he had some 60 responses, and he intended to create a small, broad-based task force with a broader advisory group to address this issue. He asked that any interested person send him an e-mail indicating an interest in joining the task force or advisory group. He also stated that about 12 Management Fellows would be assessing the various proposed plans as part of a student WT project, and that these students would provide a report of their findings in February.

REMARKS FROM THE PRESIDENT

President Bob Bottoms initially commented on and explained the rationales for various aspects of an interim report about the University's budget. He said that his administration has control over the budgets of basic functions involved with tuition, number of students

and faculty members, the FDC expenditures, etc., all of which have performed very well in this regard. And while asking to be forgiven for a small degree of "presidential paranoia" he noted that he and the administration have much less control over the endowment income and health care provisions, which are subject to external, market forces. For example, he reported that the University's operating budget would have some \$3 million less in the 03/04 academic year, while health care costs to the University would increase by some \$1.5 million, largely due to some fairly extraordinary medical payments occurring during the past few years. The President wanted us to know that he was considering several proposals to deal with this unfortunate combination of economic factors, and that he and the administration were developing general principles to guide the planning process. He stated that his initial position would be to argue for NOT using budget cuts to make up for the lost \$4.5 million, but to use other means such as borrowing from the University itself, and perhaps sustaining some extra debt. He expressed optimism about this proposed outcome, but cautioned us to be on alert for new developments.

President Bottoms wanted us to understand clearly the implications of the fiscal problem, but to appreciate that he has made no firm decisions about the exact solution mechanisms. Some possibilities included lowering the salary pools for raises, increasing health care premiums but without compromising the excellent benefits that we now have, and trying to cut 1 million dollars from administrative costs. He noted that our current health care provisions were truly unique and extraordinary in today's economic climate because the University underwrote 90% of costs. Once again, he advised that all these considerations were in a planning mode. For example, he suggested that the University could save some funds by reducing financial aid, not for need-based students, but for highly qualified students whose parents could pay more of the merit-based aid now paid by the University; he said that last year's highly qualified class, in terms of SAT scores, class rankings, etc., garnered a large amount of merit-based aid.

At this juncture, the President announced that he would organize open meetings in the next semester for discussions about these issues, especially health care. In this spirit of initiating an active and productive dialogue on these critical issues, he now introduced Professor Wade Hazel, Chair of COA, to read a prepared statement from the COA's last meeting.

A. Professor Hazel's comments from COA REPORT:

Over the last few years COA has been asked by the administration to provide advice on strategic planning priorities. This has been a rather pleasant job since we were providing advice on how to spend money. Our job this semester has not been nearly as pleasant, as we have been asked by President Bottoms to give our priorities and perspectives on the rather more difficult budgetary decisions the University faces over the next few years. As you know, these difficulties are in large part due to a weakened endowment and rising healthcare costs. After meeting with the Vice Presidents for Admissions and Finance and the Director of Human Resources, we have chosen to present our advice in terms of general principles that we hope will be used to guide budgetary decisions in four areas: Admissions, Health Insurance and Compensation, Operating Budgets and External Support.

1) ADMISSIONS

A large portion of the University budget goes to admissions. In the last year we paid a tremendous amount of money to get a high quality class. As Vice President Eagon pointed out to us, we can't continue to spend at this level. Our hope is that with the improvements made to the university in the last several years - the increase in faculty, the improved physical plant - we will be able to continue to recruit quality students without having to offer as much merit aid.

Thus, we will advise the administration to reduce the merit aid while trying to minimize the loss of quality. It is the contention of COA that the highest merit awards for the top students might be sacrificed in order to increase the yield from the upper middle tier. Therefore, we recommend that admissions develop a more refined selection process that it more skillfully combines need and merit awards to increase yield in middle 50% and increase income from students in the lower 25%

We would like the university to continue to strive for ethnic and socio-economic diversity in our students, but under the current situation we would be willing to sacrifice some geographic diversity among our students. For example, Indiana students come with better external aid packages, thus, in the short term we could easily tolerate more Indiana students.

2) HEALTH INSURANCE AND COMPENSATION

Health costs nationally continue to rise and DePauw is not exempt from its effect. The result is an unanticipated strain on the budget. Precise recommendations are difficult because we do not yet know the details of even our health care provider for next year. Nevertheless, we offer some general principles on how faculty and staff might share the increased costs. As a committee, we agree that the lowest paid employees can least afford the increased costs of health care. Consequently we recommend that we strive to continue to treat health care costs progressively, such that premiums, co-pays and stop-losses continue to be related to salary, perhaps with finer gradations than in our present system, which contains only three categories. We also suggest that premiums should increase smoothly with increasing numbers of dependents. We do not, however, favor any changes in what is covered in our insurance package. For example, we do not favor dropping dental coverage.

We realize that some of the increased cost of health care could come at the expense of a less generous salary increase than projected. Our chief concern is that the increasing costs of health care do not result in a lower salary for any member of the community. We recommend that any salary increase be the same fraction for faculty and staff.

3) STAFF AND OPERATING BUDGETS

We encourage the administration to reduce operating budgets where possible. This includes prioritizing academic programs over non-academic programs.

4) EXTERNAL SUPPORT

We request the Vice President for Academic Affairs and the Faculty Development

Committee to seek ways of encouraging faculty members to seek external support where possible.

We also support the Development Office's request for faculty assistance in obtaining funds from Lilly's matching grant.

Finally, COA is continuing to work toward a more refined list of priorities in regard to the budget that we will present to the administration at the end of the semester.

Continuation of Remarks from the President

The President then sustained some questions, particularly about health care and the quality of the current Cigna provider, and he responded by noting that the University's fiscal situation was actually stronger in some respects than in previous years, and that we were not facing any prospect for draconian measures to balance the coming year's budget. He further calmed any such concerns by saying that he would recommend to the Board of Trustees that it consider using funds from the "quasi-endowment" to fill any serious shortfalls in the budget. He would say to the Board that since the "sky had not fallen completely yet..." we should not do any strange things in the short term; we indeed have some measures to compensate for the shortfall.

The President next noted the amazing good fortune that we all had to be in Indiana (quite noticeable chuckling emanated from the floor at this remark); he continued to say that this good fortune was partly due to the Eli Lilly company's residence in Indiana, and how this well-known pharmaceutical company definitely benefitted DePauw in so many ways. He briefly described yet another offer from Eli Lilly, a matching grant campaign in which the company would give nearly \$4.5 million total (includes a separate campaign with the Board of Trustees) to DePauw if DePauw could match this amount. The Trustees had already been participating in a fund drive since last March to raise \$1 million for this campaign, and the President introduced Lisa Hollander, Director of the Annual Fund, to explain several other avenues for raising funds to match an additional \$3.5 million offer.

B. Lisa Hollander, Director of the Annual Fund, addressed the faculty about the Lilly Endowment Initiative to match gifts up to a total of \$3.5 million in several different constituency categories, such as Alumni (\$3 million cap on the total earned), parents and students (\$250,000 cap), and faculty and staff (also \$250,000 cap). Lisa explained the role of the Development Office in crafting a plan to generate gifts for budget relief, which meant making gift donations to the Annual Fund since this office already functioned to underwrite budget expenses. She also summarized the results of a marketing survey on Annual Fund donors, which showed among other things that donors wanted the option to give funds to specifically targeted budget areas. In response to their wishes, the Annual Fund office defined 5 broad target areas, including faculty support, student scholarships, WT and off-campus study, Technology, and an Unrestricted category. Since the faculty and staff normally have not given much money to the Annual Fund (only about \$12,000 per year), Lisa encouraged faculty members to consider making cash gifts either in a lump sum or by payroll deduction on a monthly basis from January of 2003 to December 31 of the same year. Eli Lilly would match each gift dollar for dollar, and the State of

Indiana would offer a tax credit of 50% of the gift's value up to a total credit of \$200.00 through its "Indiana College Credit" program. Lisa explained how giving \$400.00 would earn a \$200.00 outright tax credit for the donor from the State, but generate \$800.00 for the Lilly grant campaign. Because of this tax credit, the donor would in effect be giving only about \$17.00 per month (half of the \$33.00 per month needed to give \$400.00 total over 12 months).

The President thanked Lisa for her presentation, and wryly mentioned that right on the heels of discussing lower salary raises and increased health care premiums, he had asked Lisa to ask us for money (chuckling from the floor again). Seriously, the President concurred with the plan and said that in one sense it was a "United Way" for us.

OLD BUSINESS

No old business was reported or announced.

NEW BUSINESS

Motion to confer degrees:

That the faculty of DePauw University authorizes the Board of Trustees to confer degrees on eligible candidates.

Professor David Field, the most recent recipient of the Exemplary Teaching Award, made the above motion to grant degrees to all eligible candidates; Professor Stark seconded the motion and Professor Rainbolt called for a vote by show of hands. The motion carried unanimously.

ADJOURNMENT

The Chair of the Faculty, Professor Martha Rainbolt, adjourned the meeting at 5:00 pm.

Respectfully submitted,

Professor Chet Fornari, Assistant to the Chair of the Faculty for November and December.

DPU Faculty Meeting Minutes, February 3, 2003

Call to Order - 4:00 p.m., Union Building Ballroom

Approval of Previous Minutes

Bruce Sanders asked that the Athletic Board report be amended by adding the following wording: Second sentence, words added in bold type, "... described the Committee's research results which showed that **for post-season championships** the problem is limited to ..." Minutes approved as corrected above.

Reports from Coordinating Committees

Committee on Academic Policy and Planning (H. Pollack-Milgate)

Announcements

The General Education sub-committee, based on its interpretation of the data from faculty and student surveys, has set a first agenda item for the revision of the General Education curriculum.

This interpretation leads the General Education sub-committee, in consultation with CAPP, to a consensus supporting "the principle of an open system of General Education in which the operating assumption is that all courses will fulfill one of the designated groups or areas of study." CAPP will be hosting two forums in February at the new DePauw Student Social Center at the Walden Inn (dates and locations to be arranged) to discuss the concrete problems involved in transforming this statement of principle into a definite proposal which can be subject to a faculty vote.

Committee on Faculty (K. Ahlm)

Announcements

Reported that COF has completed review of 11 cases during Winter Term. The committee has almost completed work on tenure cases, and will take up term and remaining tenure cases second semester.

Committee on Management of Academic Operations (B. Whitehead)

Announcements

Establishment of standard lunch hour was favored by 60% of faculty surveyed. The committee will pursue consideration of a change of the schedule to allow a stable lunch hour when all faculty members are free at the same time. This could allow faculty members the ability to meet as groups during that time. Barbara Whitehead suggested that all departments discuss the issue and MAO will talk with department chairs about the issue in the spring.

Student Life and Academic Atmosphere Committee (S. Thede)

Announcements

Scott Thede asked that faculty members contact him with issues for the committee to discuss.

Reports from other Committees

Faculty Development Committee (J. Kenney)

Announcements

Jeff Kenney announced deadlines for applications.

Committee on Administration (M. McKelligan)

Announcements

COA has not yet met. The committee will be sharing options for health insurance coverage to solicit opinions from faculty members. Marcia McKelligan then announced committee membership changes and asked faculty members for issues to be brought to the committee for discussion.

First-Year Seminar Committee (J. Roberts)

Announcements

Jackie Roberts announced that the workshop scheduled originally for Feb. 11 has been changed to March 4. The second workshop date of April 10 has not been changed. There are 51 seminars scheduled so far, up from 49 last year. A survey of a faculty members from last year will be available on the faculty governance web pages soon.

Phi Beta Kappa Committee (C. Klaus)

Announcements

Carrie Klaus asked that faculty members examine the packet that arrived in the mail recently and give consideration to those students who have been suggested for PBK. Comments must be received back to the committee by Feb. 5 at 5:00 p.m.

Remarks from the Vice President for Academic Affairs

One of the handouts provided at the meeting gives information about progress in the upgrade of the administrative data systems. In addition to new software and hardware, the upgrade will include improved business practices. Accounting, ordering, reimbursement and payment systems will be web based and menu driven, much more like the recent improvements in student and faculty e-Services. The improvements will also affect record keeping for applicants, students, alumni and employees. Periodic updates will be provided through e-mails and a web page within the information services section of the DePauw web site.

Information was distributed comparing data from the GLCA schools on average salaries and average total compensation for faculty members by rank. DePauw continues to make progress in the relative rankings, having significantly improved salary and compensation for all ranks over the last ten years. Information for the last three years showing the deciles of salaries for each rank were also distributed. These indicate the progress that has been made.

The salary information and information on the participation of faculty members by rank and gender in various faculty development and faculty recognition programs was shared with the Trustee subcommittee on faculty compensation at the January meeting of the

Board of Trustees. The Trustee subcommittee was encouraged by the breadth of participation in the various programs. The subcommittee also noted that DePauw's benefits are slightly lower than at peer schools in retirement contributions but are significantly higher than at peer schools for institutional contributions to medical costs. The information will also be shared with the Committee on Administration for advice and suggestions.

The grade point averages for the fall 2002 for all students and for men and women increased, continuing a trend in recent years. The handout showing plots of GPAs for men and women for each entering class by semester indicates that the increases are overwhelmingly due to improved performance by first-year students in their first semester. Average grades of students in the second, third and fourth year show little change over the last eight years, suggesting that grading standards have remained relatively constant. Studies are underway to tease out the causes for the significant improvement in first-semester academic performance of first-year students.

Although many of the discussions over the last semester have focused on possible budget reductions, work continues toward implementing three of the major recommendations of the Task Force on the Status of Women at DePauw. The task force had recommended that steps be taken to close the gap between the number of formal and informal reports of harassment, discrimination and sexual assault. In particular the task force asked that the University explore its options for taking action against offenders based on informal reports. Legal counsel has indicated that the University must endeavor to take action on all complaints, formal and informal. Proposals will come forward this spring to revise the harassment policy and to clarify procedures for taking action.

A study group and an advisory group on childcare options were formed late in the fall semester. The study group, made up of faculty members, staff members, and Management Fellows, worked intensively during Winter Term. We anticipate receiving a report of options and their costs for various improvements in childcare services. Even with many budget cutbacks, the University administration will carefully consider proposals to allocate additional funds for some improvements in the near future.

As conversations proceed on rebuilding the North Quad, the subject of a women's center or gender center remain under consideration. Such a center may be located in the new building(s) in the North Quad or may be located in one of the houses in the community now temporarily used for student housing.

The Distinguished Professor Awards for sustained excellence in teaching and service for 2003-2005 go to Matthew Balensuela (Music), Carla Edwards (Music), and John Schlotterbeck (History). The University Professor Awards for sustained excellence in teaching, service, and professional growth go to Nachimuthu Manickam (Mathematics), Ellen Maycock (Mathematics) and Barbara Steinson (History). Details of their contributions to DePauw will be posted shortly on the Academic Affairs website.

Old Business

Motion was approved to remove from table the following motion: (M. McKelligan) That Philosophy be moved from Division 2 to Division 4. This shift in placement will take effect beginning with the 2003-04 academic year, so elections in the spring of 2003 will reflect this change. (All members from the Philosophy department currently serving or recently elected to faculty committees will complete their terms of service as elected and continue to represent the division from which they were elected.) Marcia described the motion explaining that the change would help to balance numbers of faculty members within divisions. Comments were made by Bruce Stinebrickner that while this change could help with balancing the division numbers, it would not wholly succeed and that other shifts of departments between divisions would better accomplish re-balancing. After further discussion there was a call for the question and a secret ballot was requested. The motion to move the Philosophy Department to Division 4 was approved.

New Business

Motion to endorse election results: Bruce Serlin, Biology, elected to fill vacated position on SLAAC; Fumika Kiriyama, Physics and Astronomy, to replace Kevin Kinney on International Education Committee, spring semester. (M. Rainbolt) The motion was approved.

Executive Session

The faculty meeting moved into Executive Session to elect candidates for honorary degrees and to hear from President Bottoms about the meeting with the Board of Trustees in January.

The meeting was adjourned at 5:30 p.m.

Respectfully submitted by Wesley W. Wilson, Assistant to the Chair of the Faculty for February and March, 2003.

DPU Faculty Meeting Minutes
March 3, 2003

1. Call to Order - 4:00 p.m., Union Building Ballroom

2. Approval of Previous Minutes

Minutes approved as written.

3. Reports from Coordinating Committees

Committee on Academic Policy and Planning (A. Fernald)

Motion 1: That DePauw adopt the principle of an open system of General Education in which the operating assumption is that there is no limit to the number of courses that can contribute to the fulfillment of each of the designated groups.

Anne Fernald explained that this was the proposal favored by most faculty members surveyed. Motion seconded and discussion followed. Among reasons given for change was that it will help topics courses to be filled. Instead of courses needing to be justified as fulfilling group requirements, they will be assigned to a group and the department can indicate why the course should not fulfill a group requirement. Motion passed.

Committee on Faculty (K. Ahlm)

Karin Ahlm reported on progress toward completing reviews.

Committee on Management of Academic Operations (B. Whitehead)

Barbara Whitehead presented the following motions from MAO.

A. Motion to approve the following changes as a block:

New courses (each with one course credit):

Latin 331: Readings in Latin Prose

Latin 332: Readings in Latin Poetry

Latin 341: Roman Drama

Latin 431: Roman Historians

Latin 432: Virgil

Courses discontinued:

Latin 321-322: Major Latin Authors

Latin 429-430: Latin Reading

Motion passed.

B. Motion to approve the following changes as a block:

New courses:

Music 230: History of Western Art Music (one credit)

Courses discontinued:

Music 330-331: Music History and Literature to 1700/ Music History and Literature to 1900

Music 276: University Festival Choir

Motion passed

C. Motion to approve a new course, Chemistry 440: Biophysical Chemistry.

Motion passed

D. Motion to approve splitting a full-credit course into two half-credit courses:

Chemistry 341: Advanced Biochemistry (one credit) to become

Chemistry 341: Metabolism (half credit) and

Chemistry 441: Biochemical Methods (half credit)

Motion passed

E. Move to approve a new course, Kinesiology 354: Bioenergetics of Human Movement (one credit) Motion passed

F. Motion to approve a new course, Geology and Geography 109: Environmental

Geology (one credit) Motion passed

G. Motion to approve the following changes in the Latin American and Caribbean Studies Minor

Requirements:

Change the Language Block from requiring Spanish 232 to requiring either Spanish 232 or French 202;

Change the Culture Block from specifying which courses in each of three groups that students must take to stating that students must take four courses from three different departments, at least one at the 300 level or above, and then listing all of the courses that fit within the LACS program.

Motion passed

H. Motion to approve two new courses, Asian Studies 250: China on Screen (one credit)

Asian Studies 140: Introduction to Chinese Culture (one credit)

Motion passed

Announcements: MAO will distribute a form for departments to designate which groups will fill which groups. Time banks are being reviewed to find an arrangement that would allow students a better opportunity to fill their schedules. The following data was given: 46% of classes met in three time banks out of 20 available; 18% met in two other time banks; taken together, 64% of classes met in five time banks. MAO will look at the possibility of designating a maximum number of classes that can be offered in each time bank.

CAPP (cont'd)

Results of first motion were announced (see above). Second motion taken up

Motion 2, contingent upon the passage of the first: In order to implement this [CAPP Motion 1, above] for the fall of 2003-04, we move that in lieu of tabling courses for group credit at the April faculty meeting, MAO will publish a list of courses by proposed group one week prior to the May faculty meeting for review before voting at the May.

Motion seconded and discussion followed. Comments included some on the timing of the change and its potential for confusion in the advising of students on group requirements. Other comments suggested that students could be advised that current group requirements will be maintained and that the number of courses available to fulfill a group will be expanding.

Melanie Barnes made a motion that the Motion 2 from CAPP be amended to state that Motion 1, approved earlier (see above), would not take effect until the 2004-05 academic year. Motion seconded and discussion followed.
Motion failed.

A vote on the original Motion 2 from CAPP was taken.
Motion passed

Student Life and Academic Atmosphere Committee (S. Thede)

Scott Thede reported that the committee is working with the administration on the new harassment policy and is looking into student complaints about textbooks and bookstores.

4. Reports from Other Committees

Faculty Development Committee (C. Klaus)

Carrie Klaus announced upcoming deadlines and a planned luncheon for the purpose of discussing sabbaticals.

Committee on Administration (M. McKelligan)

Marcia McKelligan announced that no health insurance information was available yet, but that COA will provide it as soon as it is received.

First-Year Seminar Committee (J. Roberts)

Announcement of upcoming meeting was made.

Diversity and Equity Committee (E. Harris)

Announcement that committee is looking for feedback on harassment policy, working on its web site and revising the United Way forms used in the annual drive.

5. Remarks from the Vice President for Academic Affairs

Neal Abraham had no announcements or remarks, but asked for questions from faculty members. Pamela Propsom quoted The DePauw on its coverage of the Janis Price case

and asked for clarification. Neal stated the University has affirmed academic freedom. The University's position in the case as presented by its legal counsel is that there is no applicable statute in Indiana state law on academic freedom as stated in the University handbook and that faculty members do not have employment contracts that could be enforced by state law.

6. Remarks from the President

President Bottoms announced recent tenure and promotion decisions: Receiving tenure are Glen Kuecker and Jeffrey Kenney; receiving tenure and promotion to associate professor are Ophelia Goma, Jacqueline Roberts and Srimati Basu. Applications are up 10% this year from last year, numbering over 4000 applications; there is a 4% increase in completed applications over last year. The academic credentials and diversity of the applicants is good. The president invited all faculty members to attend the town meeting he was hosting on the subject of alcohol consumption in student life at DePauw.

7. Old Business

No old business

8. New Business

(D. Guinee) Motion to make the following change to the By-Laws and Standing Rules of the Faculty, Section IV.2.a, "Membership of Search Committee." Insert the italicized text in brackets below:

Current Text:

By-Laws and Standing Rules of the Faculty

Section IV

2. Search Committee

a. Membership. A search committee may be constituted by the department with three or more members drawn from its continuing tenure and term faculty members and two additional members from each of two other departments, chosen after consultation with the Vice President for Academic Affairs. [Additional members from other departments are not required in searches for positions lasting one year or less.] In special circumstances, members may be appointed from other faculty of the department, such as those who are leaving the department or the University at the end of the year. If there are fewer than three eligible department members, with the approval of the Vice President for Academic Affairs, the personnel committee shall select additional search committee members from related departments.

A motion was made to table the motion stated above and vote on it at either the April or the May faculty meeting.

Motion to table passed.

9. Announcements (M. Rainbolt)

Martha Rainbolt described the process for election of faculty members to serve on university committees and encouraged all those interested to place their names as candidates for an open position with their division officer.

10. Adjournment

Meeting adjourned at 5:52 p.m.

DPU Faculty Meeting Minutes
April 7, 2003

1. Call to Order 4:08 p.m. Union Building Ballroom

Approximately 103 faculty members were in attendance at the start of the meeting.

2. Approval of Previous Minutes

Correction to Minutes: Jeffrey Kenney has been granted tenure.

Correction to MAO report: Motion: Table the motion to count the new course Geology and

Geography 109: Environmental Geology (one credit) as a course counting toward Group One. Motion carried.

3. Remarks from the President

President Bottoms reported earlier in the meeting than usual with the approval of faculty. He discussed the symposium "Political Education and the Modern University," and its relevance to current campus discussions. He also gave notice to the faculty of discussions in the administration concerning the Dean of the Chapel vacancy, namely that the pastor of Gobin Church may also serve as Chaplain of the University. Nothing has been decided and the idea is currently only under discussion.

4. Reports from Coordinating Committees

Committee on Academic Policy and Planning (A. Fernald)

Winter term subcommittee reported a pilot class in summer including a trip Ecuador taught by Glen Kuecker.

General education subcommittee of CAPP/MAO provided a handout (pink), which outlines the timetable to discuss the groups from the present to February 2004.

Committee on Faculty (K. Ahlm)

COF has just finished reviewing promotions from Associate to Full and these will be sent forward.

Committee on Management of Academic Operations (B. Whitehead)

A. Motion to approve following new courses:

Women's Studies 190: Topics in Women's Studies

Women's Studies 290: Topics in Women's Studies

Motion passed.

B. Removed from table Geology and Geography 109: Environmental Geology (one credit) and approved to count as a course in Group One.

C. Motion to add the following courses to the list of courses meeting group requirements (listed in Yellow handout)

Courses not included: cut from list
ML Germ 309
ML Sp 340
Religion 340
All Psychology courses removed

Not included on list: (will not fulfill groups requirements)
FYS (197), topics, senior seminar, capstone, independent studies

Discussion focused on the status of some specific classes, particularly Psych 100.
Registrar Ellie Ypma clarified that this course will continue to be a group 2 in the fall.

Howard Books moved to refer the proposed changes in the groups back to MAO.
Bryan Hanson: Second.

Discussion followed including a reading of MAO's charge from the Faculty Handbook. In particular the issue of the "green sheet" for approval of courses and group credit was reviewed. Among those commenting: Ann Jennings spoke in favor of approving changes in group credit and against the motion; David Berque stated that the procedure for approving the changes was clear at last faculty meeting; while Bryan Hanson argued in favor of the Howard Brooks' motion and stated that the definition of the groups should be done first.

While written ballots were counted...

Student Life and Academic Atmosphere Committee (S. Thede)

Scott Thede reported that SLAAC was working with students on the booklist issue. It has also reported to the administration on the new harassment policy. It remains open to other issues and faculty should feel free to contact them.

5. Reports from Other Committees

Faculty Development Committee (K. Menzel)

Kent Menzel made the following announcements:

- Summer stipends were complete and announcements on those out.
- FDC is completing student/faculty research proposals.
- Remaining work is to refine policies for next year.
- Reminder and encouragement to begin planning sabbaticals early, especially if outside funding is a goal.

Committee on Administration (M. McKelligan)

COA regretted to report that due to time constraints, it had to make its health insurance decision without broader faculty input. Only the CIGNA bid fully covered the school. Mark Kannowski asked why only one bid and Marcia McKelligan replied that there were various reasons but the biggest factor was the large number of retirees.

MAO continues...

By written ballot, the motion to send the changes in group credit back to MAO was defeated 58 to 41

Ensuing discussion of the proposed changes included questions on specific courses. Pam Propsom asked why computer science courses are included in group one. Gloria Townsend replied that those courses best fit in that group, as CS 1 is already group 1. In addition, Howard Brooks listed 45 courses with prerequisites and suggested that they did not need to be included for group credit as students would need to take the prerequisite class first, and thus get group credit. Barbara Whitehead replied that upper level courses with group credit would be helpful for transfer students and others who have passed out of earlier classes. Bryan Hanson added that transfers are not harmed as transcripts are evaluated for groups and that the matter only concerned students with AP credit. Bryan repeated his belief that the current proposal puts the “cart before horse.” Barbara Whitehead replied that the CAPP/MAO task force is addressing issues in the order faculty ranked them in the survey last fall. Marcia McKelligan added that importance does not equal temporal order.

Julianne Miranda called the question and was seconded by Marthe Chandler

While the ballots were being counted...

First-Year Seminar Committee (J. Roberts)

Jackie Roberts announced a joint FYS/S workshop on writing assignments Thursday, April 11, at Bartlett house.

Diversity and Equity Committee (E. Harris)

Emmanuel Harris reported that the committee was working on the following issues:

- Disability access at various campus building
- Making DPU more family friendly (Lilly is not YMCA)
- Benefits of unmarried cohabitants (elaborated on by Neal)
- Mission Statement
- Harassment policy

By written ballot the CAPP motion passed 55-34-1

6. Remarks from the Vice President for Academic Affairs

Vice President Neal Abraham reported on the questions of funds for off campus study—are there sufficient funds? He reported that two-thirds of applicants for off-campus study were approved. More funds have been generated by using funds from earlier budget cuts. He reminded faculty that the application process does matter in off-campus study and that students should be encouraged to take that process very seriously.

On childcare, Neal reported that task forces of students, faculty members, and staff members were formed in January and had now presented a set of reports on various

options to the administration. Some additional data and some additional analysis of data and options were requested. As it completes its review of the budget and allocation of resources, the administration will consider options for improvements in the child care services, which could begin as early as next year.

Neal announced the award of two major grants from the Andrew W. Mellon Foundation to support faculty career enhancement. The grants are both for four years: \$2,500,000 to DePauw, Denison, Furman, Harvey Mudd, Middlebury, Rhodes, Scripps and Vassar (to be administered by DePauw) and \$650,000 to be combined with \$50,000 remaining in the planning grant to Denison and DePauw (to be administered by Denison).

Neal also informed the faculty of an anonymous intimidating letter received by a student who wrote an op-ed piece in The DePauw. The letter was clearly a threat to climate of free expression and is currently under investigation.

Neal announced that he would send e-mails to the faculty expanding on these topics.

7. Old Business

There was no old business.

8. New Business

A. Division elections. Martha Rainbolt announced the results of division elections. Howard Books moved to endorse list: Marthe Chandler second. Approved.

B. Bryan Hanson moved to table an amendment to section II.C.2 of the Faculty By-Laws. Second Bridget Gourley.

Current language:

A quorum shall consist of 60 voting members.

Proposed language:

A quorum shall consist of 51% of the faculty eligible to vote and not on approved leave (rounded to the nearest whole number). This number shall be determined for each semester by the Vice President for Academic Affairs, using the faculty roster as of the Friday immediately preceding the first faculty meeting of each semester. Immediately after the call to order at the first faculty meeting of each semester, the Vice President for Academic Affairs shall announce the quorum requirement for that semester. The next order of business after the call to order at each faculty meeting shall be the verification of a quorum by the Chair of the Faculty (for the first meeting of the semester, the quorum verification shall occur after the Vice President for Academic Affairs has announced the requirement).

Rationale:

The size of the DePauw faculty has changed dramatically over the past few years. The design of our democratic governance system is based in principle upon the participation of a large fraction of the faculty (i.e., we do not employ a faculty senate model). I have been concerned for well over a year now that our governance process cannot work as it should when only 60 voting members are sufficient to make decisions affecting over 300 faculty members. Therefore I am making a motion to change the quorum requirements.

The choice of a particular percentage for a quorum must be high enough to be meaningful from a decision making perspective, but not so high that a quorum is routinely difficult to achieve. In principle, I would like to see a large number of the faculty engaged in steering the academic enterprise here at DePauw (well over the 51% in the motion). Realistically, a few faculty members must coach or have other teaching commitments during the time of the faculty meeting, and many faculty members have made other choices than to attend the meetings for a variety of reasons. We currently have about 230 full-time faculty members; 51% of this would be 117 (our current quorum is about 25%). I believe that asking between 110 and 120 faculty members to participate in the governance process which directly affects them is not unreasonable. However, it will clearly require some changes in habits for some colleagues, and represents a renewed commitment to faculty governance which I believe is much needed.

The irony of 60 people acting to effectively dilute their own vote will not be lost on many of you, nor will the fact that I am raising this issue during the week of a major symposium on political education and the university. However, if you believe that faculty governance is important to the DePauw community, and that the ideas of more of our colleagues are worthwhile, valuable and useful, I would urge you to support this motion.

Whatever your reaction to this motion, please be sure to discuss it with your colleagues, including those who have ceased to participate regularly in faculty governance. My idealistic hope is that when it comes to a vote, we can perhaps have a clear indication from a true majority of our colleagues that they do, or that they don't, want to participate in the governance process. If people will show up to vote in order to avoid doing so in the future, at least we know they are listening, and that's good to know too.
Bridget Gourley second. Tabled.

C. Jim Benedix moved to table the following motion to amend the text in the DePauw University Catalog, Section II: Graduation Requirements.
Second Marthe Chandler.

Current text:

Students must pass courses that meet the requirements in each of the six groups listed below. A total of nine and one-half courses satisfies the distribution requirements; four of the six groups must be completed fully while the remaining two groups must be partially completed. Many students complete more than the minimum requirements.

be changed to:

Students must pass courses that meet the requirements in each of the six groups listed

below. All groups must be completed fully. Many students complete more than the minimum requirements.

9. Announcement

Bruce Sanders announced that Terry Noble would graduate this year after taking one course a semester while working full time and recommended that the faculty acknowledge her work at DePauw.

10. Adjournment

The meeting was adjourned at 5:50 pm.

**DPU Faculty Meeting Minutes
May 5, 2003**

1. Call to Order: 4:00 p.m., 301 Harrison Hall

Martha Rainbolt began the meeting with clarifications of Roberts Rule of Order:

- (1) a person speaking to the question a first time has priority over those who have already spoken to the question
- (2) a person presenting a motion is entitled to close debate and can respond to calling the question.

2. The minutes of the April Faculty meeting were approved.

3. Reports from Coordinating Committees

Committee on Academic Policy and Planning (A. Fernald)

Anne Fernald announced:

- RAS subcommittee will be chaired by Pam Propsom and will begin work on May 22.
- Continuing general education discussion will continue work on the definition of groups. Discussions are continuing with department chairs and the topic will be addressed at faculty forum in the Fall. The faculty forum web sight will continue to be a resource for this discussion.

Committee on Faculty (K. Ahlm)

Karin Ahlm announced:

- COF had finished promotion reviews. There are three tenure cases remaining.
- COF is two members short, one at-large and one in division 4; she appealed for volunteers for the committee.
- Regarding David Guinee's motion currently on the table which proposes a revision for personnel committee-COF's discussion on the subject is for leaving the motion on the table or defeating motion.

Committee on Management of Academic Operations (B. Whitehead)

A. Barbara Whitehead moved to change the procedure for approving one-time group designation for topics courses to the following: Faculty who believe a topics course should be counted toward group requirements in a given semester are to select a group designation when submitting the course to the Registrar for scheduling. MAO will review each request and announce those that it has approved to the faculty.

Discussion focused on questions, such as will this result in "one-time" topics courses being approved for three years or so. The answer was no, must be done each time a course is offered.

Motion carried.

B. Motion to approve new courses:

Economics 335: Environmental and Natural Resource Economics for one credit.

Music 115: Technology in (corr. from "and") Music Education for 1/2 credit

Motion carried.

C. Motion to approve the following courses for permanent group designation:

ART 290S (Studio Art): Topics, Group 6

ART 390S (Studio Art): Topics, Group 6

COMM 213: History of Theater I, Group 3 literature

COMM 214: History of Theater II, Group 3 literature

ECON 335: Environmental and Natural Resource Economics, Group 2

EDUC 180: Understanding Diverse Classrooms, Group 2

KINS 354: Human Bioenergetics, Group 1

ML (GER) 309: German for Business, Group 2

ML (FREN) 320: Business French, Group 2

ML (SPAN) 340: Business Spanish, Group 2

ML (SPAN) 430: Creative Spanish, Group 6

ML (JAPN) 451: Advanced Readings & Projects/Japanese, Group 5

REL 340: Topics in Biblical Studies, Group 4

Among the topics of discussion:

Marcia McKelligan: Why do Business Language classes fulfill the requirements of Group 2?

Barbara Whitehead read descriptions of language business classes, which include cultural context and business structures.

Nancy Davis: Will descriptions on web be updated to reflect these course descriptions?

Jim Rambo: Yes.

Brett O'Bannon: The different descriptions of classes seem to not always fit Group 2, specifically Spanish 340.

Dana Duddle: Can a student take two business language and count?

Ellie Ypma reminded the faculty that groups 1-4 have a two-course limit to groups.

(NOTE: The Catalog reads: "No course may satisfy more than one distribution requirement, and no more than two courses from any department may be used to fulfill the requirements of Groups 1 through 4.")

David Guinee called to divide motion to by creating a separate motion for the business classes: ML (GER): 309, ML (FREN) 320, and ML (SPAN) 340.

Dana Duddle seconded the motion.

Motion to divide carried.

Discussion on the ML business classes continued on the divided motion, including threads on how many courses in a department can count for Group requirements and what is the proper group designation for specific classes.

James Rambo: Surprised to learn about limits of group requirements by department.

Pam Propsom: Why are these courses not in Group 5 (language)?

Art Evans: Courses are taught in language, but focus of pedagogy is appropriate to group 2 (business, economy, social fabric)

David Berque: If language department members are surprised by limits to group requirements by department, perhaps the motions should go back to ML for discussion.

Barbara Whitehead: A number of ML courses approved for group 3 last month.

Sherry Mou: The content of the classes is not language skills, but material appropriate for group 2.

Jeffrey Kenney: Modern Languages is claiming that it can teach in 3 different groups (2, 3, 5) and that sounds unusual.

Julia Bruggemann: History does this by offering classes in groups 2 and 4.

Marcia McKelligan: Do the Modern Language faculty have training in social sciences?

Mary Kertzman: If departments have courses in many groups, students can hide in a department, effectively contradicting the goals of a broad, liberal education as structured in the groups.

Jim Benedix: Moved to table the ML business classes. Pam Propsom seconded. Motion carried.

Discussion on the remaining classes continued.

Bob Calvert: Will we have to revisit this when the discussion of the groups comes up in the Fall?

Pam Propsom: Moved to table Spanish 430 as well (which was proposed as a group 6, rather than a group 5).

And seconded.

Discussion on the motion to table Spanish 430.

David Guinee: This was not the issue with the previous division of the motion. Argues against motion.

Motion does not carry.

Motion to approve the list of courses as amended carries.

D. Motion to approve the following courses for group designation for fall semester 2003 (emendations from the agenda were announced on the floor and indicated below):

BIO 390: Topics, Developmental Biology, Group 1 lab

CLST 300: Topics, Before Socrates, Group 4

EDUC 290: Topics, Women in Education, Group 2

HIST 290: Topics, Misunderstanding China/Japan, Group 2

HIST 300: Topics, African American Women, Group 4

HIST 300: Topics, Latin American Revolutions, Group 2

KINS 290a: Topics, Sport & Exercise Psychology, Group 2

KINS 290b: Topics, History of Sport, Group 2

ML (RUS) 324: Art of Translation (topics), Group 5

ML 395: Topics, Russian and Eastern European Literature, Group 3 literature
MUS 390a: Topics, Jazz Styles and Analysis, Group 3
MUS 390b: Topics, Musical Ethnography, Group 2
PHIL 206a: Topics, Schopenhauer, Kierkegaard, Nietzsche, Group 4
WS 390: Topics, Women in Education, Group 2

Emendations:

Phil 430 cross-listed with CLST 300

Deleted from the motion were:

HIST 290: Topics, Globalization, Group 2

HIST 290: Topics, African American Women, Group 4

HIST 300: Topics, People & Politics, Group 2

Motion carried.

E. Motion to approve the following group designations in the Department of Psychology:
(emendations from the agenda were announced on the floor and indicated below):

PSY 100: Introductory Psychology* Group 1 (*will not become Group 1 until the Spring of 2004)

PSY 210: Stat Behavioral Sciences, Group 1

PSY 220: Research Methods, Group 1 lab

PSY 250: Brain & Behavior, Group 1

PSY 260: Social Psychology, Group 1

PSY 280: Cognitive Psychology, Group 1

PSY 290: Developmental Psychology, Group 1

PSY 310: Industrial/Organizational Psychology, Group 2

PSY 320: Consumer Psychology, Group 2

PSY 345: Psychology of Gender, Group 2

PSY 385: Sensation & Perception, Group 1

PSY 390: Abnormal Psychology, Group 1

PSY 401: Physiological Psychology, Group 1

PSY 403: Motivation, Group 1

PSY 406: History of Psychology, Group 4

PSY 411: Psychology of Personality, Group 1

PSY 420: Psychology of Learning, Group 1

Deleted from the motion was:

PSY 415: Psychotherapy and Behavioral Change, Group 1

Discussion

Pam Propsom rose to address some of the rationale behind these changes, specifically the issue of scientific methodology of experimentation in psychology (Gold handout)

Jim Mills: Is any class with "science" designation (such as political science) in Group 1?

Fred Soster: Groups center on process rather than content. Group 1 Natural world, Group

2 Human world.

Pam Propsom: Brain is natural or human?

David Newman: Are there other methodologies in psychology besides experiment?

Pam Propsom: Yes, but experimentation is the central one.

Yvonne Williams: Given a class such as History of Psychology how is this discussion different from the previous discussion language and business. Why is this proposed as Group 4 (Historical and Philosophical Understanding) and not as something else?

Kevin Moore: (who teaches the class) described course and content.

Istvan Csicsery-Ronay: Is this (emphasis on experimentation) a trend that may change in the disciplines methodology and definition.

Meryl Altman: Supports motion on basis of how groups are defined

Jeanette Jerz: The use of the phrase "of natural world" in defining group one is a problem.

Scott Wilkerson: Is the proposed motion unanimous in department?

Pam Propsom: Yes.

David Berque: If in doubt we should defer to the department.

Manny Harris: Moved to table the motion.

Tom Hall seconded.

Motion defeated

Motion called. Vote by paper ballot.

Motion passed: 62-30-3

F. Physics Department curricular changes:

(1) Motion to approve the following changes in course credit, course number, and title (to go into effect in the 2004-2005 academic year):

PHYS 471: Advanced Laboratory for 1/4 to 1/2 credit changed to PHYS 280:

Experimental Methods for 1/2 credit

PHYS 490: Selected Topics in Astronomy for 1/4 to 1/2 credit changed to PHYS 390A:

Topics in Astronomy for 1/4-1/2-1 credit

PHYS 481-482: Selected Topics in Physics for 1/4 to 1/2 credit changed to PHYS 390P:

Topics in Physics for 1/4-1/2-1 credit

After brief discussion on whether these were more than name changes the motion was passed.

It was moved to join all three remaining motions listed. Seconded and passed

(2) Motion to approve the following new courses in Physics (to go into effect in the 2004-2005 academic year):

PHYS 370: Atomic and Molecular Physics for 1 credit

PHYS 380: Nuclear and Particle Physics[s] for 1 credit

PHYS 480: Senior Project for 1/2 credit

(3) Motion to drop the following Physics courses (to go into effect in the 2004-2005 academic year):

PHYS 483: Senior Seminar for 1/2 credit

PHYS 271: Modern Physics for 1 credit

(4) Announcements of name and number changes in the Physics Department (to go into effect in the 2004-2005 academic year):

PHYS 103 Astronomy of the Solar System changed to PHYS 103 Moons and Planets, Group 1 lab for 1 credit

PHYS 104 Stellar Astronomy changed to PHYS 104 Stars and Galaxies, Group 1 lab for 1 credit

PHYS 112 Physics for Poets becomes PHYS 110 Physics for Poets, Group 1 lab for 1 credit

PHYS 121 Principles of Physics I becomes PHYS 120 Principles of Physics I, Group 1 lab for 1 credit

PHYS 122 Principles of Physics II becomes PHYS 130 Principles of Physics II, Group 1 lab for 1 credit

PHYS 272 Mathematical Methods I changed to PHYS 270 Mathematical methods, 1 credit

PHYS 361 Optics becomes PHYS 250 Optics for 1 credit

PHYS 200 Introductory Astrophysics becomes PHYS 300 Astrophysics, 1 credit

PHYS 332 Electricity and Magnetism becomes PHYS 430 Electricity and Magnetism, 1 credit

PHYS 412 Thermal Physics becomes PHYS 410 Thermal Physics, 1 credit

PHYS 452 Quantum Mechanics becomes PHYS 440 Quantum Mechanics, 1 credit

PHYS 241 Circuit Theory and Electronics becomes PHYS 240 Electronics, 1 credit

PHYS 331 Mechanics changed to PHYS 420 Classical Mechanics, 1 credit

PHYS 273 Mathematical Methods II changed to PHYS 450 Advanced Mathematical Methods, 1 credit

Motion passed.

G. Motion to table new timebank proposal (White handout).

Motion Tabled

Student Life and Academic Atmosphere Committee (S. Thede)

Scott Thede announced that students wished to have booklists for their courses as early as possible.

4. Reports from Other Committees

Faculty Development Committee (K. Menzel)

Tom Hall reported on Mellon grants including the search for a faculty member to serve in the "catalyst" position.

Committee on Administration (M. McKelligan)

Marcia McKelligan reported the following items:

--Recommendation on raises, including issues on medical cost, have been presented to the administration.

--COA is looking into the following issues:

a. Employment status of professors as employees at will or handbook as contract?

b. Intellectual property issues

c. Admission policy and financial aid.

First-Year Seminar Committee (J. Roberts)

Jackie Roberts announced that there are currently 42 seminars for the Fall. Julia Bruggemann will serve as the next chair of the committee.

Diversity and Equity Committee (E. Harris)

Emmanuel Harris reported on:

--Web page still under construction

--Hiring briefings

--DEC is open to hearing from the faculty on agenda items for next year

5. Remarks from the Vice President for Academic Affairs

Vice-President for Academic Affairs Neal Abraham reported:

--Salary recommendations of COA were accepted by administration.

--Academic Awards convocation would take place later that evening (May 5).

--Medical insurance will be explained in open meetings.

--Affirmative action changes: opportunity hiring policy to include people of impressive credentials regardless of race and gender.

6. Remarks from the President

President Bottom reported the following promotions and tenure decisions:

Jamie Stockton-Tenure

Susan Wilson-Tenure and promotion to professor of Communications Arts and Sciences

Promotions

Karin Ahlm-Professor of Psychology

Barbara Bean-Professor of English

Carla Edwards-Professor of Music

Chet Fornari-Professor of Biology

Bridge Gourley-Professor of Chemistry

Doug Harms-Professor of Computer Science

Holling Smith Bourne-Librarian with rank of Associate Professor

Next Fall: Pastor of Gobin Church, Larry Burton, will be the Chaplin of University in the Fall.

Admissions report:

593 deposits with two days left.

Multicultural enrollment: 14.6%

Academic credentials

SAT 610 Math 530 ACT 27. GPA 3.70.

44 % from Indiana, 75% Midwest, 15 international students, 32 different states.

Rector village will enable DPU to house all students on campus and to end OIT housing after next year.

In the following discussion, Pam Propsom cited the decision making process on the Chaplin lacked discussion with students/faculty.

7. Old Business

A (D. Guinee) Motion to remove the table the following motion:

Motion to make the following change to the By-Laws and Standing Rules of the Faculty, Section IV.2.a, "Membership of Search Committee." Insert the italicized text in brackets below:

Current Text:

2. Search Committee

a. Membership. A search committee may be constituted by the department with three or more members drawn from its continuing tenure and term faculty members and two additional members from each of two other departments, chosen after consultation with the Vice President for Academic Affairs. [Additional members from other departments are not required in searches for positions lasting one year or less.] In special circumstances, members may be appointed from other faculty of the department, such as those who are leaving the department or the University at the end of the year. If there are fewer than three eligible department members, with the approval of the Vice President for Academic Affairs, the personnel committee shall select additional search committee members from related departments.

Taken off table with second.

Motion passed

B. (B. Hanson) Motion to remove from the table the motion to amend section II.C.2 of the Faculty By-Laws

Current language:

A quorum shall consist of 60 voting members.

Proposed language:

A quorum shall consist of 51% of the faculty eligible to vote and not on approved leave (rounded to the nearest whole number). This number shall be determined for each semester by the Vice President for Academic Affairs, using the faculty roster as of the Friday immediately preceding the first faculty meeting of each semester. Immediately after the call to order at the first faculty meeting of each semester, the Vice President for Academic Affairs shall announce the quorum requirement for that semester. The next order of business after the call to order at each faculty meeting shall be the verification of a quorum by the Chair of the Faculty (for the first meeting of the semester, the quorum verification shall occur after the Vice President for Academic Affairs has announced the requirement).

Removed from table

To speak to the issue, Martha Rainbolt stepped down as Chair of the Faculty and the Secretary pro tempore (Matthew Balensuela) assumed the duties of the Chair for the discussion of the issue.

Discussion followed on the appropriated level for a quorum.
Amended from 51% to 40 % by Marthe Chandler. Srimati Basu seconded.
Amendment passed

Motion as amended passed following further discussion.

C. (J. Benedix) Motion to remove from the table the following motion:

Given the recent changes in our general education requirements, I move that the text in the DePauw University Catalog, Section II: Graduation Requirements that reads

Students must pass courses that meet the requirements in each of the six groups listed below. A total of nine and one-half courses satisfy the distribution requirements; four of the six groups must be completed fully while the remaining two groups must be partially completed. Many students complete more than the minimum requirements.

be changed to

Students must pass courses that meet the requirements in each of the six groups listed below. All groups must be completed fully. Many students complete more than the minimum requirements.

(If passed, the motion would be effective for the entering class of 2004 [graduating class of 2008])

Bryan Hanson seconded.

Discussion focused on when the proposed changes would go into effect.
Scott Thede: Enrollment for Group one classes with lab would go up significantly.
Dave Berque: In favor of motion, but not next year.
Bob Bottoms: Underlined that this may be illegal for the incoming class.
Jim Benedix withdraws motion (with approval of the second)

8. New Business

A. Marthe Chandler read the following:

Traditionally, this motion is made by a member of the faculty who has a child in the graduating class. This year two of our colleagues are members of the class of 2003.

Terry Noble, stalwart of Academic Computing, took her first class at DePauw in Spring of 1987. Lyn Gram is the invaluable Department secretary for all of the Philosophy Department and a significant part of the Political Science Department Lyn Gram took her first class in Fall of 1988

Both of them are graduating Phi Beta Kappa. Both of them are invaluable to the people they work with. Both of them a delight to have in class

Therefore I would like to move
that the faculty of DePauw University authorize the Board of Trustees to confer degrees on all eligible candidates.

Motion passed.

B. Martha Rainbolt asked for the endorsement of committee election results. (See handout.)

Art Evans moved, Marthe Chandler seconded this endorsement.
Motion carried.

10. Adjournment, 6:30 pm.